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.

<table>
<thead>
<tr>
<th>Symptom</th>
<th>Often (%)</th>
<th>Sometimes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feeling tired or having little energy</td>
<td>35%</td>
<td>32%</td>
</tr>
<tr>
<td>Feeling bad about themselves/like a failure/like they have let themselves or their family down</td>
<td>23%</td>
<td>21%</td>
</tr>
<tr>
<td>Feeling down, depressed, or hopeless</td>
<td>23%</td>
<td>31%</td>
</tr>
<tr>
<td>Having little interest or pleasure in doing things</td>
<td>22%</td>
<td>29%</td>
</tr>
<tr>
<td>Having trouble concentrating on things</td>
<td>22%</td>
<td>25%</td>
</tr>
</tbody>
</table>
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%)

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:

- Gen Z: 31%
- Millennials: 21%
- Gen X: 23%
- Baby Boomers +: 11%

* (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.
SHRM COVID 19 RESEARCH: SYMPTOMS OF DEPRESSION

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

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>56%</td>
<td>43%</td>
</tr>
</tbody>
</table>

GENERATIONAL DIFFERENCES

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

44% 35% 33% 26%

Gen Z  Millennials  Gen X  Boomers+
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: 47%
- Millennials: 43%
- Gen X: 32%
- Baby Boomers: 29%

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