

Understanding Change Fatigue and Change Resistance

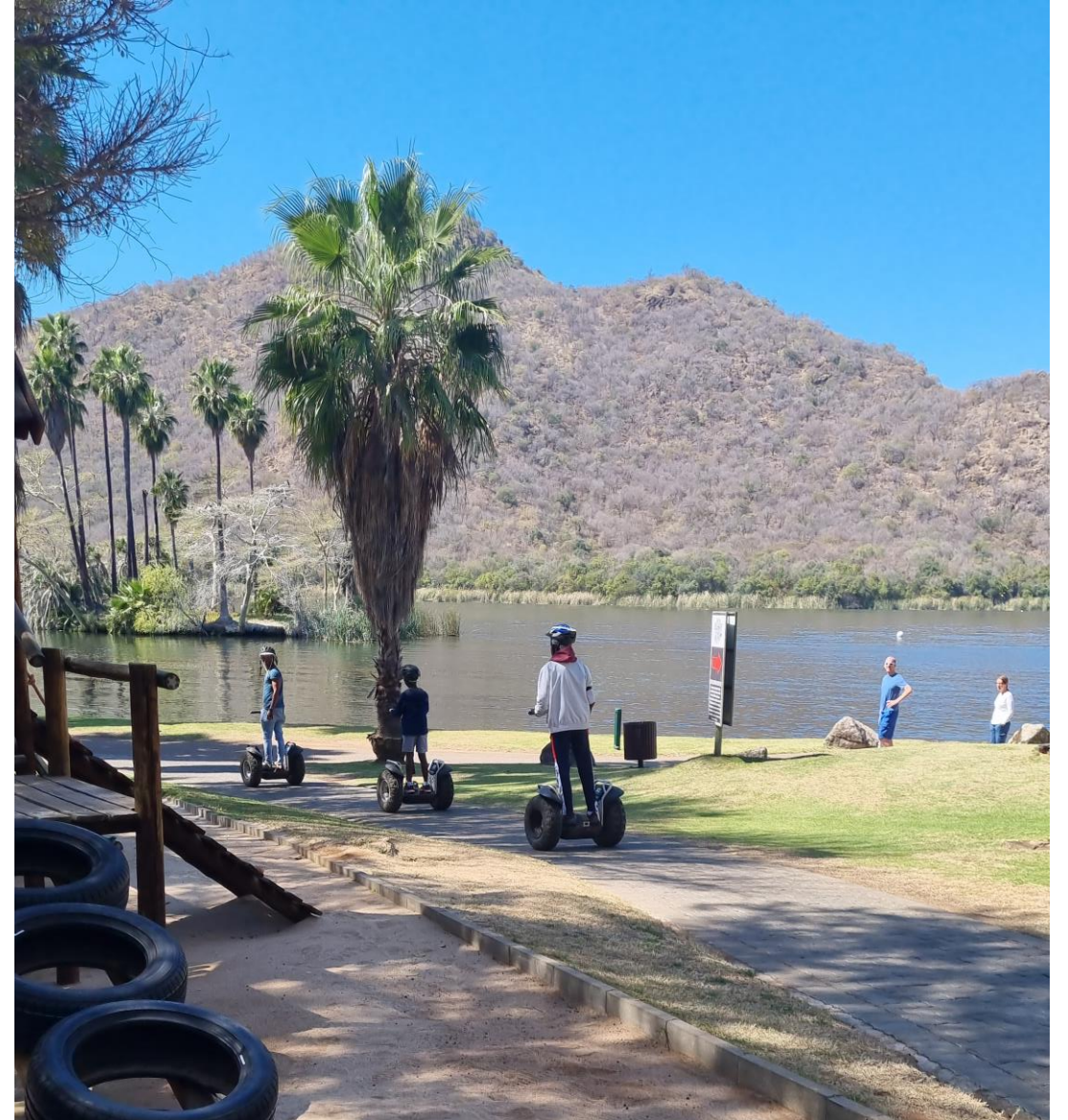
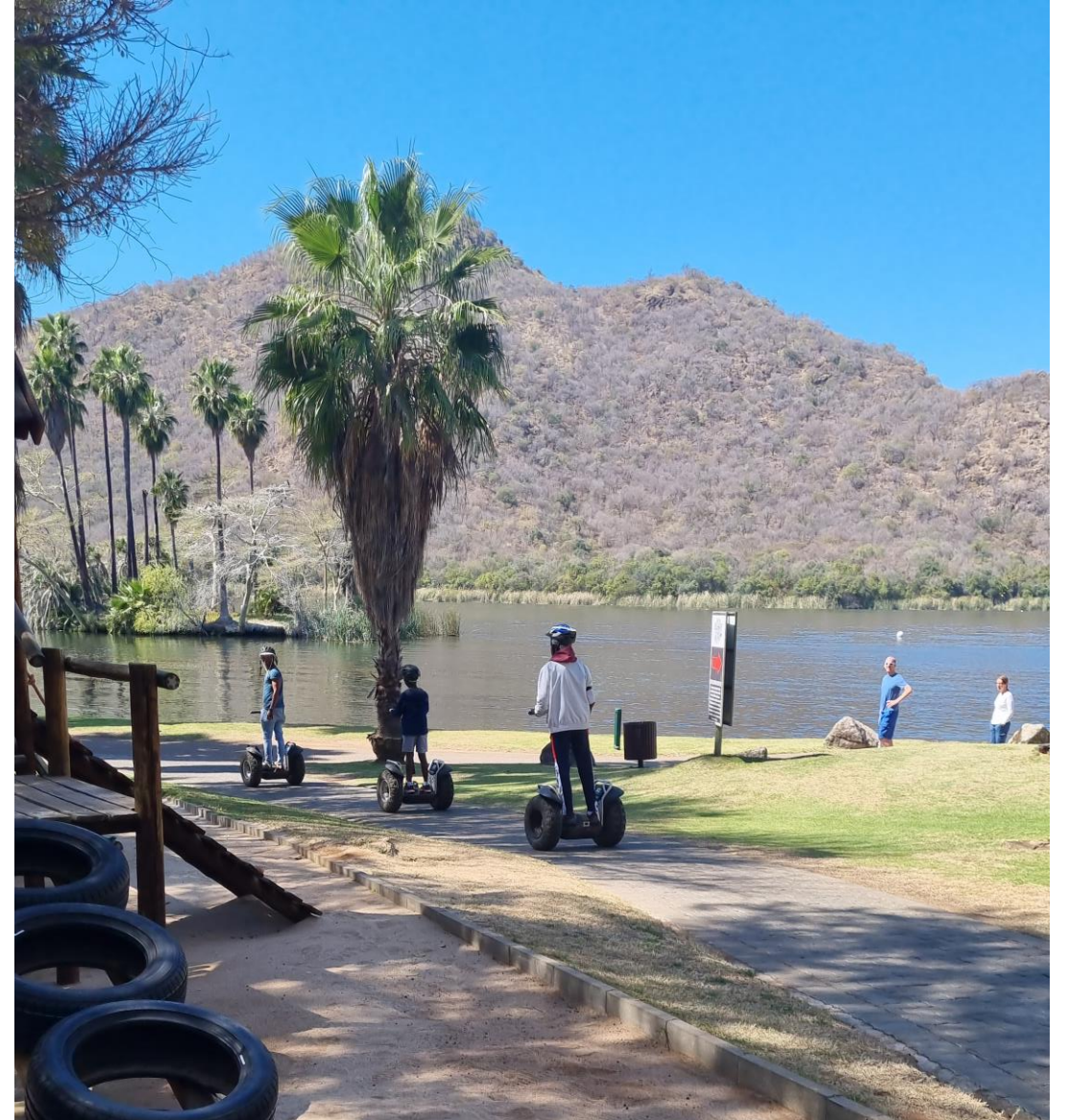
When you haven't even gone to sleep yet and you already can't wait to come home from work tomorrow



