

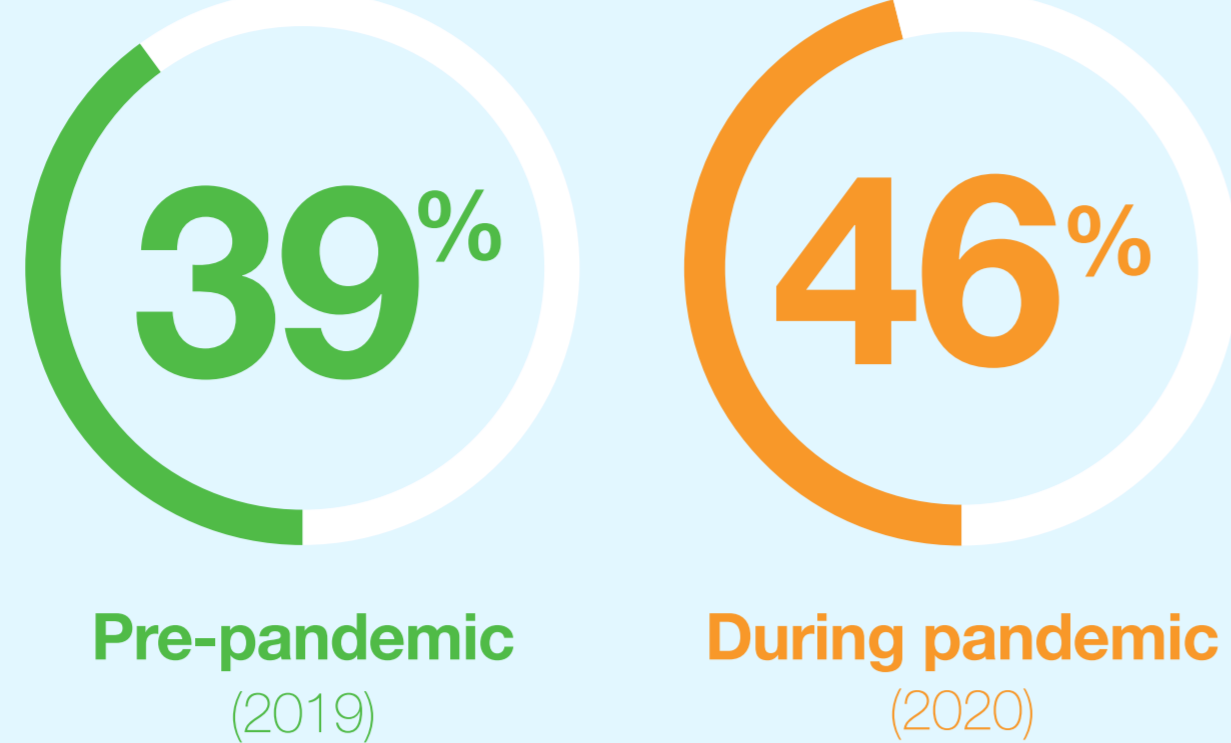
# COVID-19 PANDEMIC IMPACT ON BEHAVIORAL HEALTH IN THE WORKPLACE

## COVID-19 CAUSED INCREASED CHALLENGES FOR WORKERS

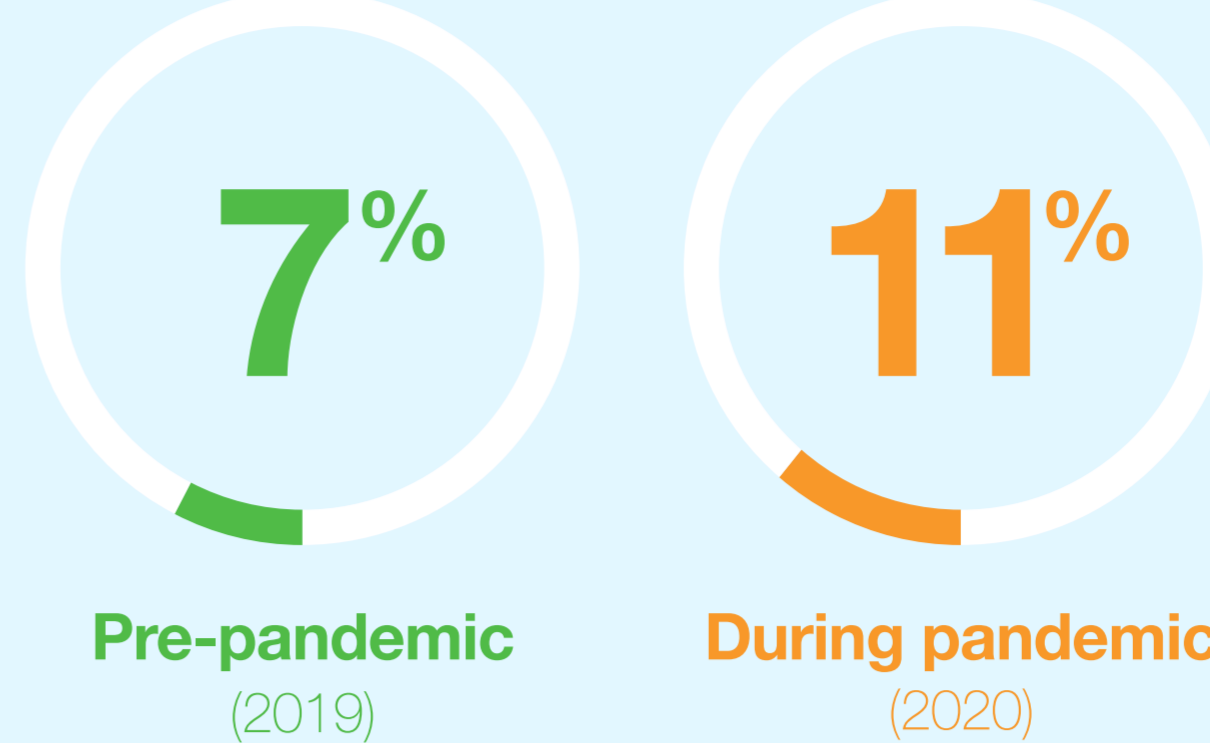
From a clear and present danger to health, to coping with record financial and job insecurity, workers are facing historic impacts to their behavioral health. New research shows stress and uncertainty are increasing already high instances of behavioral health issues.



Almost half are now suffering from mental health issues



More than 10% are now suffering from serious mental illness



The Standard conducted two surveys about behavioral health in the workplace, each with more than 1,425 U.S. workers. The first was completed in late 2019 and a follow-up was completed in late 2020 in the midst of the COVID-19 pandemic.

