

THERE IS A NAME FOR THE BLAH'S YOU ARE FEELING!

Covid has left us all feeling much different than we were used to feeling during normal times. Many people express the feeling that they have trouble concentrating. They feel even with vaccines on the horizon, they are not excited about 2021 or the immediate future. People aren't feeling motivated or energized. They are not inspired to take on tasks or projects.

It isn't considered burnout – we still have energy. It isn't depression – we don't feel helpless. We just feel somewhat joyless and aimless. There is a name for this: LANGUISHING

Languishing is a sense of stagnation and emptiness. We feel as if we are muddling through our days, looking at life through a foggy windshield. To many it might be considered the dominant emotion of 2021.

As scientists and physicians work to treat and cure the physical symptoms of long-haul Covid, many people are struggling with the emotional long-haul of the pandemic. It has hit some of us unprepared as the intense fear and grief of last year faded.

In the early, uncertain days of the pandemic, it is likely that our brains threat detection system was on high alert for fight-or-flight. As we learned that masks helped protect us but package scrubbing didn't, we developed routines that eased our sense of dread. However the pandemic has dragged on, and the acute state of anguish has given way to a chronic condition of languish.

In psychology, we think about mental health on a spectrum from depression to flourishing. Flourishing is the peak of well-being: You have a strong sense of meaning, mastery and mattering to others. Depression is the valley of ill-being. You feel despondent, drained and worthless.

Languishing is the neglected middle child of mental health. It's the void between depression and flourishing – the absence of well-being. We don't have symptoms of mental illness, but you are not the picture of mental health either. You are not functioning at full capacity. Languishing dulls your motivation, disrupts your ability to focus, and increases the odds that you will cut back on work. It appears to be more common than major depression, and in some ways it may be a bigger risk factor for mental illness.

The term Languishing was coined by sociologist Corey Keyes, who was struck that many people who were not depressed also were not thriving. His research suggests that the people most likely to experience major depression and anxiety disorders in the next decade are not the ones with those symptoms today. They are the people who are languishing right now. New evidence from pandemic health care workers in Italy shows that those who were languishing in 2020 were three times more likely than their peers to be diagnosed with post-traumatic stress disorder. Part of the danger is that when you are languishing, you might not notice the dulling of delight or the dwindling of drive. You don't catch yourself slipping slowly into solitude. You are indifferent to your indifference. When you cannot see your own suffering, you don't seek

help or even do much to help yourself. Even if you are not languishing, you probably know people who are. Understanding it better can help you help them

Psychologists find that one of the best strategies for managing emotions is to name them. During the acute anguish of the pandemic, the most viral post in the history of the Harvard Business Review was an article describing our collective discomfort as grief. Along with the loss of loved ones, we were mourning the loss of normalcy. “Grief”. It gave us a familiar vocabulary to understand what had felt like an unfamiliar experience. Although we hadn’t faced a pandemic before, most of us had faced loss. It helped us crystallize lessons from our own resilience --- and gain confidence in our ability to face present adversity.

We still have a lot to learn about what causes languishing and how to cure it, but naming it might be a first step. It could help defog our vision, giving us a clearer window into what has been a blurry experience. It could remind us that we are not alone: languishing is common and shared. And it could give us a socially acceptable response to “How are you?”

Instead of saying “Great” or “Fine”, imagine if we answered, “Honestly, I’m languishing.” It would be a refreshing foil for toxic positivity—that quintessentially pressure to be upbeat at all times.

When you add languishing to your lexicon, you start to notice it all around you. It shows up when you feel let down by your short afternoon walk. It’s in your kids voices when you ask how online school went.

So what can we do about it? A concept called “flow” may be an antidote to languishing. Flow is that elusive state of absorption in a meaningful challenge or a momentary bond, where your sense of time, place and self melts away. During the early days of the pandemic, the best predictor of well-being was not optimism or mindfulness—it was flow. People who became more immersed in their projects managed to avoid languishing and maintained their prepandemic happiness. An early morning word game can catapult one into flow. A late night movie binge sometimes can do the trick too—it transports you into a story where you feel attached to the characters and concerned for their welfare.

While finding new challenges, enjoyable experiences and meaningful work are all possible remedies to languishing, it’s hard to find flow when you can’t focus. This was a problem long before the pandemic, when people were habitually checking their email throughout the day or switching tasks every 10 minutes. In the past year, many of us have been struggling with interruptions from kids around the house, colleagues around the world and bosses around the clock.

Fragmented attention is an enemy of engagement and excellence. In a group of 100 people, only two or three will even be capable of driving and memorizing information at the same time without their performance suffering on one or both tasks. Computers may be made for parallel processing, however humans are better off serial processing. That means we need to set

boundaries. Years ago a software company tested a simple policy: no interruptions Tuesday, Thursday and Friday before noon. When engineers managed the boundaries themselves, 47% had above average productivity. But when the company set quiet time as official policy, 65% achieved above average productivity. Getting more done wasn't just good for performance at work: We now know that the most important factor in daily joy and motivation is a sense of progress. There isn't anything magical about Tuesday, Thursday, and Friday before noon. The lesson of this simple idea is to treat uninterrupted blocks of time as treasures to guard. It clears out constant distractions and gives us the freedom to focus. We can find solace in experiences that capture our full attention.

The pandemic was a big loss. To transcend languishing, try starting with small wins, like the tiny triumph of figuring out a whodunit or completing a small project around the home. One of the clearest paths to flow is a just-manageable difficulty: a challenge that stretches your skills and heightens your resolve. That means carving out daily time to focus on a challenge that matters to you—an interesting project, a worthwhile goal, a meaningful conversation. Sometimes it's a small step toward rediscovering some of the energy and enthusiasm that you've missed during all these months.

Languishing is not merely in our heads—it's in our circumstances. You can't heal a sick culture with personal bandages. We still live in a world that normalizes physical health challenges but stigmatizes mental health challenges. As we head into a new post-pandemic reality, it's time to rethink our understanding of mental health and well-being. "Not depressed" doesn't mean you're not struggling. "Not burned out" doesn't mean you're fired up. By acknowledging that so many of us are languishing, we can start giving voice to quiet despair and lighting a path out of the void.