##### Bone Diagram

##### A Bone Diagram is a planning tool that helps organizations define their current and desired states. This tool includes the driving and restraining forces of the Force Field Analysis.

**Transition** **Period**

**Desired State**

—Productive afternoons

—Maximum time on task

—Active listening

—Excellent work quality

—Organized dismissal

**Restrainers**

* Adverse attitudes
* Negative attitudes
* Apathy
* Poor communication
* No pride in work
* Do not want to get involved
* Expect quick results
* Do not want responsibility
* Past practice and habits

**Present State**

—Chaotic afternoons

—Time off task

—Listening issues

—Poor quality of work

—Disruptive dismissal

**Drivers**

* Clear expectations
* Flow charts
* Behavior monitoring charts
* Personal responsibility
* Clearly defined consequences
* Commitment
* Shared responsibility
* Group meetings to discuss progress