## 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.

### MENTAL HEALTH



**55%** of workers say a mental health issue has affected them more since the pandemic began

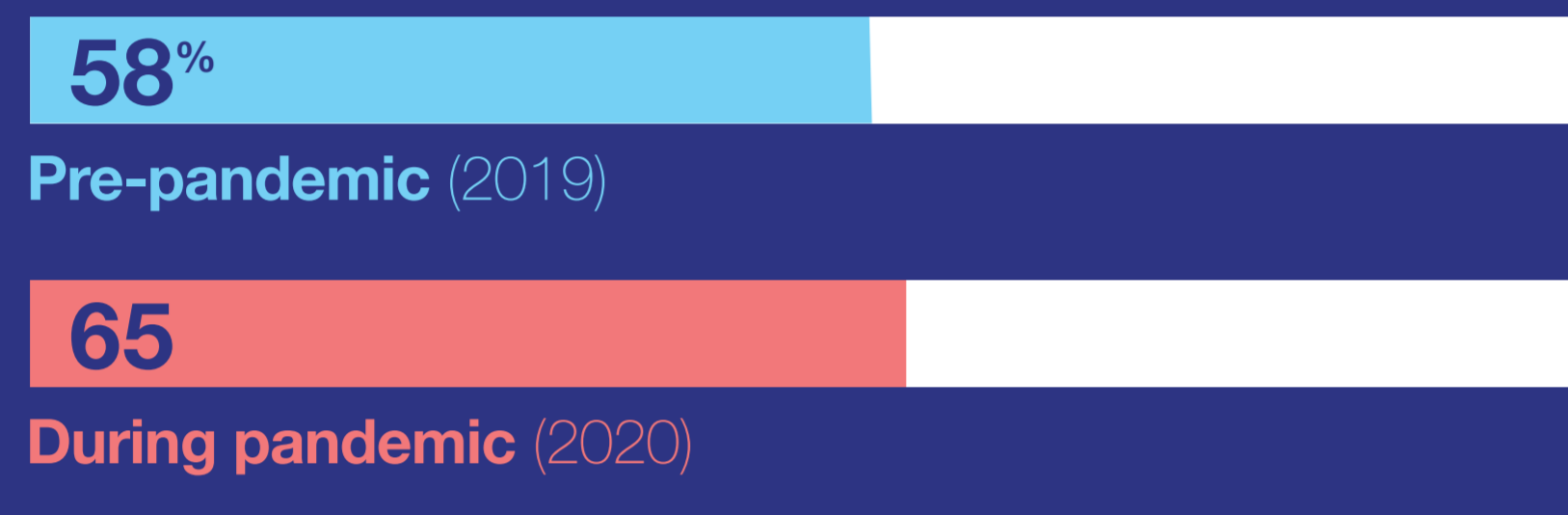
### SUBSTANCE ABUSE



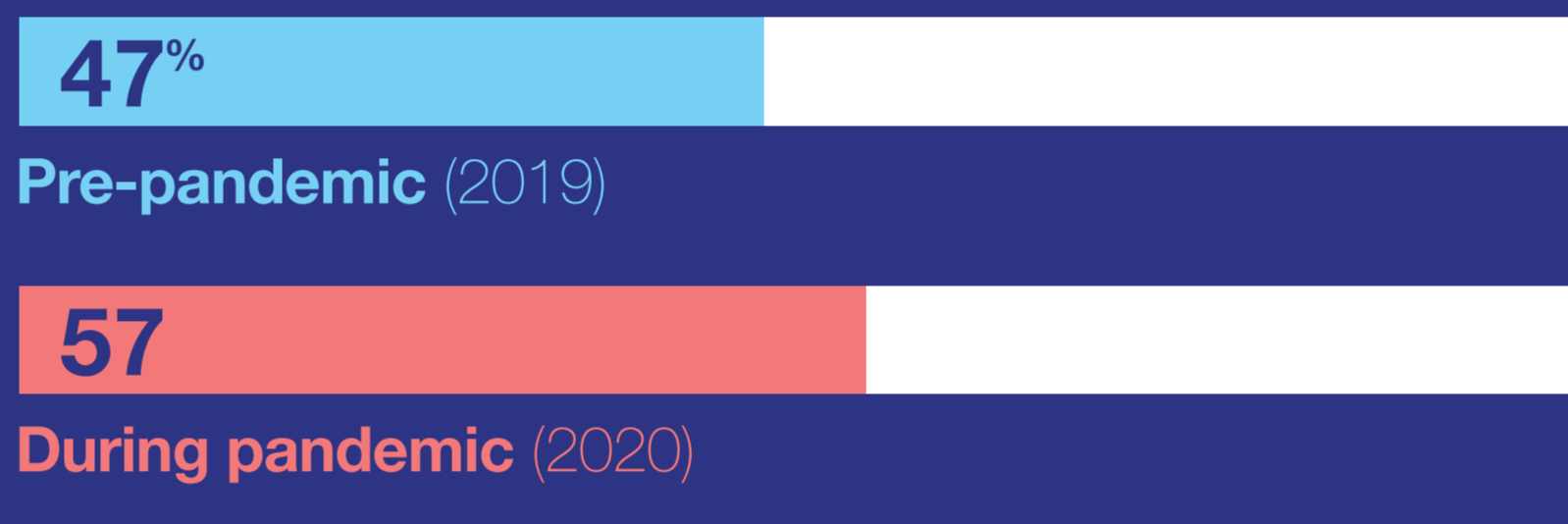
**36%** of workers say a substance abuse issue has affected them more since the pandemic began

