



NAVIGATING COVID-19

IMPACT OF THE PANDEMIC ON MENTAL HEALTH

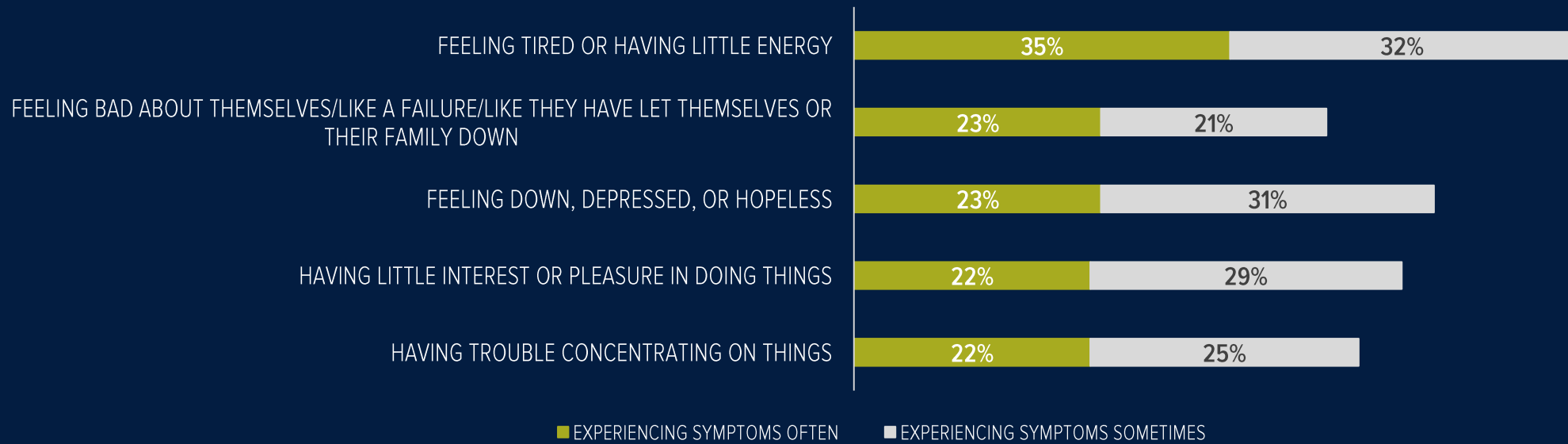


THE COVID-19 PANDEMIC HAS PUT
UNPRECEDENTED STRESS NOT ONLY ON
HEALTHCARE SYSTEMS AND ECONOMIES,

**BUT ON WORKERS’
MENTAL HEALTH**

AMIDST WIDESPREAD LOCKDOWNS,

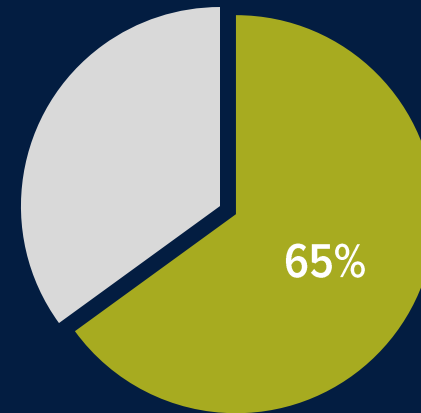
22-35% OF EMPLOYEES ARE REPORTING EXPERIENCING SYMPTOMS OF DEPRESSION **OFTEN**, AND AS MANY AS **2 IN 3** ARE EXPERIENCING DEPRESSIVE SYMPTOMS AT LEAST **SOMETIMES**.



