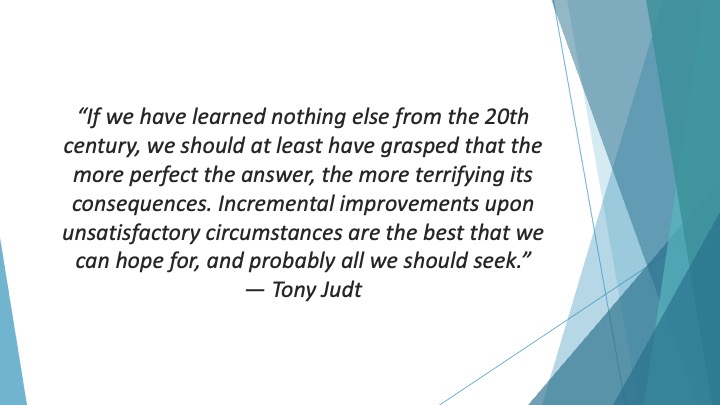
**Chapter 7: The Difference between Radical and Incremental Changes**

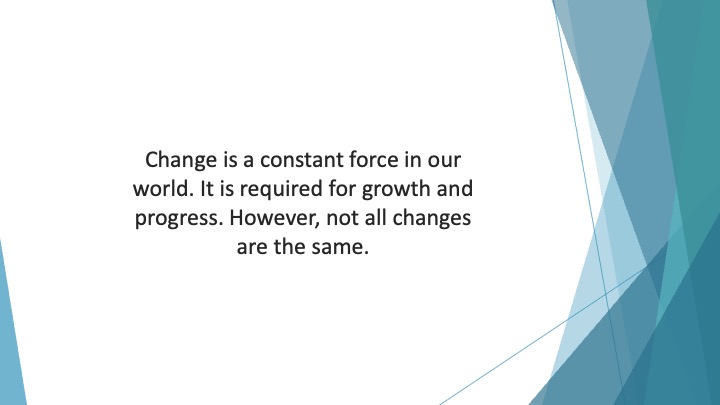
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**S1** : In this video, we’ll discuss about “The Difference between Radical and Incremental Changes”

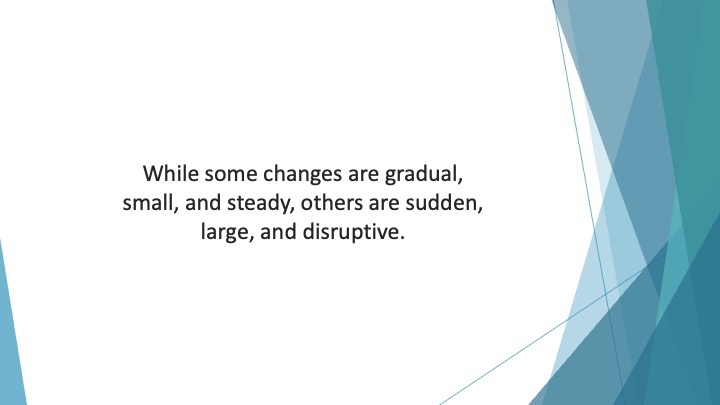


**S2 :** “If we have learned nothing else from the 20th century, we should at least have grasped that the more perfect the answer, the more terrifying its consequences. Incremental improvements upon unsatisfactory circumstances are the best that we can hope for, and probably all we should seek.”

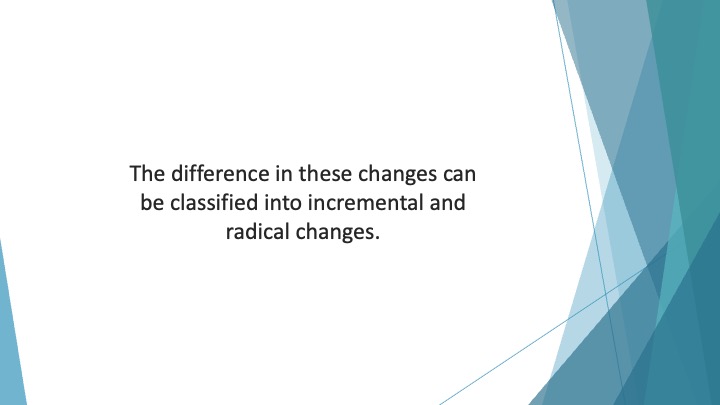
— Tony Judt



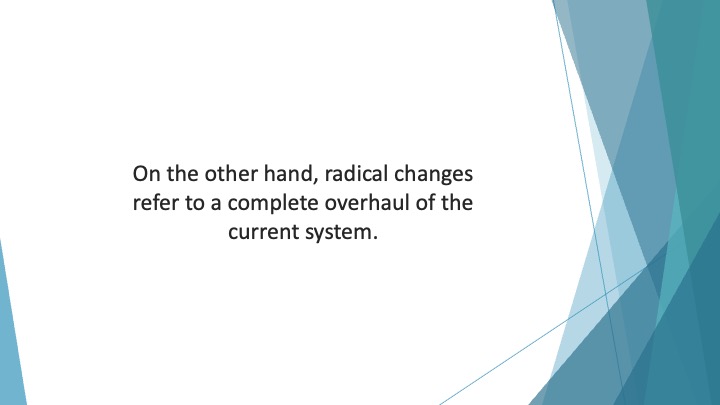
**S3** : Change is a constant force in our world. It is required for growth and progress. However, not all changes are the same. They can be classified into different aspects.



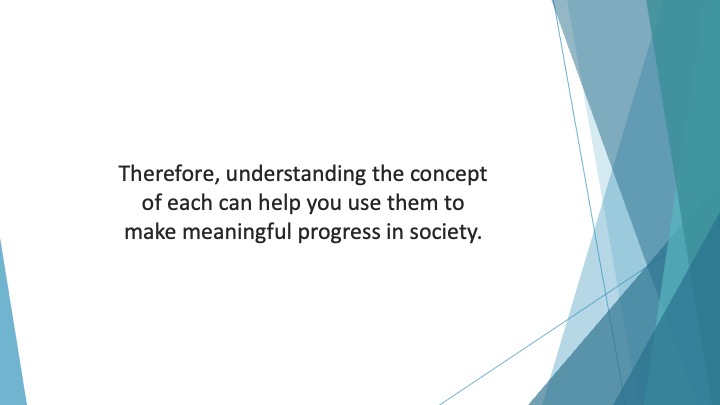
**S4** : While some changes are gradual, small, and steady, others are sudden, large, and disruptive.



