

Change Fatigue : The Hidden Driver of Employee Burnout

Change fatigue is defined as the feeling of indifference or burnout employees within organizations experience when frequent or complicated changes occur. Individuals experiencing change fatigue can feel overwhelmed, struggle with lower productivity, decreased employee engagement and motivation, higher turnover, and increased absenteeism. It is also common to have physical stress symptoms and a disrupted work routine. Employees may resist new tools or technology and feel less satisfied with their jobs. Adapting to recent changes becomes a task, and the overall company culture can suffer.

Within the past five years, organizations have faced a series of disruptions that include a global pandemic, recovery strategies, inflation, economic uncertainty, and the development with AI forcing employees to endure transformation after transformation without a break.

However, change is not the issue. How we approach it is. The fact is change is not going anywhere. The transformations that currently make employees sigh are essential for thriving in the future. If an organization is suffering from change fatigue, it is usually the execution and not the need for the change.

You can reduce and manage change fatigue at your organization in the following ways:

Improve transparency in communication: Effective communication is essential. Encourage feedback so employees can share concerns and understand the change.

Give employees a voice in the change process: When the opportunity presents itself, involve those affected by the changes in the planning and implementation. Including them can reduce stress and make change easier to accept.

Strengthen leadership presence during transitions: When employees feel heard and valued, they accept change more easily. They need to see that the company cares about their well-being.

Invest in continuous training and skill development: Conduct regular employee training for all employees. Provide support so employees can build new skills.

Monitor change fatigue and adjust strategies: Celebrate wins to strengthen commitment. Acknowledging achievements boosts morale and builds support. This helps shape the initiative and reduces change fatigue.

April 1st - April Fools Day

April 18th – Good Friday

April 20th – Easter Sunday

April 23rd—Administrative Professionals Day

If you have any questions or concerns regarding this article or any other HR issue, please feel free to give us a call or send us an email.

We are here to help.

Contact us at
601-368-3302 or via
email at
hr@saviosmart.com