Did COVID 19 change who we are?

Exploring research findings on the impact of COVID 19 and lockdown on our personalities and mental health

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Did COVID 19 change who we are?

The last six months has:

- Changed the context in which we live and work
- Changed our thoughts
- Changed our feelings/emotions
- Changed our everyday behaviour
- Changed our response to pressure

But has this changed who we are?

- More research in 12-18 months' time required

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Practical Application of this research

What do staff want?

1. Remote working to be a permanent shift
2. More connection with colleagues, boss & organisation
3. Emotional support
4. Practical & technical support

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Exploring research findings on the impact of COVID 19 and lockdown on our personalities and mental health

- Questions:
  - How may our personality impact our attitudes towards the COVID-19 health crisis?
  - What is the relationship between our personality and our ability/ desire to work remotely/ from home?
  - How has COVID-19 impacted mental health and well being?
- Approach
  - Research team - Henley Business School, University of Reading, UK.
  - Data capture ongoing, currently n = 2,800+ and we will have 3,500 by end August
  - Global sample across Americas, EMEA, ASIA Pacific
- Benefits
  - Distil findings into practical action for individuals and organisations
  - Country level comparisons
  - Organisational comparisons

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COVID lockdown facts

- 8.9% of people have had, or believed they have had, COVID
  - Varies greatly by country
- 10% of people have been furloughed
  - 43% had a family member or close friend who has been furloughed
- 4.8% of people had been made redundant
  - 28% had a family member or close friend who has been made redundant
- 10.9% have had a mental health issue during lockdown
- 4.7% have lost a close family member or friend to COVID

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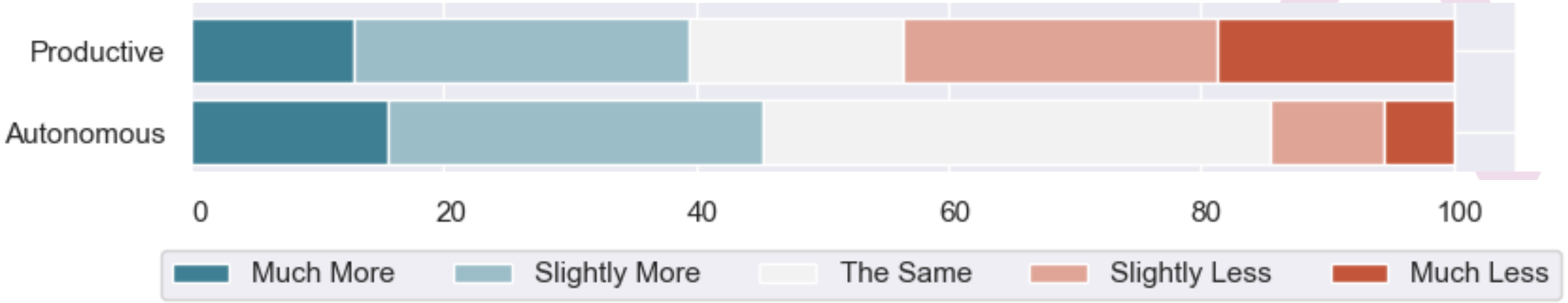
Those working during lockdown experienced:
Greater personal autonomy, yet productivity slightly down



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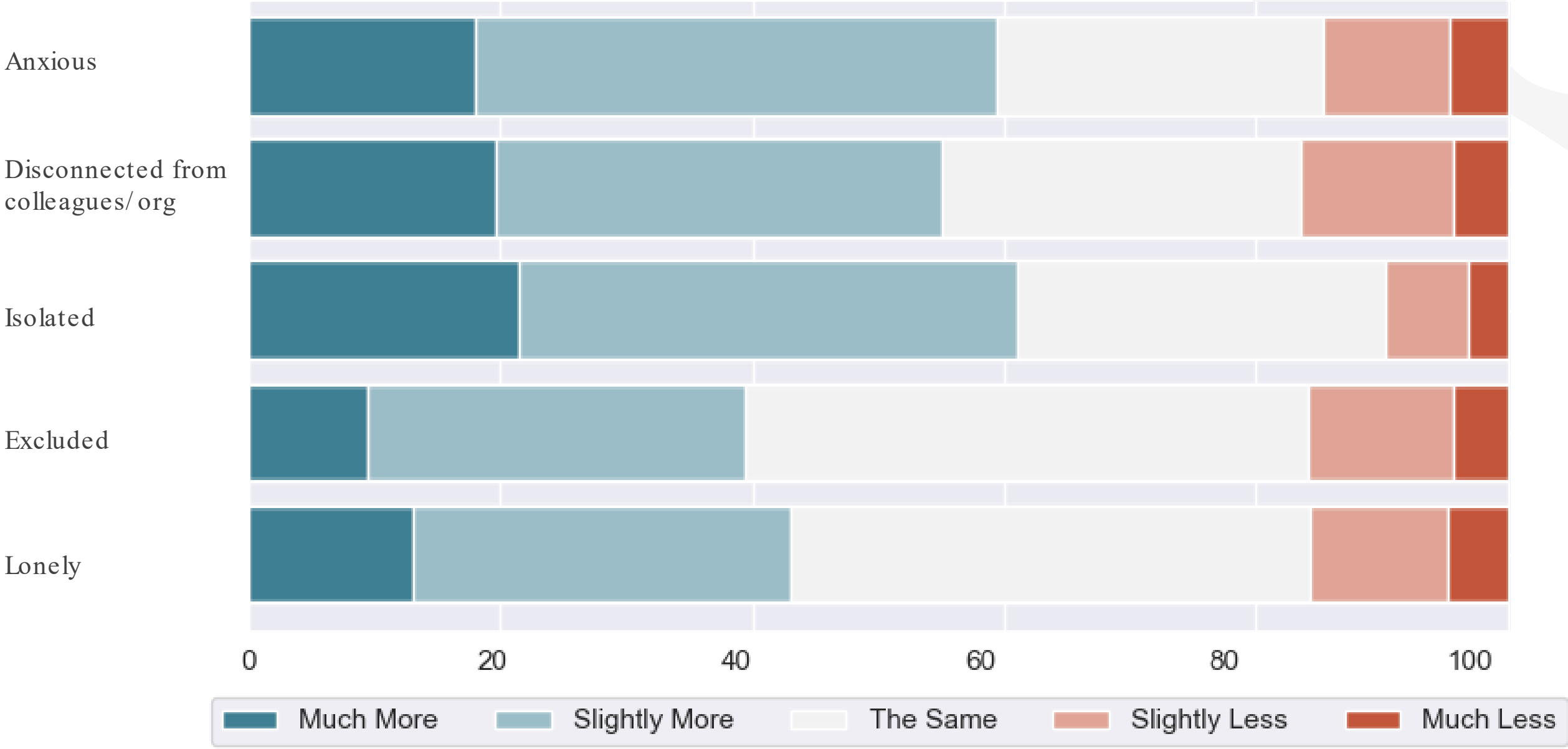
Feelings during the crisis - compared to before the crisis

Feelings during the crisis - compared to before the crisis



Feelings during the crisis - compared to before the crisis

- People who have continued to work in a workplace have been feeling more lonely too.
- People who normally work remotely have also felt more productive, although by less than those who switched to remote working.
- Those who have continued to work in a workplace have the highest increase in anxiety.

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	Mental Health Issue %	Someone Close	Sample Size
Australia	17.1	28.9	76
India	16.1	23.8	248
Hong Kong	16.0	16.4	213
South Africa	14.4	16.5	97
United Kingdom	11.1	17.0	664
United States	10.4	13.9	144
Mexico	10.2	12.9	186
Taiwan	9.3	6.8	162
Poland	8.7	16.9	219
China	5.7	5.7	300
Albania	4.9	4.9	144
All geographies	10.9	15.0	2,886

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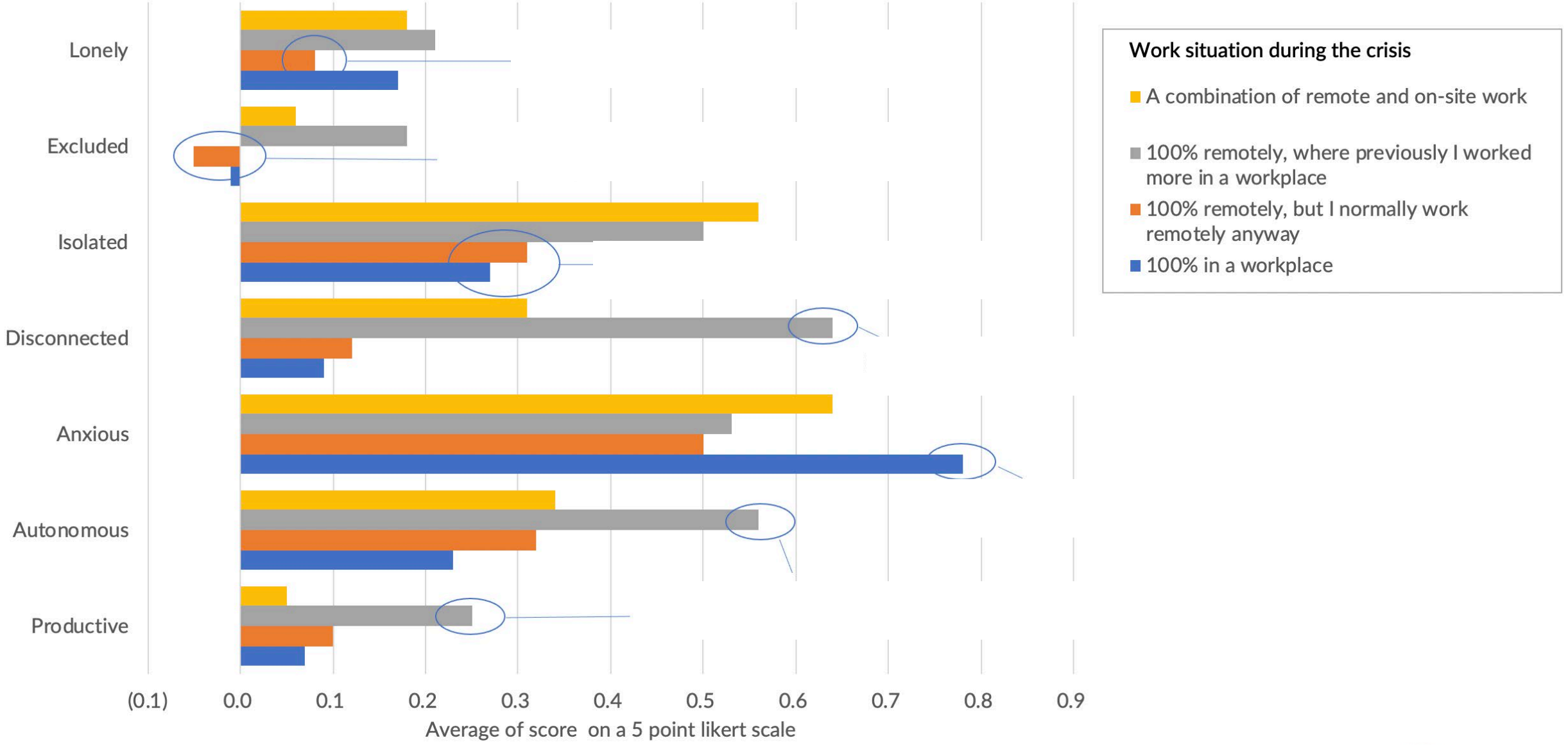
Compared to before the crisis, in my work I have been feeling more or less...



