

The Mental Health Index by LifeWorks™

Canada | October 2021



Table of contents

1 October 2021 highlights **3**

Manager and peer relationships have deteriorated since before the pandemic, which has impacted both mental health and productivity. 3

2 The Mental Health Index™ **6**

Mental Health Index™ sub-scores 7
Optimism 8
General psychological health 9
Financial risk 10
Managers compared to non-managers 11
Demographics 12
Employment 12
Emergency savings 12

3 Mental Health Index™ (provincial) **13**

4 Mental Health Index™ (industry) **15**

5 The Mental Stress Change score **16**

6 Mental Stress Change (percentages) **17**

Demographics 18
Geography 18
Employment 18

7 The Mental Stress Change (industry) **20**

8 Spotlight **21**

Mental health 21
 Impact of work on mental wellbeing 23
Physical health 24
 Impact of work on physical wellbeing 26
Work relationships 27
 Peer relationships 27
 Manager relationship 28

9 Overview of the Mental Health Index by LifeWorks™ **29**

Methodology 29
Calculations 29
Additional data and analyses 29

October 2021 highlights

Key insight: Manager and peer relationships have deteriorated since before the pandemic, which has impacted both mental health and productivity.

Workplace relationships have deteriorated since before the pandemic, impacting mental health and productivity

- 11% of Canadians report that experiences with their manager have not been positive since the pandemic began, an increase of 2% since before the pandemic.
- The mental health and work productivity scores of those who do not have positive experiences with their manager are 15 points below the national average.
- 10% of Canadians indicate that experiences with their work peers have not been positive since the pandemic began, an increase of 4% since the start of the pandemic.
- The mental health and isolation scores of those who have not have positive relationships with work peers are 16 points below the national average.

Nearly one-quarter of employed Canadians report a decline in their mental health since the start of the pandemic

- 23% of Canadians report poorer mental health than before the pandemic; the mental health of this group is more than 17 points below the national average.

The mental health of Canadians continues to lag below the pre-2020 benchmark

- The Mental Health Index for October 2021 remains nearly unchanged from the prior month at more than 10 points below the pre-2020 benchmark.
- Those without emergency savings continue to experience a lower mental health score (-24.7) than the overall group (-10.2) and those with emergency savings (-5.3).
- With a nearly 3 point decline from September, full-time post-secondary students continue to have the lowest mental health score (-19.3).

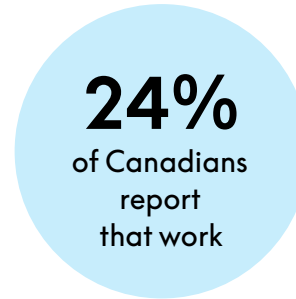
- 20% feel in crisis or have concerns about their ability to cope. These groups have mental health scores more than 20 points below the national average.
- Younger employees are more likely than older employees to be in crisis or to have concerns about their ability to cope.
- Parents are more than 50% more likely than non-parents to be in crisis or to have concerns about their ability to cope.

One-in-five Canadians indicate that work hindered their mental wellbeing before the pandemic; this has increased to nearly one-quarter in October 2021

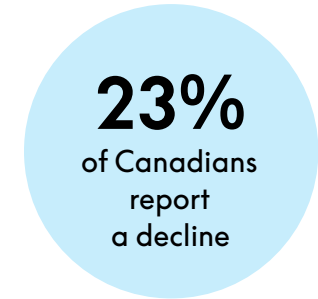
- Canadians reporting that work hinders their mental wellbeing have a mental health score more than 10 points below the national average.
- 20% report that work hindered their physical wellbeing before the pandemic compared to 22% in October 2021.

Managers are more likely than non-managers to be in crisis or to have concerns about their ability to cope

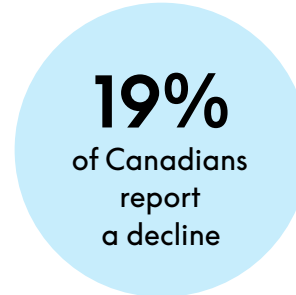
- Managers are nearly 40% more likely than non-managers to report serious physical health issues or are concerned that they will develop a chronic issue.
- Since January 2021, the mental health scores of managers have been lower than non-managers and lower than the overall Canadian average.



hinders their
mental health



in their mental health
since the start of
the pandemic



in their physical health
since the start of
the pandemic



serious mental health
and physical health
concerns

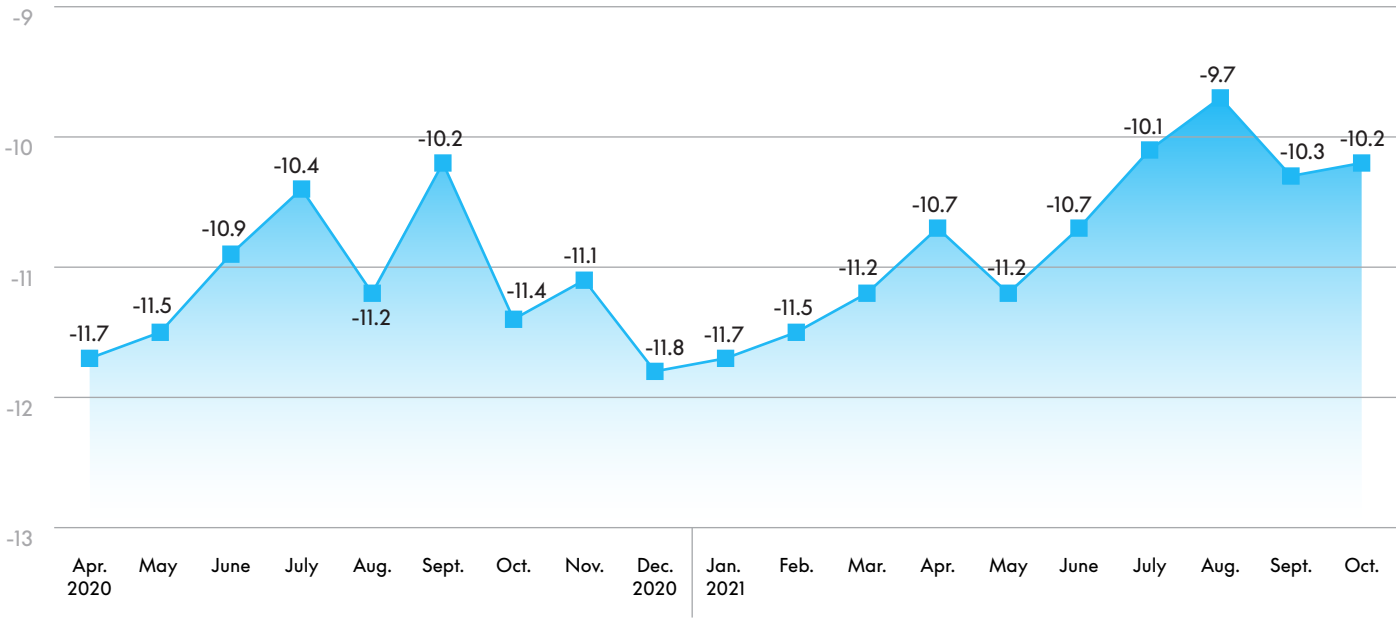
- In October 2021, the mental health score of managers is -10.4 compared to -9.9 for non-managers.
- Managers have a greater increase in mental stress (57.2) than non-managers (55.4).

Nearly one-in-five Canadians report that their physical health has declined since the start of the pandemic

- 19% of Canadians report a decline in their physical health; the mental health of this group is more than 15 points below the national average.
- 25% report serious physical health issues or are concerned that they will develop a chronic issue. These groups have mental health scores more than 14 points below the national average.
- Younger employees are more likely than older employees to report serious physical health issues or are concerned that they will develop a chronic issue.
- Parents are 40% more likely than non-parents to report serious physical health issues or are concerned that they will develop a chronic issue.

The Mental Health Index™

The Mental Health Index™ (MHI) is a measure of deviation from the benchmark¹ of mental health and risk. **The overall Mental Health Index™ for October 2021 is -10.2 points.** A 10 point decrease from the pre-COVID-19 benchmark reflects a population whose mental health is similar to the most distressed four per cent of the benchmark population.



