



# NAVIGATING COVID-19

## IMPACT OF THE PANDEMIC ON MENTAL HEALTH

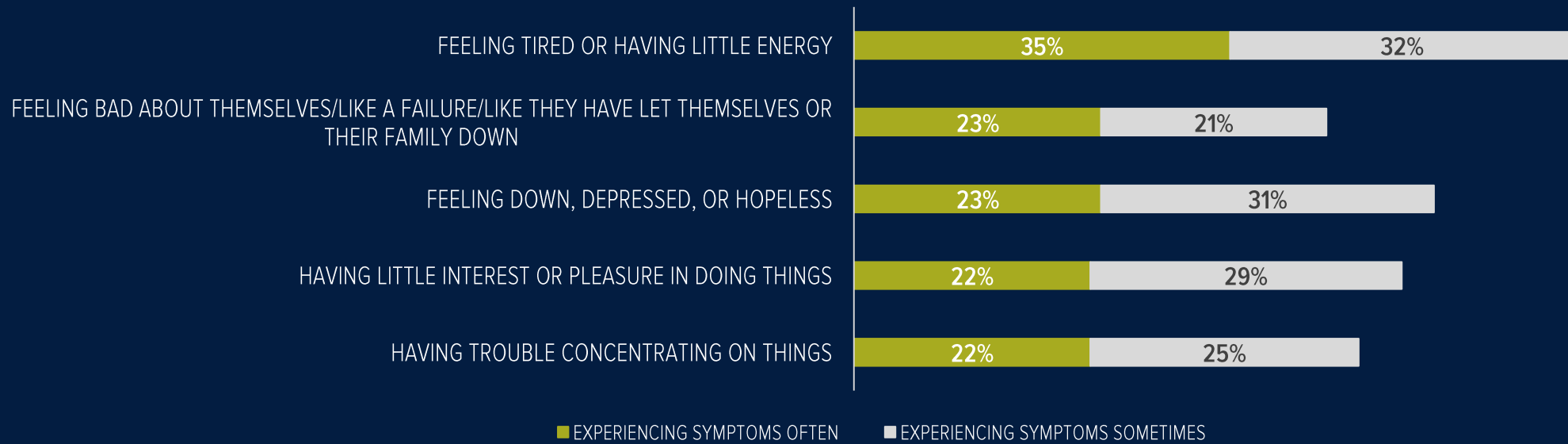


THE COVID-19 PANDEMIC HAS PUT  
UNPRECEDENTED STRESS NOT ONLY ON  
HEALTHCARE SYSTEMS AND ECONOMIES,

**BUT ON WORKERS’  
MENTAL HEALTH**

## AMIDST WIDESPREAD LOCKDOWNS,

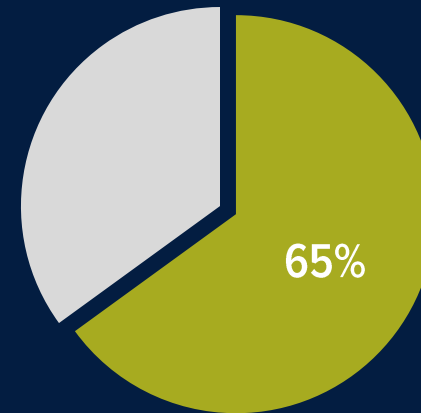
**22-35%** OF EMPLOYEES ARE REPORTING EXPERIENCING SYMPTOMS OF DEPRESSION **OFTEN**, AND AS MANY AS **2 IN 3** ARE EXPERIENCING DEPRESSIVE SYMPTOMS AT LEAST **SOMETIMES**.



