

The Transformation Theater Diagnostic

Is your organization making change, or performing it? Six statements and twelve warning signs.

As presented at the Bridge Conference, July 31, 2026

Part One: Score Your Last Transformation

Rate each statement from 1 (not at all true) to 5 (consistently true) for your most recent change initiative.

1	We assessed psychological readiness before launching.	1	2	3	4	5
2	Staff could articulate why the change mattered to them personally.	1	2	3	4	5
3	We sequenced changes instead of stacking them.	1	2	3	4	5
4	We measured emotional impact, not just adoption metrics.	1	2	3	4	5
5	Leadership modeled vulnerability during the transition.	1	2	3	4	5
6	We built recovery time into the implementation timeline.	1	2	3	4	5

Your total: 25 to 30, psychologically informed transformation. 15 to 24, good instincts, significant gaps.
Under 15, likely producing theater.

Most organizations score between six and twelve. That is not failure. It is your starting point.

Part Two: Twelve Early Warning Signs of Transformation Fatigue

Individual level

- Performance inconsistency
- Decision avoidance
- Learning resistance
- Emotional flatness

Team level

- Communication decline
- Innovation cessation
- Conflict increase
- Celebration apathy

Organizational level

- Metric obsession
- Feedback reduction
- Initiative fatigue
- Culture regression

Three or more signs at any single level means trouble. Signs across multiple levels means transformation fatigue, and launching another initiative will make it worse, not better.

The six statements tell you whether you are performing change or making it.

The full Transformation Readiness Assessment tells you why, and what to do about it:

transformationassessment.com