

Worsening emotional and social wellbeing takes toll on productivity



Mental health challenges and declining social connections raise concerns



Employees struggle with:

Worsening social connections

42%

Mental health challenges

29%

Deteriorating financial situations

24%

36% are suffering from stress, anxiety or depression

3X as likely to have addictive habits

40% more likely to be disengaged

47% report low social wellbeing



Certain segments are struggling more than others

Which employees are suffering the most from severe stress, anxiety or depression since the pandemic began?

Z

65% of Gen Z

4X more likely than baby boomers

55% of LGBT+

2X more likely than heterosexuals

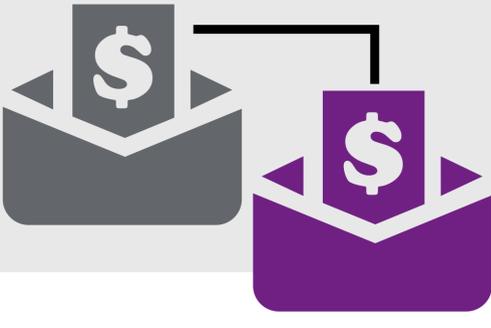


66% of those with significant disabilities

Over 2X more likely than those with no disabilities

Financially struggling employees

57% of those **living paycheck to paycheck** have suffered in the past 2 years



Who is living paycheck to paycheck?

37% employees overall

42% of Gen Z

Disconnectedness affects productivity and engagement

	Disconnected	Connected
Highly engaged	32%	42%
Presenteeism (equivalent days lost per year)	21 days	9.8 days
Suffering from anxiety or depression	50%	21%

Which employees are feeling disconnected?

51% of Gens Y and Z

55% of LGBT+

56% of those working from home *more* than pre-pandemic

Among employees currently working from home

68% say it helps achieve better work/life balance

But 2 in 5 say distractions make it difficult to focus (38%) and worry it will have a negative impact on career development (39%)

Strong social connections at work make a difference

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



LGBT+
-16%

Significant disabilities
-8%

Younger employees (Gens Y and Z)
-11%

Employees with improved mental/emotional health have more favorable view of employer actions

Employer actions	My mental/emotional health during pandemic	
	Better	Worse
My employer sincerely cared about my wellbeing	71%	50%
My employer listened to how I needed support	71%	42%
My employer communicated effectively	75%	57%

Percentages based on those who responded "Agree" or "Strongly agree"



Call to action for employers: Design integrated programs linking social and emotional health to other aspects of wellbeing; offer wellness days, boost listening efforts, and improve onsite and online access to mental health professionals