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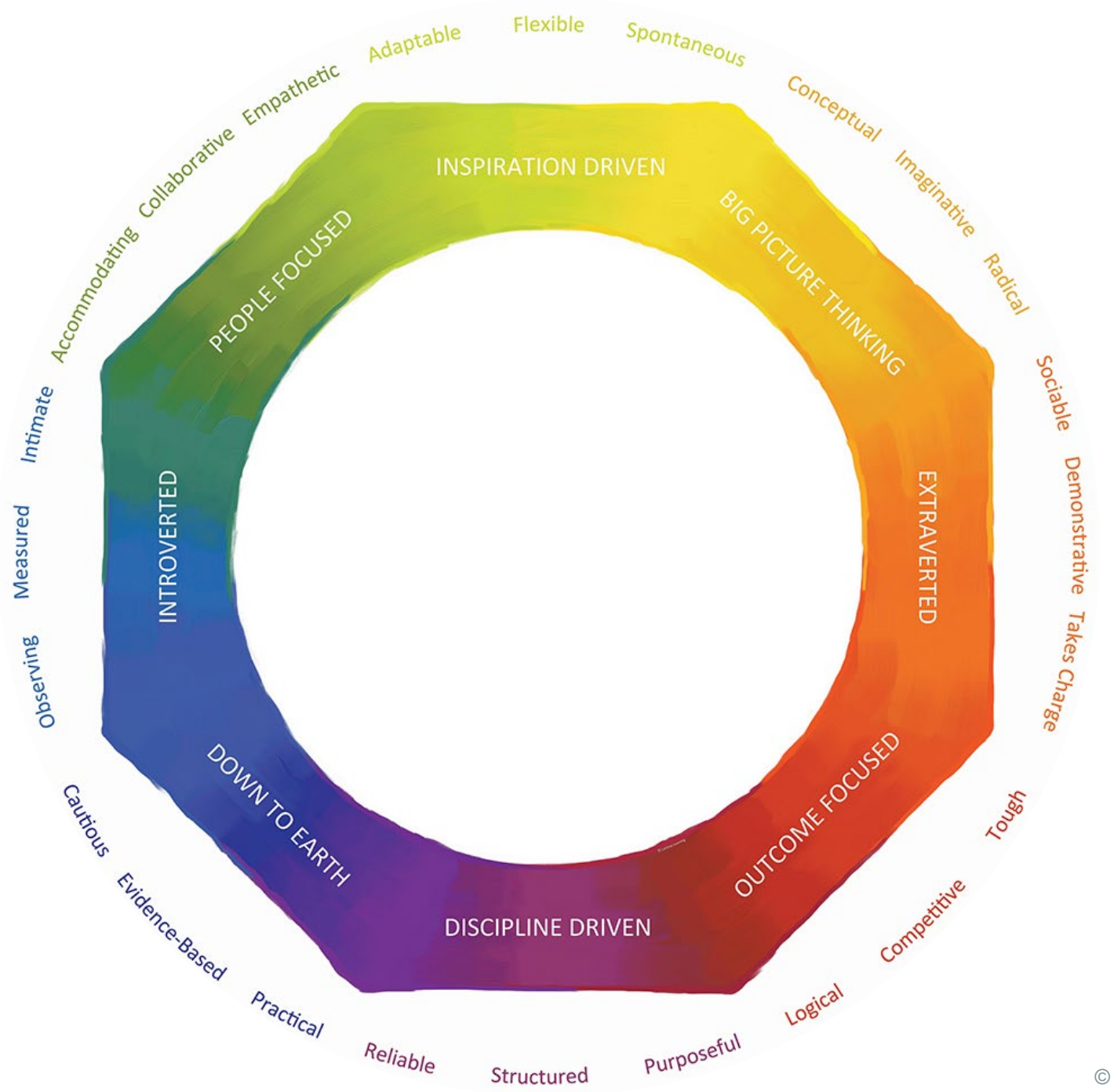

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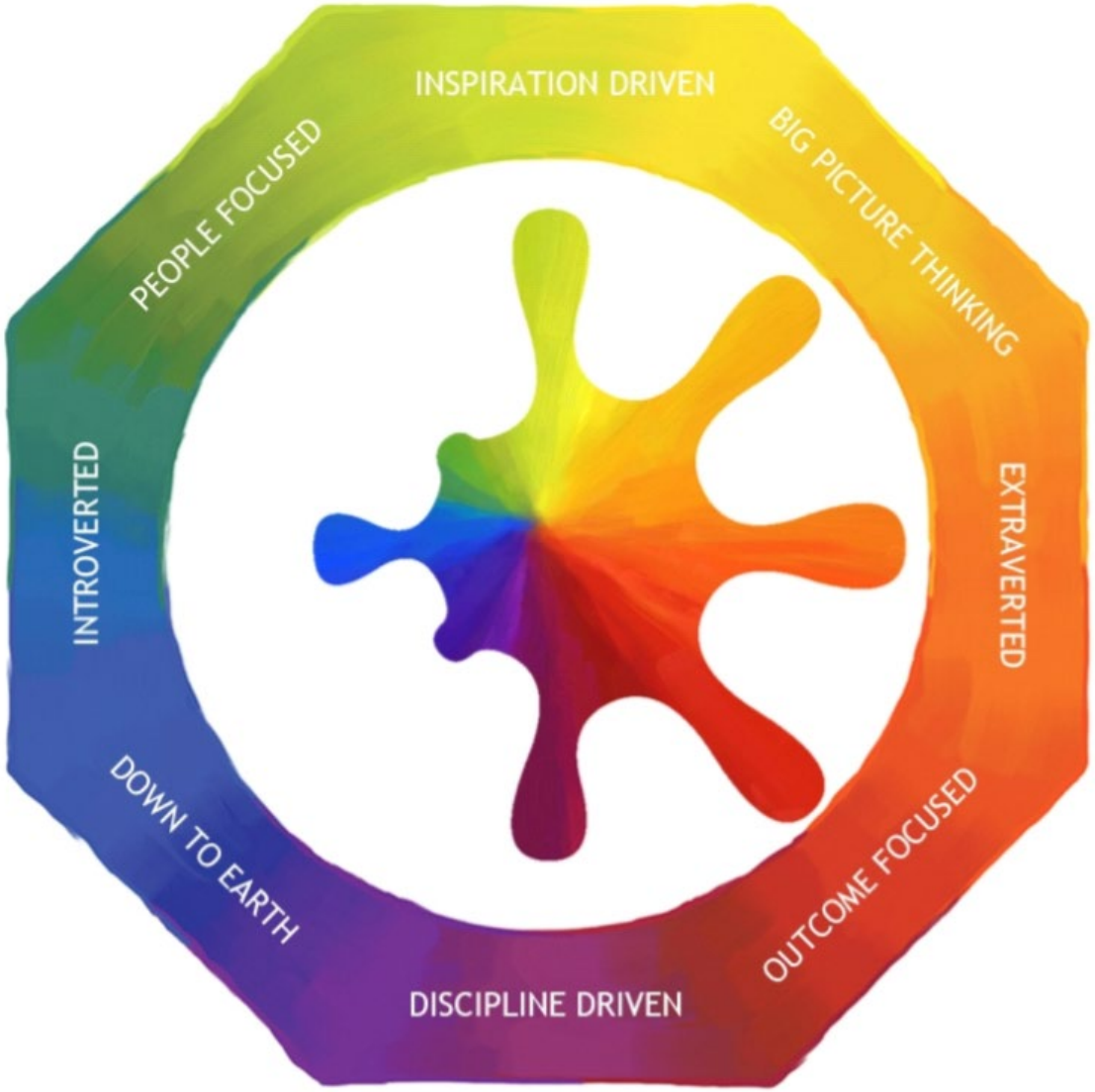
Nikita pre-COVID crisis



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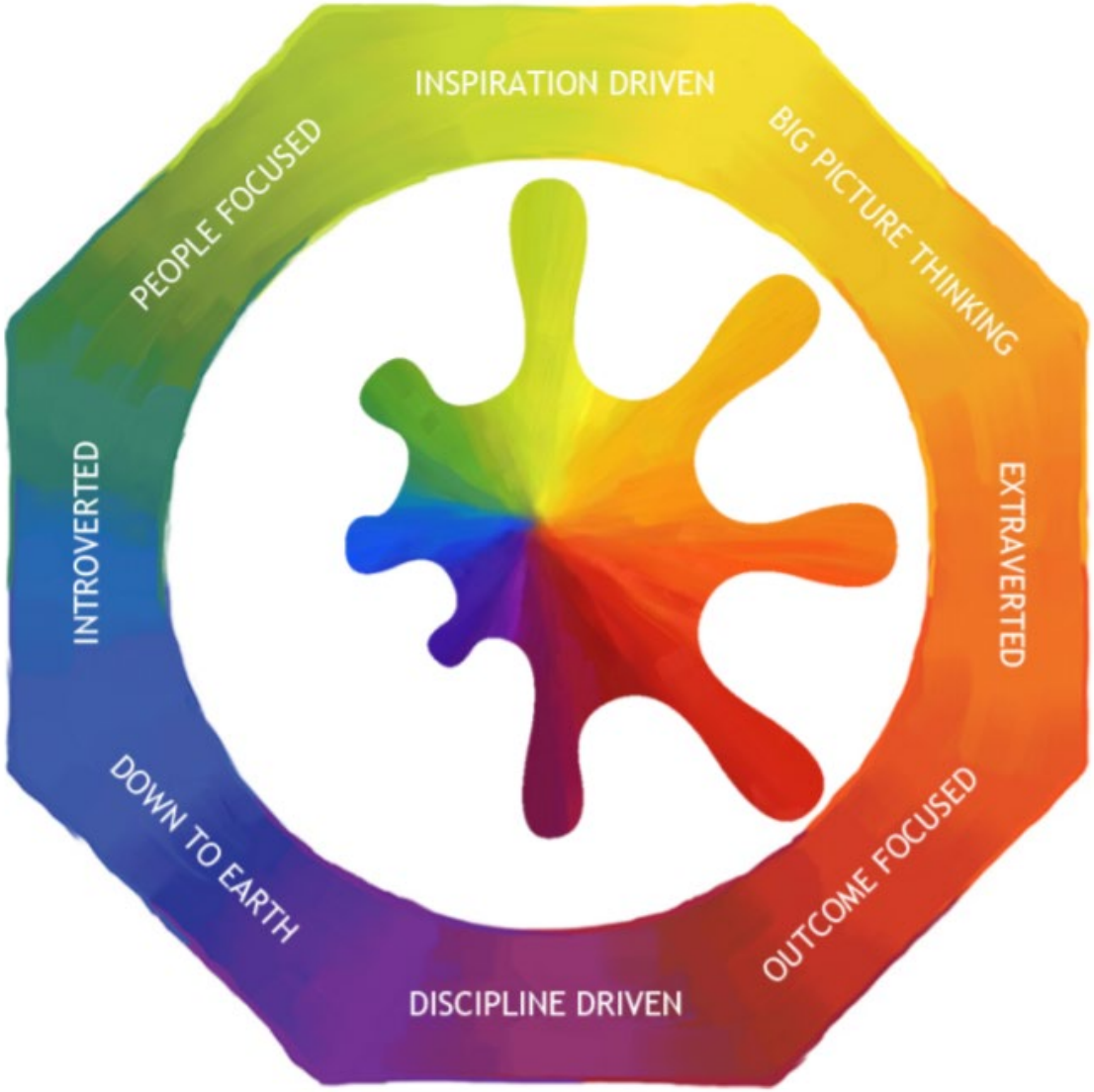
Nikita during COVID crisis



