

The Differences Between Languishing and Flourishing in Athletic Training

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Learning Outcomes

Define languishing, flourishing, and thriving

Explore self-care strategies to ensure flourishing

Explore organizational initiatives to ensure thriving and address burnout



Occupational Burnout

A syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. Causes include unsustainable workload, perceived lack of control, insufficient rewards for effort, lack of supportive community, lack of fairness, and mismatched values and skills.

Definitions



LANGUISHING

A sense of stagnation and emptiness



FLOURISHING

The peak of well-being; one with a strong sense of meaning, mastery, and mattering



THRIVING

Joint sense of vitality and learning for work

Why should we care?

Study across 46 countries with 1500+ respondents
across various sectors, roles, and seniority levels

Fall 2020

89%

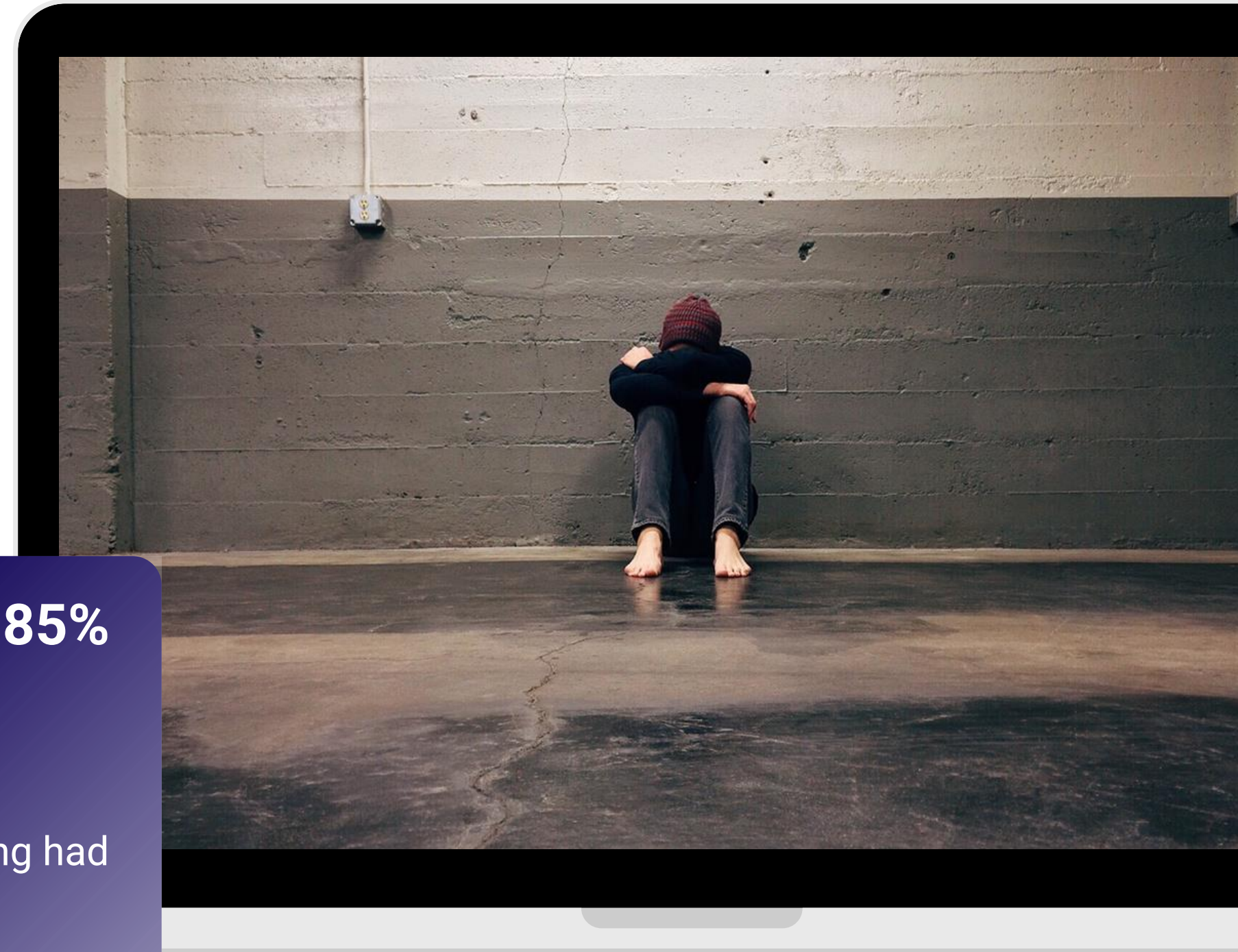
Work life

89% of respondents
indicated their work life was
getting worse

85%

Well-being

85% of respondents
indicated their well-being had
declined



Self-Care Strategies

1

Name it

Verbalize &
Journalize

Rest

Know your 7
types of rest

2

3

Make Plans

Visualize it
Schedule it
Do it

5

Get Help

Access your
support system
*988

Self-Awareness

Your body keeps
score

4

Additional Self-Care Strategies

In a study of 720 Athletic Trainers... these are the most common self-care strategies...

