

Supporting Your Employees' Mental Health in Time of Crisis

COVID-19's IMPACT ON THE WORKFORCE



Nearly **1/3** of adults in the US are showing signs of **anxiety, depression, or both.**¹



Like physical illness **mental illness can negatively affect the workplace** and workforce productivity.

67%

Or **7 in 10** of Americans surveyed say they have **experienced increased stress** over the course of the pandemic.²

PRODUCTIVITY DURING TIMES OF STRESS

Recognizing psychosocial stress reactions can help organizations

- ✓ **IDENTIFY** WHEN AN EMPLOYEE NEEDS SUPPORT
- ✓ **IMPROVE** EMPLOYEE SATISFACTION
- ✓ **MAINTAIN** ORGANIZATIONAL PRODUCTIVITY
- ✓ **PROMOTING & SUPPORTING** PSYCHOSOCIAL WELL-BEING

Pandemic-Related Psychosocial Stress Indications Include:

- **Isolation** from loved ones
- **Sense of helplessness**
- **Fear** of infection
- **Grief** for death of friends or loved ones
- **Barriers** to accessing mental health treatment providers
- Feeling **overwhelmed**
- **Loss** of normalcy
- **Irregular sleep** patterns from **anxious** feelings
- **Overwhelming** bombardment of news & social media coverage
- **Heightened awareness** and **sensitivity** to others



PROMOTING & SUPPORTING PSYCHOSOCIAL WELL BEING

Organizations that issue supportive statements and affirmations:

Remove barriers that inhibit workers from accessing mental health services

Effectively maintain productivity

Increase job satisfaction of the workforce

Organizations Must:

Eliminate policies that may reinforce stigma about professional consequences of seeking mental health treatment.

Practice compassion. Anxiety, fear and other associated feelings during challenging times are real, justifiable, and do not indicate weakness or incompetence.



¹ CDC National Center for Health Statistics, <https://www.cdc.gov/nchs/covid19/pulse/mental-health.htm>

² American Psychological Association (2020). *Stress in America™ 2020: A National Mental Health Crisis*. <https://www.apa.org/news/press/releases/stress/2020/infographics-october>