

WORKSHEET

The Change Fatigue Check

A Change Coaches quick self-check

Read the full article, "The Phrase I Keep Hearing in Every Coaching Session," [here →](#)

Part 1: Where Do You Stand?

Rate each statement from 1 (strongly disagree) to 5 (strongly agree).

	1	2	3	4	5
My organization has been through a lot of change over the last year.	☐	☐	☐	☐	☐
I find it hard to get invested in new initiatives, because I assume a redirect is coming.	☐	☐	☐	☐	☐
I'm still doing the job well, but something feels off.	☐	☐	☐	☐	☐
I still love the people/mission/work, but the instability is wearing on that.	☐	☐	☐	☐	☐
I've quietly given myself a deadline to reassess.	☐	☐	☐	☐	☐

TOTAL SCORE

 / 25

SCORE GUIDE

- 5–11** You're managing well, even amid change.
- 12–18** Change fatigue may be building.
- 19–25** You're likely deep in it. Spend some real time with this worksheet.

Part 2: What's In Your Control

List what feels out of your control right now, and what's genuinely within it.

A couple of examples to get you started: you can't control the next reorg, but you can control how you show up for your team. You can't control leadership turnover, but you can control whether you protect space for connection and recovery.

OUT OF MY CONTROL	WITHIN MY CONTROL

Part 3: Moving Forward

Take a few minutes to reflect honestly on each question below.

When are you in flow? How can you stay in that space more often?

How do you react when there's a sudden shift — are you in a state of acceptance, or fighting every change?

Who do you want to be, both for yourself and your team?

What Now?

If you are in deep change fatigue, this worksheet is just a start. If this resonated, here are a few ways to keep going:

Talk it through with others who get it. Join one of our community gatherings: a space to process what you're carrying alongside people navigating the same things. [Join our newsletter](#) for more information.

Stay in the conversation. [Subscribe to the newsletter](#) for more reflections like this one, sent every other week.

Join one of our group coaching experiences: Applied Leadership: Below the Surface includes a module built around exactly this — recognizing change fatigue and learning how to lead (and protect yourself) through it. [Express interest here →](#)

Consider Coaching Below the Surface (CBTS) if you're ready to go even deeper — into how you lead, not just what you're currently carrying. [Start here →](#)

Not sure where to start? Email us at info@change coaches.io to learn more.