MHI Current Month
October 2021

-10.2

September 2021

-10.3

¹ The benchmark reflects data collected in 2017, 2018 and 2019.

Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score is for the risk measure of depression (-11.7), followed by isolation (-11.4), anxiety (-11.1), optimism (-11.0), work productivity (-10.2), and general psychological health (-3.5).

The best sub-score, and the only measure above the historical benchmark continues to be financial risk (5.2).

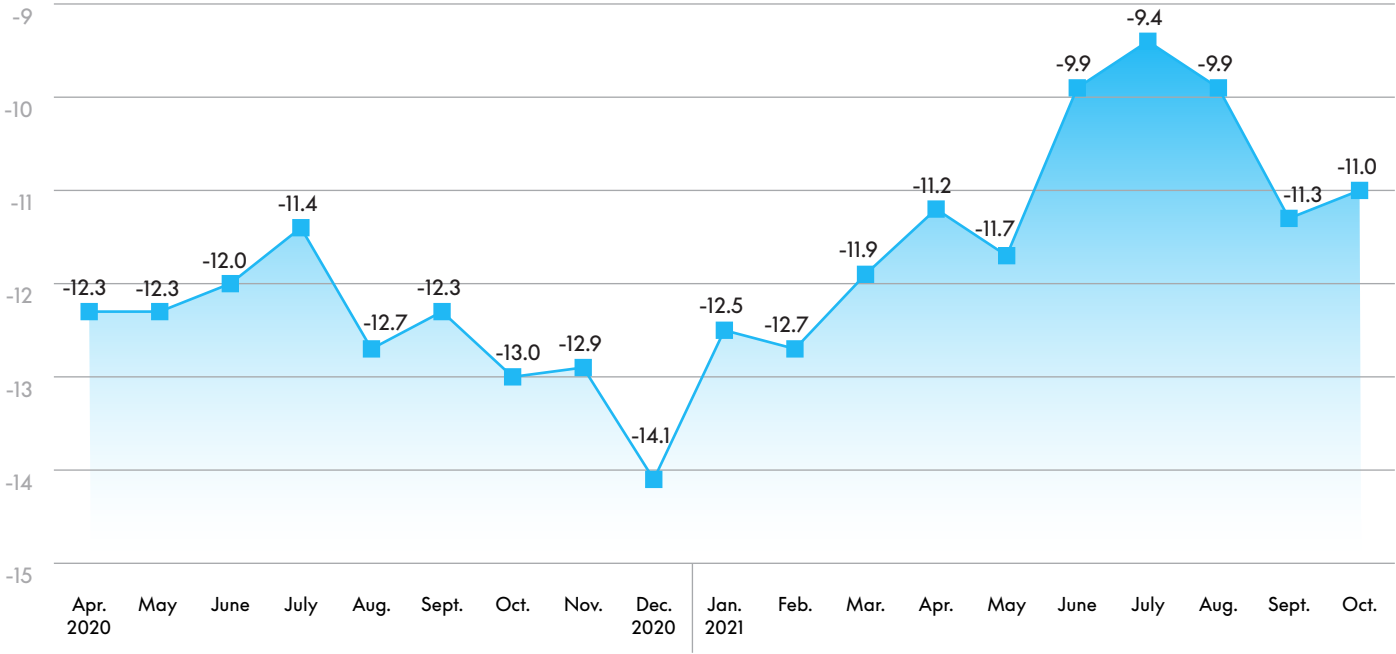
- Isolation and general psychological health sub-scores have declined compared to September 2021.
- The financial risk sub-score remains unchanged since the prior month but continues to be the strongest of all sub-scores at more than 5 points above the pre-2020 benchmark.

Mental Health Index™ Sub-scores ² 2021	October	September
Depression	-11.7	-12.2
Isolation	-11.4	-10.9
Anxiety	-11.1	-11.3
Optimism	-11.0	-11.3
Work productivity	-10.2	-10.4
Psychological health	-3.5	-3.3
Financial risk	5.2	5.2

² The demographic breakdown of sub-scores is available upon request.

Optimism

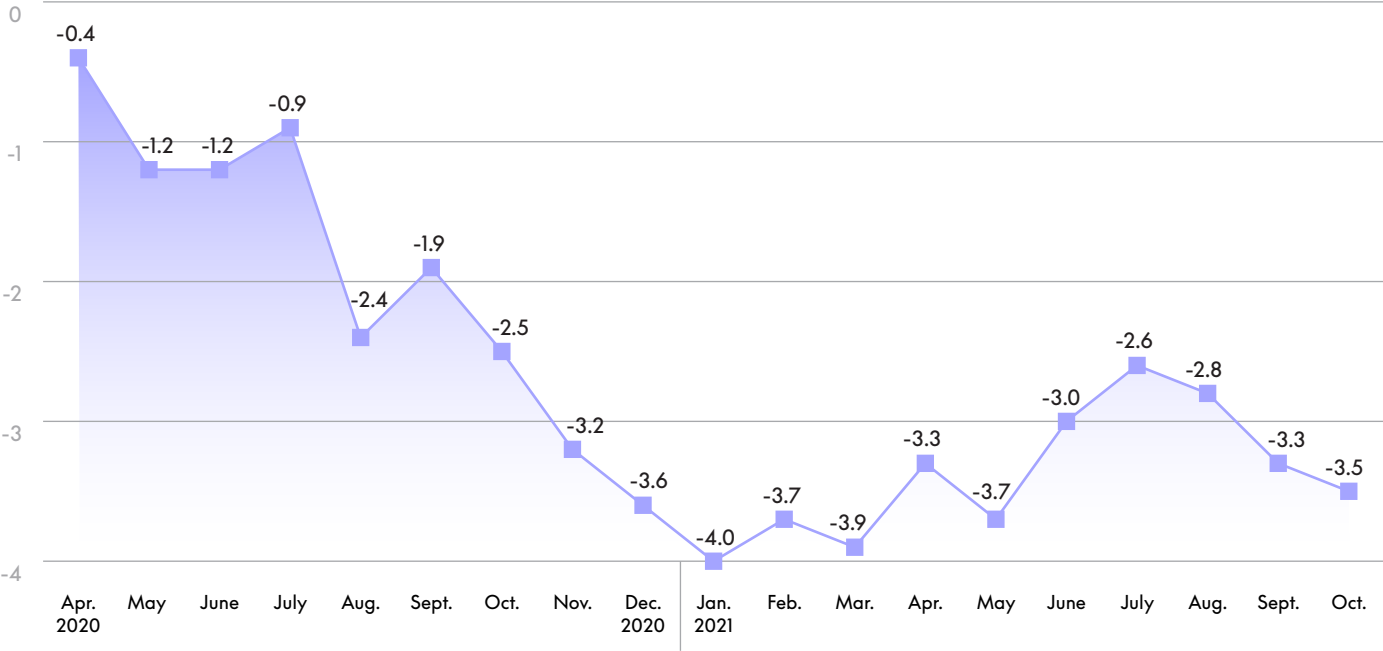
Since April 2020, optimism sub-scores have remained significantly below the benchmark. Despite some months of modest improvement, including a peak in July 2020, there was a general decline to a low point in December 2020 (-14.1). Since December, the optimism sub-score has improved, reaching a high of -9.4 in July 2021. In October 2021, the optimism sub-score has a modest improvement following two months of decline, to 11 points below benchmark.



General psychological health

The psychological health sub-score assesses individuals' self-perception of their overall level of psychological health.

