

A Post Pandemic Workforce:

Tracking Perspectives Amid COVID-19

A Seismic Shift in the way we work



The New "Normal"

Employee stress levels were high in the first few weeks. Struggles included:



Childcare



Fear of Virus



Technical Issues



Task Completion

Beginning in Weeks Three and Four, many of these issues became less likely to impact their work and this trend continued through Week Eight.

Requirements to work from home jumped in **week two** of the crisis, and then increased very slowly **over eight weeks**.

% Employees Required To Work From Home

28%

Week 1

44%

Week 2

Confident That Job will Be Available In One Month

70%
65%
60%
55%

Week 2

Week 3

Week 8

Week By Week:

Using Remote Technology To Do Work

Week 2

27%

Better than last week

14%

Worse than last week

44%

No change

Week 8

21%

Better than last week

9%

Worse than last week

56%

No change

Personal Stress Levels

Week 2

16%

Better than last week

45%

Worse than last week

35%

No change

Week 8

18%

Better than last week

30%

Worse than last week

47%

No change

A Shift In Productivity:

Many employees say they still have not reached the same levels as before the pandemic started, though fewer workers are reporting productivity declines compared to the beginning of the epidemic.



31%

Week 2

27%

Week 8

Ability to perform my job duties decreased

37%

Week 2

37%

Week 8

Frequency of communication with others decreased

30%

Week 2

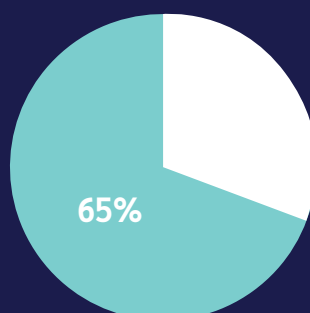
29%

Week 8

Hours worked decreased

Financial Impact:

The personal financial impact of the pandemic extends even beyond those who have experienced job loss, but most expect to recover within six months.



65% have experienced or anticipate a negative impact on their personal finances.



Employer Response Matters:

Sharing positive messages and facilitating work from home appeared most likely to lead to satisfied employees.

My Employer is Putting People First

62%

Highly Satisfied Employees

10%

Highly Dissatisfied Employees