Contemplative & Meditative Strategies

Deep Breathing

32.6% of the respondents reported engaging in deep breathing on a weekly basis, with spiritual practice, mind-body exercise, and mindfulness also among common use.



Physical Strategies

Moderate Exercise

58.1% of the respondents reported engaging in moderate exercise on a weekly basis, with healthy diet and nutrition and hydration also among common use.

Creative Strategies

Reading

46.4% of the respondents indicated they engaged in reading on a weekly basis.



*****36.8%**

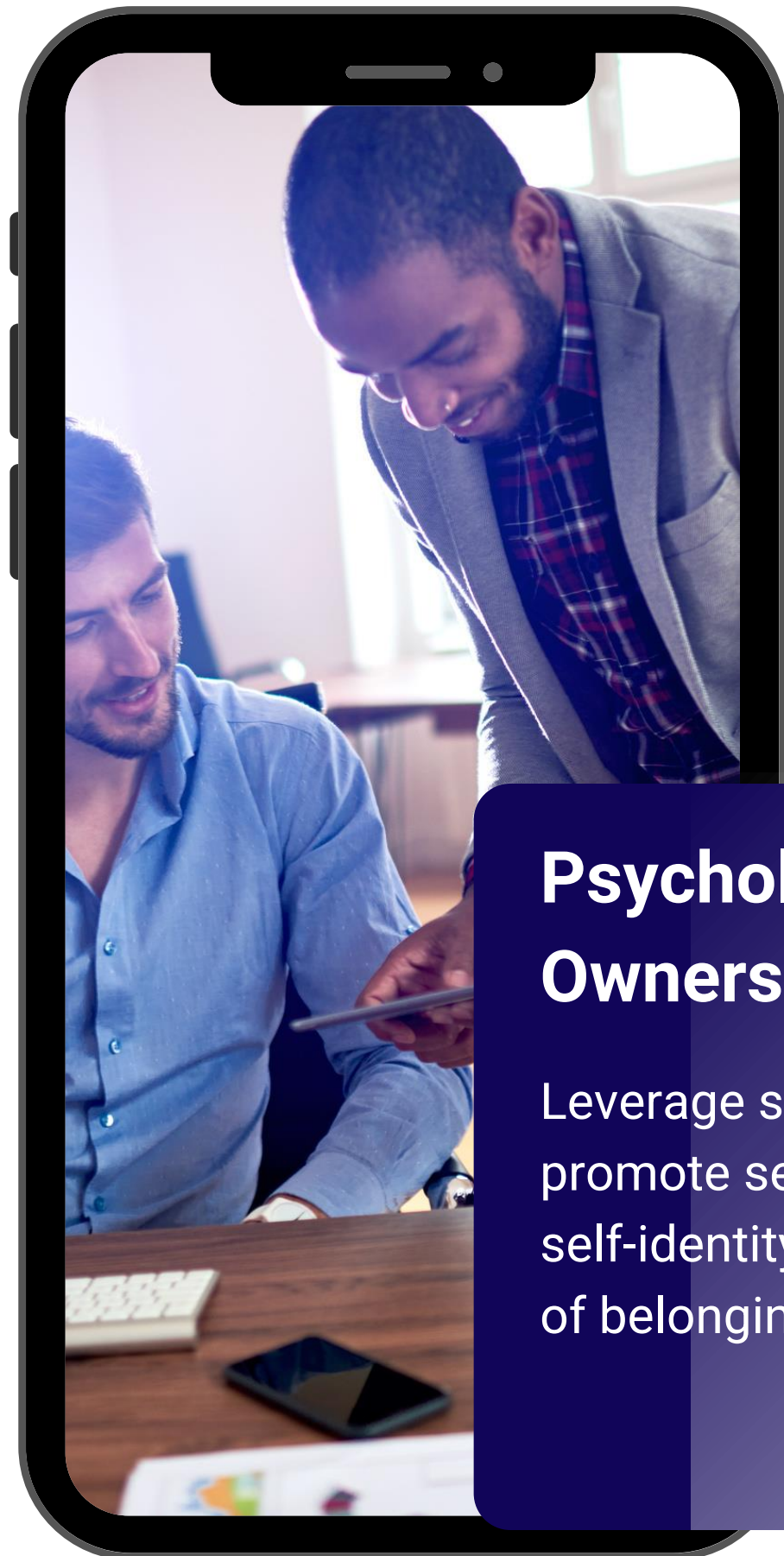
Only 36.8% of the respondents indicated the set personal and professional boundaries as an act of self-care.