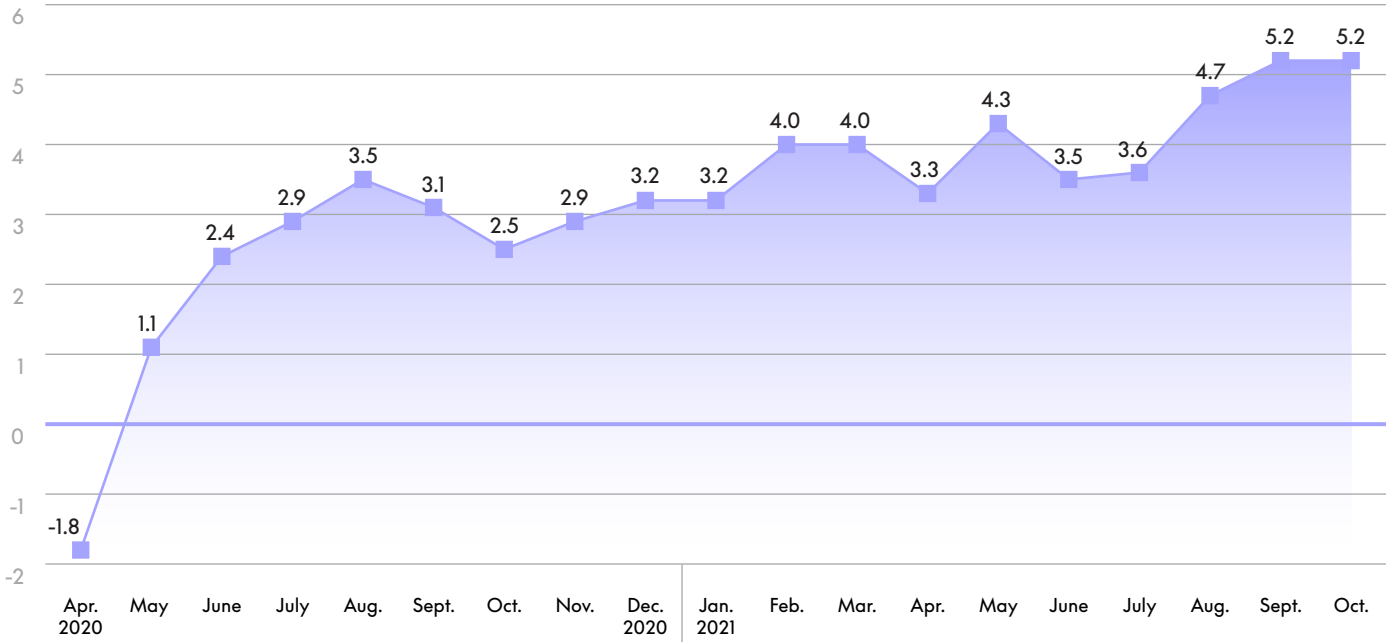
From the launch of the MHI in April 2020 to January 2021, the general psychological health of Canadians declined to a low of four points below the pre-2020 benchmark. Since January 2021, sub-scores have fluctuated modestly. In October 2021, the psychological health score has declined for the third consecutive month to -3.5.



Financial risk

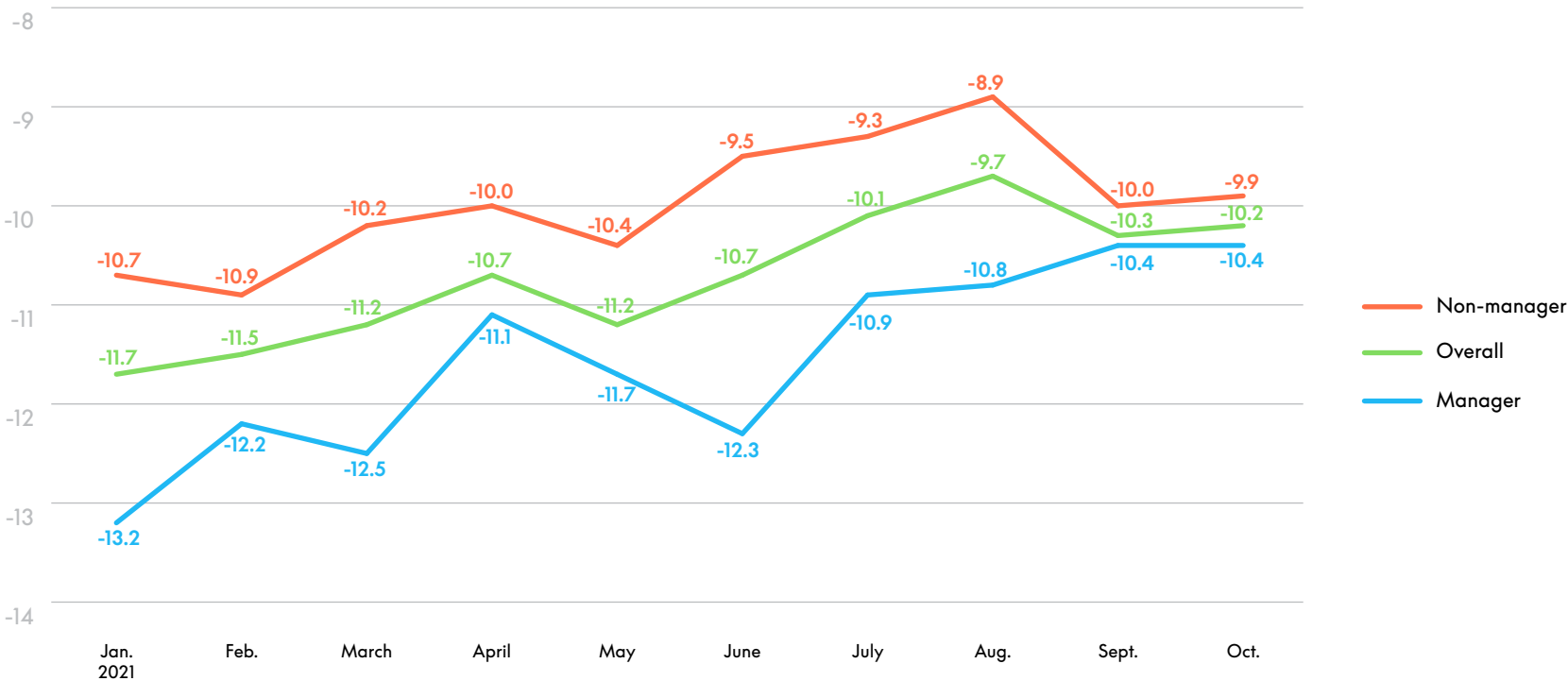
The financial risk sub-score measures the level of individuals' emergency savings.

The financial risk sub-score has shown general improvement since the launch of the MHI in April 2020. In October 2021, the financial risk sub-score of Canadians remains unchanged and, is at its highest point (5.2) since the start of the Index in April 2020. At more than five points above the pre-2020 benchmark, financial risk continues to be the strongest of all mental health sub-scores.



Managers compared to non-managers

Since January 2021, the mental health scores of managers have been lower than non-managers and lower than the overall Canadian average. Non-managers have consistently higher mental health scores than the overall Canadian population. In September and October 2021, the difference in scores between managers and non-managers has narrowed to within a half-point and are approaching the overall Canadian average.



Demographics

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In October 2021, the mental health score of women is -12.5 compared to -8.0 for men.
- In each of the past 19 months, mental health scores improve with age.
- Differences in mental health scores between those with and without children have been reported since the launch of the Index in April 2020. More than one year later, this pattern continues with a lower score for those with at least one child (-11.8) compared to those without children (-9.5).

Employment

- Overall, five per cent of respondents are unemployed³ and 10 per cent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (-23.9), followed by those reporting fewer hours (-20.2), and those not currently employed (-14.1).
- Managers have a slightly lower mental health score (-10.4) than non-managers (-9.9).
- Self-employed/sole proprietors have the highest mental health score (-6.3).
- Respondents working for companies with 51-100 employees have the lowest mental health score (-12.4).