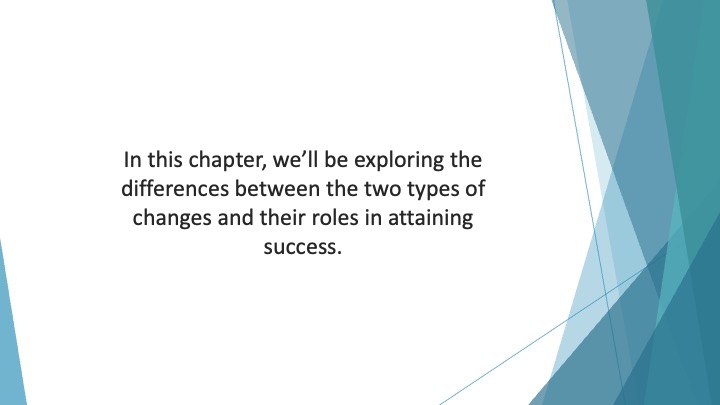
**S5 :** The difference in these changes can be classified into incremental and radical changes. Incremental changes entail small and continuous improvements, like what the 1% principle revolves around.



**S6 :** On the other hand, radical changes refer to a complete overhaul of the current system. Both of these types of changes have their advantages and disadvantages.



**S7 :** Therefore, understanding the concept of each can help you use them to make meaningful progress in society.

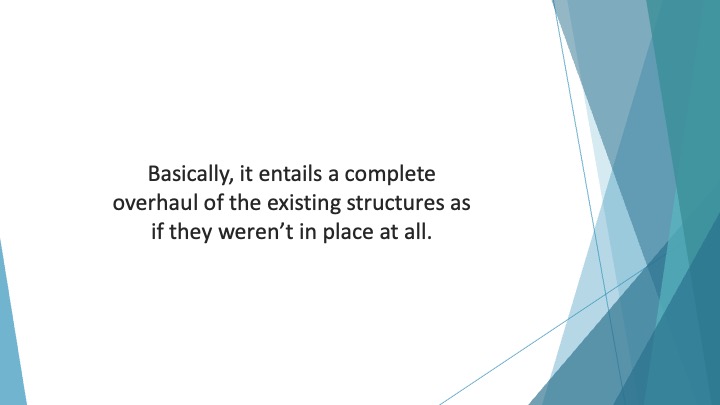


**S8 :** In this chapter, we’ll be exploring the differences between the two types of changes and their roles in attaining success.

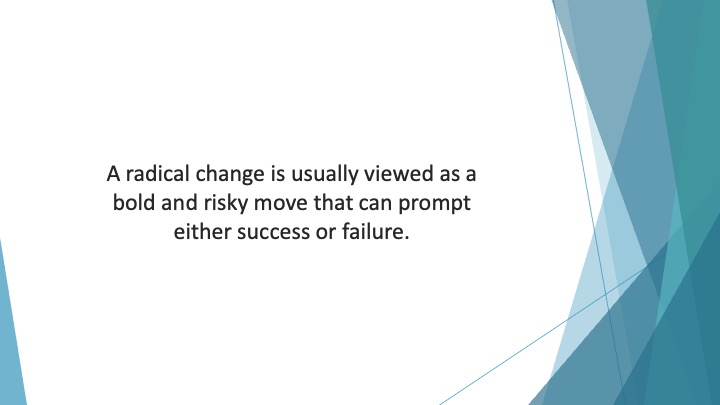


**S9 :** Radical Change

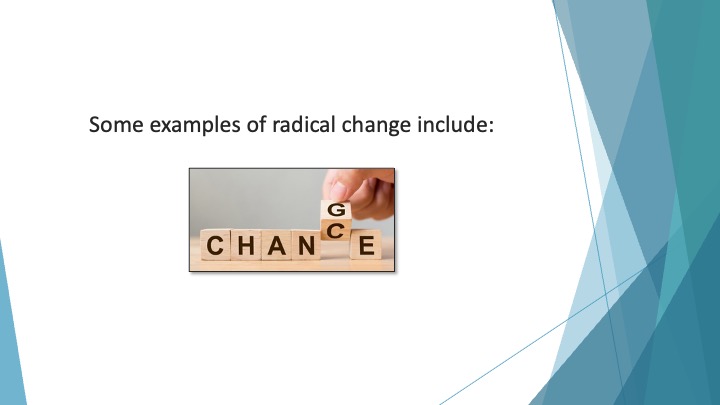
This change entails a significant and fundamental transformation in the current approach. It deviates totally from the current method of doing things.



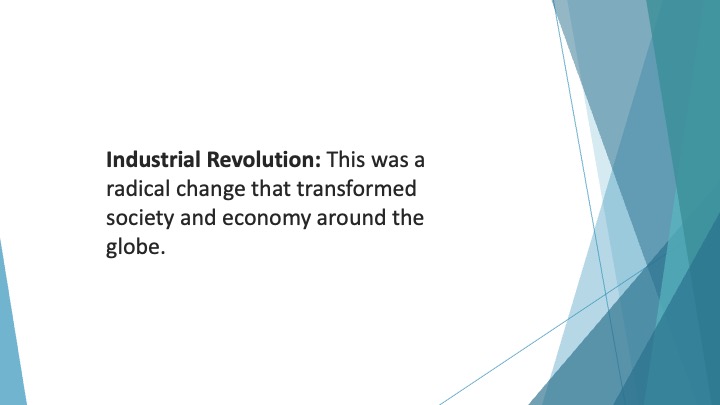
**S10 :** Basically, it entails a complete overhaul of the existing structures as if they weren’t in place at all.

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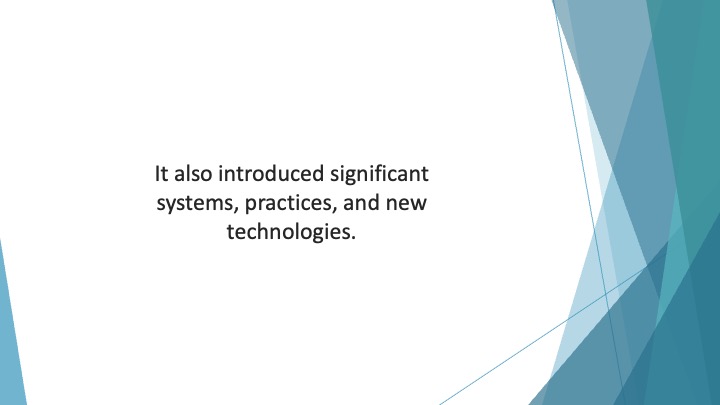
**S11 :** A radical change is usually viewed as a bold and risky move that can prompt either success or failure. It is aimed towards generating a new structure that challenges and replaces the current status quo.