# 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%)

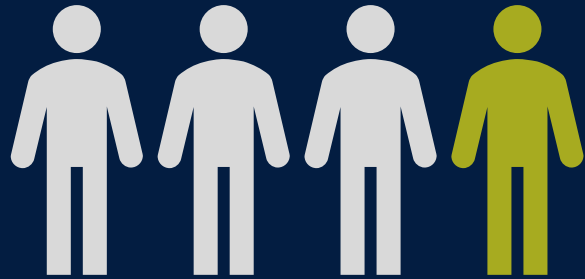
## VULNERABLE POPULATION DIFFERENCES



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

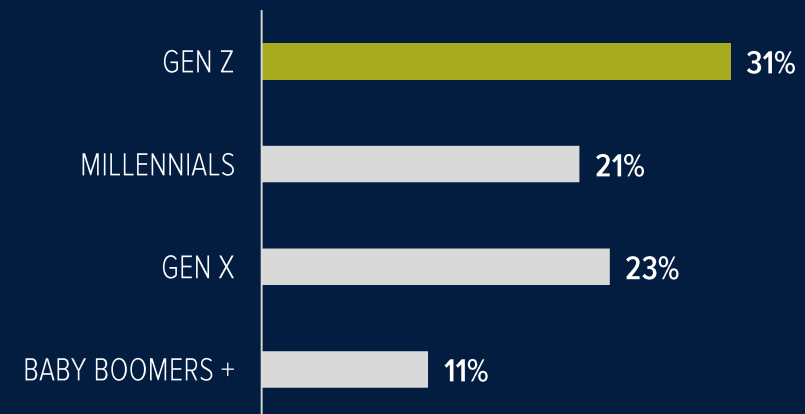
EMPLOYEES' MENTAL HEALTH IS IMPACTED BY MORE THAN JUST THEIR PERSONAL HEALTH:

**65%**

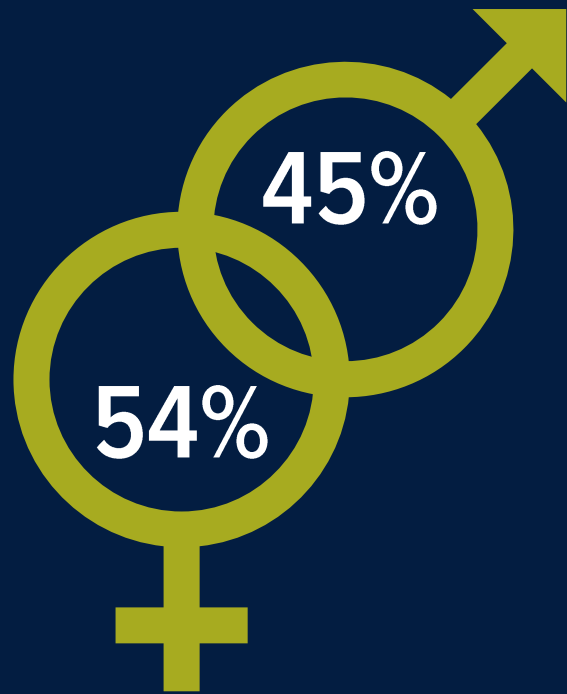
**OF EMPLOYEES HAVING TROUBLE CONCENTRATING ARE THOSE WHO LIVE WITH A MEMBER OF A VULNERABLE POPULATION\***