A little bit about me.....



DIFFICULT
ROADS OFTEN
LEAD TO
BEAUTIFUL
DESTINATIONS



Change Fatigue



Apathy
Passive resignation
Disengagement
Loss of control/hopelessness
Anxiety/Depression
Distress vs Eustress
Burnout, Adrenal fatigue

A study by Harvard Business Review revealed that the average employee dealt with 10 enterprise-wide changes in 2022 alone!

Often a symptom of Change Fatigue Active or Passive resistance

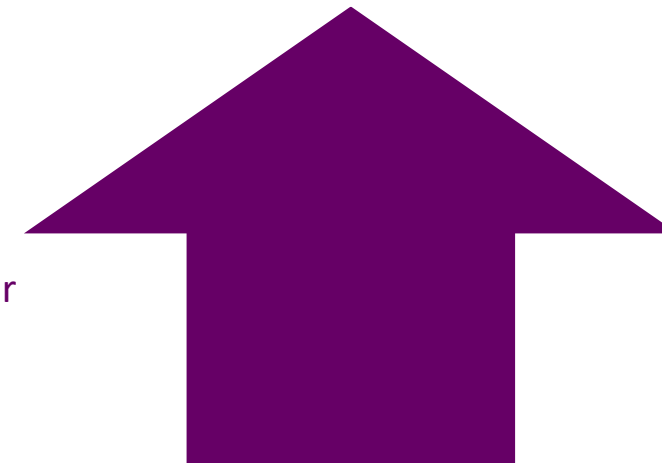
Fear of loss of control

F.E.A.R = False Expectations Appearing Real!

Not allowing people to express their feelings or calling into question their feelings only encourages more resistance

Inconvenient and sometimes costly to change

Resistance is feedback



Change Resistance

Individual styles can impact our response to change

Analytical (SE)

Show facts and figures to demonstrate your point, Get to the point, and fast, or they lose interest quickly.

Experimental (SD)

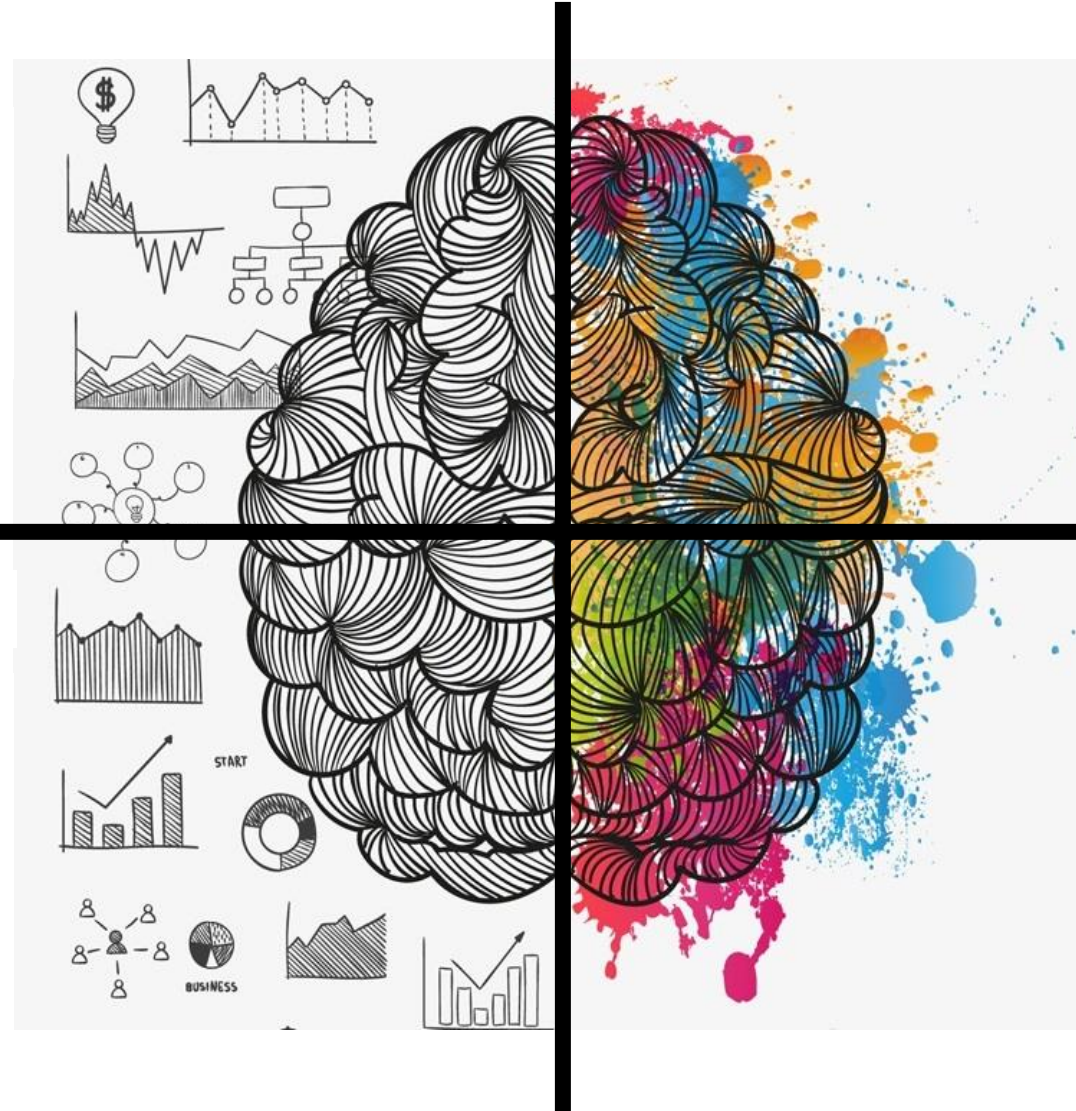
Imaginative, big-picture thinkers. Can get bored with the finer details. Communicate creatively. Make sure anything you present links back to the 'why'.