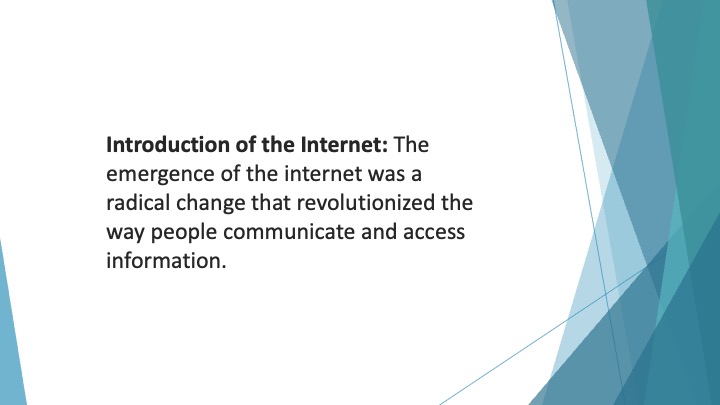
**S12 :** Some examples of radical change include:



**S13 :** Industrial Revolution: This was a radical change that transformed society and economy around the globe. It entailed a complete revolution of the way people lived and worked.



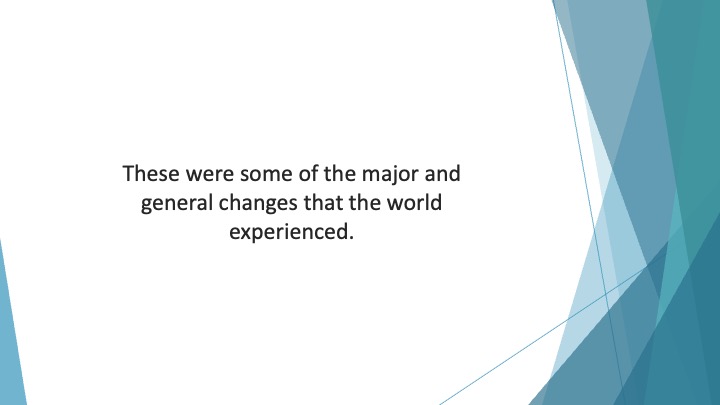
**S14 :** It also introduced significant systems, practices, and new technologies.



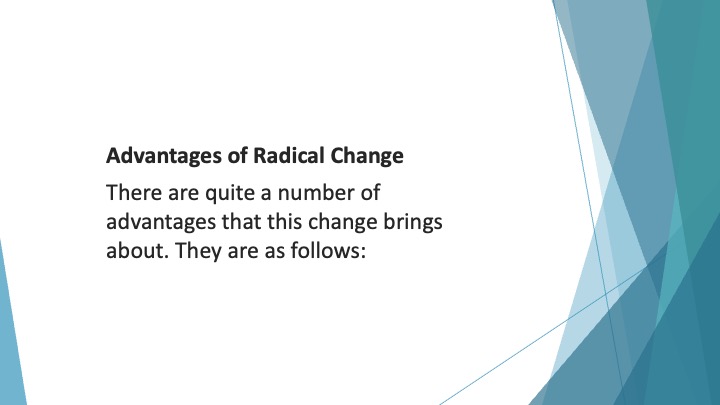
**S15 :** Introduction of the Internet: The emergence of the internet was a radical change that revolutionized the way people communicate and access information. There was a complete shift from the traditional ways of doing things and business.



**S16 :** This opened up a channel of new opportunities and possibilities for all and sundry.

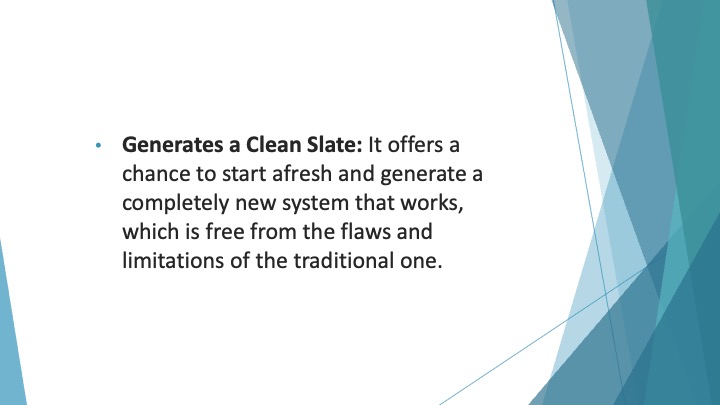


**S17 :** These were some of the major and general changes that the world experienced. They are the perfect examples of radical change.

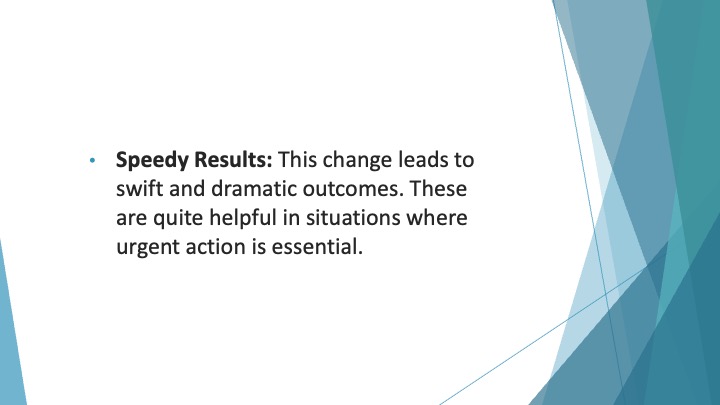


**S18 :** Advantages of Radical Change

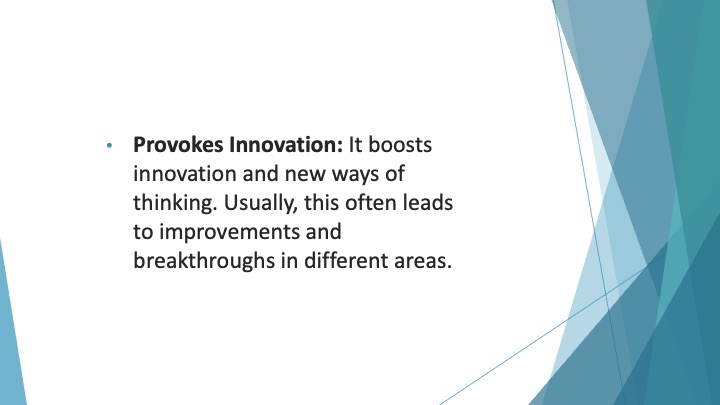
There are quite a number of advantages that this change brings about. They are as follows:



