



# From Languishing to Flourishing: Improving Mental Health

Taught by the Healthy@Harris  
Employee Wellness Team

**HARRISHEALTH SYSTEM**

# FY23 Premium Rewards Program

Active Employees September 1, 2020 through April 30, 2021

**Deadline: August 31, 2021**

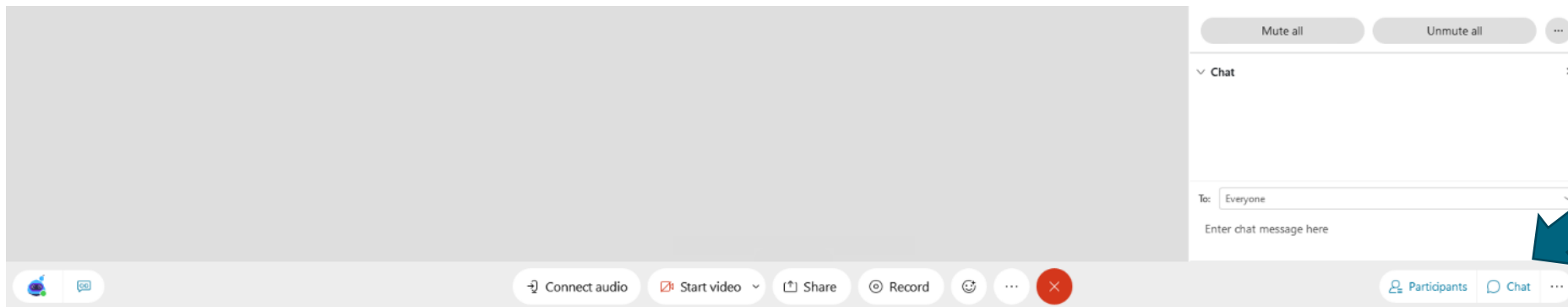
Follow these steps to be eligible for \$100 per month in premium rewards. Premium rewards are effective March 1, 2022 through February 28, 2023.

- **Step 1:** Complete the MyCigna online Health Assessment (250 Premium Points)
- **Step 2:** Complete an Annual Physical with Lab Values (250 Premium Points)
- **Step 3:** Earn at least 500 additional points through programs and activities (1,000 total Premium Points)
  
- If you have a covered spouse on the Harris Health Medical Plan, both you and your spouse must each complete the program by August 31, 2021 to be eligible for the full premium rewards.

Visit [www.mycigna.com](http://www.mycigna.com) to view your premium rewards status.

# Engage and Interact

- **Questions** – Type questions, thoughts, examples, in the chat box, the more interaction the better.
- **Premium Points** - You can only receive credit for one Wellness Workshop per day. Confirm your employee ID is entered correctly when registering for Employee Wellness activities. Please allow up to 4 weeks for 50 Premium Points to be reflected in MyCigna.



