

The Change Fatigue Epidemic: Building a Resilient Organization

THE PROBLEM: CHRONIC CHANGE FATIGUE

74%

OF EMPLOYEES
SUFFER FROM
CHANGE FATIGUE

This condition of generalized depletion stems from constant, overlapping organizational changes.

PERFORMANCE & INNOVATION COLLAPSE

PROJECT SUCCESS

31%
LOWER

EMPLOYEE INNOVATIONS

45%
FEWER

High-fatigue organizations see lower success and fewer employee innovations.

MIDDLE MANAGERS ARE HIT HARDEST

2.7
TIMES THE
CHANGE LOAD
OF EXECUTIVES



They experience 2.7 times the change load of executives with the least support.

THE SOLUTION: BUILDING ADAPTIVE CAPACITY

BUILD A FOUNDATION OF PSYCHOLOGICAL SAFETY



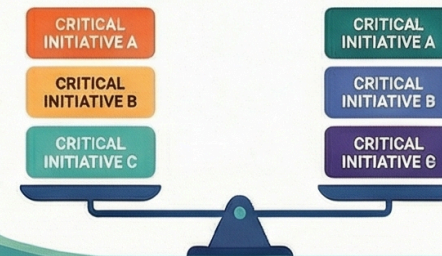
Create a culture where employees feel safe to take risks, voice concerns, and learn from failure.

ESTABLISH A PREDICTABLE RHYTHM



Use stable daily, weekly, and monthly cadences to provide grounding and reduce chaos.

MANAGE CHANGE LIKE A PORTFOLIO



Assess the cumulative change load and strategically prioritize only the most critical initiatives.