



## Intervention

Making a force field analysis (rational + intuitive/emotional version)

## Change Phase

PREPARING / AWARENESS / INTEREST

## Description

Stimulating and blocking forces will influence the successfulness of your change. First everyone writes down on individual Post-Its all elements they can think of that work in favour of the change and that work against the change. Then on a flip you make two axes:

- Influenceable/non-influenceable
- Stimulating/discussing

Together, you discuss and classify the Post-Its on the flip.

Finally, determine together which two or three forces are the most forceful and are influenceable. These are your levers: you think of actions to change these forces in your favour.

Another form of a force field analysis, which is a combination of a rational and more intuitive/emotional approach is to put placemats on the floor, representing a force, and move certain forces to feel what happens.