employees who have a strong negative impact from the outbreak (e.g., those with close exposure to loss, illness, moral distress, or long-term wear and tear), here are a few additional recommendations: Be patient. Stress reactions for those most strongly impacted by the COVID-19 outbreak can remain intense for some time. Fluctuations may occur in how well they are able to engage in work. They may function fine at work sometimes, and at other times feel like they can't function well.