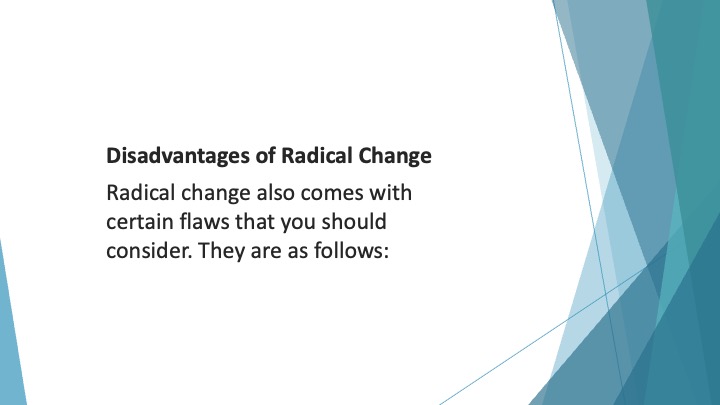
**S19 :** • Generates a Clean Slate: It offers a chance to start afresh and generate a completely new system that works, which is free from the flaws and limitations of the traditional one.



**S20 :**  • Speedy Results: This change leads to swift and dramatic outcomes. These are quite helpful in situations where urgent action is essential.

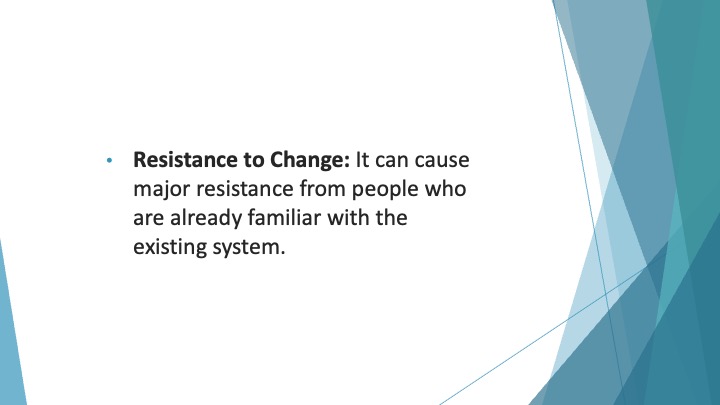
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**S21 :** • Provokes Innovation: It boosts innovation and new ways of thinking. Usually, this often leads to improvements and breakthroughs in different areas.



**S22 :** Disadvantages of Radical Change

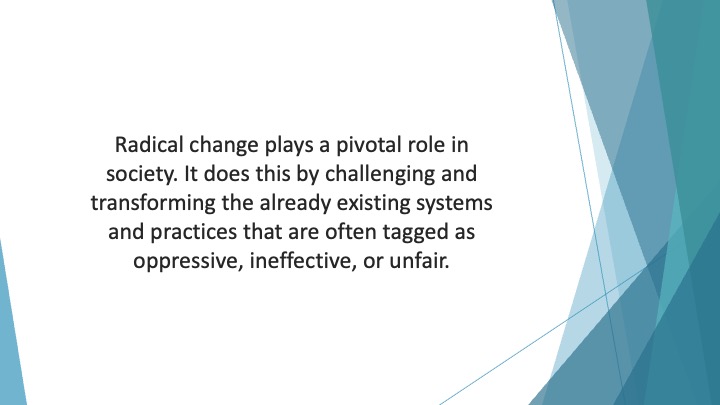
Radical change also comes with certain flaws that you should consider. They are as follows:



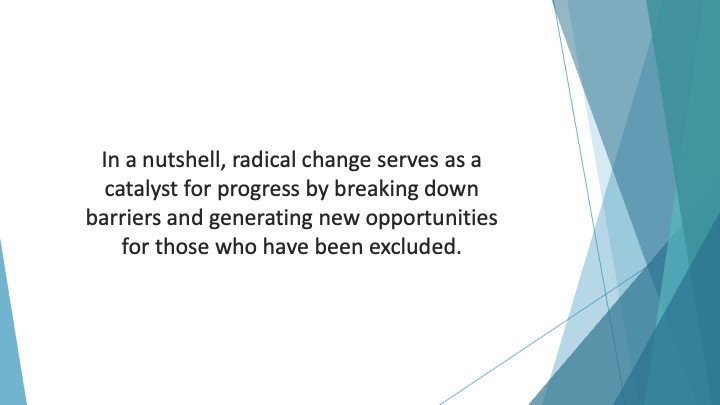
**S23 :** • Resistance to Change: It can cause major resistance from people who are already familiar with the existing system. In this case, they become reluctant to embrace something entirely new.

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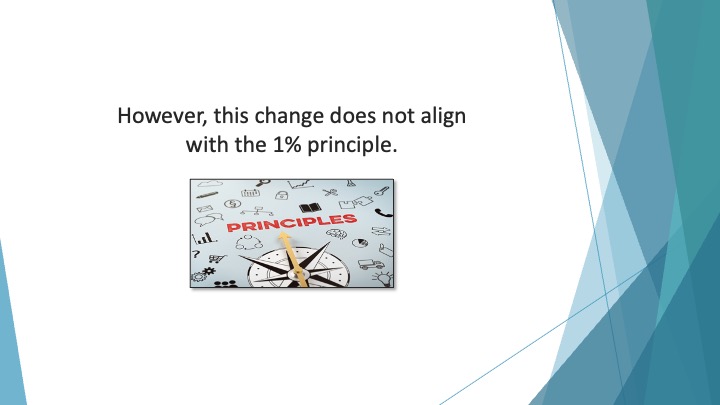
**S24 :** • Highly Risky: This change is usually associated with uncertainties and high risk. This is because its outcomes are difficult to predict.