Practical (IE)

Present information step by step. Finer details to back up your points. Share thoughts in writing first, so they have extra time to process any new information.

Relational (ID)

Highly intuitive Picks up on non-verbal cues, recognising interpersonal difficulties Communicate with them in an open forum that gives everyone an opportunity to ask questions or voice concerns.



Generational differences may also result in varying levels of Change Fatigue and Resistance



**Baby
Boomers:**



Millennials:



Generation X



Generation Z:

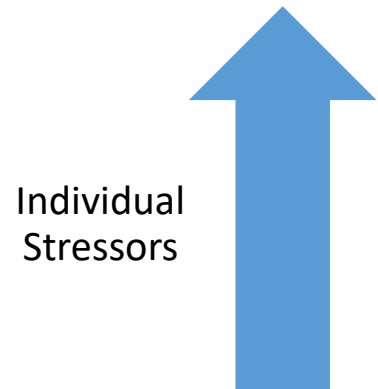


**Generation
Alpha**

Root causes

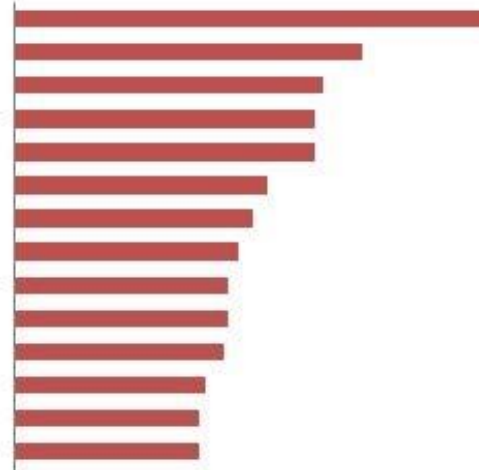


1. Low trust – broken promises, lack of confidentiality
2. Change collision – Unplanned changes simultaneously on the same people – split focus
3. Change saturation – More changes than the people can absorb
4. Low engagement– insufficient 2-way feedback
5. WHY and WIIFM
6. Direct vs Indirect cultures



Major Life Stressors

DEATH OF A SPOUSE
DIVORCE
MARITAL SEPARATION
DEATH OF A CLOSE FAMILY MEMBER
IMPRISONMENT
PERSONAL INJURY OR ILLNESS
MARRIAGE
DISMISSAL FROM WORK
RETIREMENT
MARITAL RECONCILIATION
CHANGE IN HEALTH OF FAMILY MEMBER
PREGNANCY
BUSINESS READJUSTMENT
GAIN A NEW FAMILY MEMBER



1. Post Covid stress
2. Moving house
3. Starting a new job
4. Financial distress
5. Loneliness
6. Single parenting
7. Social media
8. Nutritional deficiencies

Controlling Negative Anticipation

- Negative anticipation can come in many forms, but most often it is in the form of assuming the worst of a current or future situation.
- When faced with anxiety, we tend to immediately jump into action-mode. Psychologists call this “[anxious fixing](#),” and it doesn’t help us, or the people around us.



