

Transformative Change

Anticipating Enablers and Roadblocks

The purpose of this tool is to anticipate the forces (i.e. people, initiatives, policies etc.) that will enable scaling your innovation and to anticipate the roadblocks (opposing forces) you might face. The tool is based on Force Field Analysis, developed by Kurt Lewin.¹ This tool is associated with the following guiding principle:

*Scaling of transformative change will occur if **adoption and adaptation** honor and influence the culture of the settings involved.*

***Directions:**

1. In the box below, write the innovation you plan to scale.
2. On the next page, write down enablers that will help you scale the innovation and for each of them, on a scale of 1 – 5, (5 being the strongest) assign a number that represents how strong the enabler is toward helping scale the innovation.
3. Next, think of the potential roadblocks you might face and record them. Assign a number to each using the same scale.
4. Total the strength of the enablers and the roadblocks. In order for change to occur, enablers must be strengthened and/or the roadblocks must be lessened. Through group discussion, examine ways you can intervene to strengthen enablers and lessen or eliminate roadblocks.

*Note: If the group is large enough, this activity can be replicated by drawing the framework on a whiteboard or flipchart so that it is easier to see.

Innovation:

¹Kurt Lewin was a social psychologist who in the 1940s developed Force Field Analysis to help individuals and groups understand the dynamic forces present in human and group behavior. Force Field Analysis is a framework that is often used in organization development and change management.



Transformative Change Initiative

Office of Community College Research and Leadership and The Collaboratory

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