



NAVIGATING COVID-19

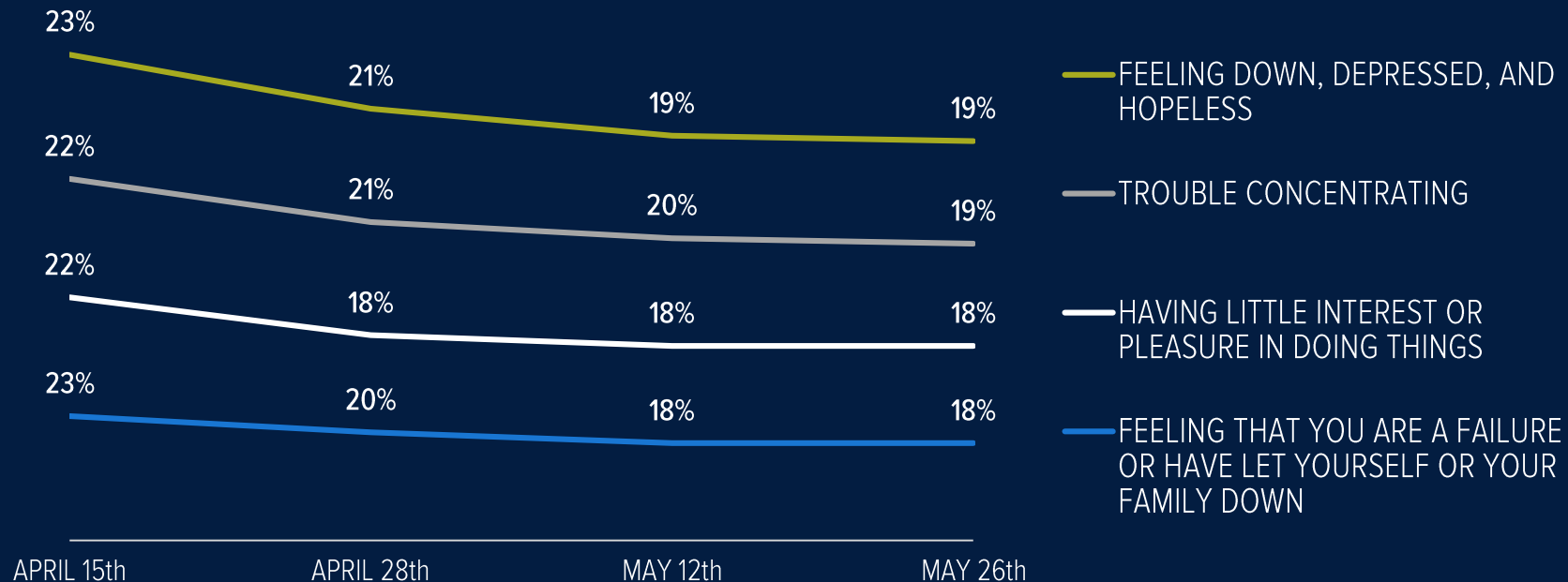
IMPACT OF THE PANDEMIC ON MENTAL HEALTH



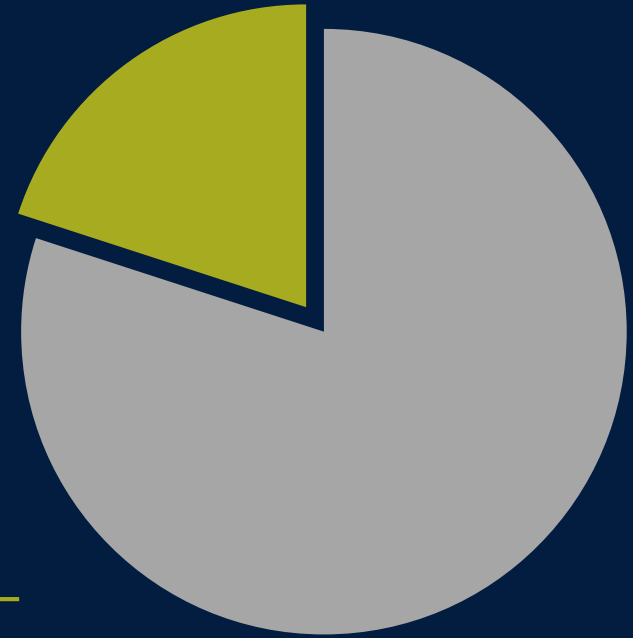
SHRM HAS BEEN TRACKING THE IMPACT OF THE PANDEMIC ON EMPLOYEES' MENTAL HEALTH SINCE MID-APRIL, AND ON THE WHOLE

MENTAL HEALTH HAS IMPROVED

OVER THE PAST MONTH AND A HALF, THE NUMBER OF EMPLOYEES WHO REPORT **OFTEN** EXPERIENCING SYMPTOMS RELATED TO DEPRESSION HAS SHOWN A SLIGHT AND STEADY **DECREASING TREND**, SUGGESTING THAT EMPLOYEES HAVE BEEN ABLE TO EITHER MANAGE OR ADJUST TO COVID-19.



