

Employees struggle with stress, anxiety or depression during COVID-19



Many say they're stressed out and anxious

How widespread is this problem?

>90%
report some anxiety



55%
report moderate or high degree of anxiety



Certain segments are struggling more than others

Which groups are more likely to suffer from severe stress, anxiety, or depression?

Z

Gen Zers

3X more likely than boomers

LGBT+ employees

2X more likely than heterosexuals

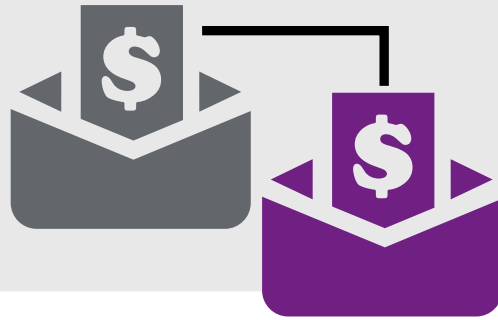


Employees with significant disabilities

2X more likely than those with no disabilities

Financially vulnerable employees

44% of those living paycheck to paycheck have suffered in the past 2 years



Who is living paycheck to paycheck?

2 in 5 U.S. employees
50% of Gen Zers



Strong social connection at work makes a difference

Percentage less likely to suffer from severe stress, anxiety or depression

LGBT+
-13%*

Significant disabilities
-8%*

Financially struggling
-9%*

*Percentage less likely to suffer from severe stress

Employees who get the help they need are more engaged and productive

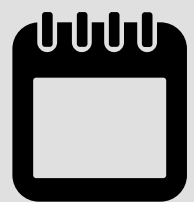
Higher work engagement

+20%



Fewer days lost due to absence and presenteeism

-3.9 days



Culture plays a key role

79% in organizations with a strong culture of health and wellbeing are able to obtain help needed to manage stress, anxiety or depression



Call to action for employers: Develop and implement a holistic solution to address all sources of employee stress, including financial pressures, and boost employee access to mental health services.