### 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

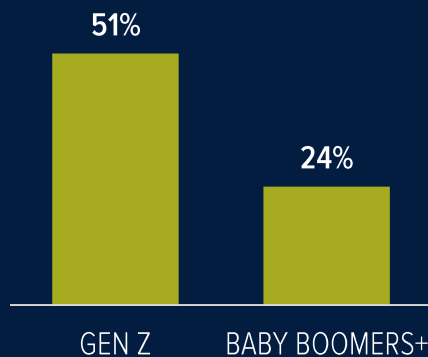
41%

OF EMPLOYEES REPORT  
*FEELING BURNED OUT* FROM  
THEIR WORK

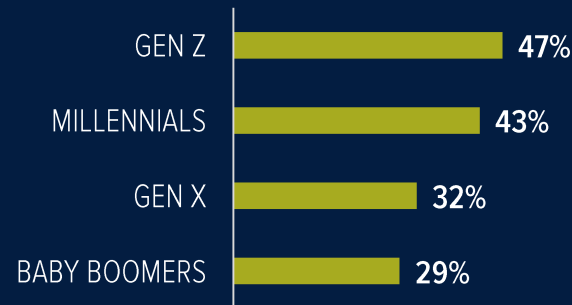
45%

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



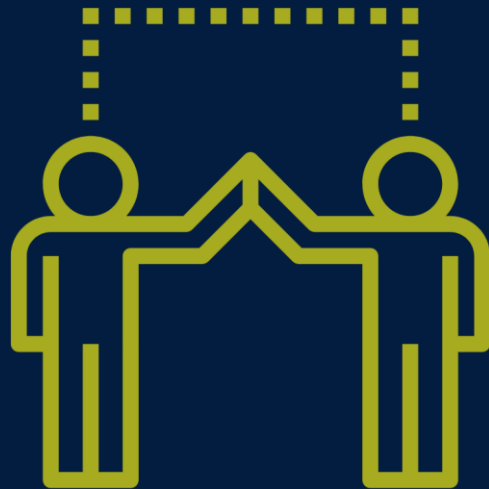
**28%** PAY AND BENEFITS



**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

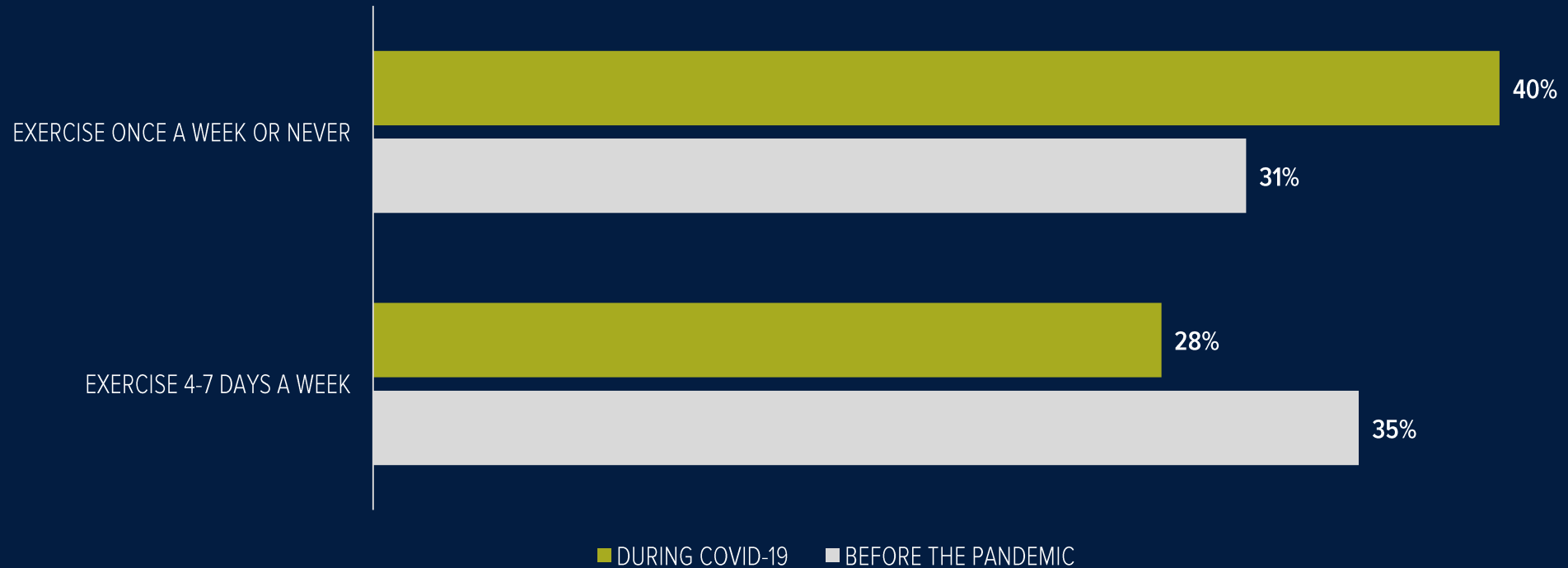