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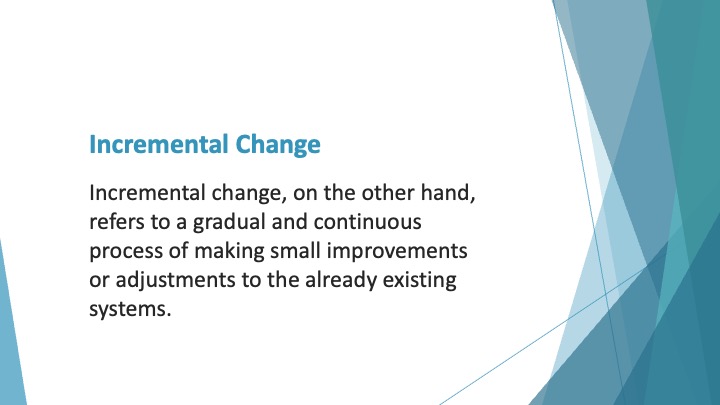
**S25 :** Radical change plays a pivotal role in society. It does this by challenging and transforming the already existing systems and practices that are often tagged as oppressive, ineffective, or unfair. Also, it offers a chance to address deep-rooted problems and create a new system that aligns better with the values and needs of contemporary society.

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**S26 :** In a nutshell, radical change serves as a catalyst for progress by breaking down barriers and generating new opportunities for those who have been excluded.

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**S27 :** However, this change does not align with the 1% principle. In fact, it is the exact opposite of what the marginal gain theory stands for.

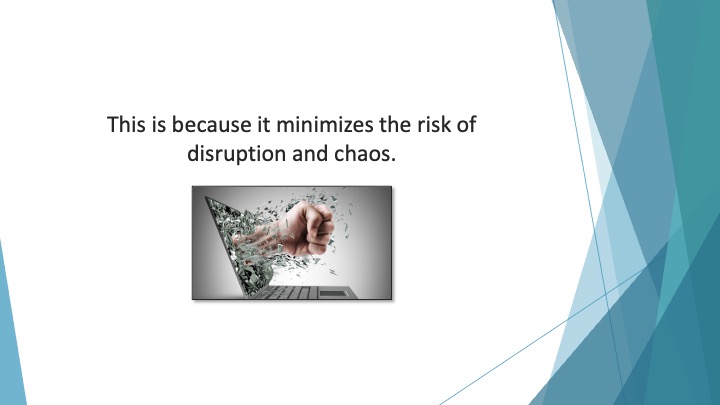
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**S28 :** Incremental Change

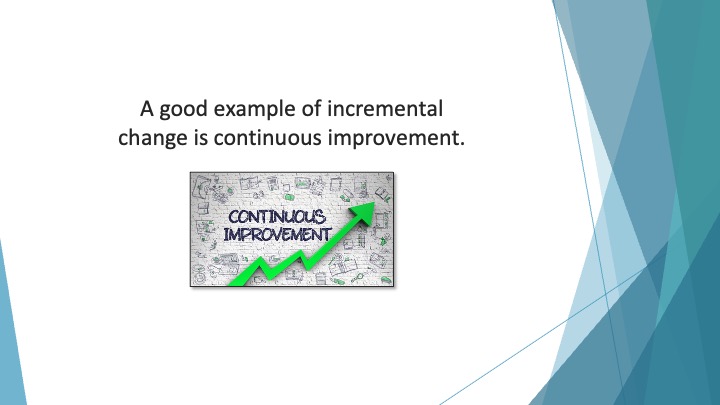
Incremental change, on the other hand, refers to a gradual and continuous process of making small improvements or adjustments to the already existing systems. It entails making minute changes that extend upon one another over time to achieve a much-desired outcome.

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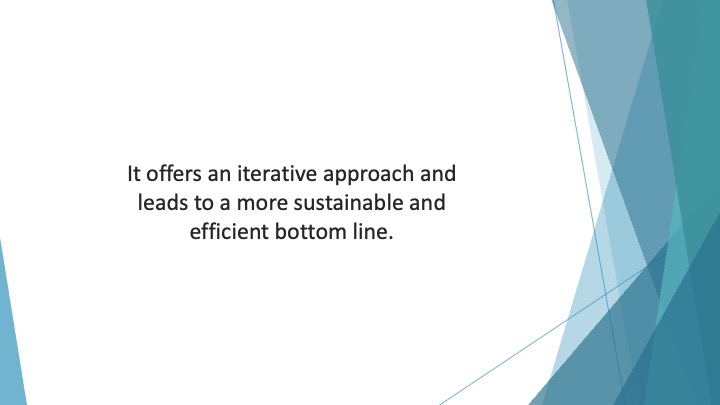
**S29 :** Compared to its counterpart, it is often seen as a safer and more predictable approach to change.

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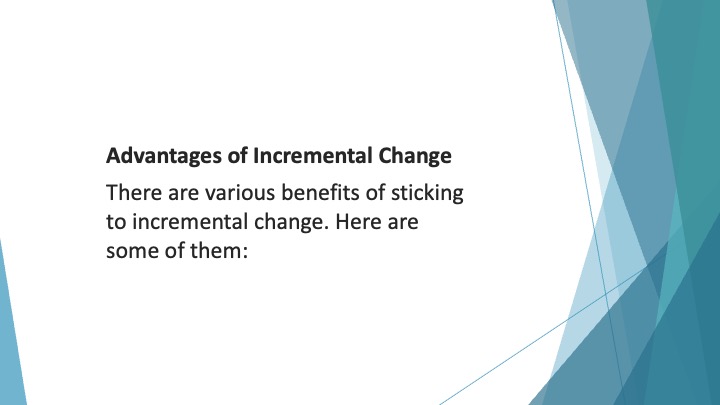
**S30 :** This is because it minimizes the risk of disruption and chaos.

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**S31 :** A good example of incremental change is continuous improvement. Many establishments use the continuous improvement process to make small and incremental changes over time.

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**S32 :** It offers an iterative approach and leads to a more sustainable and efficient bottom line.

