

Impact of COVID-19 on Employee Mental Health

Demographic Differences, Work Disruptions, and Access to Care

EMPLOYEE MENTAL HEALTH DURING THE PANDEMIC

Percent of US employees who reported symptoms of depression or anxiety

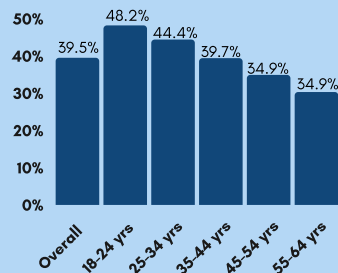
4x
increase



Women were more likely to have anxiety and depression.

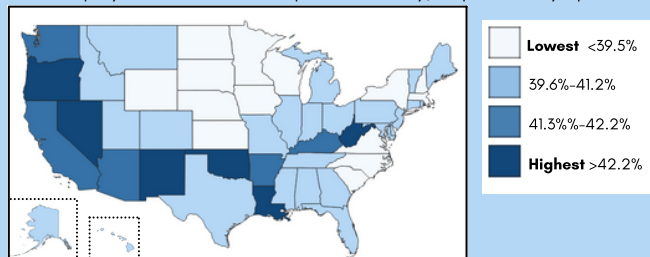


Young adults (18-24 yrs) had the highest likelihood of experiencing mental health issues.



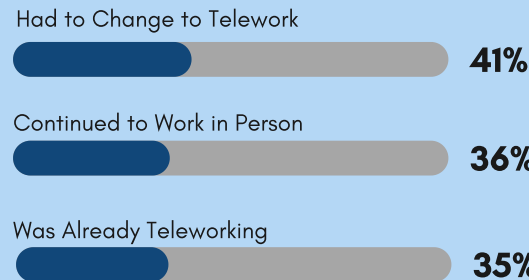
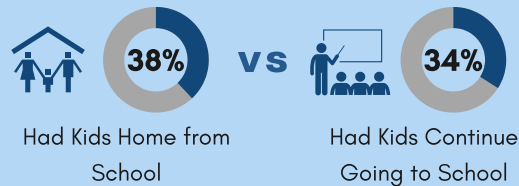
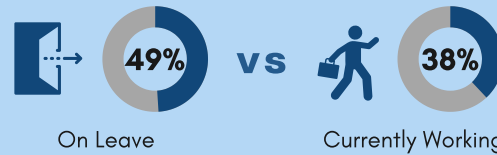
Employees residing in southern and western states reported worse mental health outcomes.

% of employees in state who reported anxiety/depression symptoms



WORK DISRUPTIONS

Employees with work disruptions were more likely to report anxiety and depression.



Transitioning to telework AND having kids at home had negative compounding effects on mental health - particularly for women.

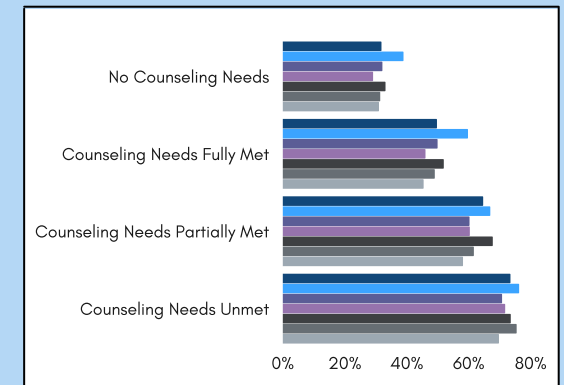


ACCESS TO CARE

A higher proportion of employees, especially those on leave or working in person, reported mental health issues when their counseling needs were unmet.

Ensuring employees receive counseling when needed reduces the likelihood of experiencing anxiety and depression symptoms by 8%-36% depending on how well counseling needs are met.

% of employees who reported anxiety/depression symptoms



LEARN MORE

Details on this analysis as well as employer guidance to address mental health needs can be found [HERE](#).