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

### MENTAL HEALTH



### SUBSTANCE ABUSE



## YOUNGER WORKERS ARE STRUGGLING

Gen Z and Millennials are affected by behavioral health issues during the pandemic at much higher rates than older generations. The pandemic adds or compounds stressors that younger workers were already coping with, such as:



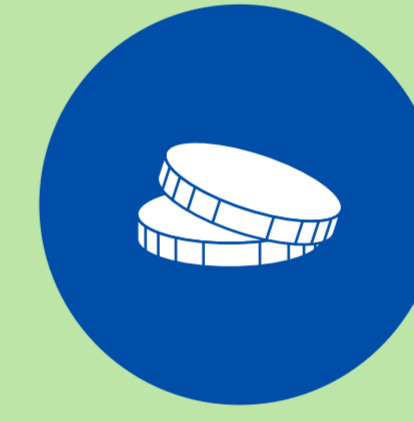
Less job security



Less housing stability



More debt



Lower wage earnings than previous generations

Percentage of workers reporting mental health issues, by generation:

### BOOMERS:

**22%**

### GEN X

**36%**

### MILLENNIALS

**59%**

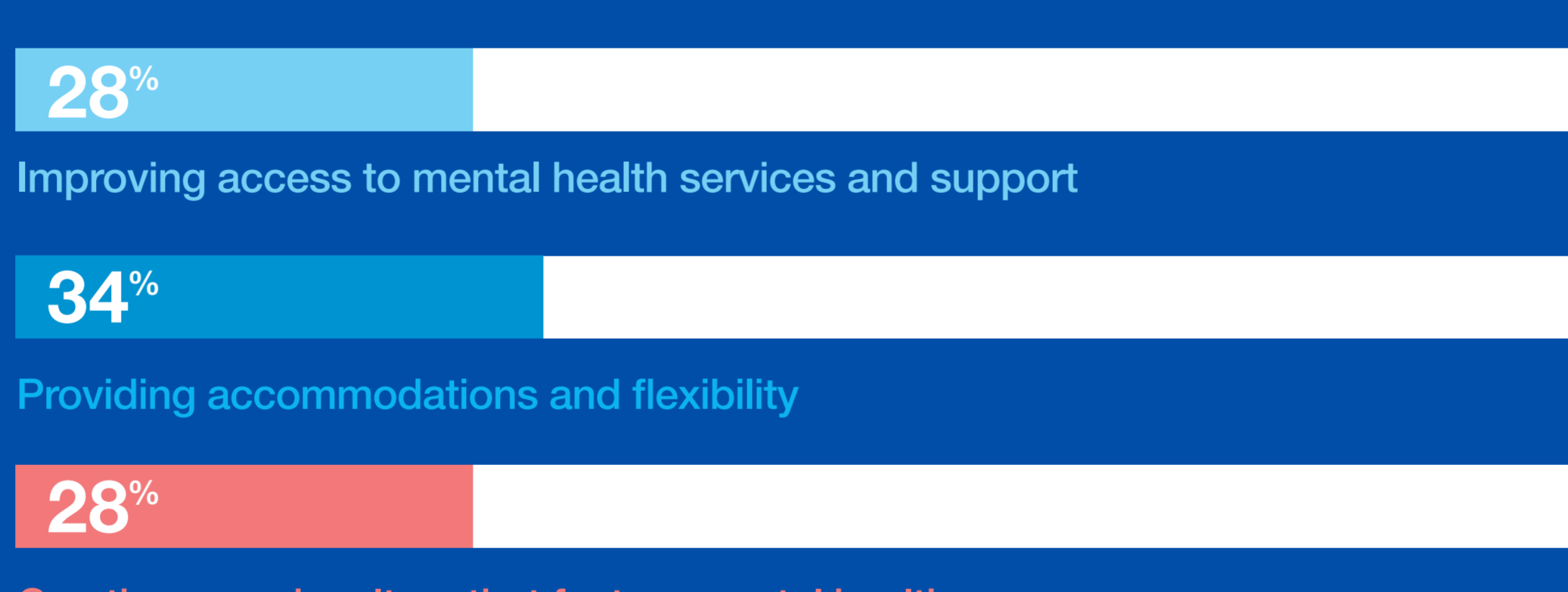
### GEN Z

**71%**

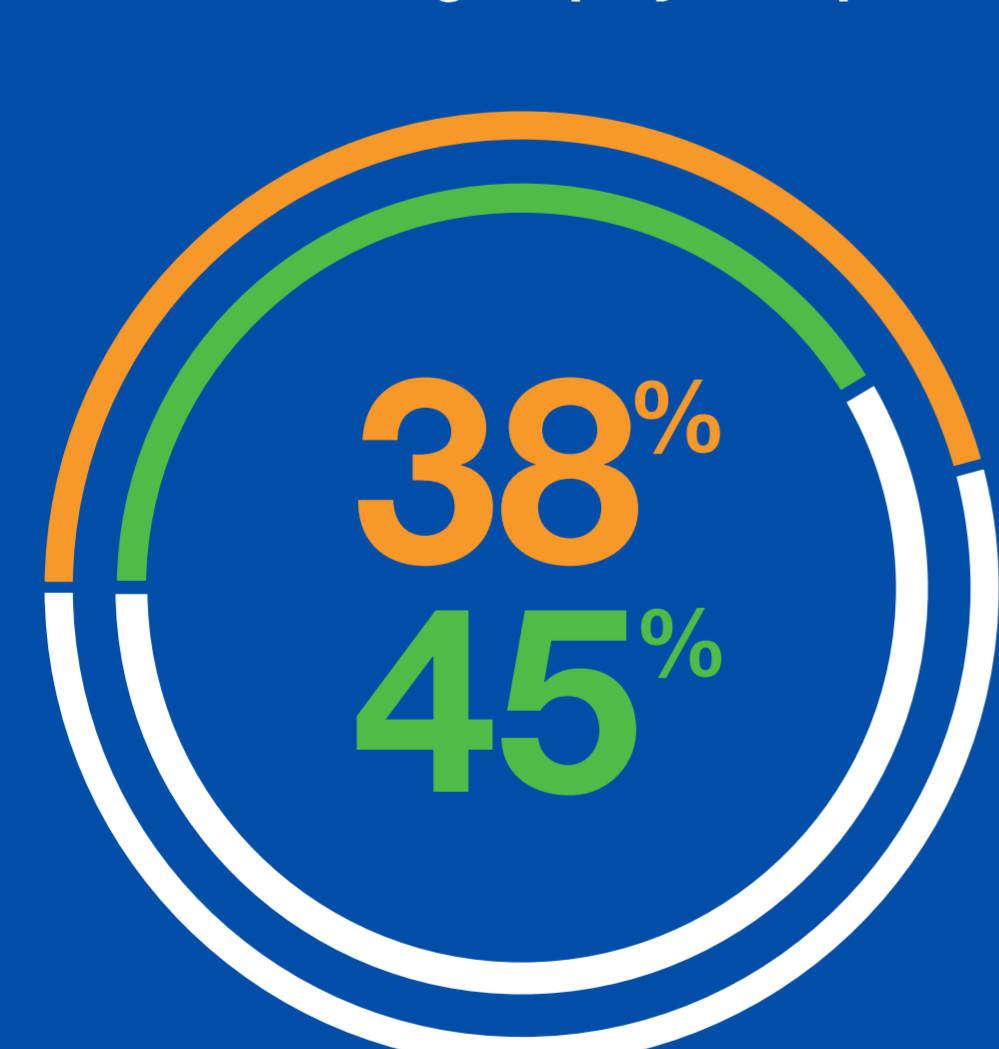
## ARE EMPLOYERS RESPONDING?