DESPITE IMPROVEMENTS SINCE APRIL
AS MANY AS 1 IN 5 EMPLOYEES
STILL STRUGGLE *OFTEN* WITH SYMPTOMS
RELATED TO DEPRESSION



SOME EMPLOYEES FARE WORSE; POSITIVE NET CHANGE IN DEPRESSIVE SYMPTOMS IS:

4X SMALLER

FOR THOSE THAT LIVE WITH A MEMBER
OF A VULNERABLE POPULATION, THAN
THOSE WHO DO NOT

MENTAL HEALTH GAINS

AREN'T CONSISTENT ACROSS DEMOGRAPHIC FACTORS

GENDER DIFFERENCES

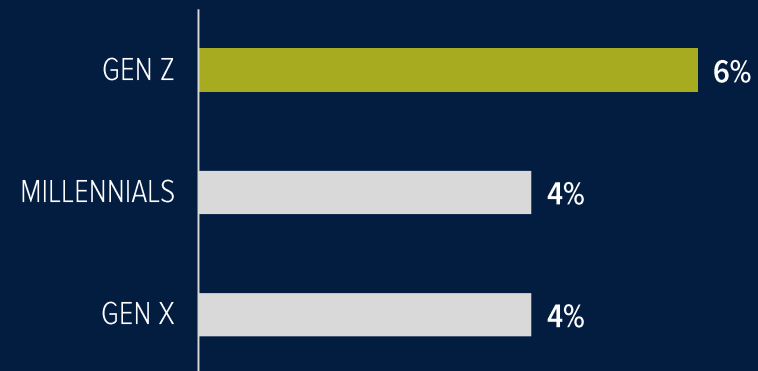
POSITIVE NET CHANGE IN OFTEN EXPERIENCING SYMPTOMS LINKED TO DEPRESSION IS SIMILAR FOR MEN AND WOMEN

5% AVG. CHANGE WOMEN **4%** AVG. CHANGE MEN

HOWEVER, WOMEN CONTINUE TO REPORT OFTEN EXPERIENCING SYMPTOMS LINKED TO DEPRESSION AT HIGHER RATES THAN MEN

GENERATIONAL DIFFERENCES

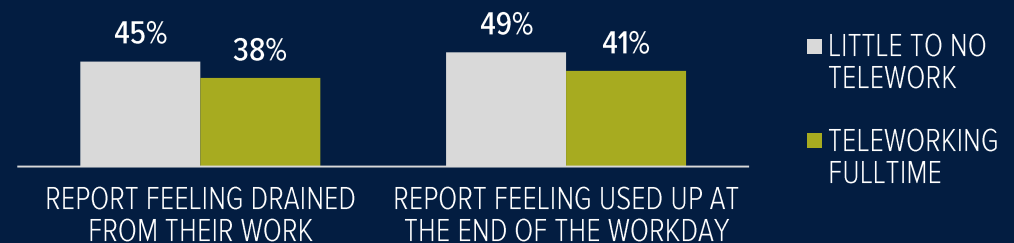
THE YOUNGEST EMPLOYEES EXPERIENCED THE MOST **POSITIVE NET CHANGE** IN FEELING DOWN, DEPRESSED, OR HOPELESS OFTEN:



WHILE DEPRESSION-RELATED SYMPTOMS HAVE SEEN IMPROVEMENTS

OVER **2 IN 5** EMPLOYEES HAVE **CONSISTENTLY** REPORTED FEELING BURNED OUT, DRAINED, OR EXHAUSTED FROM WORK (41-45%)

EMPLOYEES WHO DO NOT TELEWORK REPORT FEELING DRAINED FROM THEIR WORKDAY AND USED UP AT THE END OF THE DAY **AT HIGHER RATES THAN THOSE WHO TELEWORK**



DECLINES IN TOTAL EMPLOYEES FEELING GREATLY THREATENED, BY JOB ASPECT:

SINCE MID-APRIL
FEWER EMPLOYEES
REPORT FEELING THREATENED BY
COVID-19 IN CERTAIN ASPECTS OF WORK



-9% PAY AND BENEFITS



-7% PERSONAL OPPORTUNITIES



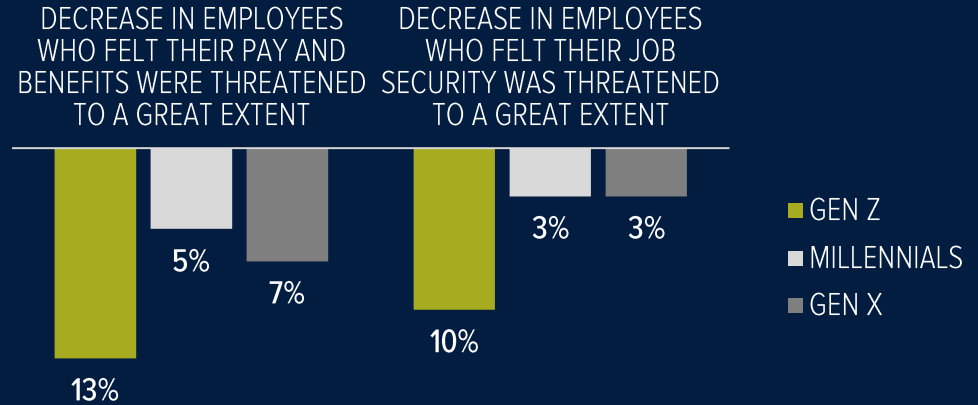
-3% JOB SECURITY



-4% SAFE WORKING CONDITIONS

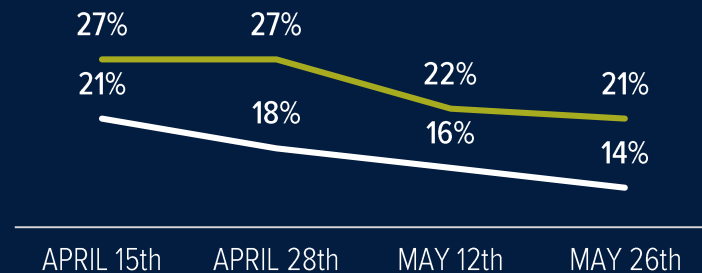
GEN Z

EXPERIENCED THE BIGGEST DECREASES IN REPORTS OF EMPLOYEES FEELING GREATLY THREATENED BY COVID-19



INDUSTRY DIFFERENCES

EMPLOYEES WHO FELT THEIR PAY AND BENEFITS WERE THREATENED TO A GREAT EXTENT



AT EVERY TIME MEASURED, EMPLOYEES WORKING IN SERVICE-BASED INDUSTRIES WERE CONSISTENTLY MORE LIKELY THAN EMPLOYEES WORKING IN KNOWLEDGE-BASED INDUSTRIES TO REPORT ASPECTS OF THEIR JOB WERE THREATENED TO A GREAT EXTENT

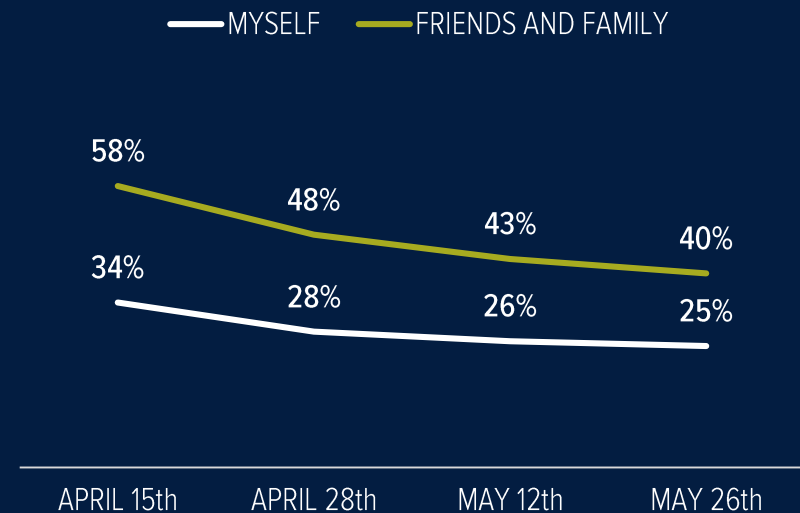
- SERVICE-BASED INDUSTRIES
- KNOWLEDGE-BASED INDUSTRIES

EMPLOYEES HAVE GOTTEN LESS WORRIED

ABOUT THE CONSEQUENCES OF THEMSELVES OR
FAMILY/FRIENDS GETTING COVID-19 SINCE MID-
APRIL

EMPLOYEES REMAIN MORE LIKELY TO WORRY
ABOUT THEIR LOVED ONES GETTING SICK THAN
THEMSELVES

EMPLOYEES OFTEN FEELING ANXIETY
WHEN THINKING OF THE POSSIBLE
CONSEQUENCES OF GETTING COVID-19:



ANXIETY ABOUT INSUFFICIENT AVAILABILITY OF RESOURCES HAS SIGNIFICANTLY DECREASED

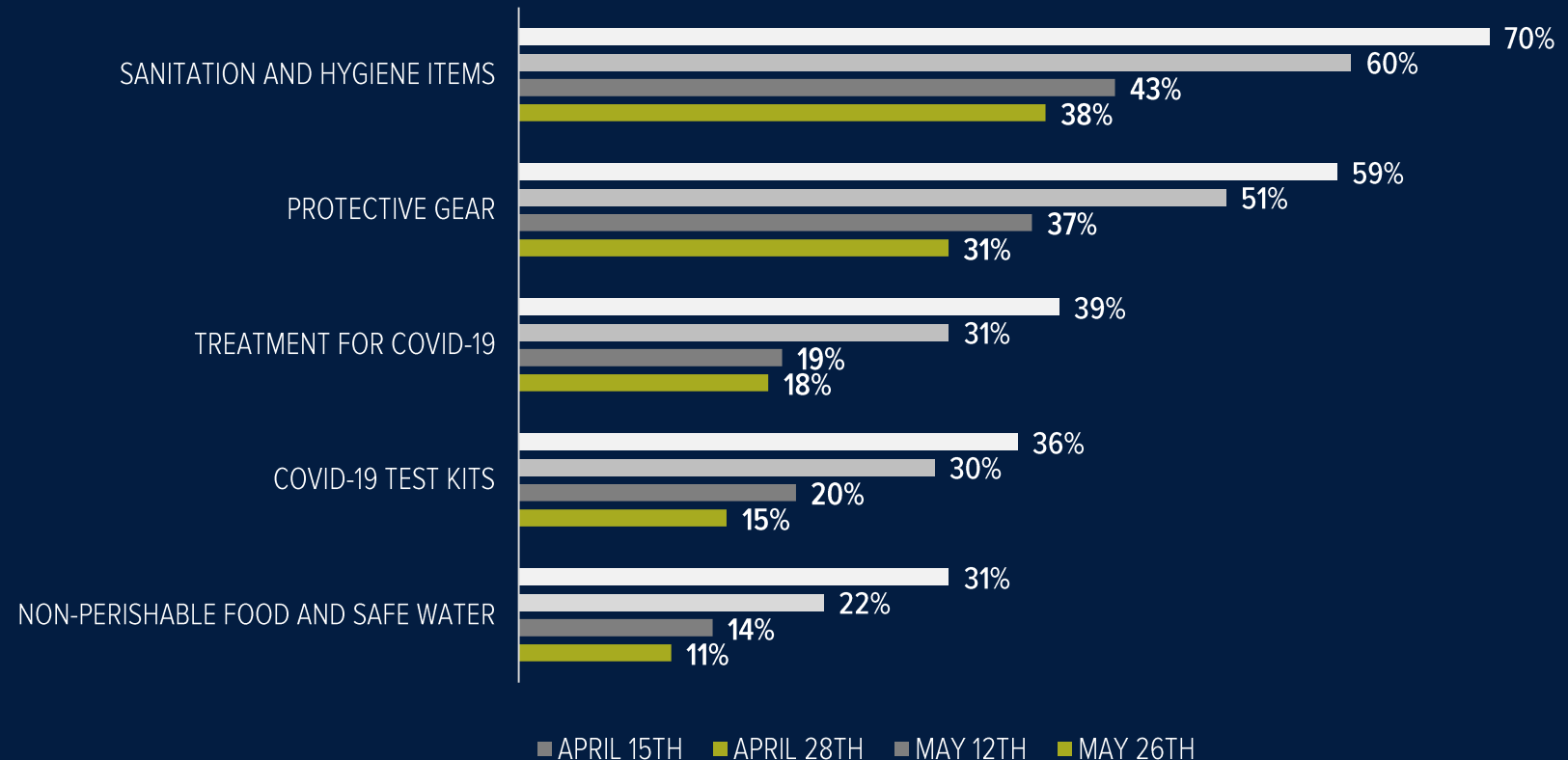
↓ 32%

↓ 28%

↓ 21%

↓ 21%

↓ 20%



Data was collected from the online panel, Prolific, from a sample size of 919 employees surveyed between May 26th – June 4th. All employees had been previously sampled three other times at the following dates:

WAVE 1: APRIL 15-16

WAVE 2: APRIL 28-MAY 3

WAVE 3: MAY 12-MAY 19

