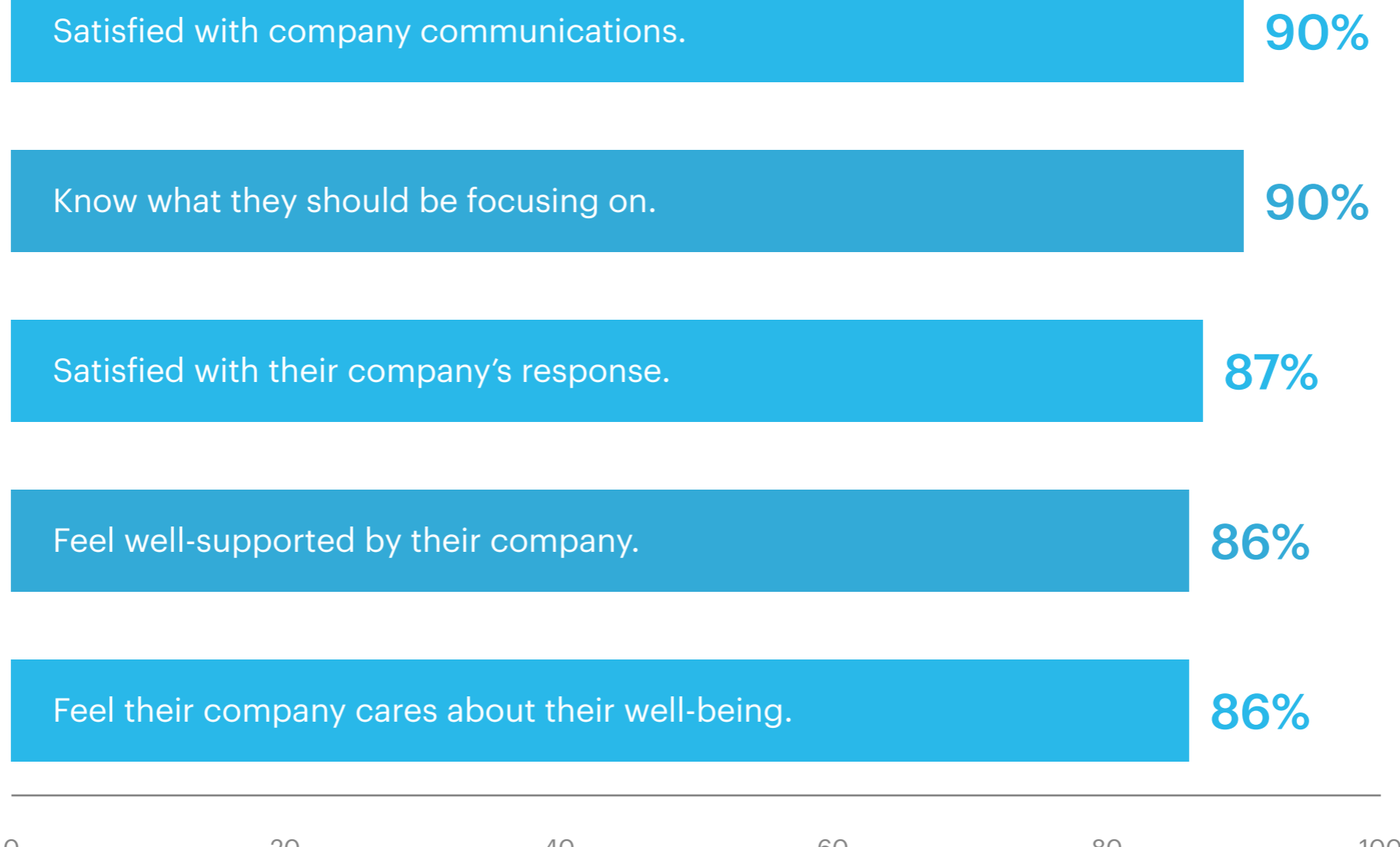


# How employees are feeling right now

## Data-driven insights during COVID-19

Everyone responds and adapts to crisis in unique ways. Glint recently released aggregated data that show how employees are feeling so organizations can learn to respond and support their workforce in the wake of COVID-19.

Overall, employees feel **positive** and **grateful** about how their company is handling the crisis.



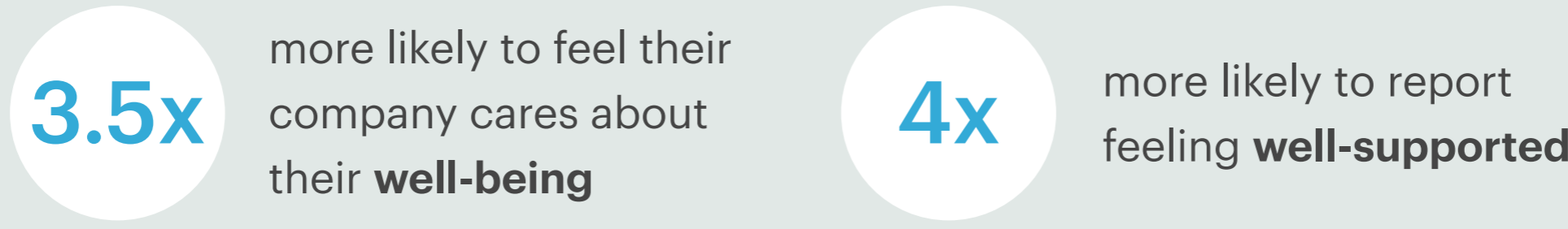
While a lot of people are feeling positive about the new normal, there are common concerns they're facing in these uncertain times.