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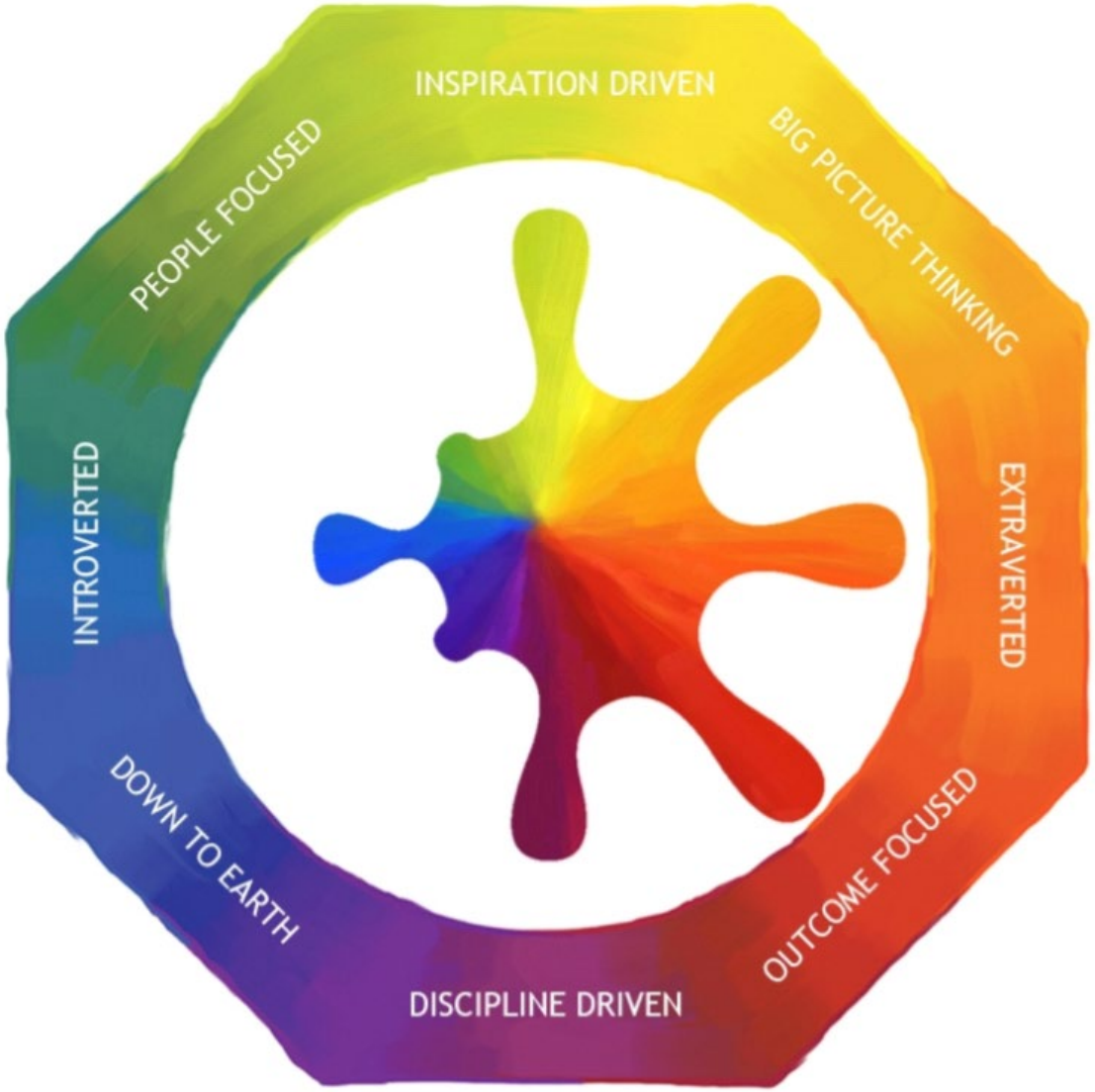
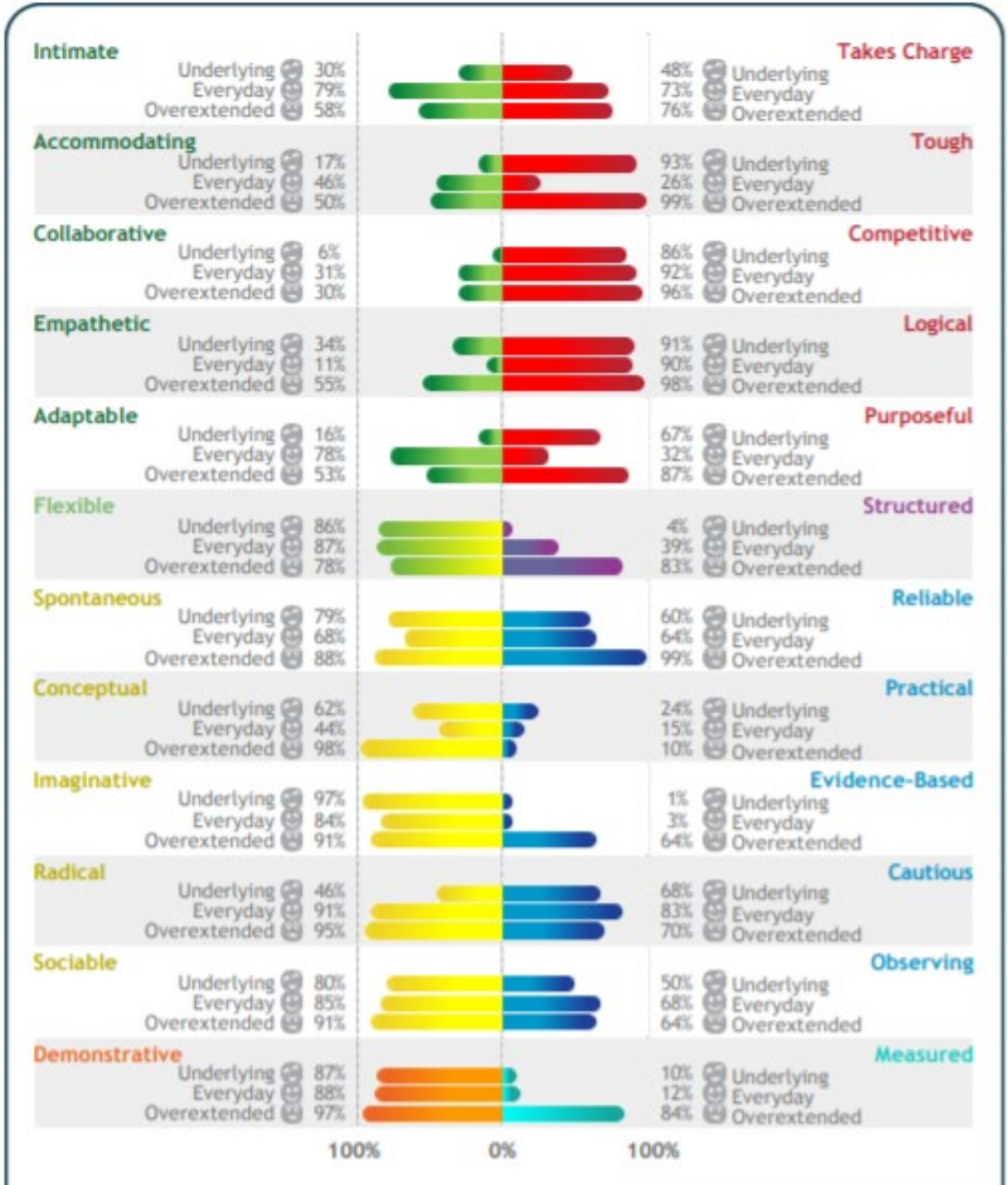
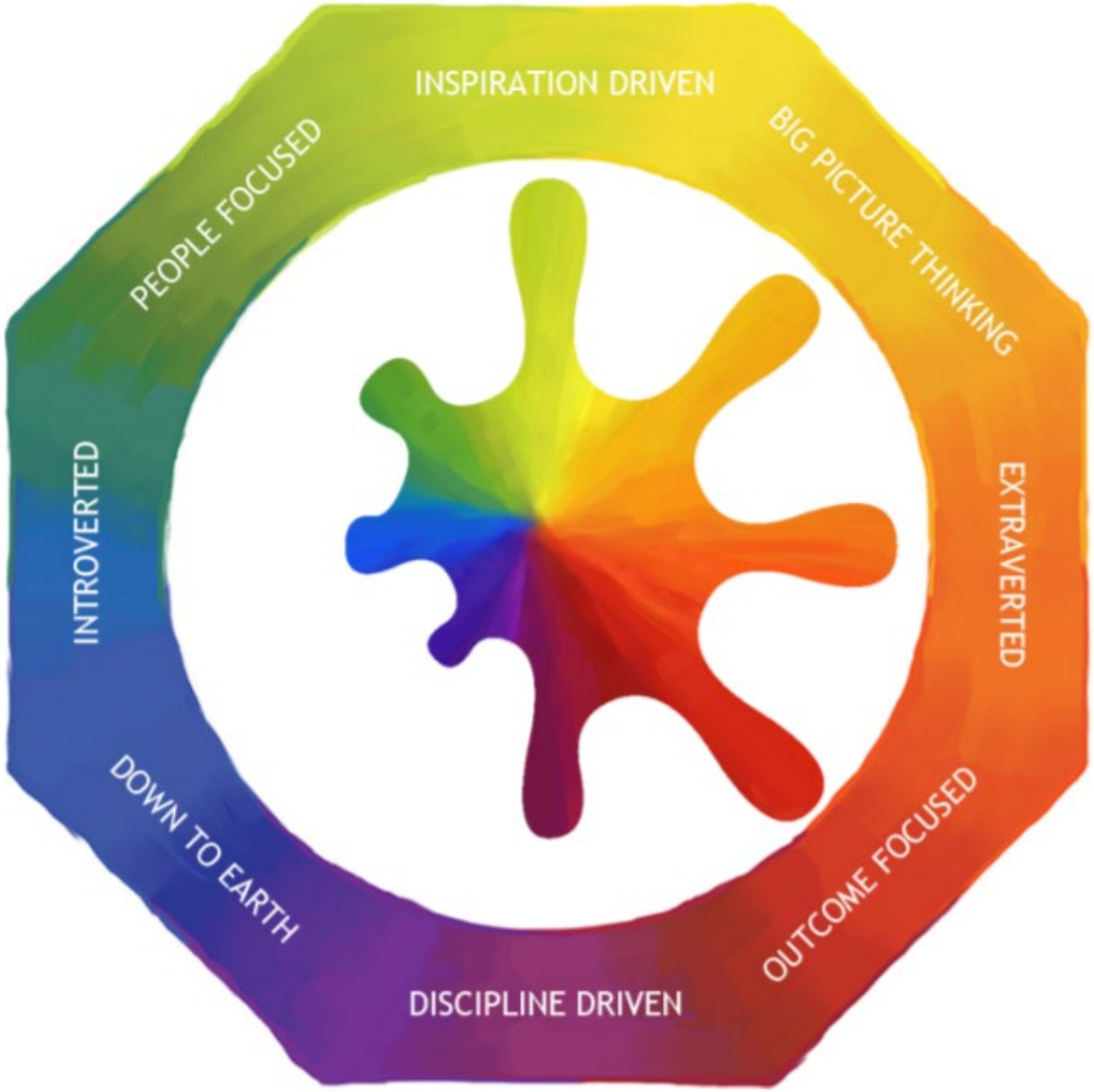
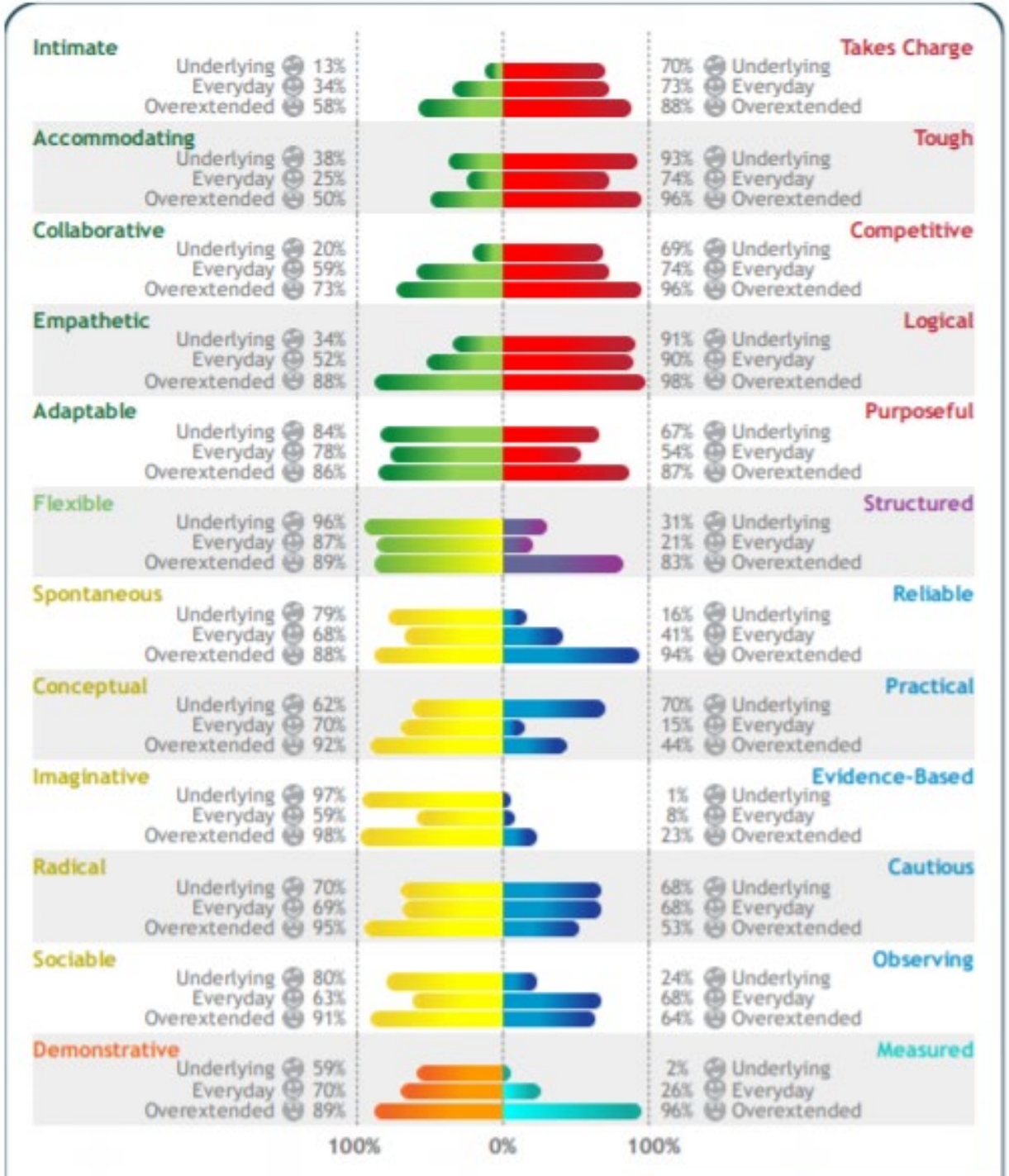
Nikita pre-COVID crisis





