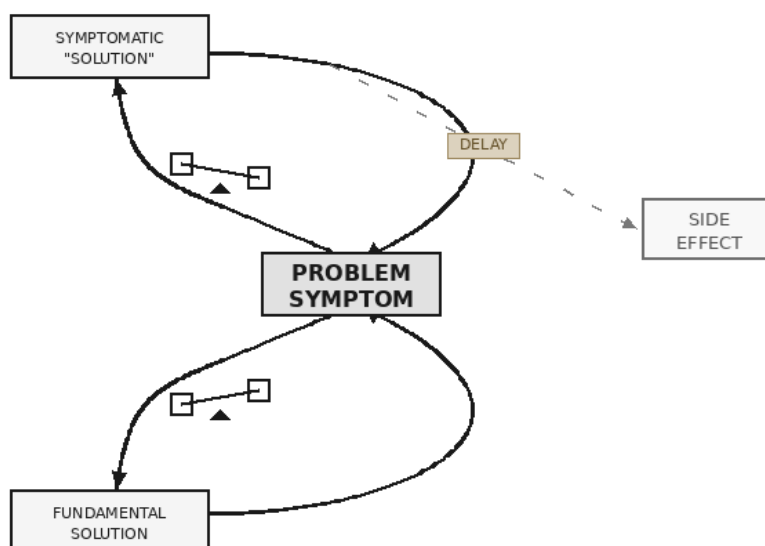


Workplace Well-Being

By Shifting The Burden

Look for the Fundamental Solution.

When we face a problem symptom, the pull toward a quick fix is real and understandable. Symptomatic “solutions” reduce the discomfort in the short term — but they rarely address the root cause. Over time, they can create side effects that make things worse, and they erode our commitment to the harder, more lasting work of fundamental change.



The symptomatic “solution” feels faster — but only the fundamental solution creates lasting change.

Applying This to Your Context

Use the prompts below to map a Shifting the Burden pattern you recognize in your own situation.

The Problem Symptom

What challenge or issue keeps surfacing? What are you (or your team) repeatedly trying to manage or fix?

Symptomatic “Solutions” You’ve Been Reaching For

What quick fixes or workarounds have you used? What relieves the pressure temporarily?

Side Effects and Unintended Consequences

What negative effects have those quick fixes created over time? What’s gotten harder as a result?

What Might a Fundamental Solution Look Like?

What would address the root cause? It may take longer — what would be worth investing in?