## Connection

Employee sentiment is lowest regarding whether the company is working to support a sense of connection across the organization.

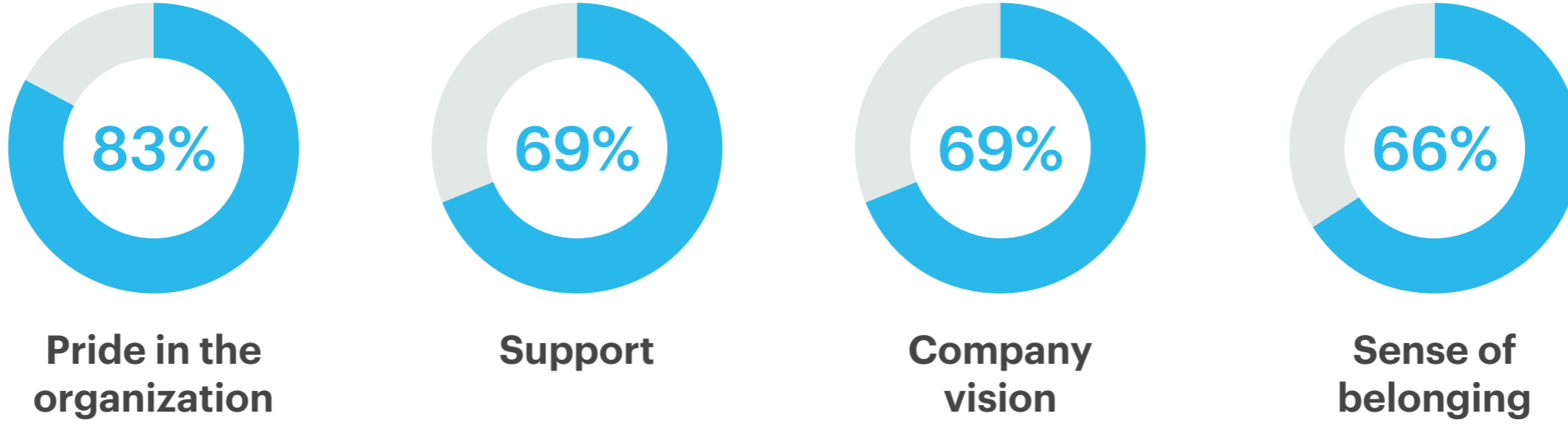
**NEARLY 1 IN 5 EMPLOYEES** feel their employer isn't doing enough to help employees feel connected to each other.

Employees who feel that their employer is helping them feel connected are:



## Values

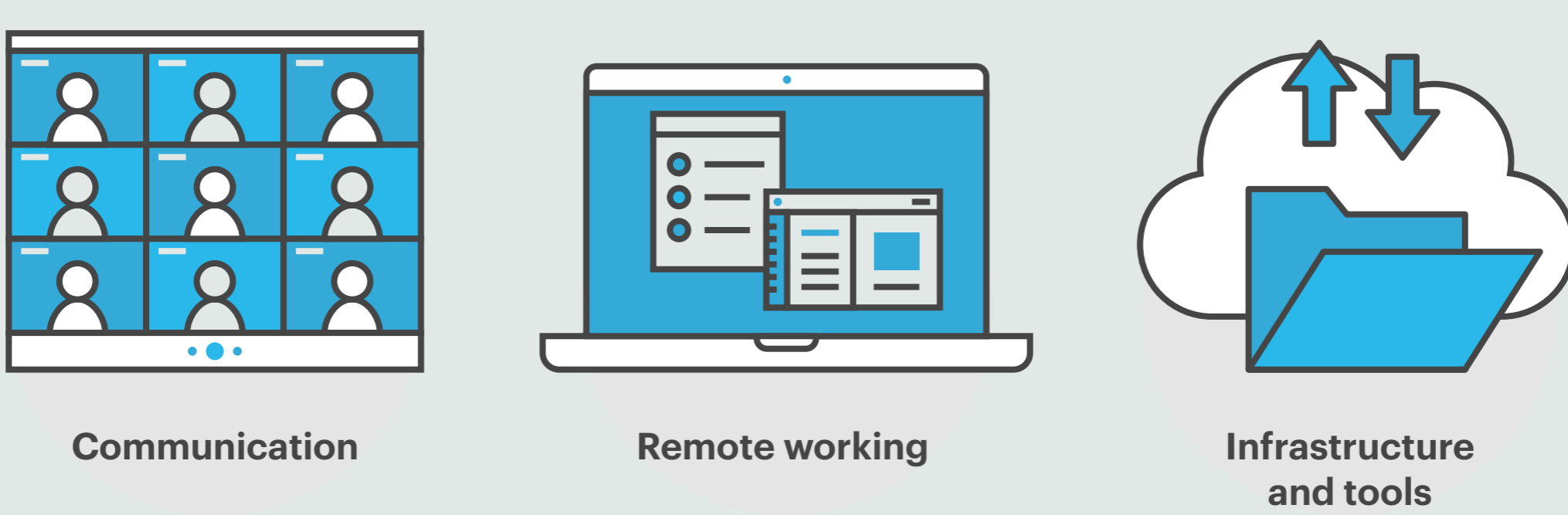
Company culture is a source of strength and positivity for employees. Here are four characteristics that employees feel most positive about:



