# Career Change Force Field Analysis

*A personal decision worksheet with separate drivers barriers and practical next steps*

**Proposed change and review date**

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| Driving forces | Strength 1 to 5 | Restraining forces | Strength 1 to 5 |
|---|---|---|---|
| [Reason for change] | [Score] | [Barrier or concern] | [Score] |
| [Reason for change] | [Score] | [Barrier or concern] | [Score] |
| [Reason for change] | [Score] | [Barrier or concern] | [Score] |
| [Reason for change] | [Score] | [Barrier or concern] | [Score] |
| [Reason for change] | [Score] | [Barrier or concern] | [Score] |

## Evidence and assumptions

**What supports the scores and what remains uncertain**

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| Barrier to reduce | Small action | By when |
|---|---|---|
| [Barrier] | [Action] | [Date] |
| [Barrier] | [Action] | [Date] |
| [Barrier] | [Action] | [Date] |

**Decision or next review question**

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Define one scoring scale before completing both sides. Totals summarize your judgments and do not predict an outcome.