Emergency savings

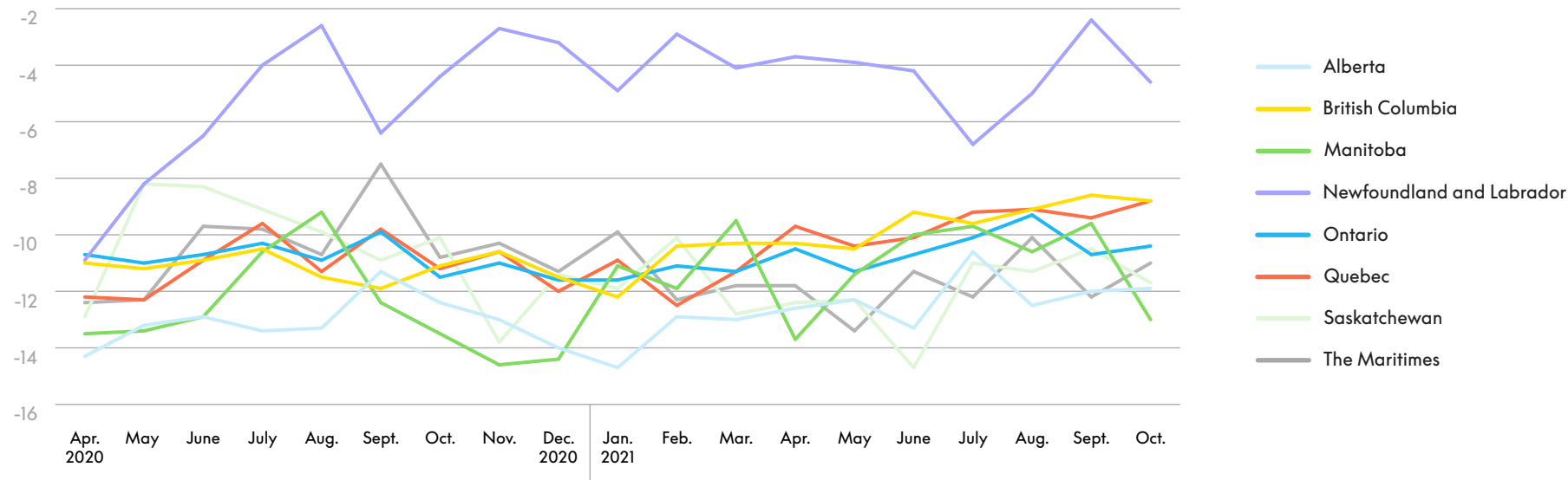
- Those without emergency savings continue to experience a lower mental health score (-24.7) than the overall group (-10.2). Individuals with emergency savings have a mental health score of -5.3.

3 MHI respondents who have been employed in the past six months are included in the poll.

Mental Health Index™ (provincial)

Since April 2020, provincial mental health scores have fluctuated. Except for Newfoundland and Labrador, the fluctuation patterns for the provinces were similar through July 2021. In October 2021 there is a significant difference between Manitoba's score of -13.0 and Newfoundland and Labrador's score of -4.6.

- Despite a 2.2-point decline from the prior month, the mental health score in Newfoundland and Labrador continues to be the most favourable mental health score (-4.6).
- Manitoba saw the greatest decline in mental health with a 3.5-point decrease from September to October to 13 points below the pre-2020 benchmark.
- The most improved mental health in October is in the Maritimes (-11.0) with a 1.2-point improvement over September 2021.



Employment status	Oct. 2021	Sept. 2021
Employed (no change in hours/salary)	-8.7	-8.8
Employed (fewer hours compared to last month)	-20.2	-17.7
Employed (reduced salary compared to last month)	-23.9	-21.0
Not currently employed	-14.1	-16.0
Age group	Oct. 2021	Sept. 2021
Age 20-29	-21.3	-20.4
Age 30-39	-15.6	-14.8
Age 40-49	-11.8	-11.1
Age 50-59	-7.5	-8.1
Age 60-69	-3.6	-4.9
Number of children	Oct. 2021	Sept. 2021
No children in household	-9.5	-9.7
1 child	-12.8	-12.2
2 children	-10.6	-11.0
3 children or more	-9.7	-10.8

Province	Oct. 2021	Sept. 2021
Alberta	-11.9	-12.0
British Columbia	-8.8	-8.6
Manitoba	-13.0	-9.6
Newfoundland and Labrador	-4.6	-2.4
The Maritimes	-11.0	-12.2
Quebec	-8.8	-9.4
Ontario	-10.4	-10.7
Saskatchewan	-11.7	-10.5
Gender	Oct. 2021	Sept. 2021
Men	-8.0	-8.3
Women	-12.5	-12.3
Household income	Oct. 2021	Sept. 2021
<\$30K/annum	-19.2	-21.1
\$30K to <\$60K/annum	-14.7	-14.5
\$60K to <\$100K	-10.9	-10.9
\$100K to <\$150K	-7.0	-7.7
\$150K or more	-3.3	-2.9

Employer size	Oct. 2021	Sept. 2021
Self-employed/sole proprietor	-6.3	-6.3
2-50 employees	-10.0	-9.8
51-100 employees	-12.4	-13.8
101-500 employees	-11.6	-11.8
501-1,000 employees	-11.9	-12.7
1,001-5,000 employees	-10.5	-8.9
5,001-10,000 employees	-9.6	-10.2
More than 10,000 employees	-8.9	-9.1
Manager	Oct. 2021	Sept. 2021
Manager	-10.4	-10.4
Non-manager	-9.9	-10.0

Numbers highlighted in orange are the most negative scores in the group.

Numbers highlighted in green are the least negative scores in the group.

Available upon request:

Specific cross-correlational and custom analyses

Mental Health Index™ (industry)

With a nearly three point decline in October, full-time post-secondary students have the lowest mental health score (-19.3). This score is significantly lower than the next lowest scores: individuals employed in Accommodation and Food Services (-15.3), and Arts, Entertainment and Recreation (-14.6).

Individuals employed in Professional, Scientific and Technical Services (-6.8), Wholesale Trade (-7.2), and in the Automotive Industry (-7.4) have the highest mental health scores this month.

Individuals employed in Real Estate, Rental and Leasing, Wholesale Trade, and Retail Trade have seen the greatest improvement in mental health since last month.

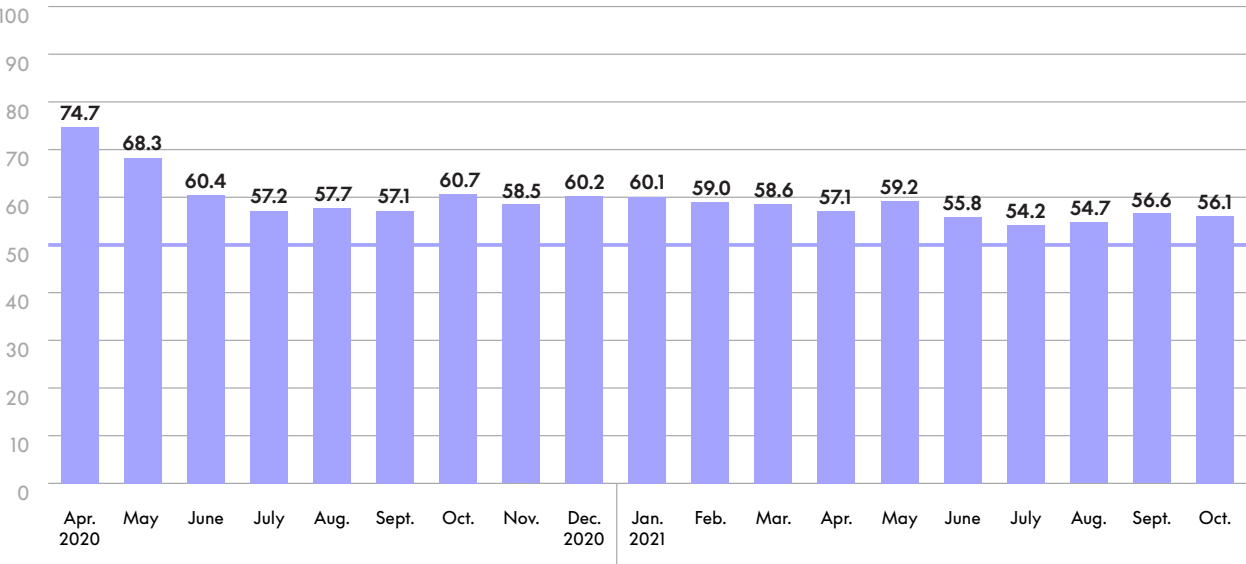
Changes from the prior month are shown in the table.

