

## **Force Field Assignment**

### **Purpose:**

To identify negative and positive forces that influence professional learning communities and begin to generate a strategy or plan of action.

**Number of Participants:** large or small groups

**Time required:** 15 - 30 minutes

**Materials:** 1 copy of “Force Field” handout/group

### **Process:**

1. The group identifies the desired state at the top (Implementing Professional Learning Communities).
2. The group develops a list of facilitating or positive forces, including individual, interpersonal, school, and societal forces, that will help the group in establishing a professional learning community.
3. The group develops a list of restraining or negative forces that may prohibit the group from establishing a professional learning community.
4. The group ranks the facilitating forces according to the degree of influence they will have on movement towards the desired state.
5. The group rates the top restraining forces according to how easily they can be resolved (number one being most easily resolved).
6. The group brainstorms ways to strengthen and enhance the top facilitating forces.
7. The group brainstorms ways to convert the restraining forces into facilitating or neutral forces.

(Wald & Castleberry, 2000)

## Force Field

Desired State:

Facilitating (Positive) Forces  
What forces support this?

Restraining (Negative) Forces  
What forces are hindering this?

What will help us move forward?