NEARLY 1 IN 4

EMPLOYEES REPORT OFTEN FEELING BAD ABOUT THEMSELVES, OR THAT THEY ARE A FAILURE WHO HAS LET THEMSELVES OR THEIR FAMILY DOWN (23%)

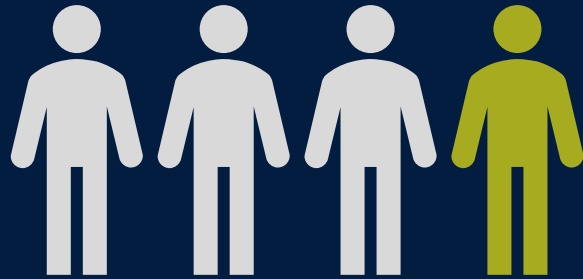
VULNERABLE POPULATION DIFFERENCES



NEARLY 2 IN 3 OF THOSE WHO REPORTED FEELING LIKE A FAILURE WERE INDIVIDUALS WHO LIVED WITH AT LEAST ONE MEMBER OF A VULNERABLE POPULATION*

* (E.G., HEALTH CARE WORKERS, ESSENTIAL EMPLOYEES, THOSE OVER 65 YEARS OLD, AND IMMUNOCOMPROMISED INDIVIDUALS)

NEARLY 1 IN 4 EMPLOYEES REPORT *OFTEN*...



22%

HAVING *LITTLE INTEREST* OR *TAKING LITTLE PLEASURE* IN ANYTHING

23%

FEELING *DOWN, DEPRESSED, OR HOPELESS*

22% OF EMPLOYEES

REPORT OFTEN HAVING TROUBLE CONCENTRATING ON THINGS

VULNERABLE POPULATION DIFFERENCES

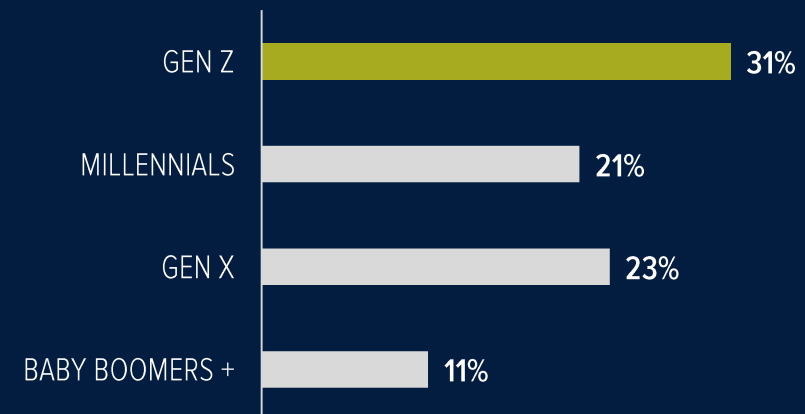
EMPLOYEES' MENTAL HEALTH IS IMPACTED BY MORE THAN JUST THEIR PERSONAL HEALTH:

65%

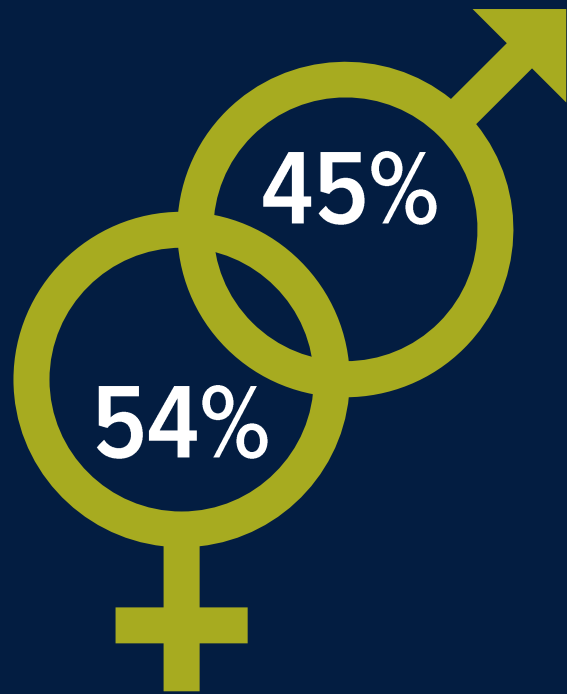
OF EMPLOYEES HAVING TROUBLE CONCENTRATING ARE THOSE WHO LIVE WITH A MEMBER OF A VULNERABLE POPULATION*

GENERATIONAL DIFFERENCES

THE YOUNGEST EMPLOYEES REPORT TROUBLE CONCENTRATING AT HIGHER RATES:



* (E.G., HEALTH CARE WORKERS, ESSENTIAL EMPLOYEES, THOSE OVER 65 YEARS OLD, AND IMMUNOCOMPROMISED INDIVIDUALS)



WOMEN ARE MORE LIKELY

THAN MEN TO REPORT OFTEN HAVING
TROUBLE CONCENTRATING ON THINGS



OVER 1 IN 3

EMPLOYEES REPORT
OFTEN *FEELING TIRED*
OR *HAVING LITTLE*
ENERGY (35%)

GENDER DIFFERENCES

WOMEN ARE SIGNIFICANTLY MORE LIKELY THAN MEN TO REPORT TIREDNESS/LACK OF ENERGY



GENERATIONAL DIFFERENCES

GEN Z EMPLOYEES ARE SIGNIFICANTLY MORE LIKELY TO REPORT TIREDNESS/LACK OF ENERGY



TO DEAL WITH DEPRESSION-RELATED SYMPTOMS...

2 IN 5 EMPLOYEES HAVE REACHED OUT TO FAMILY AND FRIENDS (42%)

1 IN 10 EMPLOYEES HAVE REACHED OUT TO THEIR COLLEAGUES (11%)

ONLY 7% OF EMPLOYEES HAVE REACHED OUT TO A MENTAL HEALTH PROFESSIONAL

37%



OF EMPLOYEES **HAVEN'T DONE ANYTHING** TO
COPE WITH DEPRESSION-RELATED SYMPTOMS

OVER 2 IN 5 EMPLOYEES

FEEL BURNED OUT, DRAINED, OR EXHAUSTED FROM WORK— EMPLOYEES WHO ARE BURNED OUT, DRAINED, OR EXHAUSTED ARE STATISTICALLY **SIGNIFICANTLY MORE LIKELY** TO EXPERIENCE DEPRESSIVE SYMPTOMS

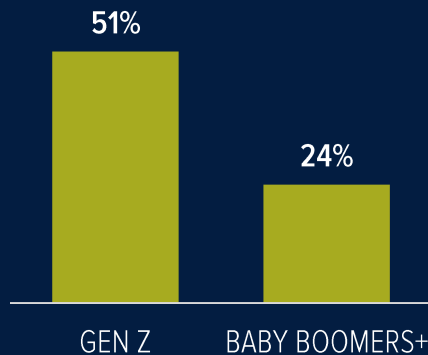
41%

OF EMPLOYEES REPORT
FEELING BURNED OUT FROM
THEIR WORK

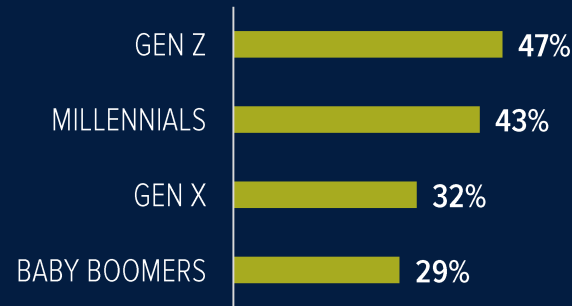
45%

OF EMPLOYEES FEEL
EMOTIONALLY DRAINED FROM
THEIR WORK

GENERATIONAL DIFFERENCES



GEN Z IS TWICE AS LIKELY TO
FEEL BURNED OUT COMPARED
TO BABY BOOMERS



THE YOUNGER THE EMPLOYEE,
THE MORE LIKELY THEY WERE
TO REPORT FEELING
EMOTIONALLY DRAINED FROM
WORK



44% OF EMPLOYEES REPORT FEELING **USED UP** AT THE END OF THEIR WORKDAY

GENDER DIFFERENCES

48% OF WOMEN FEEL USED UP AT THE END OF THEIR
WORKDAY, COMPARED TO 41% OF MEN

OVER 1 IN 5

EMPLOYEES REPORT COVID-19 HAS THREATENED SOME PARTS OF THEIR JOBS TO A *GREAT* OR *VERY GREAT* EXTENT, INCLUDING:



31% PERSONAL OPPORTUNITIES



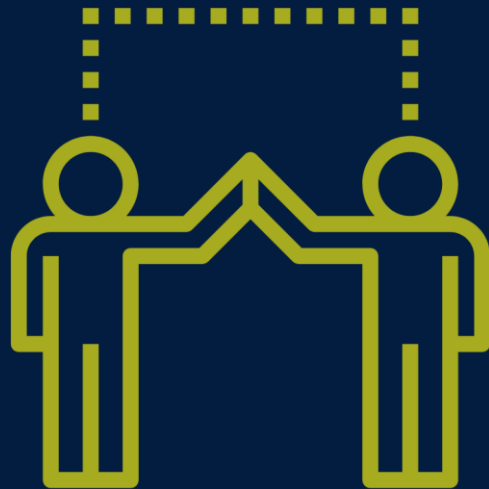
28% PAY AND BENEFITS



24% JOB SECURITY



22% SAFE WORKING CONDITIONS



MORE THAN HALF

OF EMPLOYEES REPORT THAT COVID-19 HAS NOT HARMED THE INTERPERSONAL ASPECTS OF THEIR JOB AT ALL

53%

OF EMPLOYEES SAY THEIR RELATIONSHIPS WITH THEIR *COWORKERS* HAVE NOT BEEN HARMED AT ALL

65%

OF EMPLOYEES SAY THEIR RELATIONSHIP WITH THEIR *SUPERVISOR* HAS NOT BEEN HARMED AT ALL

EMPLOYEES ARE EXERCISING **LESS FREQUENTLY** COMPARED TO PRIOR TO THE COVID-19 PANDEMIC



COVID-19 AND WIDESPREAD QUARANTINES HAVE IMPACTED EATING HABITS



38%

OF EMPLOYEES REPORT
EATING SALTY SNACKS
OFTEN



40%

OF EMPLOYEES REPORT
EATING SWEET SNACKS
OFTEN

DESPITE LOTS OF SNACKING, WORKERS ARE ALSO EATING HEALTHY FOOD OPTIONS



44%

OF EMPLOYEES REPORT
EATING FRUIT
OFTEN

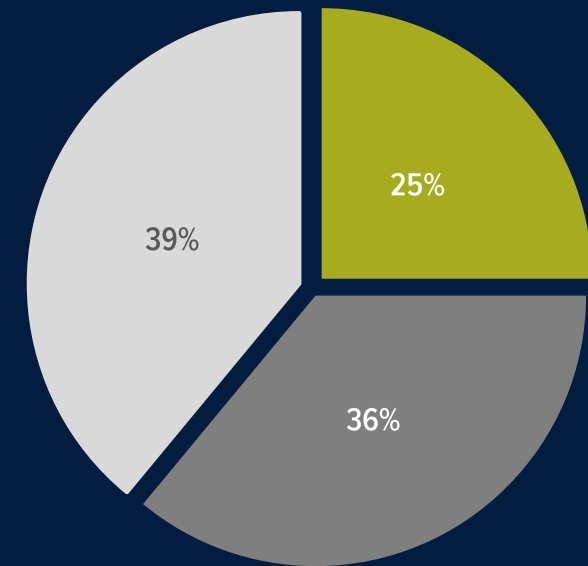


57%

OF EMPLOYEES REPORT
EATING VEGETABLES
OFTEN

1 IN 4 EMPLOYEES

ARE *RARELY* GETTING ENOUGH SLEEP TO FEEL RESTED WHEN WAKING UP— **LESS THAN 40%** OF EMPLOYEES ARE GETTING ENOUGH SLEEP TO FEEL RESTED



■ RARELY ■ SOMETIMES ■ ALWAYS

REMOTE WORK DIFFERENCES

42% OF EMPLOYEES WHO TELEWORK FULL-TIME REPORTED GETTING ENOUGH SLEEP TO FEEL RESTED, COMPARED TO ONLY 34% OF EMPLOYEES WHO DID NOT TELEWORK

