Force Field Analysis-IMM’s

Current State: Approximately 50% are competent Ideal State: 100% of PHN are competent in IMMs by 7/1/11

Restraining Forces -

+ Driving Forces

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1. Prevent disease

2. Providing services to under & uninsured

3. Immunizing Kane County children

Technical experts

Helps professional growth & career development

Valuable community resource

Fulfill grant deliverable

Variation in nursing judgment

Supportive experts

1. Competing priorities

2. Unique IMM situations

3. Number of learning opportunities

Time

Variation in nursing judgment

Past embarrassment

Fear

Parenting attitudes

Learning curve

Bad experiences

Legal concerns

Clients not bringing records

Incomplete records

Alternate IMM schedules

Language barriers

Different learning styles

Lack of confidence