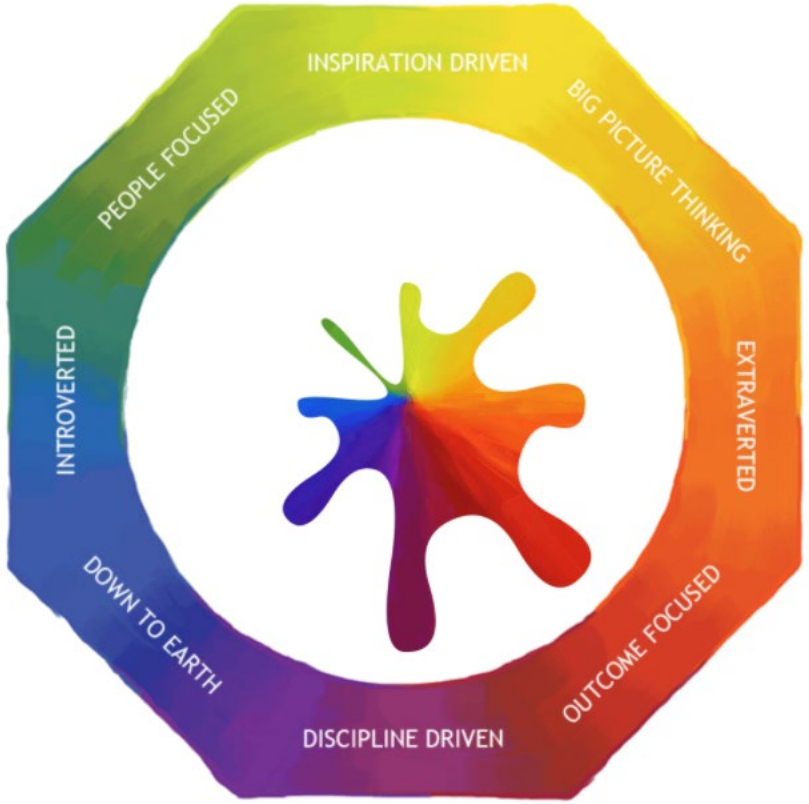
Nikita during COVID crisis





Before COVID

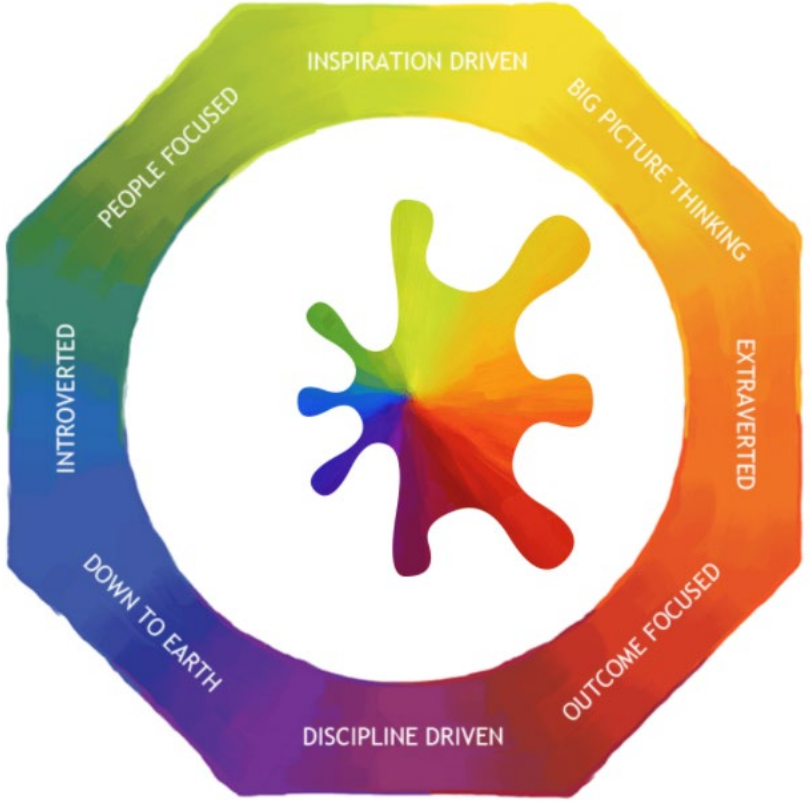
Deborah Tobin-Desson



This is Deborah's Lumina Splash, a visual representation of their personality calculated using their Lumina Spark aspect scores.

During COVID Crisis

Deborah Tobin-Desson



This is Deborah's Lumina Splash, a visual representation of their personality calculated using their Lumina Spark aspect scores.

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Does this data resonate with your personal experience?