63%

OF EMPLOYEES AGREE THAT THEIR **SUPERVISORS HAVE ADAPTED AND ADJUSTED WELL** TO THE CHANGES THAT COVID-19 HAS BROUGHT



EMPLOYEES WHOSE LEADERS
HAVE NOT ADAPTED TO CHANGES
(13%) ARE **SIGNIFICANTLY MORE**
LIKELY TO REPORT

**MORE SYMPTOMS OF
DEPRESSION AND
EMOTIONAL EXHAUSTION**

OVER 2 IN 5

**EMPLOYEES ARE *NOT SATISFIED*
WITH THE AMOUNT OF WORK-
FAMILY BALANCE THEY'VE
EXPERIENCED DURING COVID-19**

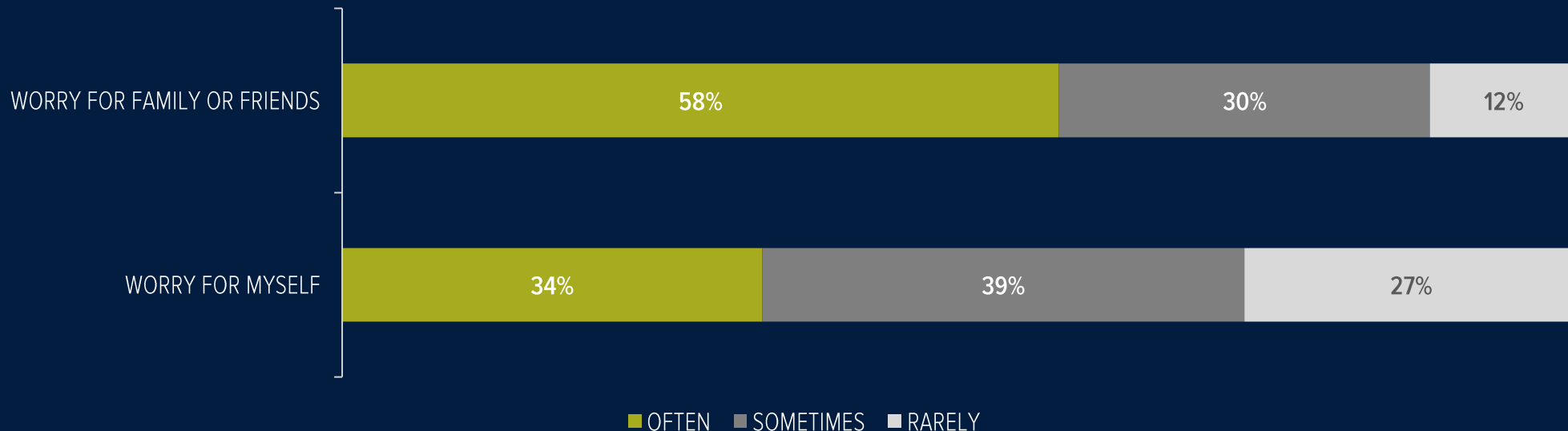
REMOTE WORK DIFFERENCES

EMPLOYEES WHO HAVE BEEN TELEWORKING FULL-TIME REPORT DISSATISFACTION WITH THEIR WORK-FAMILY BALANCE AT SIMILAR RATES (41%) TO THOSE WHO DON'T TELEWORK (38%)

SUGGESTING THAT TELEWORK DOESN'T HAVE A MAJOR IMPACT ON WORK-FAMILY BALANCE

EMPLOYEES ARE **FAR MORE WORRIED** ABOUT THE CONSEQUENCES OF FAMILY OR FRIENDS GETTING COVID-19 THAN THEMSELVES

OVER HALF WORRY ABOUT FAMILY OFTEN, WHILE ONLY 1 IN 3 WORRY FOR THEMSELVES OFTEN



A random sample of 1099 U.S. employees was sourced from the online panel Prolific. The survey was conducted April 15 through April 16.

SAMPLE DEMOGRAPHICS

VULNERABLE POPULATIONS

58% of the sample lived with *at least one* person considered to be a vulnerable population (e.g., health care workers, essential employees, those over 65 years old, and immunocompromised individuals)

EMPLOYER

89% of the sample work for an organization **11%** of the sample was self-employed

HOUSEHOLD SIZE

19% of the sample lived alone **33%** of the sample lived with one other person **33%** of the sample lived with two or more other people