Interpersonal Strategies

Positive Social Relationships

72.5% of the respondents indicated they engaged in positive social relationships on a weekly basis, with laughter and human among the other interpersonal strategies used.



Workplace Strategies

Organizational leaders should create formal and informal workplace opportunities to cultivate psychological ownership and community, which can positively influence organizational commitment.

Psychological Ownership

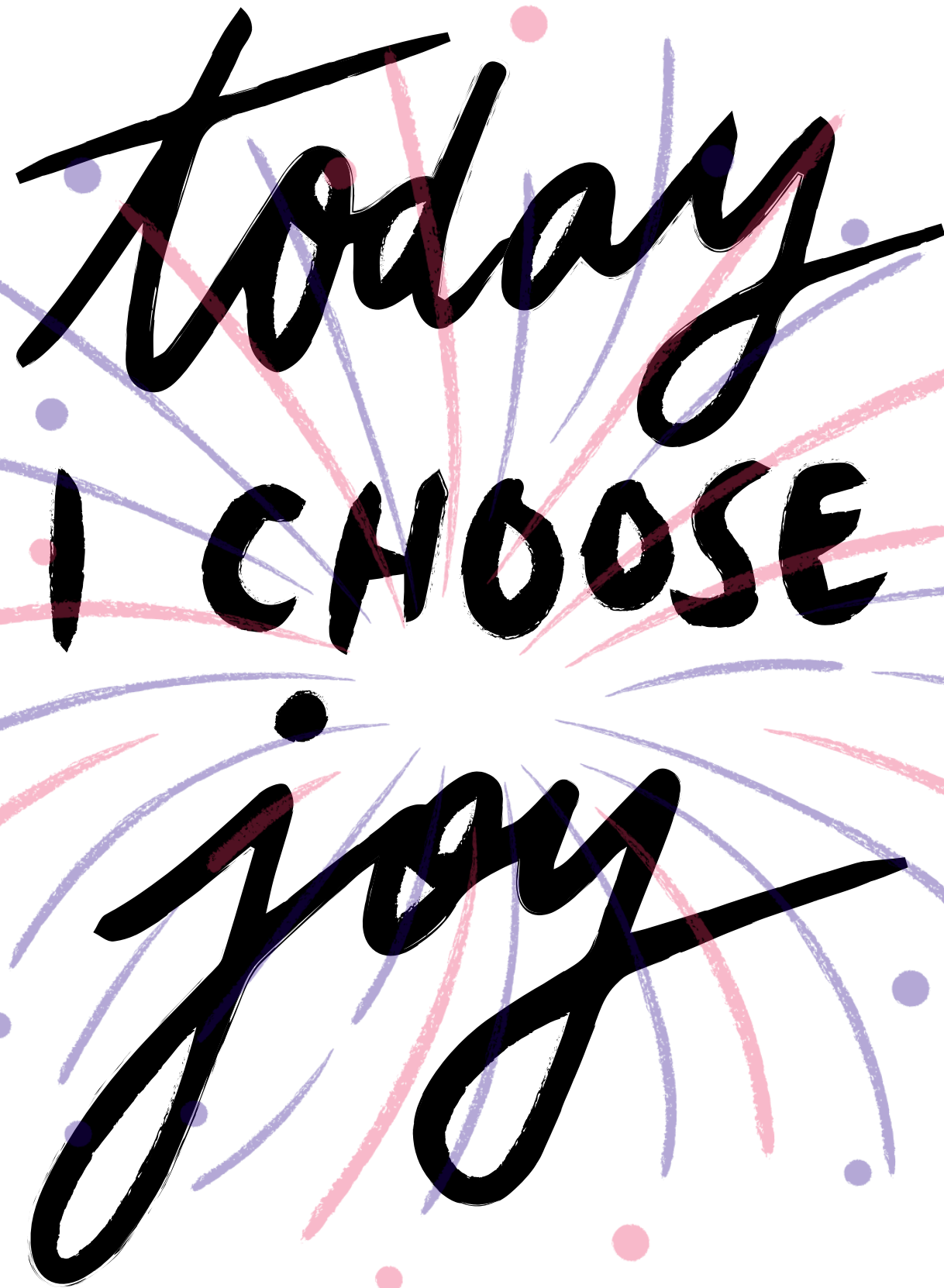
Leverage strategies to promote self-efficacy, self-identity, and a sense of belongingness.

Community

A supportive work community contributes to job engagement, feelings of energy, involvement, and efficacy in the workplace.

Organizational Commitment

Create an environment that empowers employees to protect their own health and wellness with deliberate time, space, and safety.



Today
I choose
joy.

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