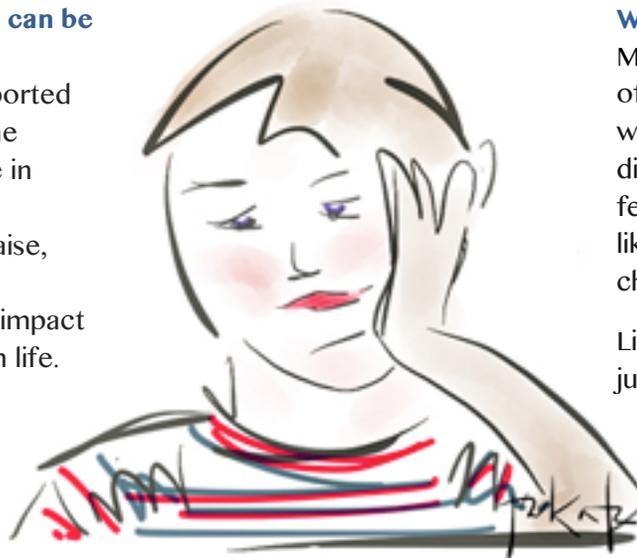


Results Of Survey On Malaise

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Malaise is widespread and can be problematic.

- 95% of respondents reported they had experienced the phenomenon of malaise in their own lives.
- When experiencing malaise, 90% reported it had a moderate to significant impact on their satisfaction with life.



What Exactly Is Malaise?

Malaise is an unfocused feeling of discomfort, or uneasiness whose exact cause may be difficult to identify. Sufferers feel blah, stale, and uninspired, like they are rusting out: under-challenged or under-engaged.

Life may well be *good*, but it just does not seem *great*.

Malaise isn't pretty. When experiencing malaise, here are the top ten words or phrases that best describe respondents' experience and state of mind:

1. Uninspired
2. Lethargic/Weary
3. Autopilot / going through the motions
4. Disengaged
5. Discontent
6. Stuck
7. Flat/lifeless
8. Unsettled/uneasy
9. Disinterested
10. Bored/Restless

Moving through malaise is challenging. These are the main forces that respondents report keep them stuck:

1. Not sure how to make a change
2. Uncertain what might make a difference
3. Fuzzy goals and lack of direction
4. Habit and familiarity
5. Lacking resources (money, time, info)
6. Stuck in response mode – reacting only to the requests of others
7. Busyness
8. Fearfulness (hurt self, look stupid, feel awkward, lose status)
9. Dispiriting self-talk (Why bother? So what?)
10. Guilt about spending time or resources on myself

Malaise is not insurmountable. Respondents noted these are the most likely triggers to prompt them to do something about malaise:

- Concern for well-being, physical and mental health
- Desire to maintain positive relationships with others
- Desire to minimize future regrets
- A life-changing idea, insight or message strikes home
- Stumble across something really engaging
- Desire to be a positive role model in lives of others
- Significant life event (milestones, illness, job loss, death, divorce)
- Fed up with the status quo

Malaise can happen at any time and repeatedly. Respondents experienced malaise in these decades of life:

- 57% in their forties
- 53% in their fifties
- 39% in their thirties
- 20% in their twenties

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Malaise negatively impacts the workplace. When malaise exists, it affects performance and productivity in these ways:

- Workloads of colleagues expand
- Toxicity grows and relationships suffer
- Work quality diminishes
- Morale plummets and joy fades
- Presenteeism creeps in



Letting go can be an important part of moving through malaise. Respondents shared these examples of things they needed to release to make way for something new:

- An obligation or responsibility (especially of the people pleasing variety without regard for self)
- Negative thoughts about self
- The status quo
- Expectations about how things ought to be
- Control
- Toxic or negative relationships
- Fear of failure, loss or hurt

You can actively support others as they face malaise. Respondents note these actions taken by others helped them move through malaise:

- Offer encouragement
- Listen in a deep respectful way
- Share other perspectives and fresh ideas
- Reach out to connect
- Extend an invite to try something new
- Express appreciation for who the person is and what they do
- Deliver honest feedback and straight talk
- Model engagement in their own lives

Positive strategies for making your way through malaise. Respondents report that when they took these actions, it helped them to light a spark and move on:

- Connecting with others
- Investing in physical self care
- Learning or trying something new
- Taking a step forward to make a plan or tackle a goal
- Shifting perspective through gratitude and positive self talk
- Seeking inspiration from outside sources
- Being present to emotions and open to internal guidance

Here's what 'survivors' of malaise advise. Respondents offer these suggestions to those suffering from malaise to help them move through and move on:

- Act by taking a small step or making a small change
- Spend time with people and activities that energize you
- Take a risk and try something new
- Allow yourself space and time to work things through
- Work with a mentor or trusted friend
- Release resistance and take responsibility
- Analyze and think things through
- Accept malaise as a normal and temporary stage of life
- Practice gratitude



Survey Source & Follow Up:

Results reported here are based on a survey of 501 individuals conducted by Patricia Katz of Optimus Consulting in April of 2015. To inquire about programs addressing malaise, contact Patricia at pat@patkatz.com or 306-934-1807.