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Force Field Analysis

Focus area Agency Wellness Plan:

HELPING FORCES	RESTRAINING FORCES
the operating forces which are <u>helping</u> to increase awareness and support agency wellness	the operating forces which are <u>restraining</u> to increase awareness and support agency wellness

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Action Identifier

PRIORITY RESTRAINING FORCE	ACTION PLAN LIST
Copy most important Restraining Force	All possible courses of action you might take to eliminate or reduce the effect of that force
PRIORITY HELPING FORCE	ACTION PLAN LIST
Copy most important Helping Force	All possible courses of action you might take to strengthen this force

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ACTION PLAN list the materials/tactics, people, and resources available to help carry out the underlined courses of action and plan the order in which you will take these steps

RESTRAINING FORCES ACTION PLAN ITEM	Materials/Tactics	People/Groups/Partners	Resources
HELPING FORCES ACTION PLAN ITEM	Materials/Tactics	People/Groups/Partners	Resources

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TIPS AND ALTERNATIVE ACTIONS

When doing this process of identifying actions and planning an order in which to take these steps, bear in mind that the *elimination of restraining forces is more effective than increasing helping forces*, since increasing the helping forces tends to build up the restraining forces by increasing the resistance. Best of all is to change the restraining force into a helping force. Working on both types of forces at once can be very effective.

ALTERNATIVE ACTIONS - List alternative ways of accomplishing the courses of action you have decided on