Industry	October 2021	September 2021	Change
Real Estate, Rental and Leasing	-8.8	-14.5	5.8
Wholesale Trade	-7.2	-11.9	4.7
Retail Trade	-8.7	-12.8	4.1
Information and Cultural Industries	-10.1	-12.6	2.4
Automotive Industry	-7.4	-9.8	2.4
Utilities	-12.6	-14.8	2.2
Health Care and Social Assistance	-10.7	-12.0	1.3
Educational Services	-9.4	-9.4	0.0
Other	-10.5	-10.4	-0.1
Mining and Oil and Gas Extraction	-10.6	-10.2	-0.4
Agriculture, Forestry, Fishing and Hunting	-12.5	-12.0	-0.5
Finance and Insurance	-12.4	-11.8	-0.6
Manufacturing	-10.5	-9.9	-0.7
Professional, Scientific and Technical Services	-6.8	-5.9	-0.8
Transportation and Warehousing	-9.7	-8.6	-1.1
Construction	-8.9	-7.8	-1.1
Other services (except Public Administration)	-10.4	-8.8	-1.5
Arts, Entertainment and Recreation	-14.6	-12.1	-2.4
Full-time student	-19.3	-16.5	-2.7
Public Administration	-11.5	-8.7	-2.8
Accommodation and Food Services	-15.3	-11.4	-3.9
Management of Companies and Enterprises	-10.1	-2.0	-8.1

The Mental Stress Change score

The Mental Stress Change score (MStressChg) is a measure of the level of reported mental stress compared to the prior month. **The Mental Stress Change score for October 2021 is 56.1.** This reflects a net increase in mental stress compared to the prior month.

The current score indicates that 19 per cent of the population is experiencing more mental stress compared to the prior month, with seven per cent experiencing less. A continued increase in mental stress since April 2020 indicates a significant accumulation of strain in the Canadian population.



- ▲ More mental stress
- 50 = No change from prior month
- ▼ Less mental stress

MStressChg
Current Month—
October 2021

56.1

MStressChg
September 2021

56.6

Mental Stress Change (percentages)

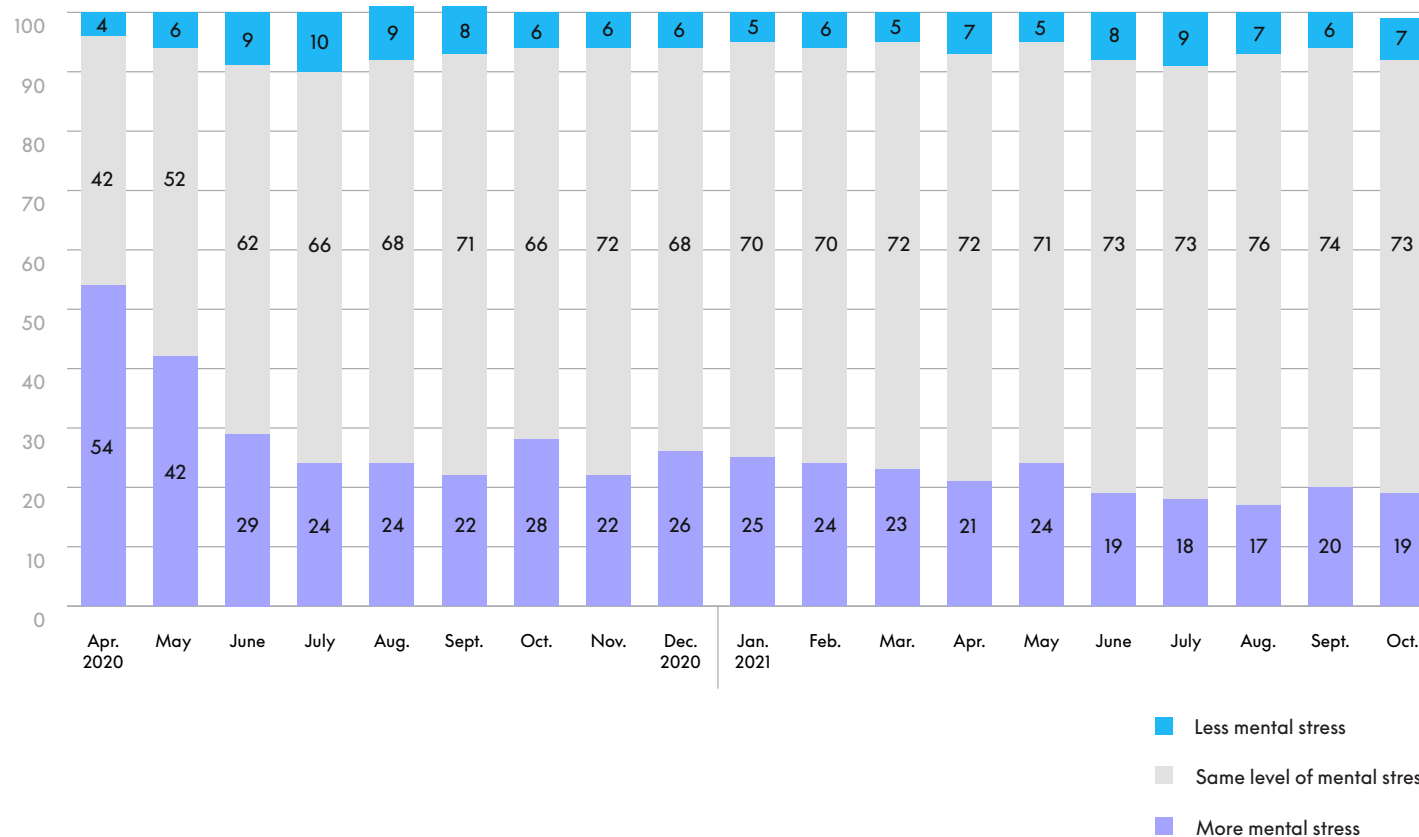
Mental Stress Change tracks stress changes each month.

The percentages of those experiencing more stress, the same level of stress, and less stress for each month of the survey are shown in the graph.

For more than one year, the percentage of those experiencing more mental stress than the previous month has steadily decreased; however, the data showing this decline is too insignificant to lower the overall Mental Stress Change score to below 50 (the level at which stress is lower than the previous month). As the proportion of individuals reporting the same level of stress or more stress than the previous month continues to outweigh the proportion reporting less mental stress, the population will continue to feel the effects of significantly increased stress and will not be able to reach a more sustainable and healthy level of stress.

In April 2020, 54 per cent of individuals reported an increase in mental stress. The number of respondents reporting increased month-over-month mental stress is 19 per cent in October 2021, while 73 per cent of respondents report the same level of mental stress and seven per cent report a decrease in mental stress.

Mental Stress Change by month



Demographics

- Since the launch of the MHI in April 2020, younger people have experienced a greater increase in mental stress month over month compared to older respondents.
- Since April 2020, women have had larger increases in mental stress compared to men. In October 2021, the mental stress change score for women is 58.1 compared to 54.0 for men.

Geography

- The greatest increase in month-over-month stress is for respondents living in Alberta (58.8), followed by Saskatchewan (56.8), The Maritimes (56.6), and Ontario (56.2).
- Respondents living in provinces where the increase in mental stress was lower, still had significant increases, including British Columbia (55.5), Manitoba (54.9), Quebec (54.0), and Newfoundland and Labrador (53.8).

Employment

- The greatest increase in mental stress is seen in employed people with reduced salary (68.5), followed by employed people with reduced hours (64.0), employed people with no change to salary or hours (55.2) and unemployed people (53.4).
- Managers have a greater increase in mental stress (57.2) than non-managers (55.4).

Employment status	Oct. 2021	Sept. 2021
Employed (no change in hours/salary)	55.2	55.6
Employed (fewer hours compared to last month)	64.0	64.2
Employed (reduced salary compared to last month)	68.5	65.3
Not currently employed	53.4	54.6
Age group	Oct. 2021	Sept. 2021
Age 20-29	62.0	61.0
Age 30-39	58.8	59.9
Age 40-49	57.3	57.3
Age 50-59	54.7	55.7
Age 60-69	52.9	52.9
Number of children	Oct. 2021	Sept. 2021
No children in household	55.5	55.7
1 child	57.5	59.7
2 children	57.3	57.3
3 children or more	58.1	57.6

Province	Oct. 2021	Sept. 2021
Alberta	58.8	59.7
British Columbia	55.5	53.6
Manitoba	54.9	53.2
Newfoundland and Labrador	53.8	56.5
The Maritimes	56.6	53.8
Quebec	54.0	55.8
Ontario	56.2	57.7
Saskatchewan	56.8	57.4
Gender	Oct. 2021	Sept. 2021
Men	54.0	54.7
Women	58.1	58.6
Household income	Oct. 2021	Sept. 2021
<\$30K/annum	58.4	59.2
\$30K to <\$60K/annum	56.2	57.3
\$60K to <\$100K	55.5	56.4
\$100K to <\$150K	56.4	56.8
\$150K or more	55.3	55.1

Employer size	Oct. 2021	Sept. 2021
Self-employed/sole proprietor	54.6	57.3
2-50 employees	55.4	56.6
51-100 employees	54.6	58.6
101-500 employees	56.0	56.1
501-1,000 employees	58.8	57.8
1,001-5,000 employees	57.4	55.3
5,001-10,000 employees	57.4	59.4
More than 10,000 employees	56.4	55.2
Manager	Oct. 2021	Sept. 2021
Manager	57.2	58.2
Non-manager	55.4	55.8

Numbers highlighted in orange are the most negative scores in the group.

