

Punctuated Equilibrium

Borrowing a belief from science, we can view change in two ways:

Gradualism or punctuated equilibrium.

Gradualism holds that change occurs very slowly, virtually unnoticed over time. Some view change as an enemy of the organization and wear the sandwich sign, "This is how we do things here and always will."

An organizational awareness of punctuated equilibrium accepts that nothing changes over long periods of time. This sameness or equilibrium is followed by short periods of rapid change. Hair frequently catches fire during this season.

Sudden change is often radical and required to affect desired outcomes and sustainability.

Paul warned the Corinthians to look for punctuated equilibrium:

"For the trumpet will sound, the dead will be raised imperishable, and we will be changed" (1 Cor. 15:52).

No one can stop our new normal.