

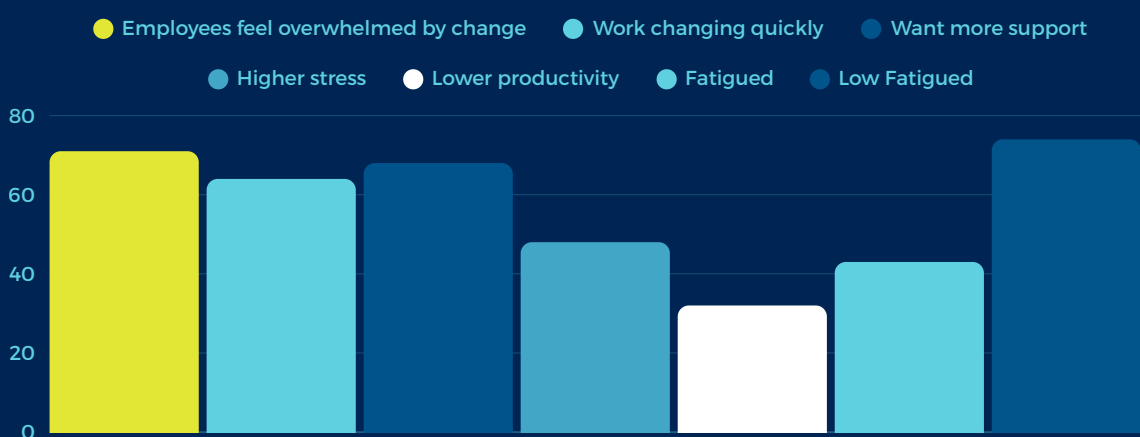


- CHANGE YOUR MINDSET - WHEN CHANGE FATIGUE BECOMES YOUR HIDDEN RISK

Change is constant, but too much, too fast creates change fatigue, a hidden threat to engagement, productivity, and retention. Employees today face continuous transformation, and their ability to absorb it is wearing thin.

THE DATA

- **71% of employees** feel overwhelmed by workplace change (Capterra).
- **64%** say work is changing too quickly; **68%** want more support (LinkedIn News).
- Fatigued employees report **48% higher stress and 32% lower productivity** (Pollack Peacebuilding).
- Only **43% of highly fatigued** employees plan to stay long-term vs. **74% with low fatigue** (mooncamp.com).
- The average worker now faces **10 major changes per year**, up from two in 2016 (NeuroLeadership Institute).



THE MINDSET SHIFT HR NEEDS

- From “Change is inevitable” → to “Change must be paced and planned.”
- From “Communicate the change” → to “Engage the individual.”
- From “Manage projects” → to “Support people.”
- From “One-time event” → to “Ongoing journey.”

FOUR ACTIONS TO REDUCE CHANGE FATIGUE

1. **Audit your change-load:** Track all initiatives; avoid back-to-back rollouts.
2. **Build recovery time:** Allow employees to adapt before launching new shifts.
3. **Make it human-centered:** Offer tools, transparent communication, and peer support.
4. **Measure and adapt:** Monitor stress, productivity, and turnover intent; adjust pacing accordingly.

THE WINNING MINDSET

- **You won't eliminate change.** Instead, manage the pace, the load, and the experience.
- **Your employees are assets, not just change recipients.**
- **Change success isn't just measured in project go-live.** It's measured in adoption, well-being, retention and sustained performance.
- **HR is your change-fatigue guardrail.** By monitoring and moderating change, you protect your people and your organization,

CHANGE YOUR MINDSET

Agility fuels growth, but unchecked change fatigue drains it. By pacing transformation and supporting people through it, HR can turn change from a risk into a competitive advantage.