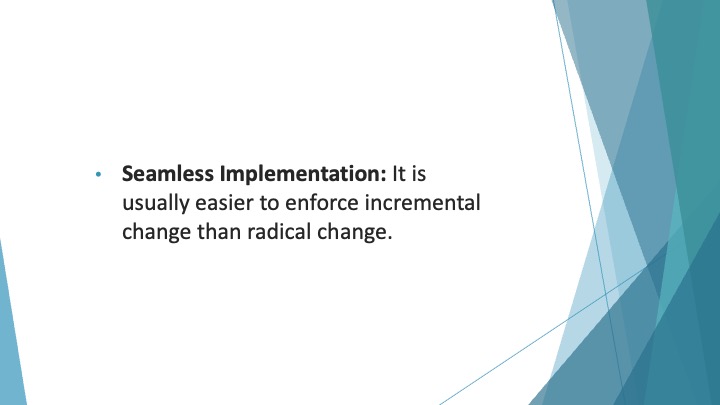
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**S33 :** Advantages of Incremental Change

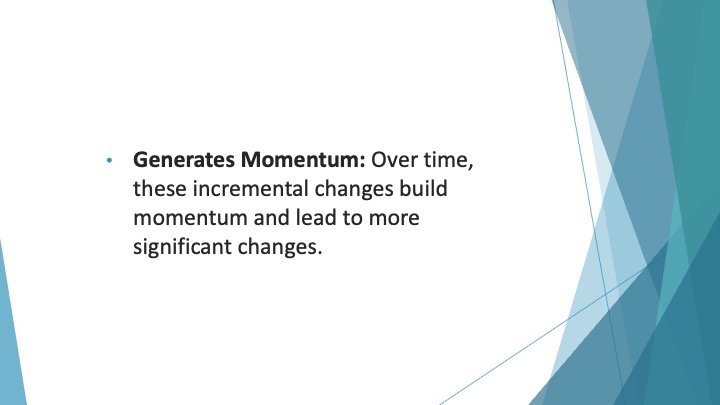
There are various benefits of sticking to incremental change. Here are some of them:

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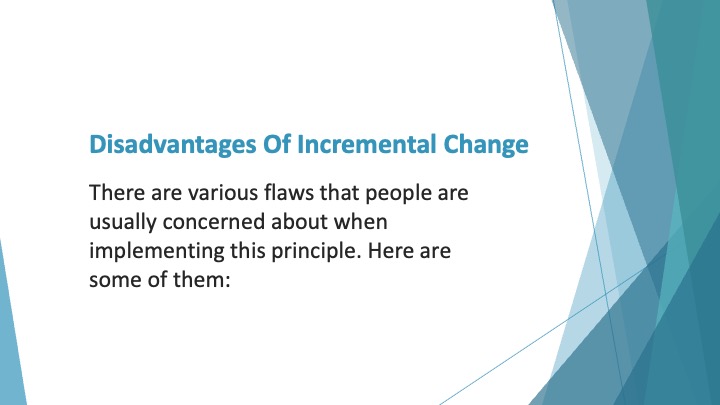
**S34 :** • Less Risk: It is less risky than radical change. This is because it entails small and manageable adjustments that are less likely to cause chaos or disruption in your day-to-day activities.

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**S35 :** • Seamless Implementation: It is usually easier to enforce incremental change than radical change. Since it can be done gradually, there is less chance of getting major resistance from interested parties.

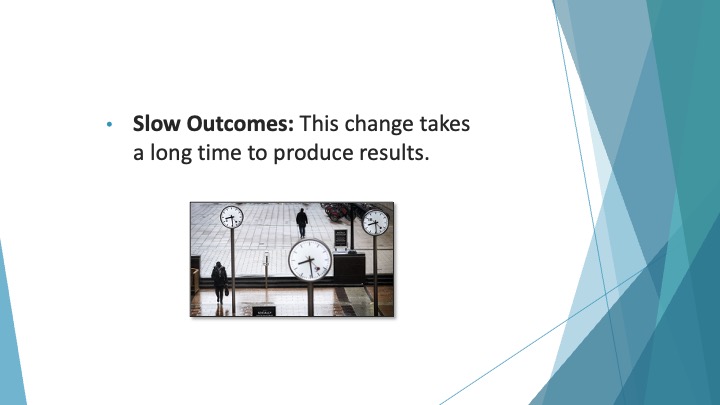
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**S36 :** • Generates Momentum: Over time, these incremental changes build momentum and lead to more significant changes. These small improvements develop upon each other until a desired outcome is met.

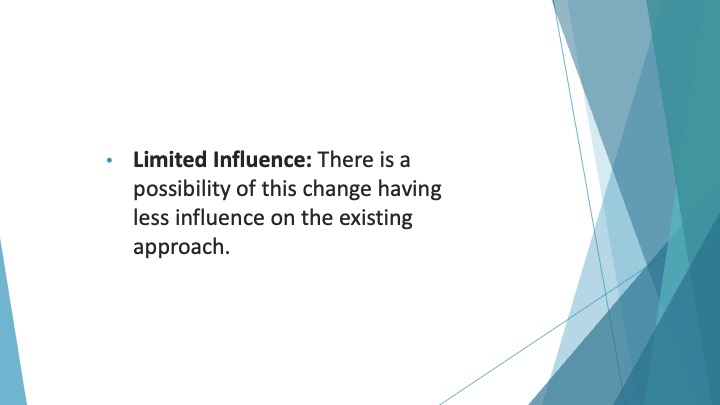
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**S37 :** Disadvantages of Incremental Change

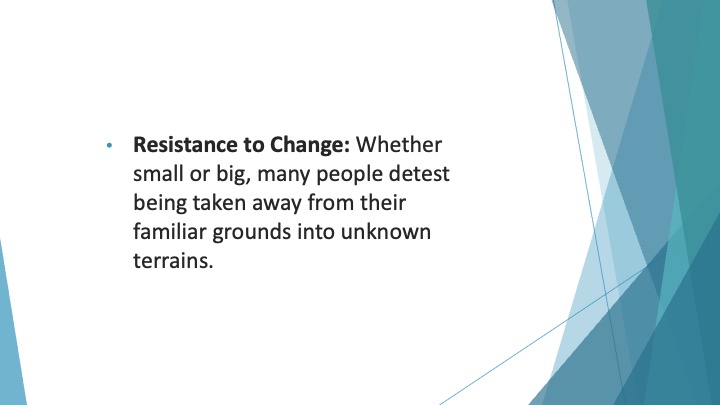
There are various flaws that people are usually concerned about when implementing this principle. Here are some of them:

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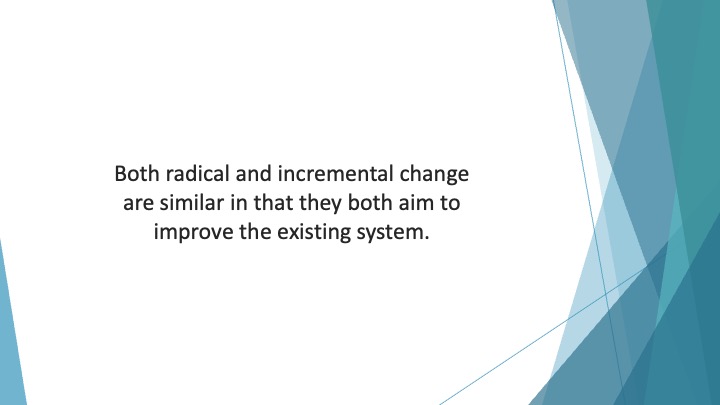
**S38 :** • Slow Outcomes: This change takes a long time to produce results. This is because it involves small changes over time rather than a huge one all at once.

