**Read a Scenario and Develop a Force Field Analysis**

**Estimated duration: 30 minutes**

In this lab, you will practice how to use a Force Field Analysis.

**Learning objectives:**

By the end of this lab, you will be able to:

1. Gain experience in analyzing the opposing forces of an initiative that the organization supports.
2. Learn how to support the team as the Scrum Master by facilitating the use of visual tools to identify and assess factors that could slow down progress toward organizational success.
3. Help the team develop recommendations for the organization to implement initiatives or refrain from making changes until conditions improve.

**Instructions:**

Read the following scenario carefully and identify all the elements you will need for your force field analysis.

1. Identify the solution or change you are trying to implement and add it to the center box.
2. Identify all the supporting factors for the solution.
3. Identify all the opposing factors. Keep an open mind and be thorough to ensure a comprehensive analysis.
4. On the left side of the chart, identify and document the pros of adopting an idea.
5. When you place the pros and cons on the force field, write them as arrows. The length of an arrow will indicate its strength and how much it opposes the other side.
6. It is not necessary to have a one-for-one comparison. However, the side with overall greater strength can indicate feasibility.

Keeping the CTRL key pressed, click [**here**](https://sk2280913.gitlab.io/Working-as-a-Scrum-Master/labs/Read-a-Scenario-Develop-a-Force-Field-Analysis/Develop%20a%20Force%20Field%20Analysis%20Template.pptx) to download **Develop a Force Field Analysis Template**.

**Note**: On Mac systems, keep the COMMAND button pressed instead of the CTRL key.

At the end of the exercise, take note of why or why not the organization can move forward based on the probability that one side overpowers the other.

**Scenario:**

The ABC Company is dealing with quality issues in its electrical components. To address this, they have made it mandatory for all employees to undergo basic electrician training. Since they can't provide the training in-house, employees are asked to take it externally and outside of work hours. To be fully reimbursed, employees must earn a grade of B+ or higher on the course. Otherwise, they will receive only partial reimbursement and will need to retake the course until they achieve the required grade. The training should be completed within six months, consisting of 40 hours. Failure to complete the training will result in disciplinary action. The company's leadership team expects resistance to this change, but they believe it will enhance the company's competence and give them an edge in the market.

**Potential Solution**

The following is a probable solution. Your solution may differ. Keeping the CTRL key pressed, click [**here**](https://sk2280913.gitlab.io/Working-as-a-Scrum-Master/labs/Read-a-Scenario-Develop-a-Force-Field-Analysis/Develop%20a%20Force%20Field%20Analysis%20Potential%20Solution.pdf) to download **Develop a Force Field Analysis Potential Solution**.

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