

## Challenging Times Are Taking a Toll on People's Mental Health

### Change from 2019 to 2020:

Reported symptoms of anxiety have tripled **from 8.1% to 25.5%**

Depression symptoms have almost quadrupled **from 6.5% to 24.3%**

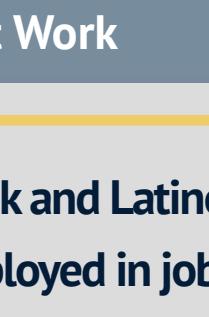
In late June, 2020:

**75%** of 18-to-24 year old respondents reported having at least one adverse mental or behavioral health symptom



Employers have an opportunity to ensure these mental health challenges do not turn into serious, long-lasting mental health problems

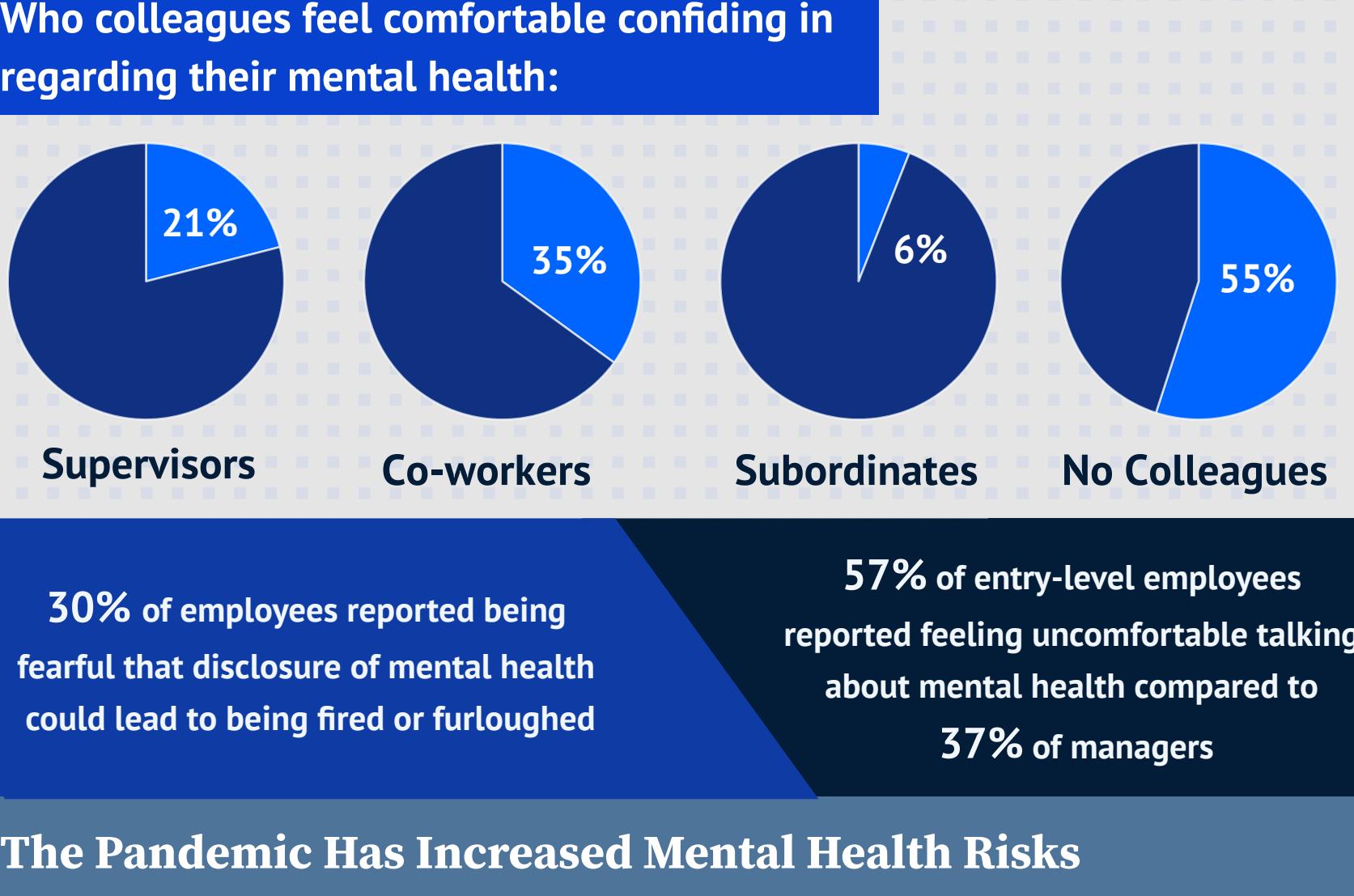
## Mental Health Struggles Are Affecting Work Life



