

## **Force Field Analysis Blurb**

A precursor to Contradiction Analysis

The Force Field Analysis technique for organizational development was created by Kurt Lewin in the 1940's. It is similar to the ICA's "Contradiction Analysis" methodology in that like with contradictions, Lewin said that change in organizations and societies was more apt to be accelerated when one focused on alleviating the restraining force to change rather than trying to force change. Like the ICA focus on contradictions, change occurs when one removes the barriers to change rather than trying to force the Vision to come into reality.

The attached video describes the Force Field Analysis and was prepared by Jim Troxel for his classes on personal and organizational change at DePaul University, Chicago, IL, USA.