Numbers highlighted in green are the least negative scores in the group.

Available upon request:

Specific cross-correlational and custom analyses

The Mental Stress Change (industry)

Individuals working in Arts, Entertainment and Recreation have the most significant increase in mental stress (64.1), followed by full-time post-secondary students (60.0), and individuals employed in Finance and Insurance (58.7).

Mental Stress Change scores for individuals employed in Accommodation and Food Services (53.1), Retail Trade (53.2), and the Automotive Industry (53.5) are less steep when compared to the prior month.

Mental Stress changes from the last two months are shown in the table.

Industry	October 2021	September 2021
Accommodation and Food Services	53.1	57.4
Retail Trade	53.2	56.8
Automotive Industry	53.5	58.5
Transportation and Warehousing	53.6	54.1
Other services (except Public Administration)	53.6	54.1
Real Estate, Rental and Leasing	54.1	56.1
Professional, Scientific and Technical Services	54.2	54.6
Wholesale Trade	54.5	59.5
Management of Companies and Enterprises	54.8	55.9
Construction	55.4	56.4
Other	55.7	51.7
Manufacturing	56.7	56.5
Agriculture, Forestry, Fishing and Hunting	56.9	53.8
Mining and Oil and Gas Extraction	57.1	57.4
Public Administration	57.3	56.3
Educational Services	57.3	58.9
Health Care and Social Assistance	57.4	60.7
Information and Cultural Industries	57.4	58.9
Utilities	57.6	54.8
Finance and Insurance	58.7	55.2
Full-time student	60.0	56.1
Arts, Entertainment and Recreation	64.1	63.4

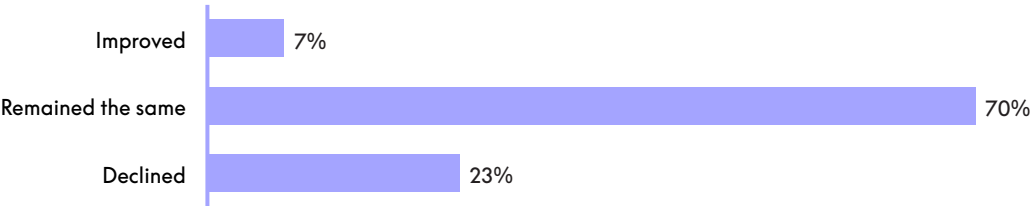
Spotlight

Mental health

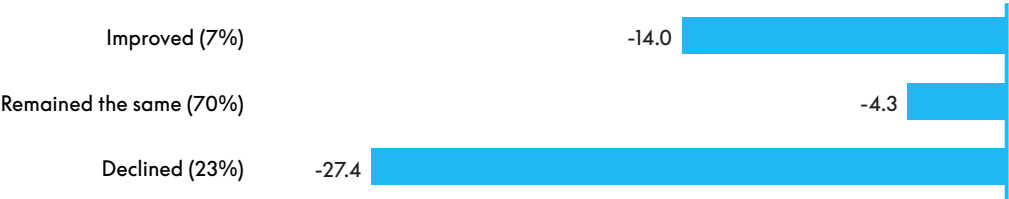
Respondents were asked whether their mental health has changed since the start of the pandemic.

Nearly one-quarter (23 per cent) report that their mental health has declined since the start of the pandemic and this group has a mental health score more than 17 points below the national average.

Since the pandemic began, my mental health has...



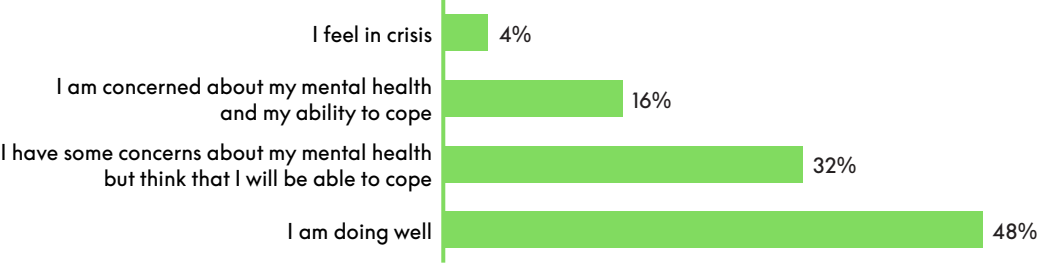
MHI score by since the pandemic began, my mental health has...



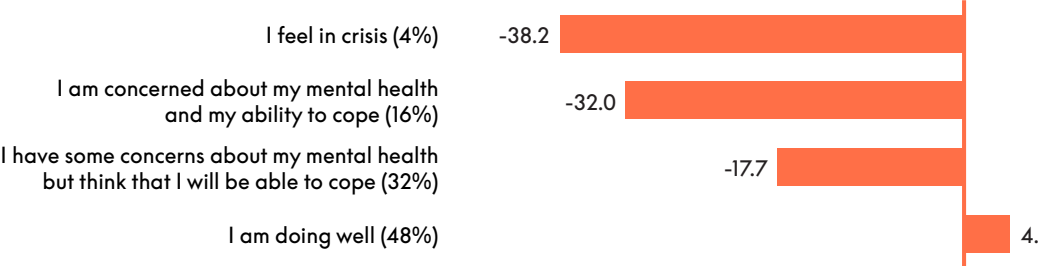
Respondents were asked to rate their mental health.

- More than half (52 per cent) indicate that they have some concerns about their mental health or are in crisis.
- One in five (20 per cent) report that they feel in crisis or that they have concerns about their mental health and their ability to cope. These groups have mental health scores more than 20 points below the national average.
- One-third (33 per cent) of individuals under 40 have concerns about their mental health and their ability to cope or indicate that they feel in crisis, compared with 12 per cent of those 50 and older, a nearly three-fold difference.
- Parents are more than 50 per cent more likely than non-parents to have concerns about their mental health and their ability to cope or indicate that they feel in crisis.
- Managers are more than 70 per cent more likely than non-managers to have concerns about their mental health and their ability to cope or indicate that they feel in crisis.

Mental health rating



MHI score by mental health rating

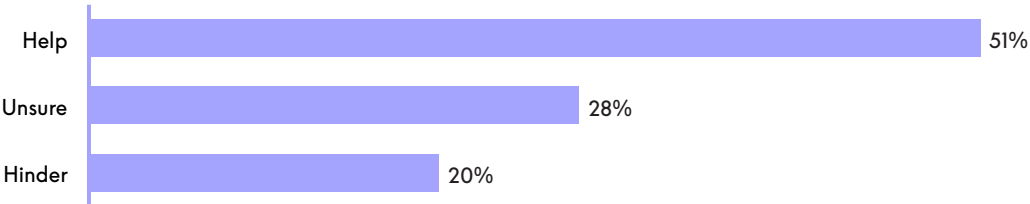


Impact of work on mental wellbeing

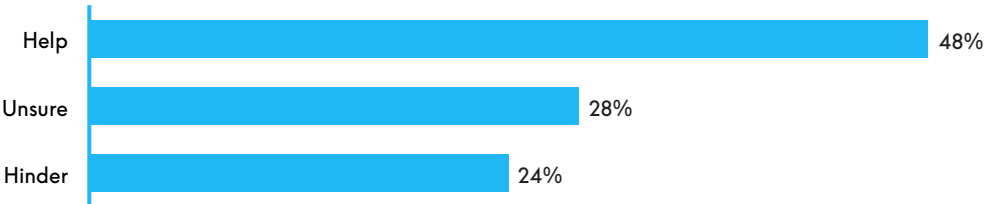
Respondents were asked whether work helps or hinders their mental wellbeing at two intervals: before the pandemic and at present.