**53%**

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*

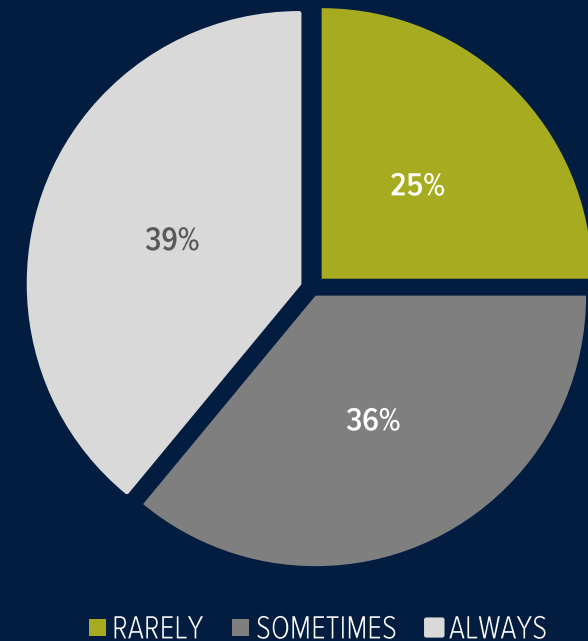


**57%**

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



## 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**

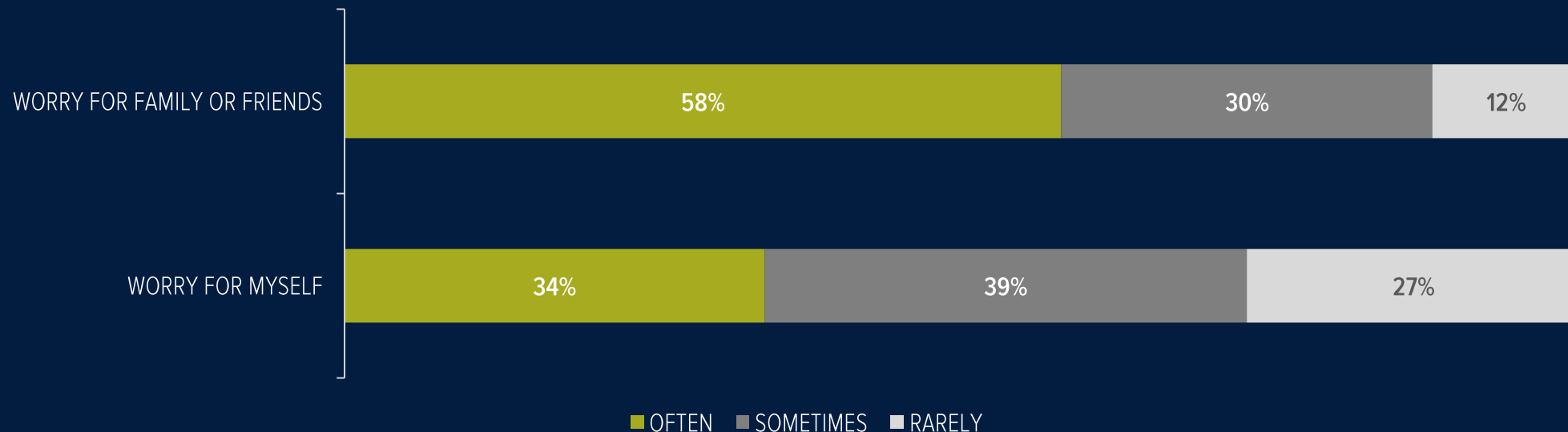
*REMOTE WORK DIFFERENCES*

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