

Exercise 12b

Root Cause Solution Implementation – Force Field Analysis

Name: _____

Date: _____

Instructions:

1. Use the problem provided below to create a Force Field Analysis Diagram.

Problem

high costs of healthcare.

Steps

1. Define clearly what change is desired, information that can usually be taken directly from the implementation plan and its improvement objectives.
2. Brainstorm all possible forces in the organization that could be expected to work for or against the change.
3. Assess the strength of each of the forces and plot them on a force-field diagram (reference template provided on page 2). The length of each arrow in the diagram expresses the strength of the force it represents.
4. For each force, but especially the stronger ones, define actions that could increase the forces for the change or reduce those against it.

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Force Field Analysis Template

Change Objective	
Forces for	Forces against
<div></div>	<div></div>
<div></div>	<div></div>
<div></div>	<div></div>
<div></div>	<div></div>
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