# Healthy@Harris Employee Wellness Team



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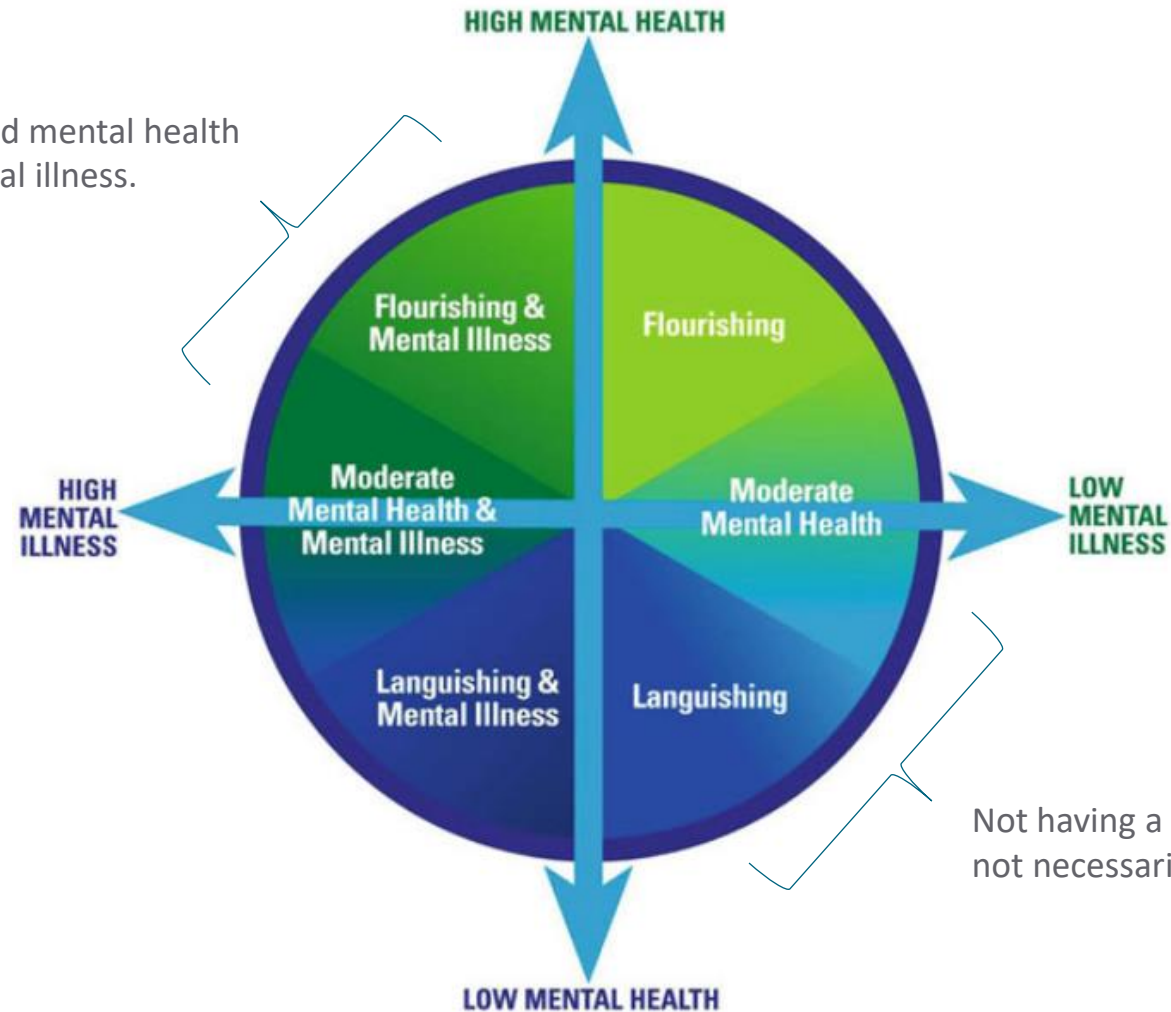
# Learning Objectives

- Understand the continuum of mental health & mental illness
- Learn to identify and label how you're feeling
- Define languishing and the characteristics
- List ways to move up on the mental health continuum toward flourishing



# Understanding Mental Health and Mental Illness

It is possible to have good mental health and flourish with a mental illness.



Not having a diagnosis of mental illness does not necessarily mean we feel mentally well.

# What is this “blah” feeling?

## Languishing:

The absence of feeling good; the lack of meaning, purpose or belonging in life, which leads to emptiness, lack of emotion and stagnation

restless

feeling stuck, stagnate

joyless but not sad

unsettled

going through the motions

aimless

decreased motivation

difficult to focus

lack of interest in things that usually bring you joy



# Languishing

Languishing is associated with:

- Future mental illness, such as depression
- Weakened emotional health
- Limitations on daily life activities
- Workdays lost or cutback

**If you are languishing, know that you are not alone.**

# MOOD METER

How are you feeling?

