MODULE OVERVIEW

Change fatigue: Know when to adapt and when to say no

Adaptive module | ~20 min

Adaptability is among the fastest-rising skills in the World Economic Forum ranking, and nearly three in four HR leaders see change fatigue in their teams. This is the misunderstanding this module clears up: adapting doesn't mean accepting everything. Using three questions, it builds the discernment to tell resistance worth letting go of from a signal worth listening to, including a case becoming more common with AI: a job gradually emptied of meaningful work.

LEARNING OBJECTIVES

01 Redefine adaptability: stop resisting what is already there, to free the energy locked in tension.

02 Distinguish three situations: discomfort with change to work through, a values conflict calling for a calm no, and a job losing its meaningful work.

03 Use three questions to sort: needless tension or legitimate signal, energy freed or exhaustion, growing or shrinking.

04 Listen to your body to decide in the moment: take thirty seconds to locate resistance and recognize when it persists.

WHO IT'S FOR

Professionals who want to keep their energy through change by choosing the changes that help them grow.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1 **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.

2 **Expert video**: 10 minutes, with 3 pauses for reflection.

3 **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.

4 **Dated commitment**: one action to try, written by the learner or picked from the suggestions.

5 **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Change fatigue – a documented concept
- "Constructive adaptability" vs. "destructive over-adaptation" – Afthonios method
- 3 discernment questions – drawn from Afthonios coaching practice

SOURCES & REFERENCES

- World Economic Forum – "Future of Jobs Report 2025": resilience, flexibility, and agility form the second most sought-after skills cluster, up 17 percentage points from 2023
- Gartner – July 2024 survey of 473 HR leaders: 73% see change fatigue in their teams
- Gartner – employees' willingness to support change fell from 74% in 2016 to 43% in 2022
- Sonnentag & Fritz (2007) – detachment from work and recovery

- Module created by Afthonios.com.
- Content reviewed on 13 October 2026