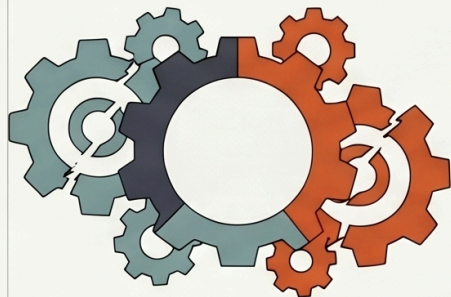


The Job Stacking Challenge: Moving from Surveillance to Outcomes

A post-pandemic challenge for organizational leaders.

The Hidden Costs of Divided Attention



20–40% Productivity Loss

Task switching across multiple complex roles imposes substantial cognitive performance penalties.



Erosion of “Deep Work”

Fragmented attention prevents the 90-minute focus blocks essential for high-quality innovation.

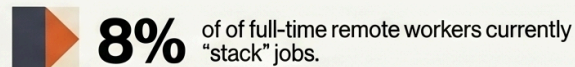


Legal and IP Exposure

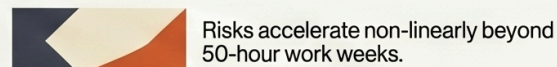
Concurrent employment often violates exclusivity clauses and risks proprietary information leakage.

Quantifying the Phenomenon & Physical Toll

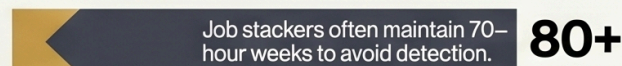
Current Prevalence



Burnout Risk



Typical Workload



Strategic Organizational Responses

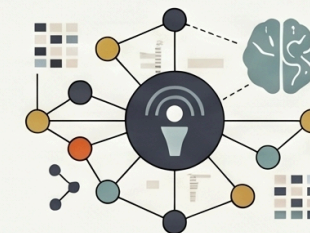


Adopt Outcome-Focused Management

Evaluate deliverables and quality metrics rather than tracking hours or activity levels.

Strengthen Psychological Contracts

Rebuild trust through career development, compensation equity, and authentic recognition.



Implement “Intelligent” Monitoring

Focus on anomalous collaboration patterns and performance trends rather than intrusive surveillance.