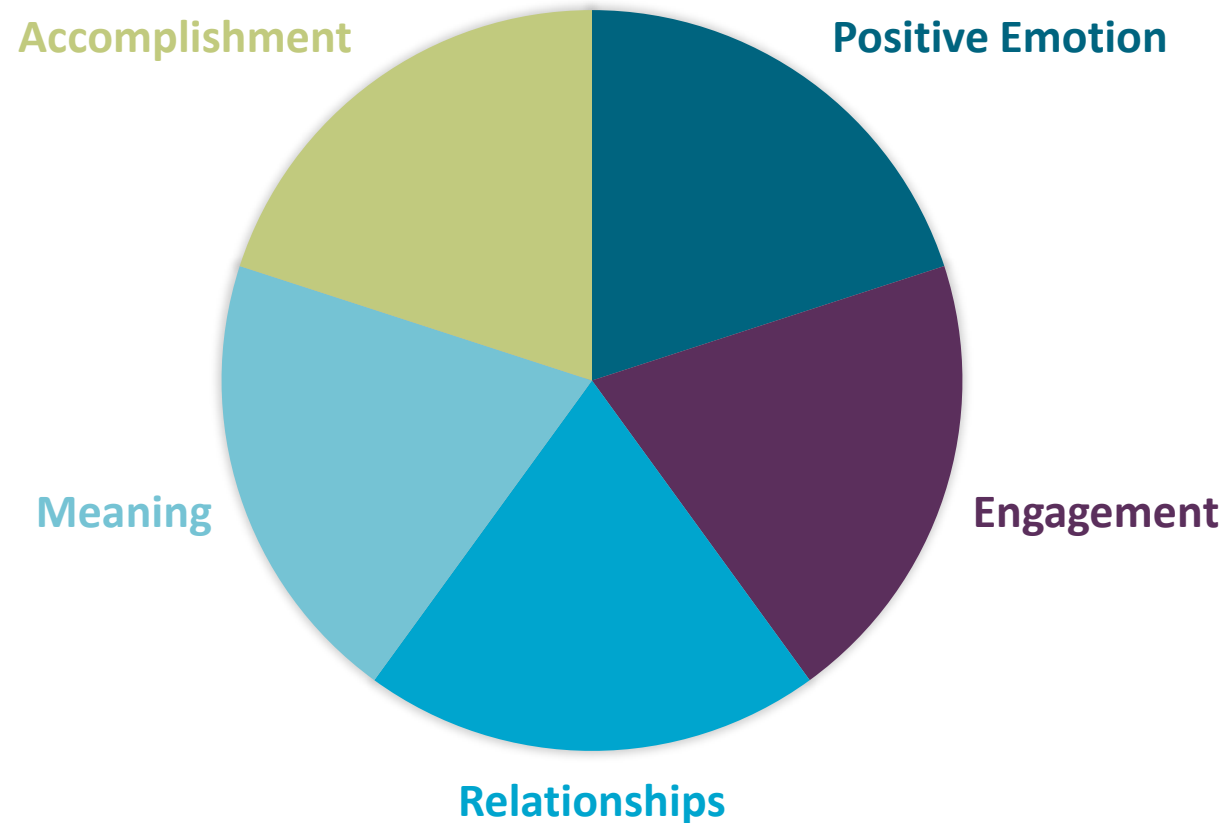


# Flourishing

Finding fulfillment in our lives, accomplishing meaningful and worthwhile tasks, and connecting with others at a deeper level—in essence, living the “good life”.



# Components to Flourishing



# Assess

Overall, how satisfied are you with life as a whole these days?	0=Not Satisfied at All, 10=Completely Satisfied
In general, how happy or unhappy do you usually feel?	0=Extremely Unhappy, 10=Extremely Happy
In general, how would you rate your physical health?	0=Poor, 10=Excellent
How would you rate your overall mental health?	0=Poor, 10=Excellent
Overall, to what extent do you feel the things you do in your life are worthwhile?	0=Not at All Worthwhile, 10=Completely Worthwhile
I understand my purpose in life.	0=Strongly Disagree, 10=Strongly Agree
I always act to promote good in all circumstances, even in difficult and challenging situations.	0=Not True of Me, 10=Completely True of Me
I am always able to give up some happiness now for greater happiness later.	0=Not True of Me, 10=Completely True of Me
I am content with my friendships and relationships.	0=Strongly Disagree, 10=Strongly Agree
My relationships are as satisfying as I would want them to be.	0=Strongly Disagree, 10=Strongly Agree
How often do you worry about being able to meet normal monthly living expenses?	0=Worry All of the Time, 10=Do Not Ever Worry
How often do you worry about safety, food, or housing?	0=Worry All of the Time, 10=Do Not Ever Worry

# Moving from Languishing to Flourishing



# Find your flow

- What is flow?
  - In the zone where things just click
  - You lose track of time.
- How to find flow?
  - Identify when you're in flow
  - Understand how you got there
  - Practice purposefully



**There is value in activities that capture your full attention.**

When does time seem to fly for you?



# Take time off



- Boosts our energy & creativity
- Reduces stress
- Increases productivity & engagement
- Improves life satisfaction

