

Connect Care

Conquering Change Fatigue

BY DR. ROGER HABER

We live in a world of constant change, don't we? And change, even good change, can be confusing, frustrating, and sometimes very stressful.

I recently read an article on change fatigue—and I know from personal experience this can really make you weary and feel out of control.

So, what are the signs that we might be experiencing change fatigue?

- ☐ An overwhelming cynicism and skepticism during conversations regarding change initiatives.
- ☐ Constant questioning of the intentions of your senior leaders.
- ☐ General distrust of your change management team.

I think we'd all agree, this is neither healthy nor productive in our workplaces.

If we don't address these issues, change fatigue can:

- ☐ Spread rapidly to other employees.
- ☐ Create a toxic work environment permeated by distrust.
- ☐ Result in losing people.

But don't give up or abandon hope. There is something we can all do about the change fatigue that might come our way (or you might even be experiencing this now!).



**“THE ONLY
WAY TO MAKE
SENSE OUT OF
CHANGE IS TO
PLUNGE INTO
IT, MOVE
WITH IT, AND
JOIN THE
DANCE.”**

ALAN WATTS

UIG Location	APP ID
1912 - Buncombe/Henderson	123593
2105 - Bibb – I-16 and I -75 Interchange	125246
2115 – Robeson	125291
2216 – Berkeley - I-26 Widening Cypress Swamp	126203
2218 – Orangeburg	126203
2311 – York – SC 160 Interchange	128277
2405 – Chatham – US 80	128284
2406 – Toombs – US 1 Swift Crk – Cal 010	128285
2409 - Union - Bridge Package 17	128289
2412 – Charleston Main Road Corridor Segment A	128938
2415 – Oconee Pickens	129560
2416 - Catawba & Iredell - NC 150	130492
2503 - Lexington - CCR 3C (Management Staff)	130493
2504 - Anderson - SC-81 over Saluda River & S-4-143	130401
2505 - Sumter - RBOs S-152 over CSX RR & S-55	130495

UIG Location	APP ID
2509 - Spartanburg - District 3 - Package 5	130496
2510 - Marion - US 76 over Catfish Branch	130497
2514 Richland - US 76 over CNL RR - Call 150	130798
2515 - Clarendon - I-95 over Tearcoat Branch - Call 50	130799
2516 –Greenville – S-23-107 over I-385 Bridge Repair	130930
2518 – Union – S-16 over Tyger River	131184
2601 – Marlboro – SC 9 over Crooked Creek	131200
2604 - Colleton – US 17 Replacement	131185
2605 – Aiken – US 278 SC-125 over US-1 Bridge	131186
2606 – Greenville – US 29 over Enoree River Repairs	131187
Corporate Office	123609
Charlotte, 3800 Arco Corp Dr. NC	124373
United Demolition Office - Charleston	128716
Special Operations Shop – Orangeburg	128717
Rock Hill Office	129574
Columbia Office	125579