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COVID-19 impact on Positive Thinking

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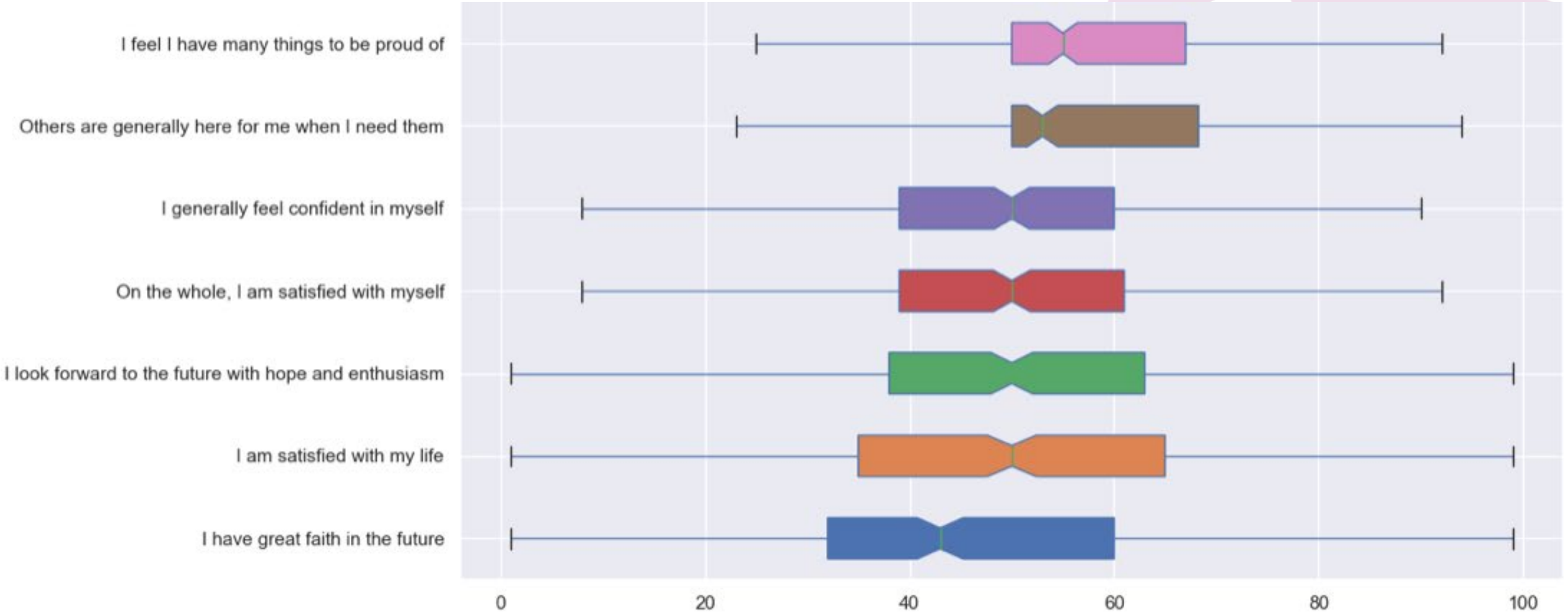
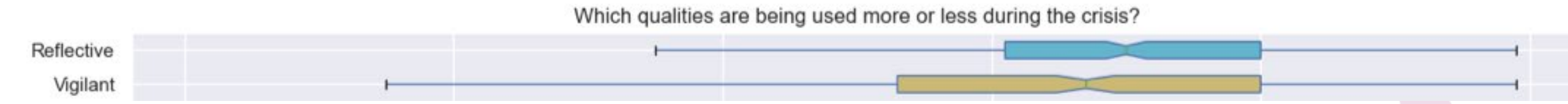
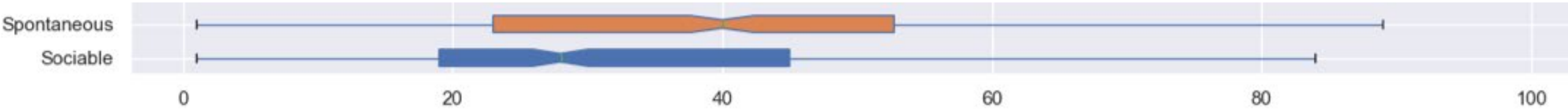
COVID-19 impact on Positive Thinking



Introversion & Risk Reactor (neuroticism) UP



Extraversion & Inspiration Driven DOWN



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The Global Testing Shortfall

- 2,800+ people surveyed
- 8.9% believe they have had COVID-19
- 0.3% according to www.worldometers.info have tested positive
- This gap is massive
  - 7 times more people than tested positive believe they have had it in the USA
  - 18 times more people than tested positive believe they have had it in the UK
  - 36 times more people than tested positive believe they have had it in Poland

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Has your household income changed in the last 4 months?

- Decrease by over 35% 21.2
- Decrease by 5-35% 26.1
- Remained roughly the same 45.6
- Increase of 5-35% 5.9
- Increase of over 35% 1.2

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While working remotely during the last 4 months, how would you describe the amount of time you work each day?

- Working more hours 43.2
- Working roughly the same hours 35.7
- Working fewer hours 21.1

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I would prefer to work remotely, even after the COVID-19 crisis is over

- I do not want to work remotely at all 9.5
- I want to work remotely some of the time 47.9
- I want to work remotely most of the time 30.2
- I want to work remotely all the time 12.5

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Remote working – who likes it?

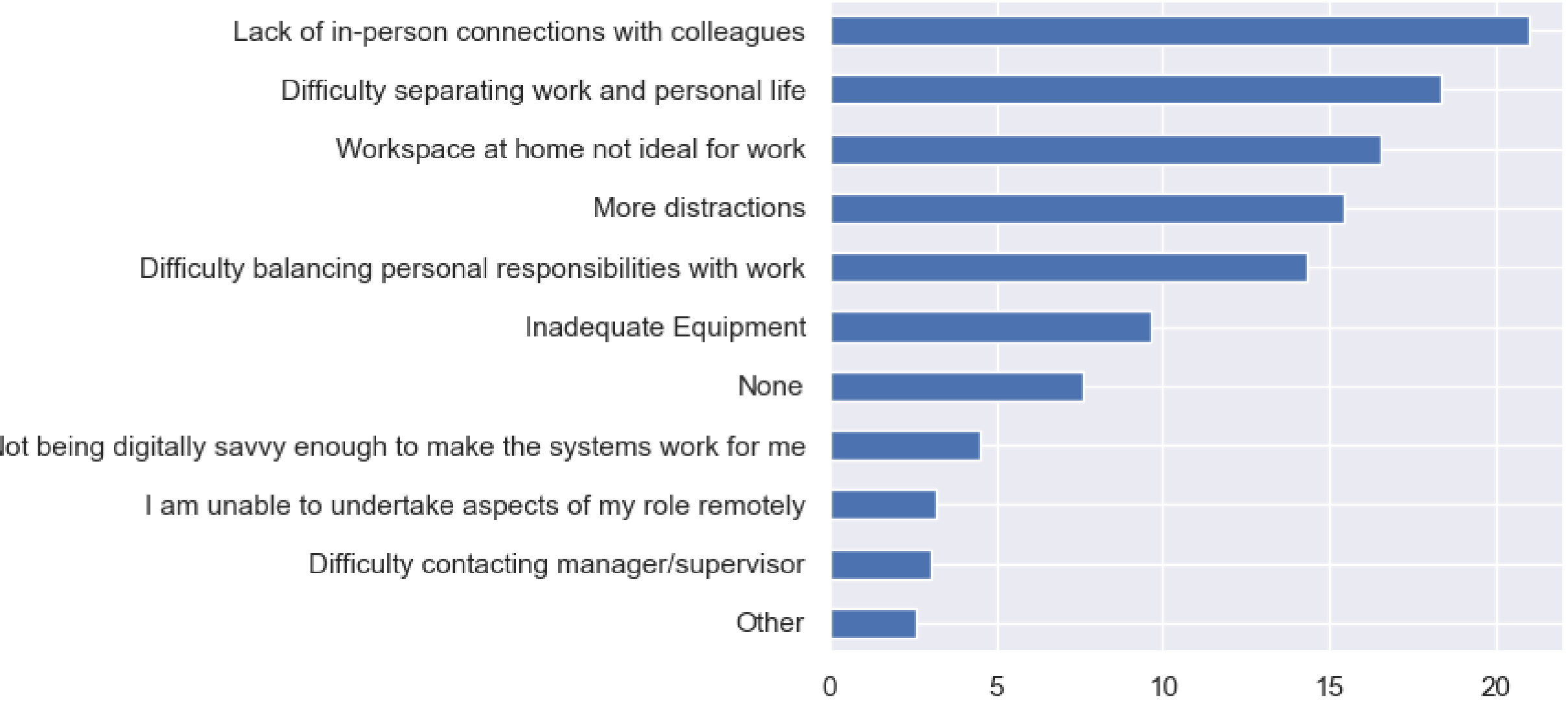
Conflicting research findings

- Mann & Holdsworth (2003) results suggest a negative emotional impact of remote working in terms of such emotions as loneliness, irritability, worry and guilt.

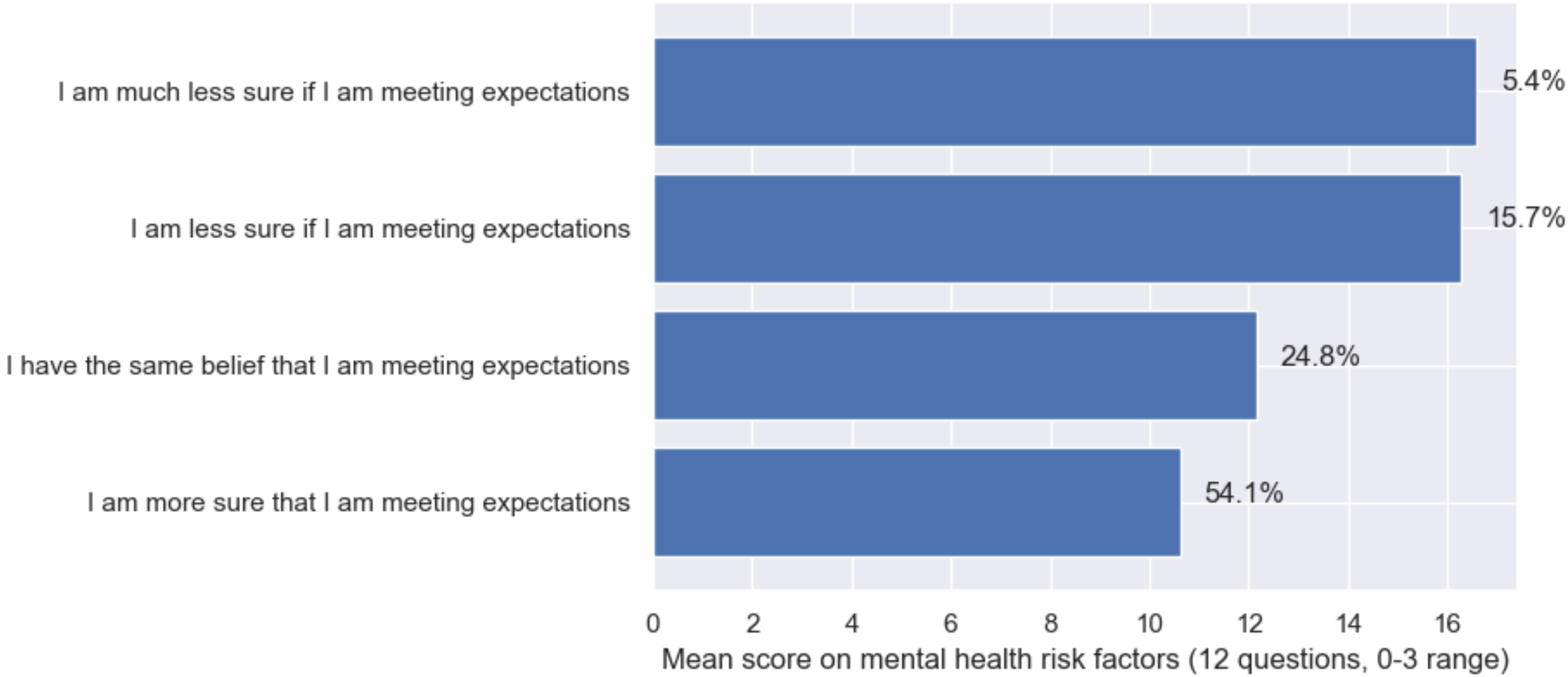
- Newer research by Anderson, Kaplan & Vega (2015) found that employees experience more job-related positive affective well-being and less job-related negative affective well-being when working remotely than working in the office.