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.

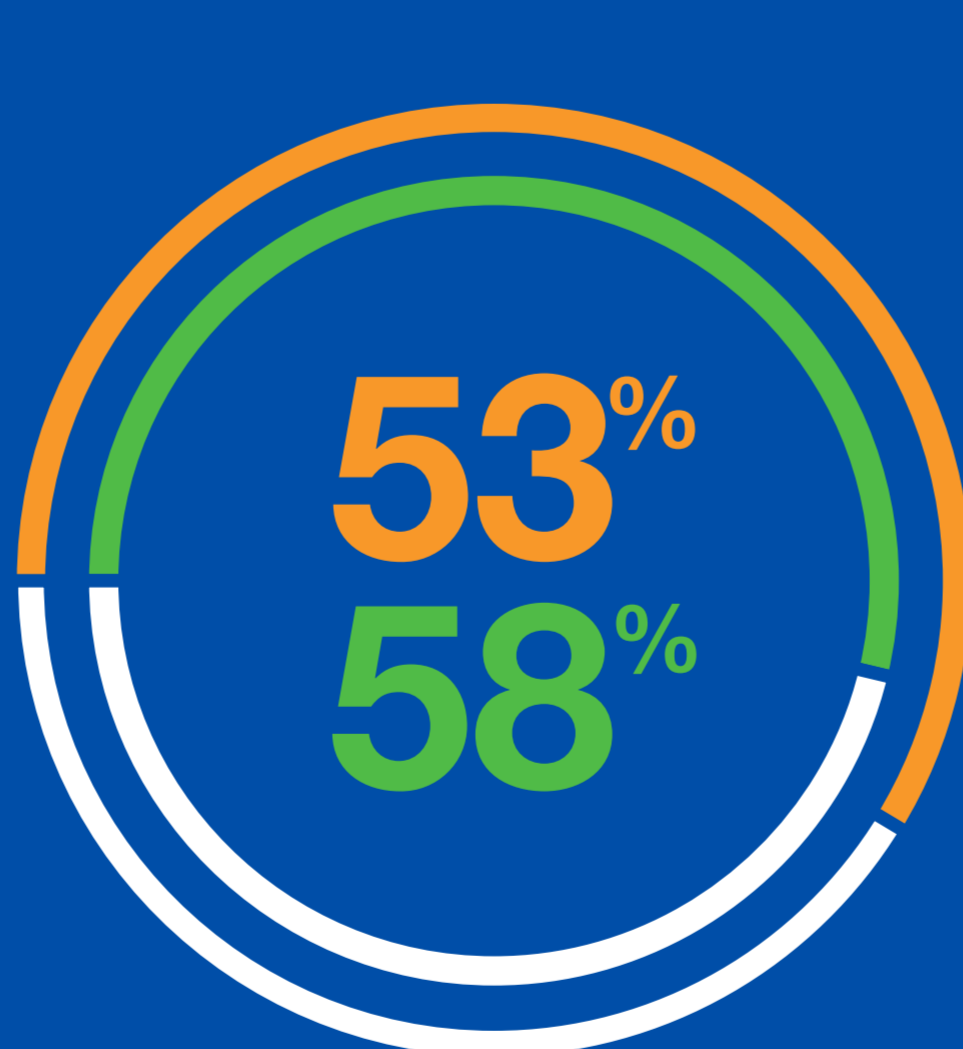
Percentage of employees who say their employers are doing better now than pre-pandemic at:



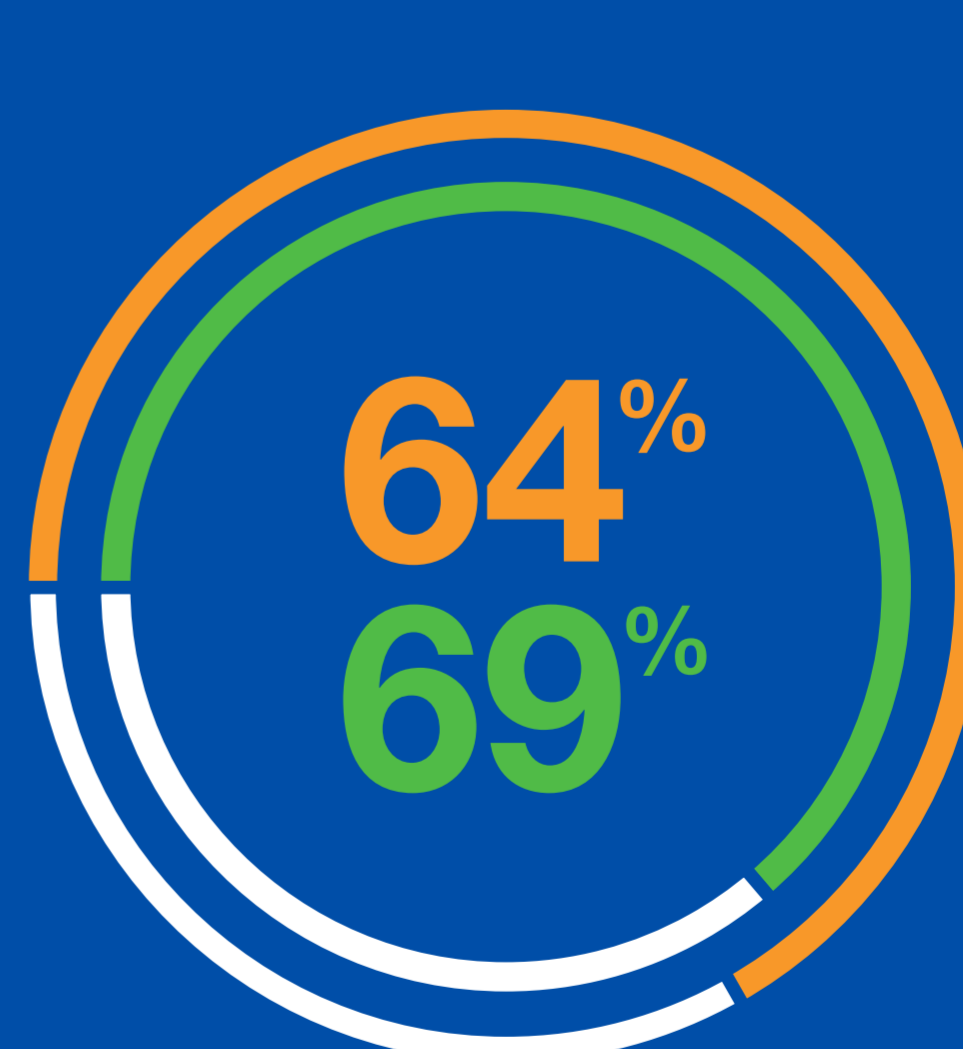
Employees comfortable seeking employer help:



Employees comfortable accepting employer help:



Employees know who to talk to for help:



## HOW 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' wellbeing and provide benefits to support the whole person and their situation:

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



### WANT MORE INSIGHTS?

Visit our behavioral health resource center for more reports, articles, and help with supporting employees with mental health and substance abuse issues.

[Resource Center](#)