- One in five (20 per cent) report that work hindered their mental wellbeing before the pandemic compared to nearly one-quarter (24 per cent) reporting that work hinders their wellbeing at present.
- Those whose work hinders their mental wellbeing have a mental health score more than 10 points below the national average.

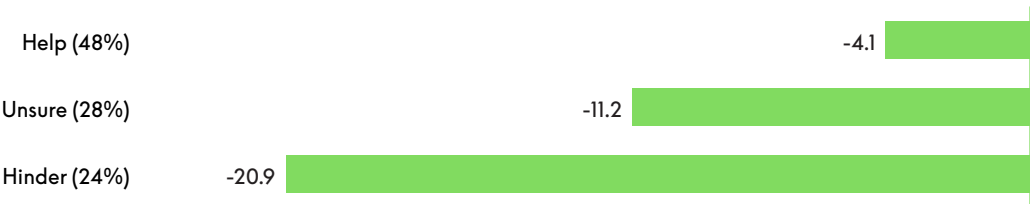
Before the pandemic, did work help or hinder your mental wellbeing?



Currently, does work help or hinder your mental wellbeing?



MHI score by whether work helps or hinders mental wellbeing (currently)

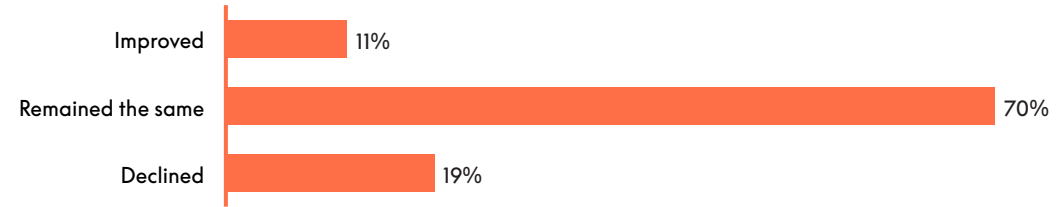


Physical health

Respondents were asked whether their physical health has changed since the start of the pandemic.

- Nearly one-in-five (19 per cent) report that their physical health has declined since the start of the pandemic and this group has a mental health score more than 15 points below the national average.

Since the pandemic began, my physical health has...



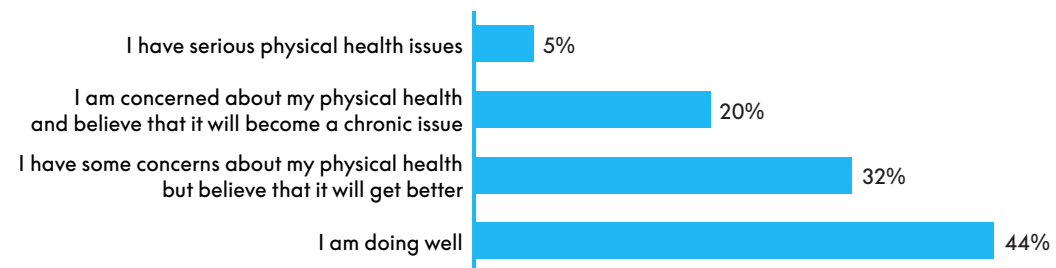
MHI score by since the pandemic began, my physical health has...



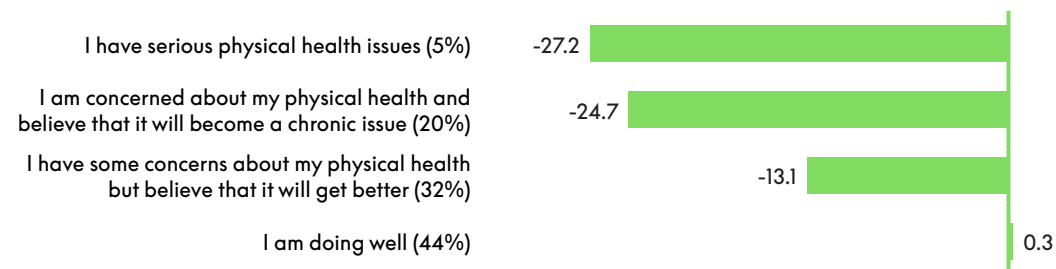
Respondents were asked to rate their physical health.

- One-quarter (25 per cent) report that they have serious physical health issues or are concerned about their physical health and believe that an issue will become chronic. These groups have mental health scores more than 14 points below the national average.
- Nearly one-third (32 per cent) of individuals under 40 report serious physical health issues or are concerned about their physical health and believe that an issue will become chronic, compared to 21 per cent of those 50 and older.
- Parents are nearly 40 per cent more likely than non-parents to report serious physical health issues or are concerned about their physical health and believe that an issue will become chronic.
- Managers are nearly 40 per cent more likely than non-managers to report serious physical health issues or are concerned about their physical health and believe that an issue will become chronic.

Physical health rating



MHI score by mental health rating

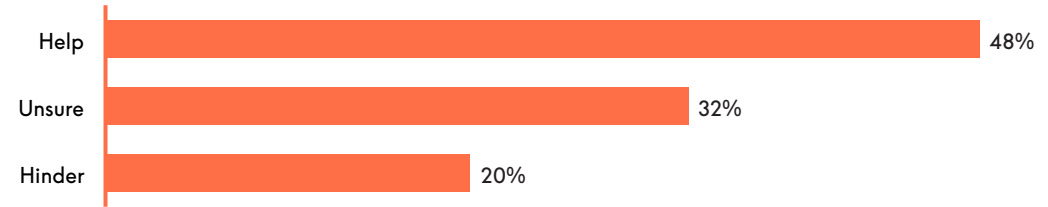


Impact of work on physical wellbeing

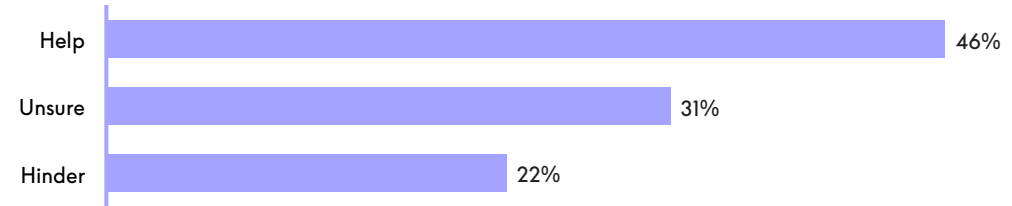
Respondents were asked whether work helps or hinders their physical wellbeing at two intervals: before the pandemic and at present.

- One in five (20 per cent) report that work hindered their physical wellbeing before the pandemic compared to 22 per cent reporting that work hinders their wellbeing at present.
- Those whose work hinders their physical wellbeing have a mental health score 8 points below the national average.

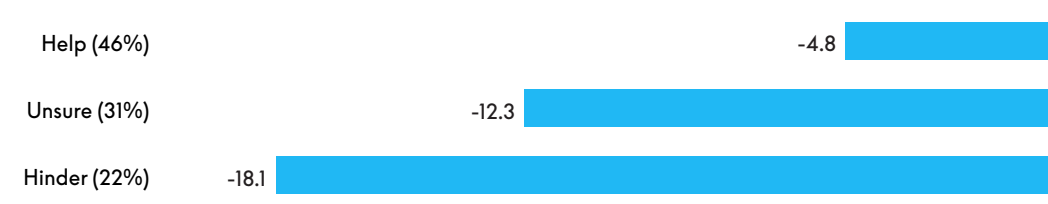
Before the pandemic, did work help or hinder your physical wellbeing?



Currently, does work help or hinder your physical wellbeing?