- This conflicting research suggests the answer depends on the context and individual differences – there is no simple answer

What challenges have you faced since starting to work remotely?



Mental health risk factors versus certainty of meeting organisational expectations



N = 2886. Bar labels give % of sample giving that answer.

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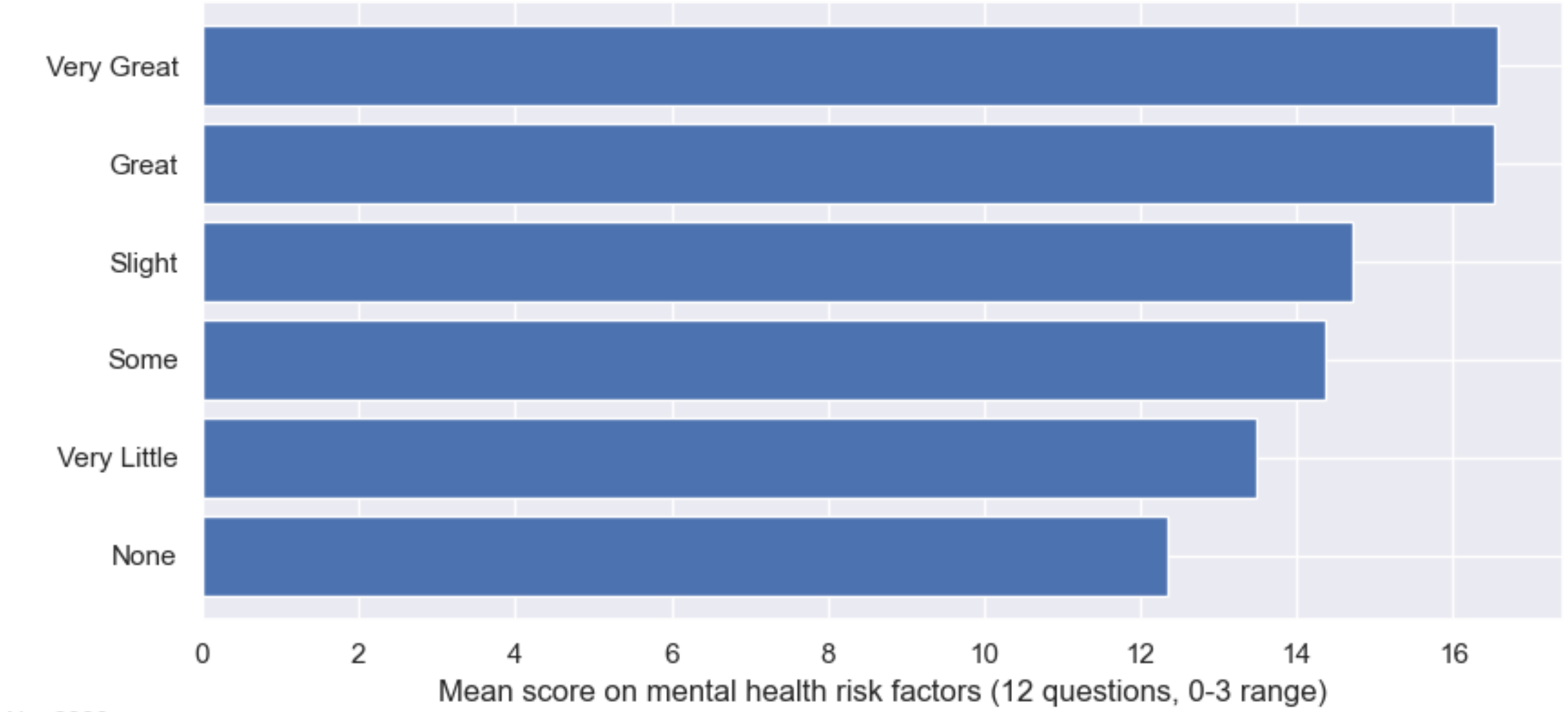
Mental health risk factors versus difficulty paying bills in last 4 months



N = 2886

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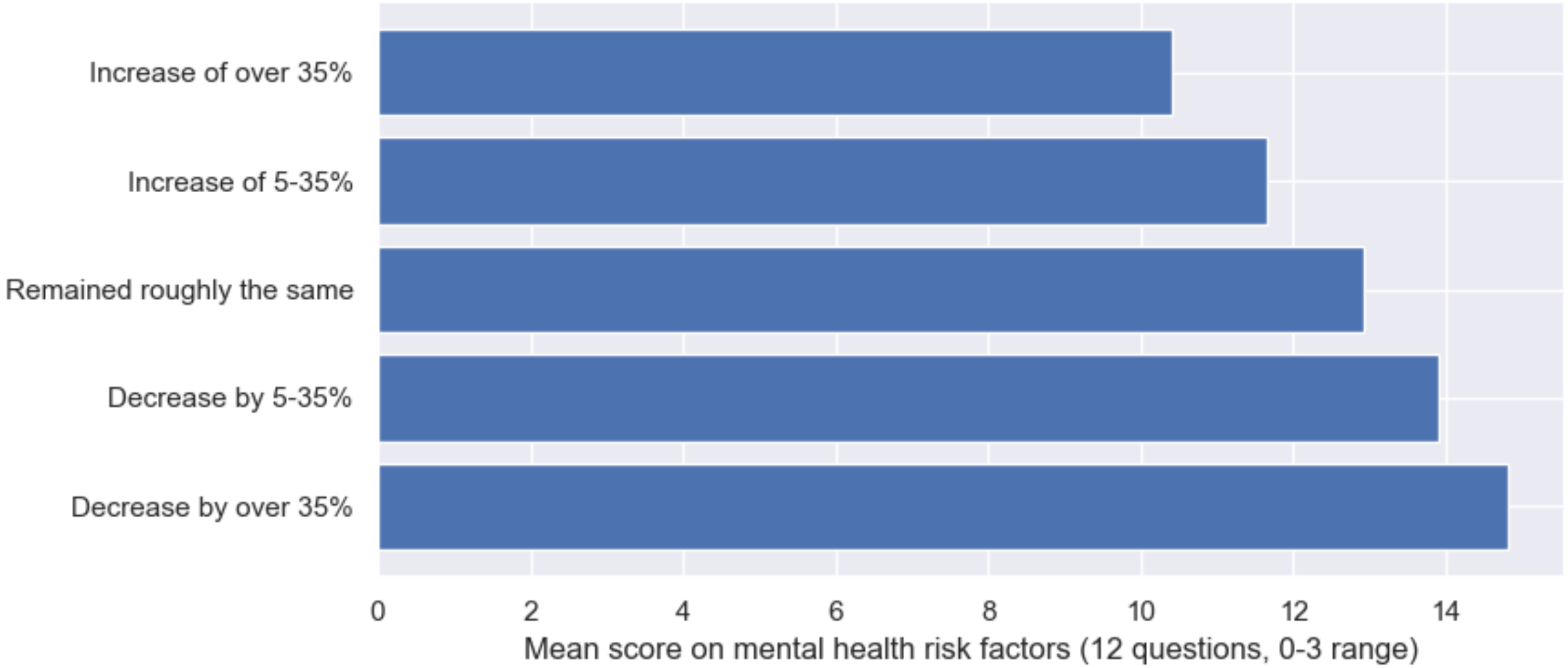
Mental health risk factors versus change in household income during the last four months



