EMPLOYERS CAN DO MORE TO HELP

Supporting employees through the pandemic has benefits at individual and company-wide levels.

Consider all aspects of your employees’ well-being and provide benefits to support the whole person and their situation:

- Mental health
- Physical health
- Substance abuse issues
- At-home work conditions
- Support networks

Employees comfortable seeking employer help:

- Mental health: 38%
- Physical health: 45%
- Substance abuse issues: 7%
- At-home work conditions: 11%
- Support networks: 23%

Employees comfortable accepting employer help:

- Mental health: 53%
- Physical health: 58%
- Substance abuse issues: 28%
- At-home work conditions: 25%
- Support networks: 35%

Employees know who to talk to for help:

- Mental health: 64%
- Physical health: 69%
- Substance abuse issues: 44%
- At-home work conditions: 44%
- Support networks: 39%

During pandemic (2020)

Pre-pandemic (2019)

COVID-19 PANDEMIC IMPACT ON BEHAVIORAL HEALTH IN THE WORKPLACE

COVID-19 CAUSED INCREASED CHALLENGES FOR WORKERS

Before the pandemic, employers received fairly low marks when it came to employees feeling supported. While employers still receive overall low grades, there is a positive trend in how they are responding to these challenges.

IMPACT ON WORKERS AND PRODUCTIVITY

Our research shows the pandemic is increasing the strain of both mental health and substance abuse issues on workers. And that increase is clearly affecting their productivity on the job more now than before the pandemic.

Percentage of employees who say their employers are doing better now than pre-pandemic at:

- Improving access to mental health services and support: 28%
- Providing accommodations and flexibility: 34%
- Creating a work culture that fosters mental health: 28%
- Other: 31%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of employees who lost 10+ hours of productivity per week due to:

- Mental health issues: 55%
- Substance abuse issues: 36%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Almost half say stress is reducing their overall health status.

More than 1 out of 3 say they are feeling more stressed.

IMPACT ON WORKERS

55% of workers say their mental health has worsened since the pandemic.

36% of workers say their salary and benefits have worsened since the pandemic.

58% of workers say a mental health issue has affected them more since the pandemic began.

47% of workers say an addiction or substance abuse issue has affected them more since the pandemic began.

MENTAL HEALTH

SUBSTANCE ABUSE

MENTAL HEALTH

SUBSTANCE ABUSE

ARE EMPLOYERS RESPONDING?

Before the pandemic, employers received fairly low marks when it came to employees feeling supported. While employers still receive overall low grades, there is a positive trend in how they are responding to these challenges.

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

ARE EMPLOYERS RESPONDING?

Before the pandemic, employers received fairly low marks when it came to employees feeling supported. While employers still receive overall low grades, there is a positive trend in how they are responding to these challenges.

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

ARE EMPLOYERS RESPONDING?

Before the pandemic, employers received fairly low marks when it came to employees feeling supported. While employers still receive overall low grades, there is a positive trend in how they are responding to these challenges.

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

ARE EMPLOYERS RESPONDING?

Before the pandemic, employers received fairly low marks when it came to employees feeling supported. While employers still receive overall low grades, there is a positive trend in how they are responding to these challenges.

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

ARE EMPLOYERS RESPONDING?

Before the pandemic, employers received fairly low marks when it came to employees feeling supported. While employers still receive overall low grades, there is a positive trend in how they are responding to these challenges.

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

ARE EMPLOYERS RESPONDING?

Before the pandemic, employers received fairly low marks when it came to employees feeling supported. While employers still receive overall low grades, there is a positive trend in how they are responding to these challenges.

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

ARE EMPLOYERS RESPONDING?

Before the pandemic, employers received fairly low marks when it came to employees feeling supported. While employers still receive overall low grades, there is a positive trend in how they are responding to these challenges.

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

ARE EMPLOYERS RESPONDING?

Before the pandemic, employers received fairly low marks when it came to employees feeling supported. While employers still receive overall low grades, there is a positive trend in how they are responding to these challenges.

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%

Percentage of workers reporting mental health issues, by generation:

- Boomers: 22%
- Millennials: 59%
- Gen X: 36%
- Gen Z: 71%