MHI score by whether work helps or hinders physical wellbeing (currently)



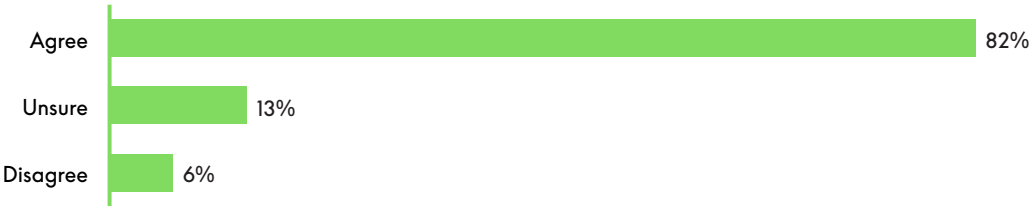
Work relationships

Peer relationships

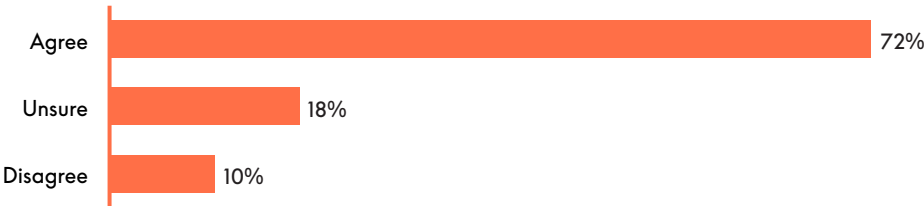
Respondents were asked about their experiences with their work peers at two intervals: before the pandemic and since the pandemic.

- Eighty-two per cent report that experiences with their work peers were positive before the pandemic compared to 72 per cent since the pandemic.
- Ten per cent indicate that experiences with their peers have not been positive since the pandemic began, an increase of four per cent since the start of the pandemic, and this group has a mental health score 16 points below the national average.
- The isolation score among those who indicate that experiences with their peers have not been positive since the pandemic began is 16 points below the national average.

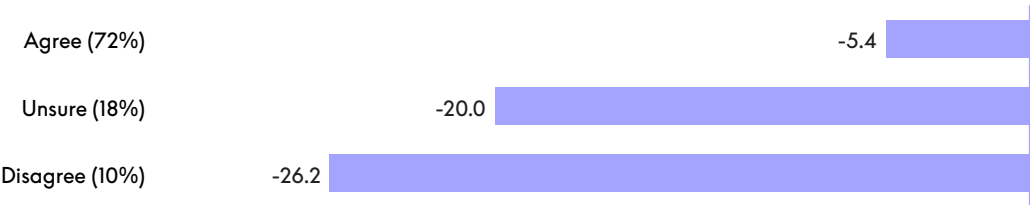
Experiences with work peers were positive before the pandemic



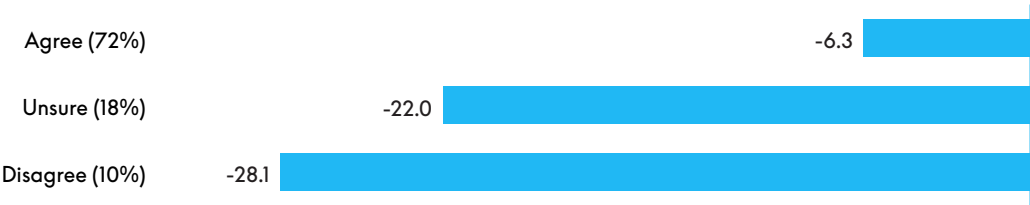
Experiences with work peers have been positive since the pandemic began



MHI score by experiences with work peers have been positive since the pandemic began



Isolation score by experiences with work peers have been positive since the pandemic began



Manager relationship

Respondents were asked about their experiences with their managers at two intervals: before the pandemic and since the pandemic.

- Seventy-six per cent report that experiences with their managers were positive before the pandemic compared to 72 per cent since the pandemic.
- Eleven per cent indicate that experiences with their manager have not been positive since the pandemic began, an increase of two per cent since before the pandemic, and this group has a mental health score 15 points below the national average.
- The work productivity score among those who indicate that experiences with their manager have not been positive since the pandemic began is more than 16 points below the national average.

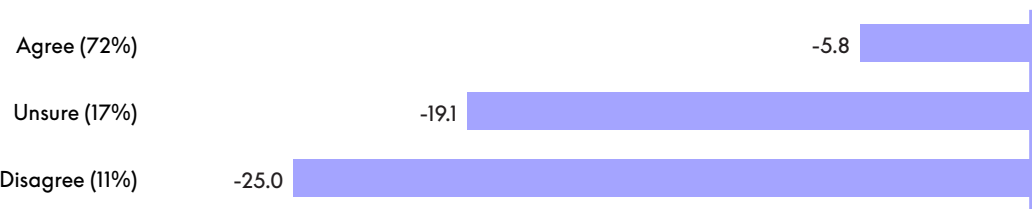
Experiences with my manager were positive **before the pandemic**



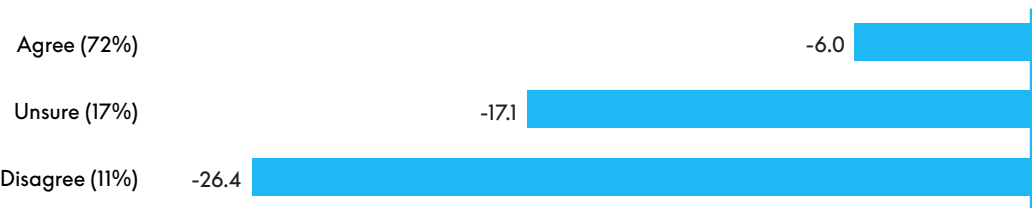
Experiences with my manager have been positive **since the pandemic began**



MHI score by experiences with my manager have been positive since the pandemic began



Work productivity score by experiences with my manager have been positive since the pandemic began



Overview of the Mental Health Index by LifeWorks™

The mental health and wellbeing of a population is essential to overall health and work productivity. The Mental Health Index™ provides a measure of the current mental health status of employed adults in each geography compared to benchmarks collected in 2017, 2018 and 2019. The increases and decreases in the MHI are intended to predict cost and productivity risks and inform the need for investment in mental health support by business and government.

The Mental Health Index™ report has three parts:

1. The overall Mental Health Index™ (MHI), which is a measure of change compared to the benchmark of mental health and risk.
2. A Mental Stress Change (MStressChg) score, which measures the level of reported mental stress compared to the prior month.
3. A spotlight section that reflects the specific impact of current issues in the community.

Methodology

Data for this report is collected through an online survey of 3,000 people who live in Canada and are currently employed or who were employed within the prior six months. Participants are selected to be representative of the age, gender, industry, and geographic distribution in Canada. The same respondents

take part each month to remove a sampling bias. Respondents are asked to consider the prior two weeks when answering each question. The Mental Health Index™ has been published monthly since April 2020. Benchmark data was collected in 2017, 2018 and 2019. Data for the current report was collected between October 6 and 12, 2021.

Calculations

To create the Mental Health Index™, the first step leverages a response scoring system turning individual responses to each question into a point value. Higher point values are associated with better mental health and less mental health risk. Everyone's scores are added and then divided by a total number of possible points to get a score out of 100. The raw score is the mathematical mean of the individual scores.

To demonstrate change, the current month's scores are then compared to the benchmark and the prior month. The benchmark comprises data from 2017, 2018 and 2019. This was a period of relative social stability and steady economic growth. **The change compared to the benchmark is the Mental Health Index™. A score of zero in the Mental Health Index™ reflects no change, positive scores reflect improvement, and negative scores reflect decline.**

A Mental Stress Change score is also reported given that increasing and prolonged mental stress is a potential contributor to changes in mental health. It is reported separately and is not part of the calculation of the Mental Health Index™. The Mental Stress Change score is (percentage reporting less mental stress + percentage reporting the same level of mental stress * 0.5) * -1 + 100. The score reflects a comparison of the current to the prior month. **A Mental Stress Change score of 50 reflects no change in mental stress from the prior month. Scores above 50 reflect an increase in mental stress and scores below 50 reflect a decrease in mental stress.** The range is from zero to 100. A succession of scores over 50, month over month, reflects high risk.

Additional data and analyses

Demographic breakdown of sub-scores, and specific cross-correlational and custom analyses, are available upon request. Benchmarking against the national results or any sub-group is available upon request. Contact MHI@lifeworks.com



About LifeWorks

LifeWorks is a world leader in providing digital and in-person solutions that support the total wellbeing of individuals. We deliver a personalized continuum of care that helps our clients improve the lives of their people and by doing so, improve their business.

For more information, visit:

 LifeWorks.com

 twitter.com/LifeWorks

 linkedin.com/company/lifeworks