

Feeling Isolated: Women, Millennials and Combatting Loneliness

We surveyed 2,000 U.S.-based respondents from companies that had 5,000+ employees, asking them a variety of questions relating to holistic well-being.

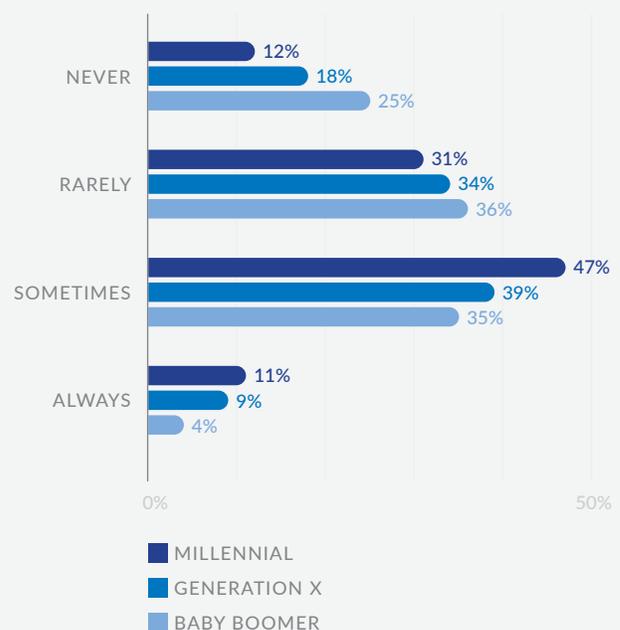
What We Uncovered About Loneliness

Despite the number of ways we can connect with one another, many people still feel lonely. One study* found nearly half of Americans 18 years and older reported “always” or “sometimes” feeling lonely. The COVID-19 pandemic has likely compounded these feelings.

Our survey results show that women and millennials report greater feelings of loneliness compared to men, Gen X and baby boomers. We also asked what might make them feel less lonely.

- 56% of women said they sometimes or always feel lonely or isolated, compared to 44% of men.
- Nearly 60% of millennials say they feel lonely or isolated.
- Caregivers report higher feelings of loneliness (54% compared to 48% for non-caregivers).
- Nearly 4 in 10 women think joining an organization or volunteering could have a positive impact on loneliness.
- 48% of millennials said an increase in personal self-confidence and/or social skills would have the biggest impact on loneliness (compared to only 25% of baby boomers).

How often do you feel lonely or isolated?



Loneliness is about more than just feeling sad or left out. When left unchecked, loneliness can contribute to:



Heart Disease



Depression



Diabetes



High Blood Pressure

*Ipsos.com. Over Half of Americans Report Feeling Like No One Knows Them Well. May 1, 2018.



Food for Thought

Allow more socializing opportunities.

While over half of women and men said their organization offered the right amount of socialization outside of work, it can be beneficial to find more times for them to connect during work hours. This gives additional opportunities for co-workers to connect on a personal level, especially for caregivers who may not be able to attend post-work functions as frequently.

Look into long-term remote work options.

The COVID-19 pandemic has obviously changed the way many people work. Additional survey results indicate remote workers tend to be happier and less lonely. The flexibility of working at home could also have an impact on employee morale, productivity and retention.

Emphasize mental health programs.

Only 22% of women and 19% of men said they chose to seek therapy as something they could do to combat loneliness. There are likely a variety of reasons but getting access to resources could be one of them. Ensure you communicate what programs employees have at their disposal and make it easy for them to get the help they need.

Develop team camaraderie.

Create meaningful workplace interactions through volunteerism or highlight team well-being competitions (e.g., steps challenges). Women and millennials, who tend to be lonelier overall, typically join these challenges at a high rate.

Want to see more of the survey results? [Download the full white paper.](#)