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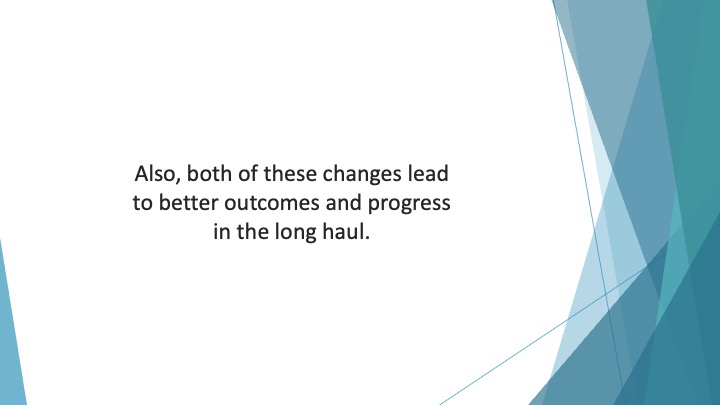
**S39 :** • Limited Influence: There is a possibility of this change having less influence on the existing approach. This is because of the minute to no effect that it has on the situation at hand.

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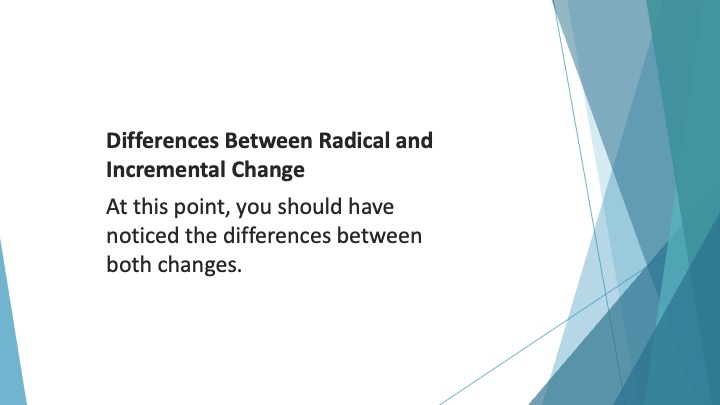
**S40 :** • Resistance to Change: Whether small or big, many people detest being taken away from their familiar grounds into unknown terrains. They are often reluctant and uncertain about trying new things, even when it makes just a little impact at a time, like incremental change.

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**S41 :** Both radical and incremental change are similar in that they both aim to improve the existing system. They both require careful planning and consideration of whether the outcomes and potential risks are worth the effort.

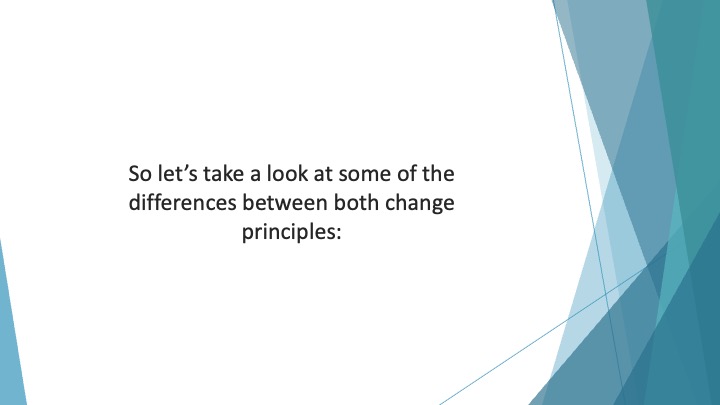
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**S42 :** Also, both of these changes lead to better outcomes and progress in the long haul.

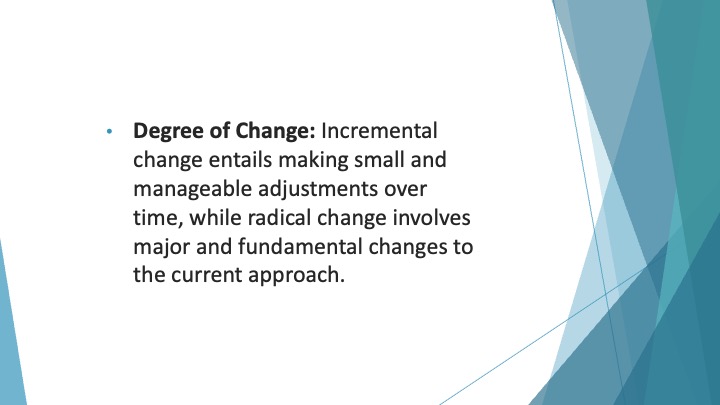
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**S43 :** Differences Between Radical and Incremental Change

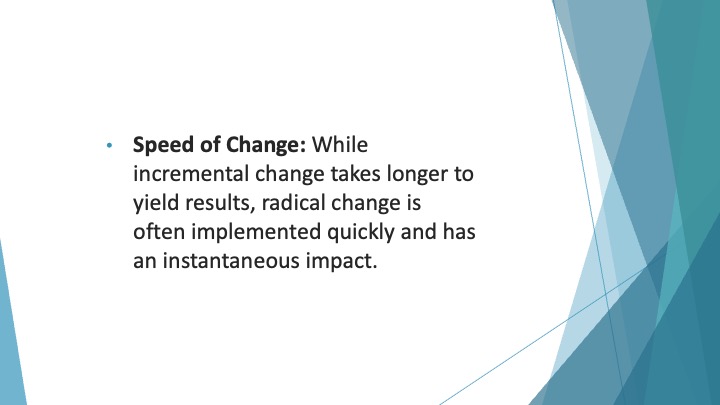
At this point, you should have noticed the differences between both changes. While they offer similar end goals, they do so through different structures and methods.

