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 TRENDS, 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:

- **Women**: 5% average change
- **Men**: 4% average change

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:

- **Gen Z**: 6%
- **Millennials**: 4%
- **Gen X**: 4%
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
Since mid-April, fewer employees report feeling threatened by COVID-19 in certain aspects of work.

Declines in total employees feeling greatly threatened, by job aspect:

-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

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.
## Anxiety About Insufficient Availability of Resources Has Significantly Decreased

<table>
<thead>
<tr>
<th>Resource</th>
<th>April 15th</th>
<th>April 28th</th>
<th>May 12th</th>
<th>May 26th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sanitation and Hygiene Items</td>
<td>60%</td>
<td>38%</td>
<td>43%</td>
<td>70%</td>
</tr>
<tr>
<td>Protective Gear</td>
<td>59%</td>
<td>37%</td>
<td>31%</td>
<td>51%</td>
</tr>
<tr>
<td>Treatment for COVID-19</td>
<td>39%</td>
<td>19%</td>
<td>31%</td>
<td>31%</td>
</tr>
<tr>
<td>COVID-19 Test Kits</td>
<td>36%</td>
<td>15%</td>
<td>20%</td>
<td>30%</td>
</tr>
<tr>
<td>Non-perishable Food and Safe Water</td>
<td>31%</td>
<td>14%</td>
<td>22%</td>
<td>31%</td>
</tr>
</tbody>
</table>
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