

LANGUISHING IS SIGNIFICANTLY AFFECTING WORKPLACES

Workplaces need to pay attention to Languishing because our data suggests that people who Languish struggle with work engagement, are less productive, and experience burnout more often.



LANGUISHING AT WORK... WHAT DOES IT MEAN?

People who Languish in their personal life take this state into the workplace. This ultimately leads to decreased productivity, lower engagement, and less innovation. Languishing employees feel stagnant, which can lead to lower morale, increased staff turnover, and creates a negative work environment. Languishing not only affects individual performance and team dynamics; it also inhibits overall organisational health, and stifles growth.

Our report shows that work engagement is particularly impacted by Languishing. It is the difference between whether someone is enthusiastic about the work they are doing, have the energy and focus to do their job well, and to be successful.

Work wellbeing is a synergy of personal and environmental elements. Our report, in addition to a significant body of research, makes the case for organisations to invest in creating a work environment that promotes mental health¹³. However, a point of caution: defaulting to only thinking about workplace risk factors is not going to solve Languishing. Languishing is affected by a range of influences beyond the workplace, and benefits from a view that tackles both generic and organisational factors.



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**THE IMPACT OF LANGUISHING EXTENDS TO WORKPLACES,
AS IT FEEDS INTO DECREASED PRODUCTIVITY AND
ENGAGEMENT, AND CONTRIBUTES TO A NEGATIVE WORK
ENVIRONMENT AND SIGNIFICANT FINANCIAL COSTS.**

Dr. Matthew Iasiello . Be Well Co

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LANGUISHING AT WORK... WHAT DOES IT MEAN?

ENERGY AT WORK

21%

of Languishers never or rarely felt they were filled with energy when they were at work, compared with 8% of flourishers.

WORK RELATIONSHIPS

5%

of Languishers are unsatisfied with work relationships, compared with 1% of flourishers.

WORK ENTHUSIASM

13%

of Languishers never or rarely feel enthusiasm for the work they do, compared with 5% of flourishers.

JOB SATISFACTION

5%

of Languishers are unsatisfied with their job in general, compared with 1% of flourishers.

WORK IMMERSION

14%

of Languishers rarely or never felt immersed in their work, compared with 6.7% of flourishers.

BURNOUT

2x

are 2x as likely to experience burnout compared to flourishers.

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EVERYONE IS LOOKING FOR WAYS TO HELP THE WORSENING MENTAL HEALTH CRISIS IN THIS COUNTRY, YET WE'VE MISSED AN OBVIOUS SOLUTION. ADDRESSING LANGUISHING AS AN EARLY WARNING SIGN, AND CATCHING IT BEFORE IT MORPHS INTO MENTAL ILLNESS, PROVIDES AN INCREDIBLE OPPORTUNITY TO HELP FIX THE PROBLEM EARLY, OR AT LEAST VASTLY IMPROVE IT.

Dr Joep van Agteren . CEO Be Well Co

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LANGUISHING: HOW TO SOLVE IT?

I am an organisation

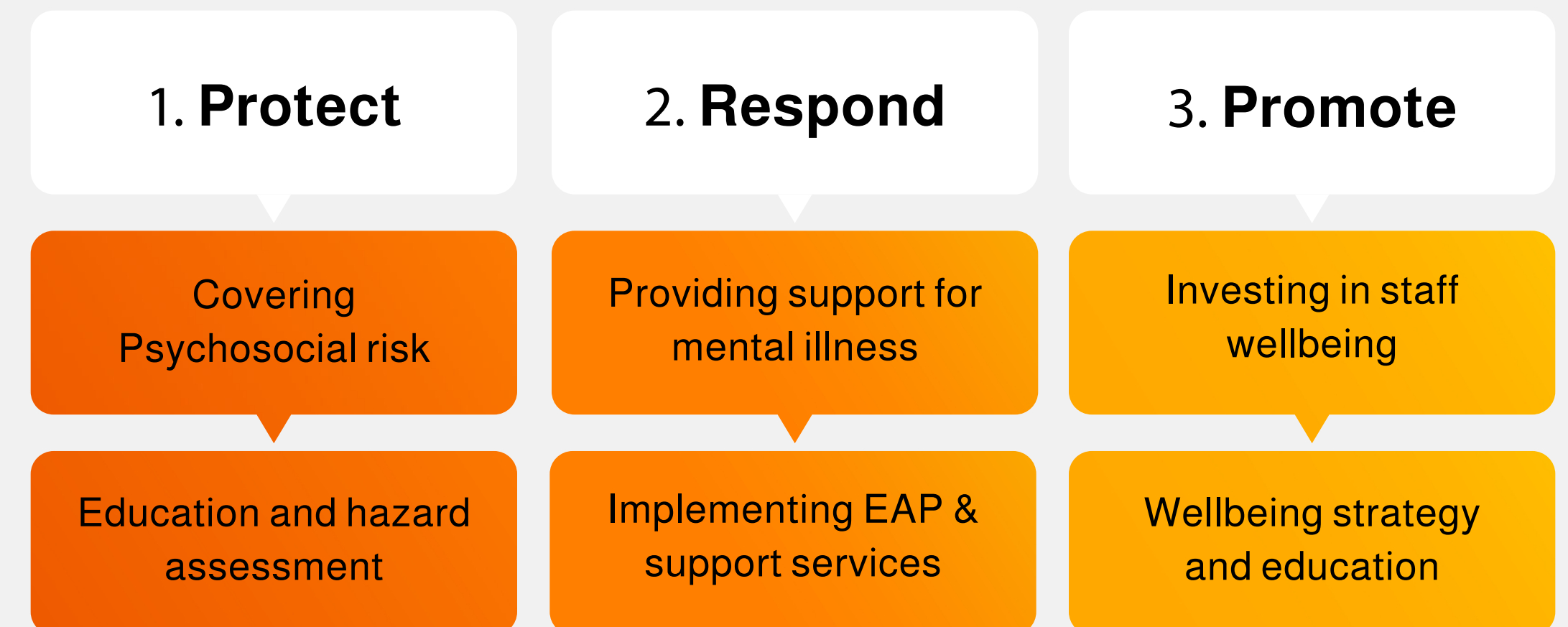
As an organisation, you can think of tackling Languishing in two ways:

1. What can I do to shape my workplace and workplace behaviours (ie what workplace strategies do I consider)?

2. What can I do to help people navigate their personal situation (ie what strategies do I offer to help people work on their general mental health)?

We recommend you use the Protect, Respond, Promote framework¹²

Organisations and businesses have come a long way to improve what they do to protect and respond to risk in the workplace. Promoting workplace wellbeing is the complementary and much needed piece to that puzzle. Learn more about the Protect, Respond, Promote framework on the [Mentally healthy Workplaces website](#) or get in touch with us below.



Want to know more?

Talk to us to and find out how [Be Well Co](#) can help in each of these areas for your organisation.