# What do you like to do in your free time?

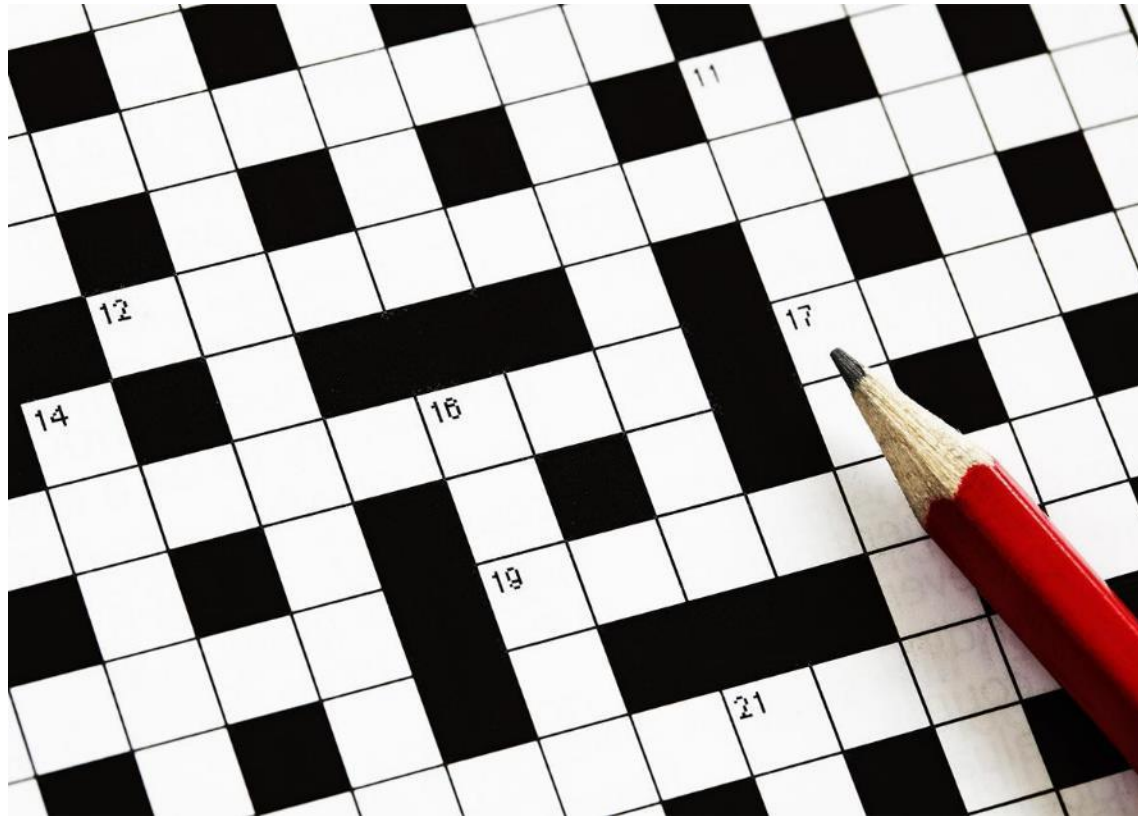
# Savor

- Recognizing and appreciating the good in life
- Can occur in past, present or future
  - Reminiscence about the past
  - Enjoy the moment
  - Visualize the future



Who do you enjoy reminiscing with?

# Focus on a small goal



Small goals can:

- Build toward a sense of accomplishment and progress
- Spark motivation
- Boost our confidence

What is one small goal you can work toward?

# Be Kind & Give Thanks

- Kindness and gratitude are powerful drivers of well-being.
- Start your day with a 5-minute favor
  - Share a podcast with a friend
  - Connect two people who could benefit from knowing each other
  - Hold the door for the person behind you
- Reflect on things you're grateful for frequently



What is one thing you are thankful for?



# Therapy

- [Employee Assistance Program \(EAP\)](#)
- [Cigna Behavioral/Mental Health Virtual Care](#)
  - [Ginger](#) – behavioral health coaching
  - [Talkspace](#) – online therapy
  - [Happify](#)
  - [iPrevail](#)





# Resources

## Additional Reading

- [National Alliance on Mental Illness \(NAMI\)](#)
- [Mental Health America \(MHA\)](#)
- [The Science of Well-Being](#) – Free Yale Course
- [The Human Flourishing Program](#) at Harvard
- [There's a Name for the Blah You're Feeling: It's Called Languishing](#) – NYTimes
- [The Other Side of Languishing Is Flourishing](#) – NYTimes

## Stress Management and Counseling

- Employee Assistance Program
  - Online: [www.feieap.com](http://www.feieap.com)
  - Username: hhs
- Cigna Behavioral Health
  - Visit [myCigna.com](http://myCigna.com) or call the toll-free number on your Cigna ID card.
  - Call Cigna Behavioral at 800.274.7603.
  - Go to [Cignabehavioral.com](http://Cignabehavioral.com) for extra resources.
- Coaching
  - Telephonic health coaching: 855-246-1873
  - Onsite health coaching: Contact Latecia Murphy 713-873-6407 or [Latecia.Murphy@harrishealth.org](mailto:Latecia.Murphy@harrishealth.org)
- Well Powered Living Class Series
- Employee Wellness Workshops: Mindfulness, Meditation, Stretching etc.

# HEALTHY@HARRIS

Caring for ourselves so we can care for others

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[Visit our website!](#)



#6 in America



#1 in Texas