Anxiety is fear with negative anticipation. Excitement is fear with positive anticipation. You control which one you see.

Love, Martin

Try

Can't

Impossible

Someday

Impact of continued Change Fatigue and Resistance

Health issues

Unfinished
projects are
costly



Impacts EVP
-
Resignations

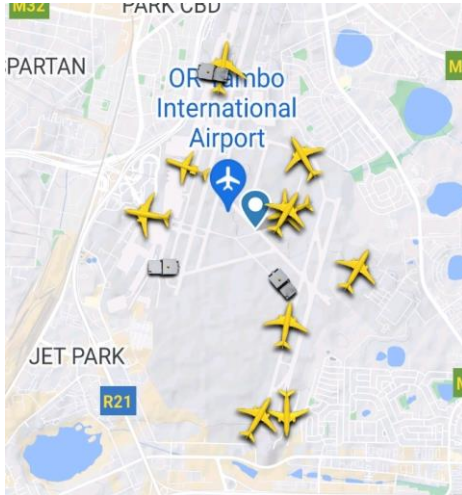
Low Trust

Reduced
productivity

According to a recent Gartner survey , 45% of HR leaders say their employees are tired of change or suffering from change fatigue.

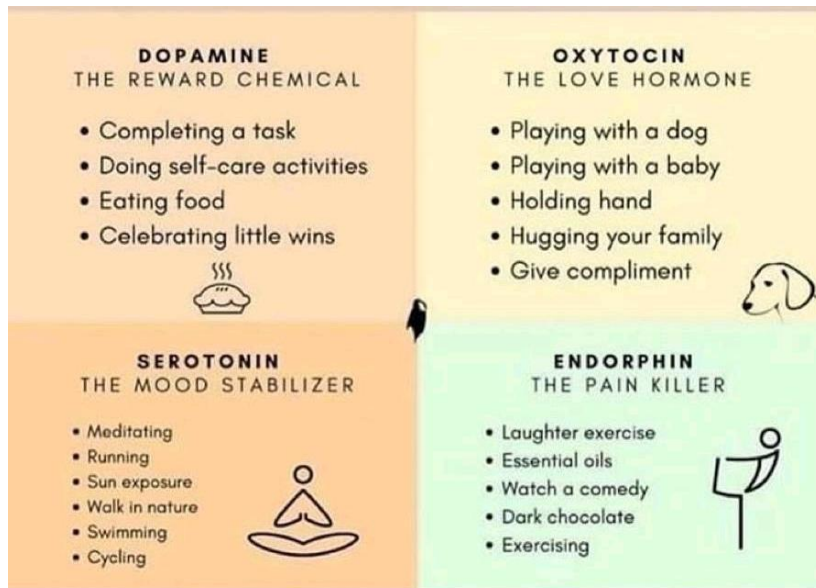
Recommendations

Organisational
solutions



1. Monitor human impact of planned and unplanned changes
2. Focus on health and wellbeing indicators
3. Build in proactive rest periods
4. Dedicated channels to respond to questions and cut through hierarchy
5. Leaders are aligned on messaging
6. Customise messaging to speak to facts, emotions, plan and destination
7. Create memories and treat people in the right way

Individual
Solutions



1. Finding outlets for the happy hormones!
2. Keep your circle of confidence small
3. Consciously choose positive people/events/news
4. Get help when you need it
5. Mantra/theme song – The Power of YET (Dr Carol Dweck)
6. Always have a Plan B and Plan C. Options reduce anxiety
7. Focus on your successes, even little ones
8. Allow yourself to grieve/pity party!
9. Alignment with your values – listening to your gut



OUR VISION
to offer customised,
sustainable change solutions



OUR MISSION
we strive to provide an
advisory and coaching
service that matches the
needs of our clients



OUR VALUES
we will demonstrate honesty and
integrity in all our dealings
we will deliver uncompromising
quality of work
we will be reliable and dependable
we will listen to our clients

OUR SERVICES

MyChangeShop
Change Management and Culture Solutions
Change Leadership Coaching
Behaviour Change Programmes
Small Business Coaching
Resilience Coaching

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