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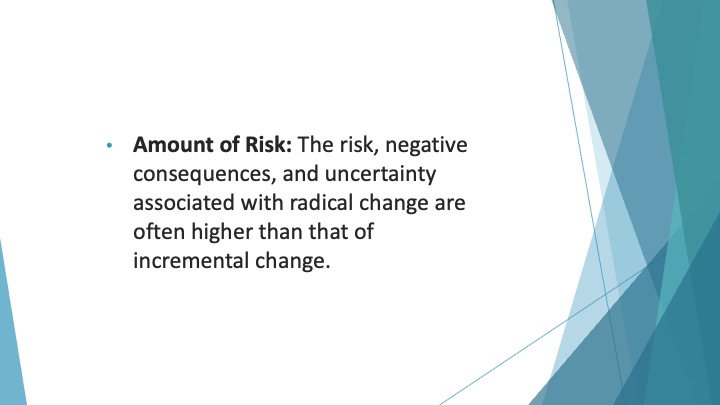
**S44 :** So let’s take a look at some of the differences between both change principles:

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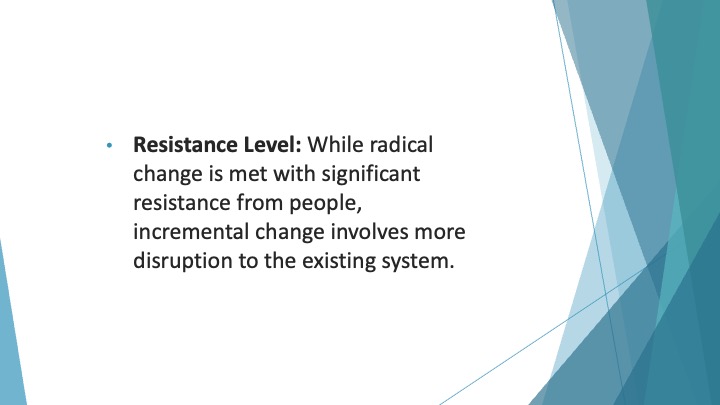
**S45 :** • Degree of Change: Incremental change entails making small and manageable adjustments over time, while radical change involves major and fundamental changes to the current approach.

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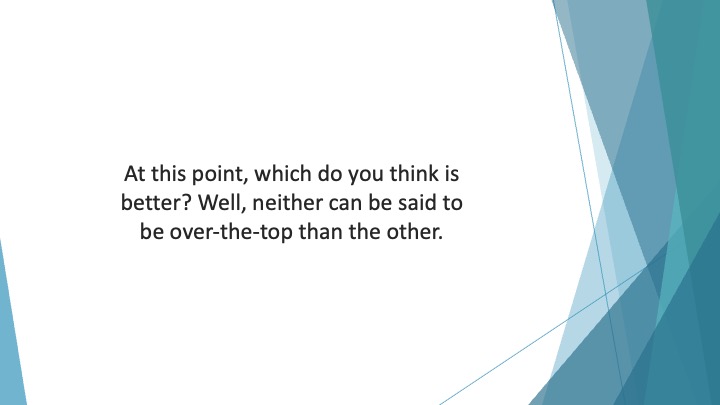
**S46 :** • Speed of Change: While incremental change takes longer to yield results, radical change is often implemented quickly and has an instantaneous impact.

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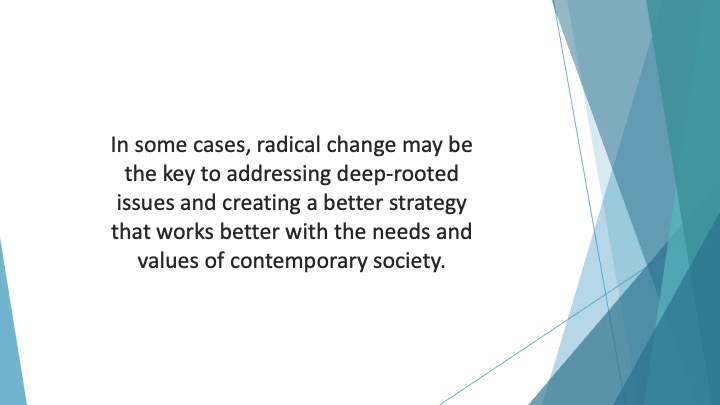
**S47 :** • Amount of Risk: The risk, negative consequences, and uncertainty associated with radical change are often higher than that of incremental change.

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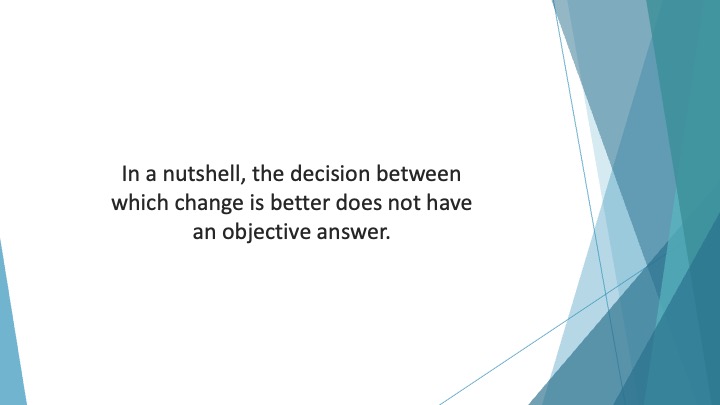
**S48 :** • Resistance Level: While radical change is met with significant resistance from people, incremental change involves more disruption to the existing system.

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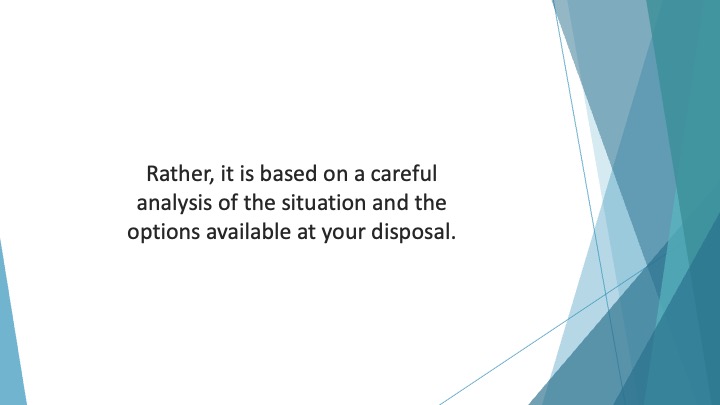
**S49 :** At this point, which do you think is better? Well, neither can be said to be over-the-top than the other. The choice of when to use either depends on the situation, the potential risks, benefits, and the outcome that you desire.

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**S50 :** In some cases, radical change may be the key to addressing deep-rooted issues and creating a better strategy that works better with the needs and values of contemporary society. In other cases, incremental change is more pivotal because the gradual improvements develop over time.

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**S51 :** In a nutshell, the decision between which change is better does not have an objective answer.

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**S52 :** Rather, it is based on a careful analysis of the situation and the options available at your disposal.