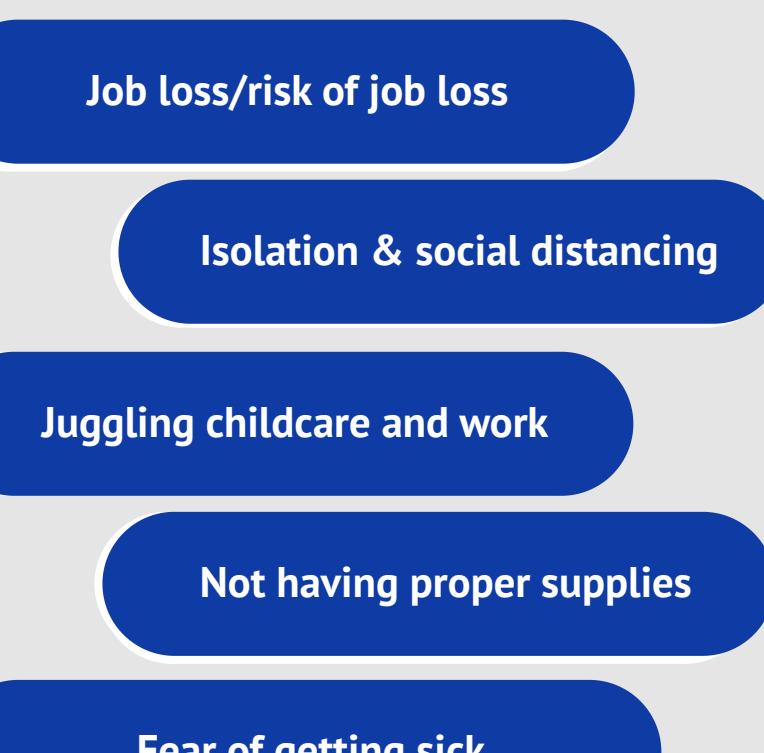
**51%** of people reported worse mental health at work since COVID-19 started

Employees report many factors impacting mental health have worsened with the pandemic

● All Employees ● Work from Home ● On Site

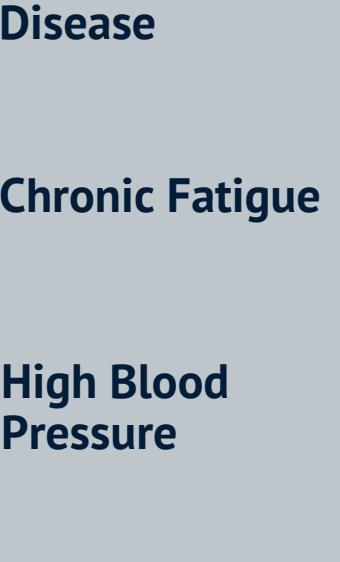


Black and Latino people are disproportionately employed in jobs that are now considered "essential" or on site jobs, which may contribute to an increase in reported mental or behavioral health symptoms



## Employees Feel Like They Have No One to Turn to at Work

Who colleagues feel comfortable confiding in regarding their mental health:



30% of employees reported being fearful that disclosure of mental health could lead to being fired or furloughed

57% of entry-level employees reported feeling uncomfortable talking about mental health compared to 37% of managers

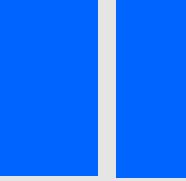
## The Pandemic Has Increased Mental Health Risks



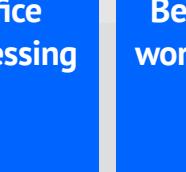
## Mental Health Symptoms Can Lead to Serious Health Complications

### Physical Effects

Cardiovascular Disease



Chronic Fatigue



High Blood Pressure



Gastrointestinal Issues



People with severe mental illness have a **53% higher risk** of having cardiovascular disease than those who didn't have mental illness

53%

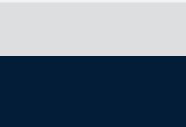
Research has shown a link between high levels of mental distress and an **increased risk of dying from cancer**

Serious mental illnesses can reduce life expectancy by **10 - 20 Years**

## Strategies for Employees to Prioritize Their Own Mental Health

### Limit Media Use

Avoid long exposure to news, media, and social media that may trigger or elevate mental stress

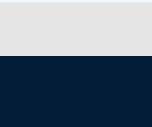


### Physical Exercise

Engaging in physical exercise alleviates stress and increases endorphins, with positive impacts on mental health

### Keep a Schedule

Create and maintain a routine and schedule with a designated space to work or learn



### Set Boundaries

When working, including from home, be sure that you are working reasonable hours

### Get Outdoors

Being in nature has been shown to reduce stress



### Reach Out for Support

It is important to reach out for support when needed

## What Can Employers Do to Help During COVID-19 and Beyond

Reduce stigma, speak candidly about mental health, and lead by example



Have wellness & health packages that emphasize & cover mental health



Emerging strategies employers are using to prioritize workers mental wellness

Requiring employees to go offline for an hour during lunch

Get trained in mental health first aid to recognize mental health symptoms



Make mental health self-assessment tools and materials readily available



Giving stipends that can be used for wellness coaches or classes and upgrading work from home setups

Create designated office quiet zones and de-stressing areas



Be adaptable with flexible work hours, teleworking, and increased time off



Hosting free digital trainings and seminars about different wellness topics

Giving workers a percentage of the week to work on creative projects of their choosing

Implementing a four day work week and increasing days off

Providing food stipends to employees

In addition to workplace policies, steps need to be taken outside the workplace that address childcare, food security, caretaker leave, mental health, and financial security