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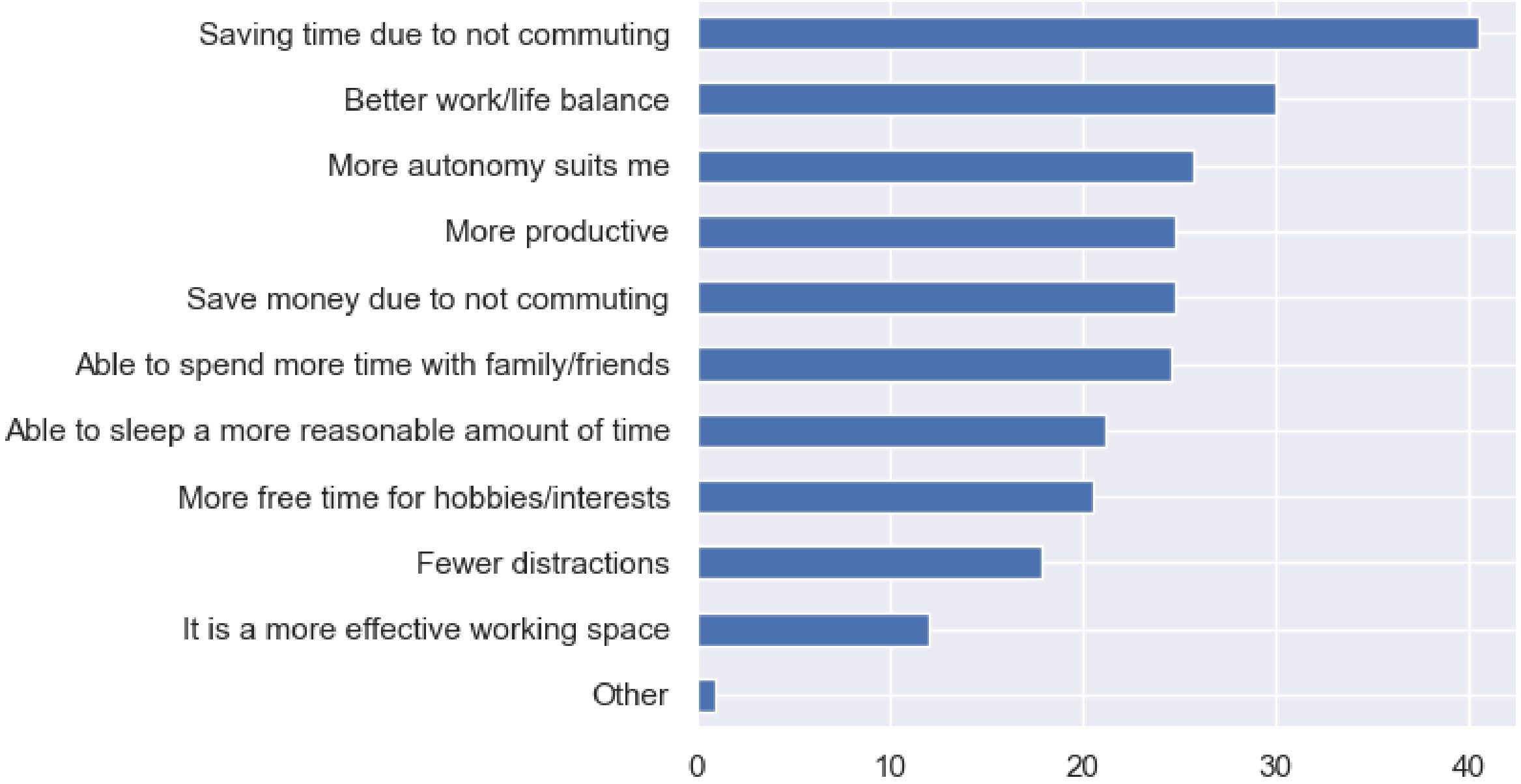
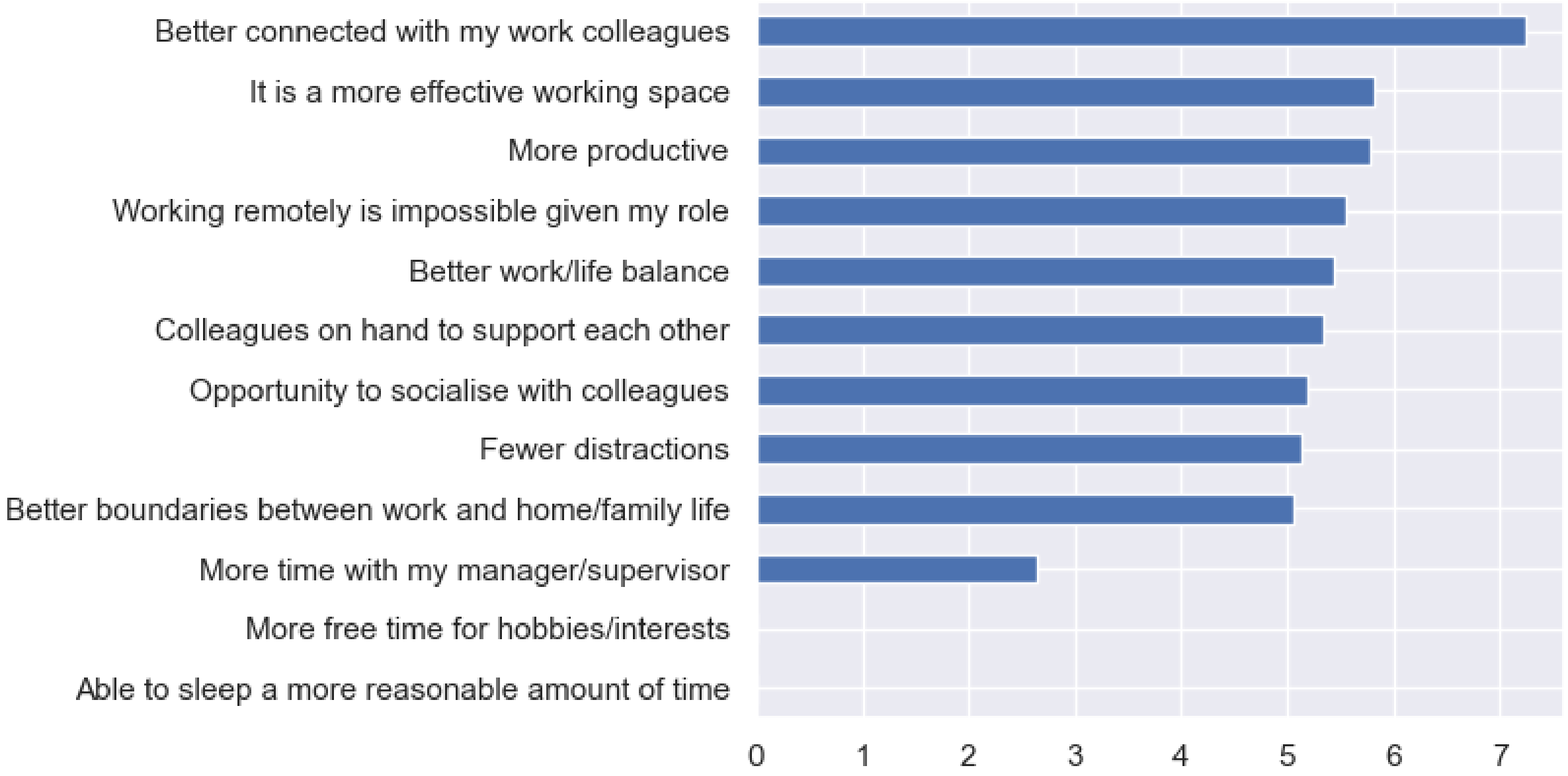
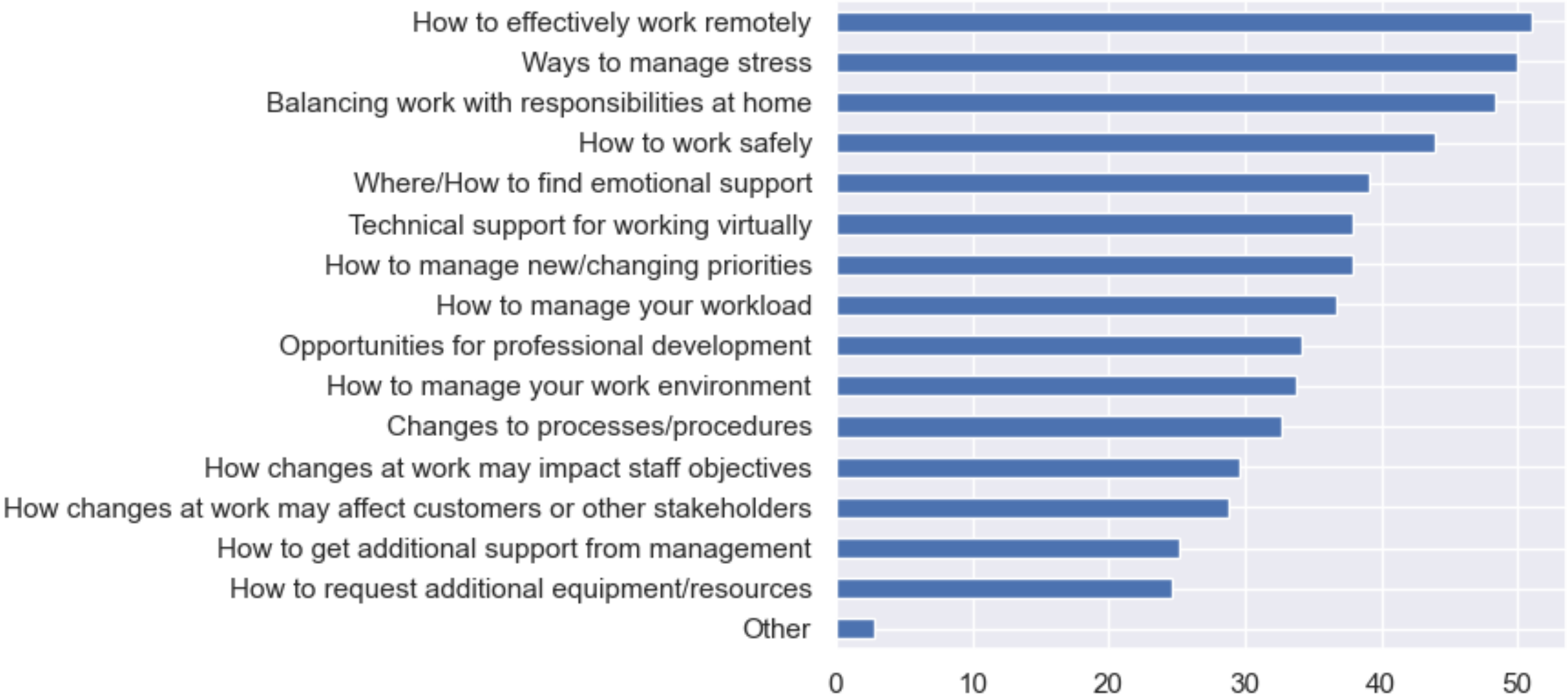
Reasons for wanting to work remotely



Reasons for not wanting to work remotely



What kind of additional support should employers provide their employees with?



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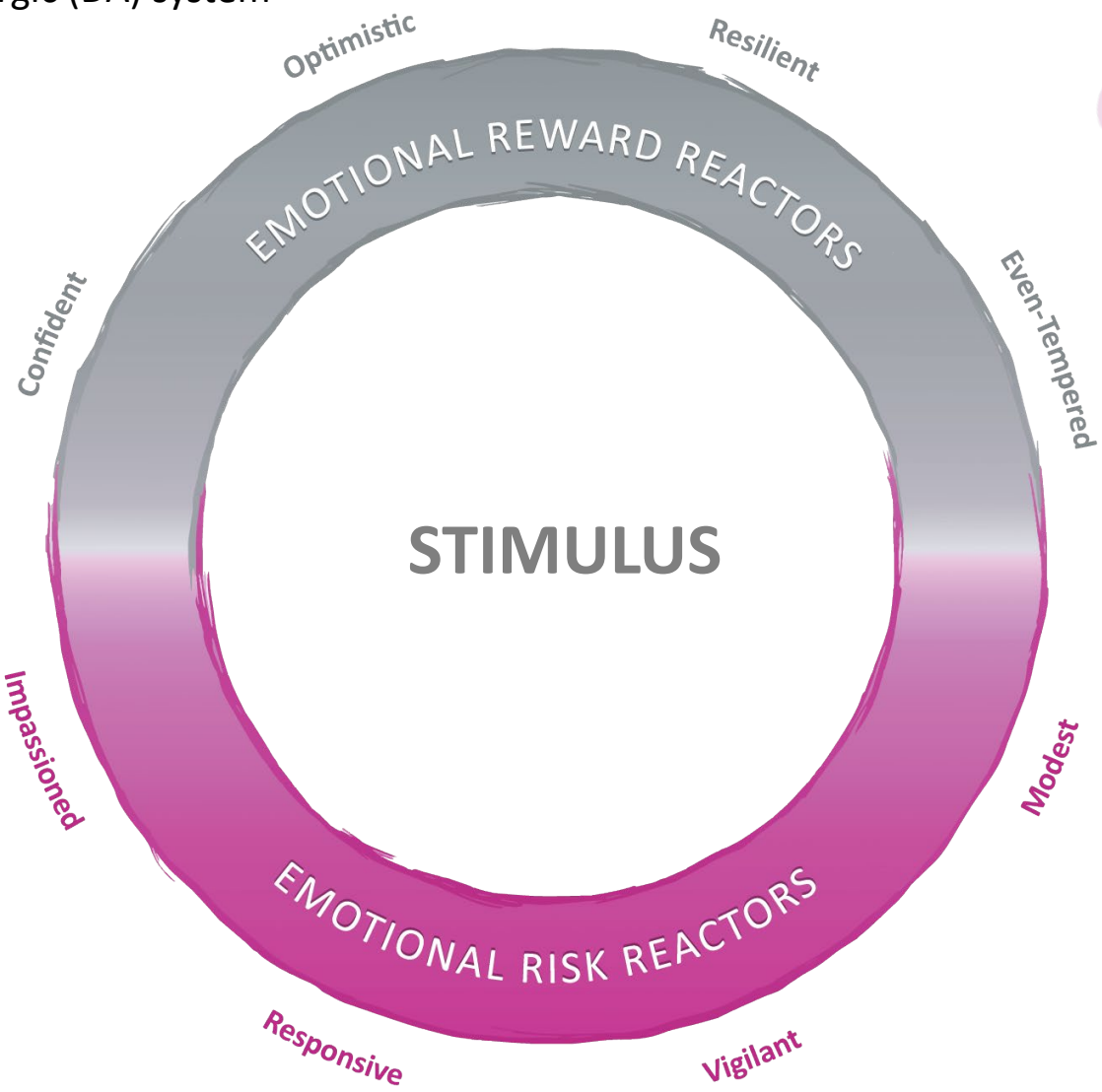
The Emotional Reactors Mandala