## Productivity

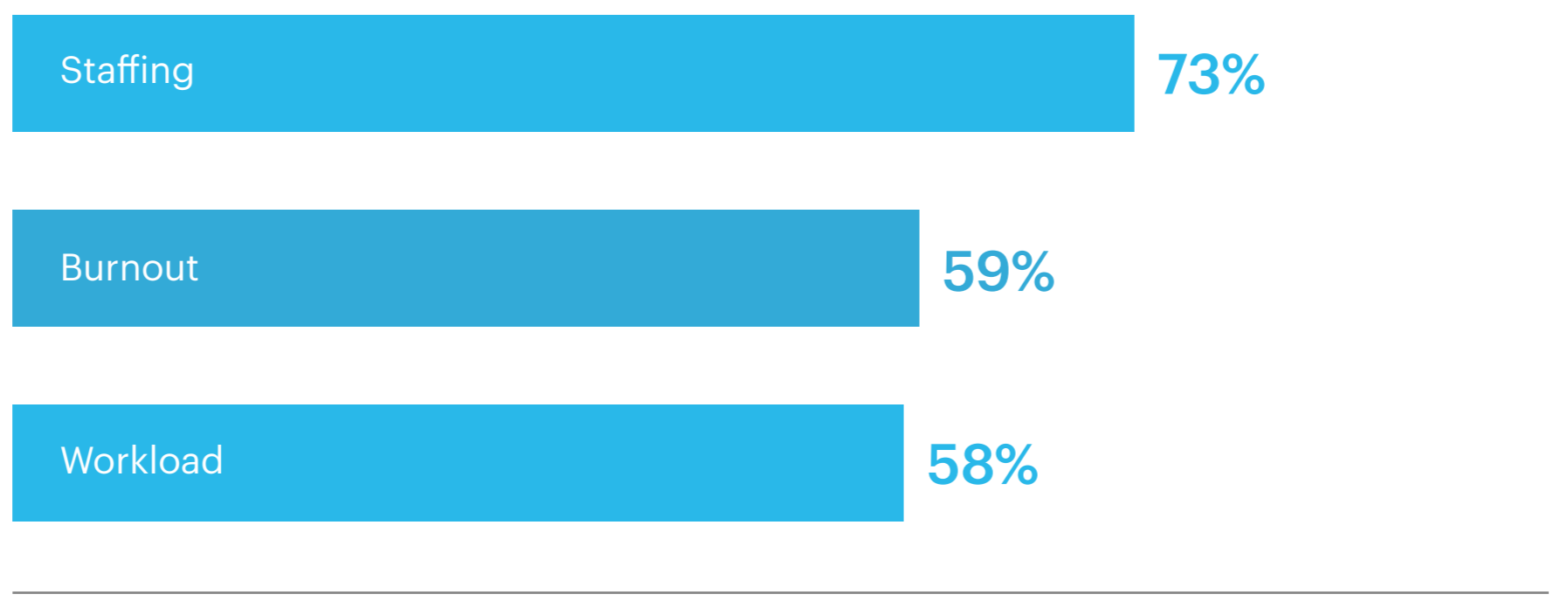
Overall, employees seem to be wondering, "How do I keep getting my work done in this new world of work?"

Employees report feeling most concerned about the technical aspects of their new work lives, including:



## Burnout

Comments about burnout have doubled since March, with the most negative call-outs regarding:



**SENSE OF CONNECTION HAS A DIRECT IMPACT ON STRESS**  
Employees who feel their company isn't facilitating connection are 2x as likely to exhibit signs of burnout than those who do.

## Managers

Managers and individual contributors are experiencing this moment differently, with individual contributors feeling significantly more positive about clarity of prioritization, potentially shielded from the uncertainty and ebbs and flows managers may be experiencing.

Both managers and individual contributors are concerned with:



**WHAT ARE THEY CONCERNED ABOUT?**  
Individual contributors are more concerned with time off (concerns about paid sick leave, ability to take time off for personal reasons).  
Managers are more concerned about performance evaluations, including maintaining expectations about performance while also having empathy about how performance may be affected for some.

Since launching distress-related surveys in March 2020, Glint has collected 2.9 million data points via surveys to employees on how companies are responding to the COVID-19.

Visit [glintinc.com/together](https://glintinc.com/together) for more resources on responding, recovery, and reimagining the workplace.