Challenging Times Are Taking a Toll on People’s Mental Health

COVID-19’s Impact on Mental Health and Workplace Well-being

- Depression symptoms have almost quadrupled since COVID-19 started.
- Anxiety symptoms have tripled.
- Employees report many factors impacting mental health have worsened with the pandemic.

Change from 2019 to 2020:

- In late June, 2020:
  - 51% of employees reported feeling uncomfortable talking about mental health with colleagues.
  - 50% of employees reported feeling uncomfortable talking about mental health with their manager.

- 54% of Americans reported that there was no room at their workplace to handle mental health challenges.

- 75% of employees said they have been fearful that disclosure of mental health could lead to being red or furloughed.

- 75% of employers reported a reduction in mental health and stress support for employees.

- Employees feel like they have no one to turn to at work.

- Mental Health Struggles Are Affecting Work Life.
- The Pandemic Has Increased Mental Health Risks.

- 54% of employees who are essential workers have job burnout.
- Black and Latino people are disproportionately impacted.
- People with severe mental illness have a 53% higher risk of having cancer.
- White people have a 53% higher risk of having cardiovascular disease.
- Latinos have a 35% higher risk of having diabetes.

- Many employees are fearful of losing their job due to the coronavirus outbreak.
- 50% of workers said they are fearful of losing their job due to health concerns.
- 37% of managers reported feeling uncomfortable talking about mental health with their employees.

- Strategies for Employees to Prioritize Their Own Mental Health.
- Get Outdoors.
- Set Boundaries.
- Physical Exercise.
- Get Help.
- Use Your Breaks.
- Limit Media Use.
- Reach Out for Support.
- Develop a Self-care Plan.

- Mental Health Symptoms Can Lead to Serious Health Complications.
- Serious mental illnesses can reduce life expectancy by 10 - 20 Years.

- Physical Effects:
  - Cardiovascular:
  - Gastrointestinal:
  - Chronic Fatigue:

- Strategies for Employers to Prioritize Their Own Mental Health.
- Get help for employees.
- Reach Out for Support.
- Use Your Breaks.
- Avoid long exposure to media that may trigger or elevate mental stress.
- Get trained in mental health first aid to recognize mental health concerns.
- Make mental health self-care a part of your wellness & health packages that emphasize & cover mental health.
- Have wellness & health assessment tools and materials readily available.
- Implement a four day work week.
- Providing food stipends to employees.
- Upgrading work from home setups.
- Giving workers a percentage of the week as their own time.
- Giving stipends that can be used for AT-home wellness classes and increasing days off.
- Requiring employees to go offline for an hour during lunch.
- Providing flex time to employees.

- More than 75% of employees reported health concerns.
- 57% of managers reported feeling uncomfortable talking about mental health with their employees.
- 75% of employers reported a reduction in mental health and stress support for employees.

- What Employers Can Do to Help During COVID-19 and Beyond.
- Supervisors
- Co-workers
- Subordinates
- No Colleagues

- 50% of employees reported being burned out if they are essential workers.
- 54% of respondents who are essential workers have job burnout.
- 75% of employees said they have no room at their workplace to handle mental health challenges.
- 75% of employees said they have been fearful that disclosure of mental health could lead to being red or furloughed.
- 57% of experts and employees reported feeling uncomfortable talking about mental health with colleagues.

Employers have an opportunity to ensure these mental health challenges do not turn into serious, long-lasting mental health problems.