

# Top 5 Reasons Change Efforts Fail



## 5

### MAKING ADJUSTMENTS INSTEAD OF REAL CHANGES

Small tweaks are easy, but they don't create substantive changes. **Tie change efforts to a solid, meaningful outcome** and only then will you know if you were successful.



## 4

### LACK OF REAL ACTIONABLE DATA

Anecdotal "data" is not data – it's an opinion. You cannot fix a problem until everyone can see it and **good data provides a window of truth** that everyone can see.



## 3

### FEAR OF TAKING A STAND AND UPSETTING STAFF

It can be tough to push your colleagues to do something they don't want to do or that might upset the culture of the organization. But those **fears simply allow problems to fester.**



## 2

### MEMORIES OF PAST CHANGE ATTEMPTS THAT FAILED

Staff are exhausted by past change efforts that failed and reluctant to try again. You have to **fix the pattern to get real results.**



## 1

### INABILITY TO SEE THE WHOLE PROBLEM

Most problems do not exist in isolation, nor are they singular. Instead, they are **interconnected across multiple systems** and fixing them requires connecting all the dots.