Biological Roots: central dopaminergic (DA) system

Brain Plasticity

Towards Reward



Away from threat

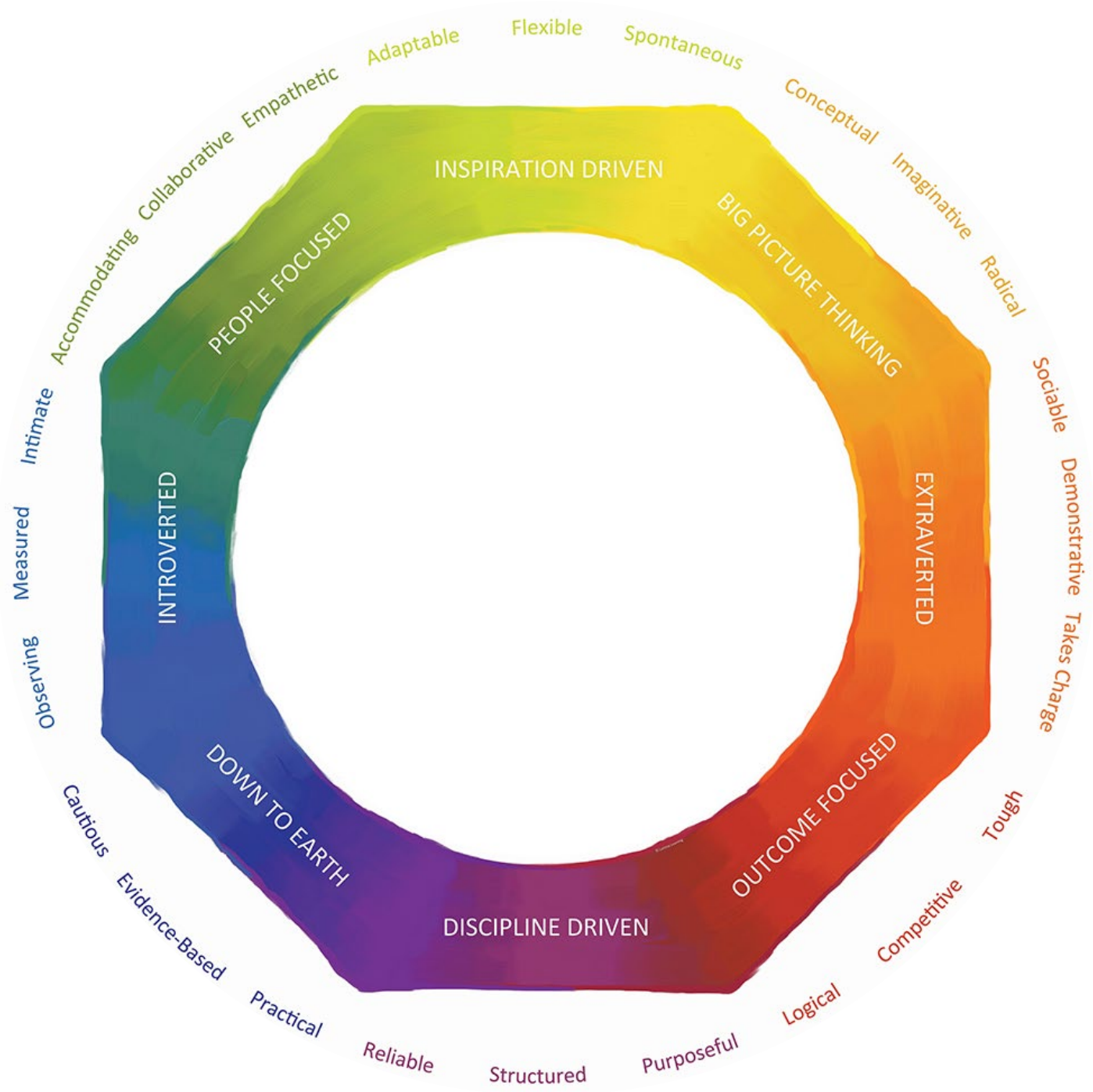
Biological roots:
Serotonergic system

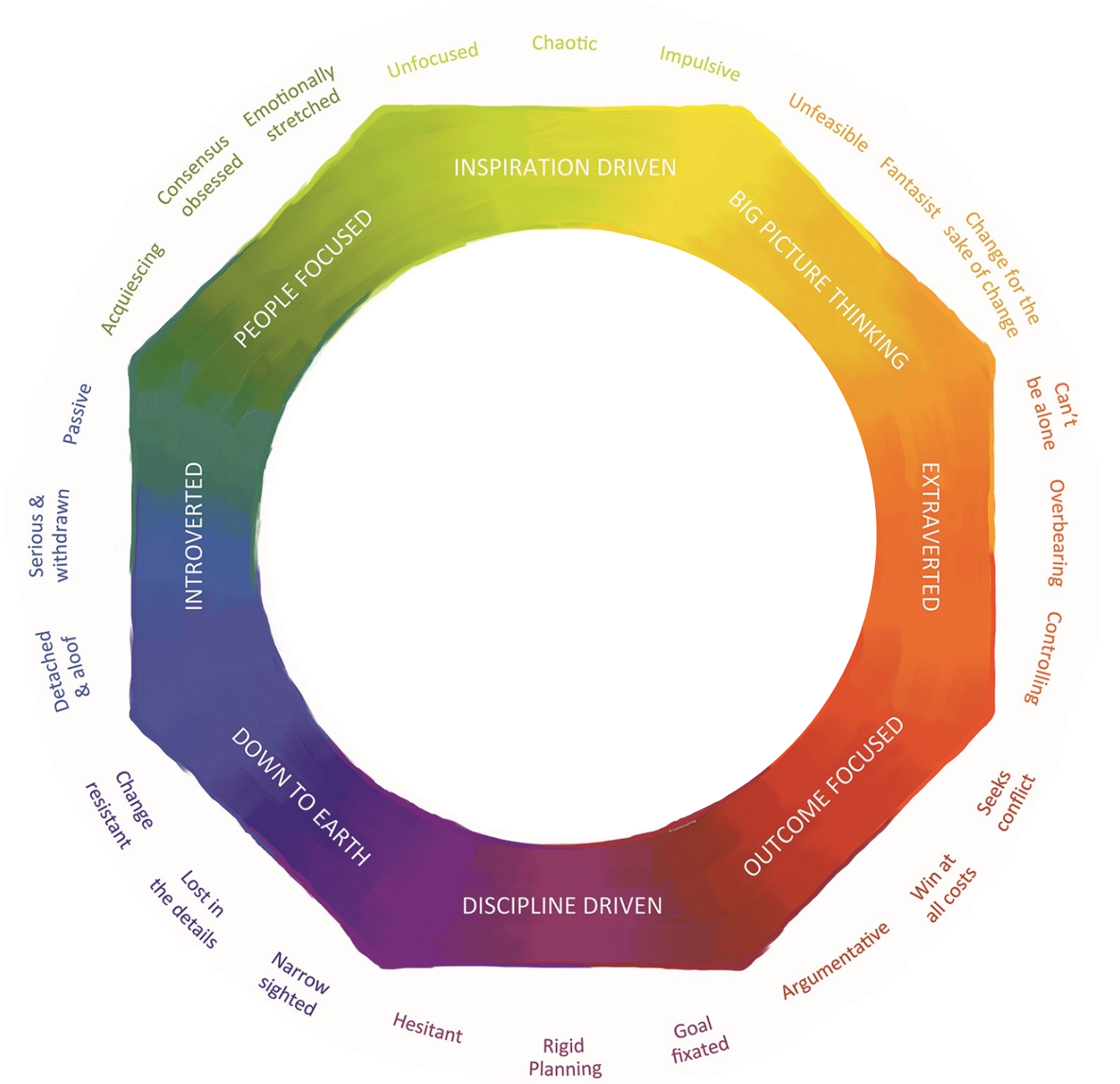
Brain Stability

Mental Health and Work Attitudes among People Resuming Work during the COVID-19 Pandemic: A Cross-Sectional Study in China.

Song, L., Wang, Y., Li, Z., Yang, Y., & Li, H. (2020)

- Assessed the mental health of those returning to work after the COVID-19 pandemic
- The major emotional risk reactor was worrying about unemployment
- The main protective factors were psychological strengths such as resilience and optimism


INSPIRATION DRIVEN
BIG PICTURE THINKING
EXTRAVERTED
OUTCOME FOCUSED
DISCIPLINE DRIVEN
DOWN TO EARTH
INTROVERTED
PEOPLE FOCUSED
Adaptable
Flexible
Spontaneous
Conceptual
Imaginative
Radical
Sociable
Demonstrative
Takes Charge
Tough
Competitive
Logical
Purposeful
Structured
Reliable
Practical
Evidence-Based
Cautious
Observing
Measured
Intimate
Accommodating
Collaborative
Empathetic


INSPIRATION DRIVEN
BIG PICTURE THINKING
EXTRAVERTED
OUTCOME FOCUSED
DISCIPLINE DRIVEN
DOWN TO EARTH
INTROVERTED
PEOPLE FOCUSED
Unfocused
Chaotic
Impulsive
Unfeasible
Fantasist
Change for the sake of change
Can't be alone
Overbearing
Controlling
Seeks conflict
Win at all costs
Argumentative
Goal fixated
Rigid Planning
Hesitant
Narrow sighted
Lost in the details
Change resistant
Detached & aloof
Serious & withdrawn
Passive
Acquiescing
Consensus obsessed
Emotionally stretched

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If you want a team or organisation to complete the survey

Contact

support@LuminaLearning.com

Research link:

https://www.surveygizmo.com/s3/5664770/Personality-and-COVID