

Tool 1 – Force-field analysis

Why you should use this tool

To help you identify and focus down on the positive and negative forces that may influence your PCT/practice/other care agency development of a culture that supports self care and to gain an overview of the weighting of these factors.

When to use this tool

In a PCT/practice planning day or team meeting as an individual or preferably working in a small group.

What to do

- On the diagram overleaf, on one side of the line, draw arrows pointing towards the middle of the diagram to represent individual positive factors that motivate you and your PCT/practice team as a whole.
- On the other side, draw arrows representing negative factors that demotivate you and your team.

The width and length of the arrows should represent the extent of the influence; a short, narrow arrow will indicate that the positive or negative factor has a minor influence and a long, wide arrow will indicate a major effect (see the example below).

You need to then take an overview of the force-field and consider if you are content with things as they are or whether you can think of ways to boost the positive side and minimise the negative factors. You can do this part of the exercise on your own, with a small group, with a mentor or with a trainer from the PCT.



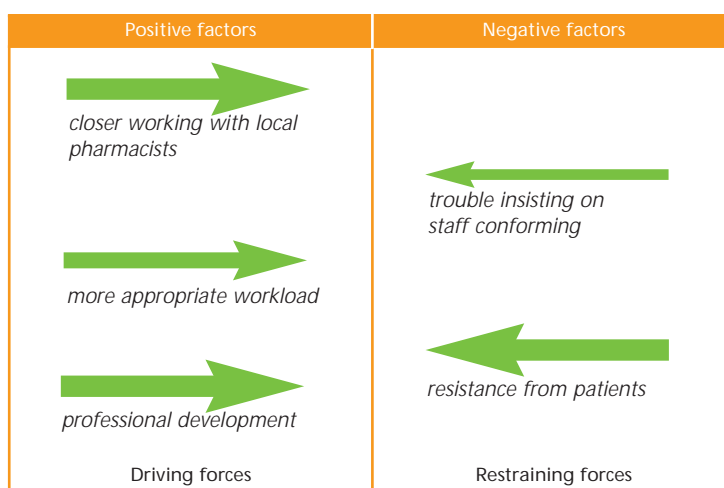
How it works

The force-field analysis will help you to realise whether a known influence in your life is a positive or negative factor. For instance, you may realise upon reflection that you had assumed that reducing your workload was the main positive motivator. However, the wish to empower patients to lead healthier lives through self care is really your main motivator and will have the added benefit of improving your job satisfaction.

What to do next

Make a personal or organisational action plan (utilising the [roles and responsibilities checklist](#)) to create the situations and opportunities needed to boost the positive factors in establishing a culture that supports self care in your PCT/practice or other care agency and minimise the arrows on the negative side.

Example



For more information on this tool, please click on [Tool 1](#).



Working in Partnership Programme

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self care • •
...because health matters •

Force-field analysis diagram

Positive factors	Negative factors
Driving forces	Restraining forces