

The Mental Health Index by LifeWorks™

United Kingdom | 2021



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July 2021 highlights

Key insight: Better mental health associated with Britons who have the option to work from home at least some of the time

As Britons plan for return to school and the workplace, governments and employers contemplate vaccination mandates. According to the July 2021 Mental Health Index by LifeWorks™, 42 per cent of working UK citizens want mandated vaccination for return to the workplace while another 20 per cent are unsure.

Relationships with work peers is important for resilience

- 71% indicate that their relationship with work peers has remained the same compared to before the pandemic and this group has among the highest mental health scores (-7.0).
- 16% report a worsened relationship with their work peers and this group has among lowest mental health scores (-23.1).
- Managers are nearly two times more likely than non-managers to report an improved relationship with their work peers compared to before to the pandemic.

Organisations that support personal wellbeing have people with better mental health

- 59% report that the culture of their organisation supports their personal wellbeing, and this group has among the highest mental health scores (-8.7).
- 16% of people do not believe that the culture of their organisation supports their personal wellbeing, and this group has among the lowest mental health scores (-19.3).
- Women are 20 per cent more likely than men to report that the culture of their organisation does not support their personal wellbeing.

The mental health of Britons in July 2021 remains equal to June 2021 score and remains below the pre-2020 benchmark

- The Mental Health Index for July is 11-points below the pre-2020 benchmark.
- People without emergency savings continue to experience a lower score in mental health (-26.4) than the overall group (-10.9) and those with emergency savings (-5.5).
- Six per cent of people have taken sick time from work due to their mental health in the last six months.
- Full-time post-secondary students have the lowest mental health score (-32.4) by a large margin compared to all other groups.

Britons with the flexibility to work from home have better mental health

- 64% indicate that working from home has a positive impact on their mental health.
- 43% indicate that their job cannot be done from home and this group has among the lowest mental health scores (-14.6).
- 31% indicate that their job can be done from home full-time, and this group has among the highest mental health scores (-9.1), followed by 25% who indicate that their job can be done from home part-time (-13.0).
- Non-managers are more than 60 per cent more likely than managers to report that their job cannot be done from home.

Commuting time is the leading reason for a preference to work from home

- 38% indicate that the lack of commuting time is the most important reason why they want to work from home.
- People who want to work from home to avoid in-person interactions with customers have missed an average of five days of work in the last six months.
- People with undedicated open workspaces have poorer mental health (-14.7) than people who split their time between their home and the worksite (-6.8), people who work from home (-7.5), those with a closed office (-10.3).

64%

of Britons
say that working
from home

has a positive impact
on their mental health

59%

report that
the culture of their
organization

supports their
personal wellbeing

40%

of people
ages 20-39
have missed

at least one day of work
because of illness

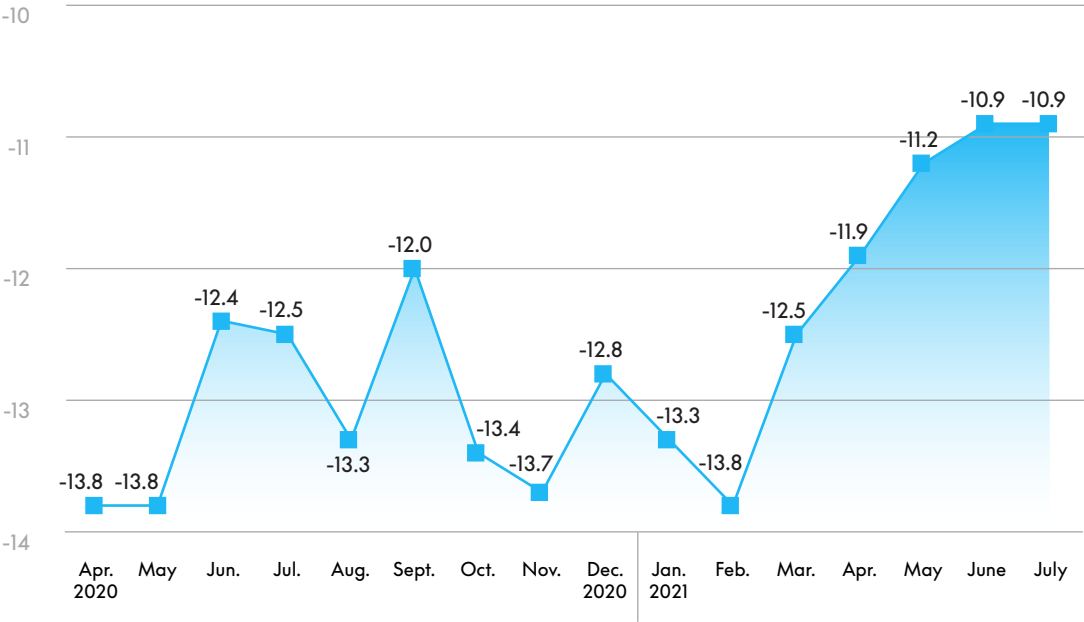
38%

report that a
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time

is the most important reason
to work from home

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 July 2021 is -10.9 points.** An 11-point decrease from the pre-COVID-19 benchmark reflects a population whose mental health is similar to the most distressed two per cent of the benchmark population.



MHI Current Month
July 2021

-10.9

June 2021

-10.9

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 (-13.2), followed by anxiety (-12.8), optimism (-12.6), work productivity (-11.1), isolation (-10.8), and general psychological health (-3.2). The best sub-score, and the only measure above the benchmark is financial risk (5.5).

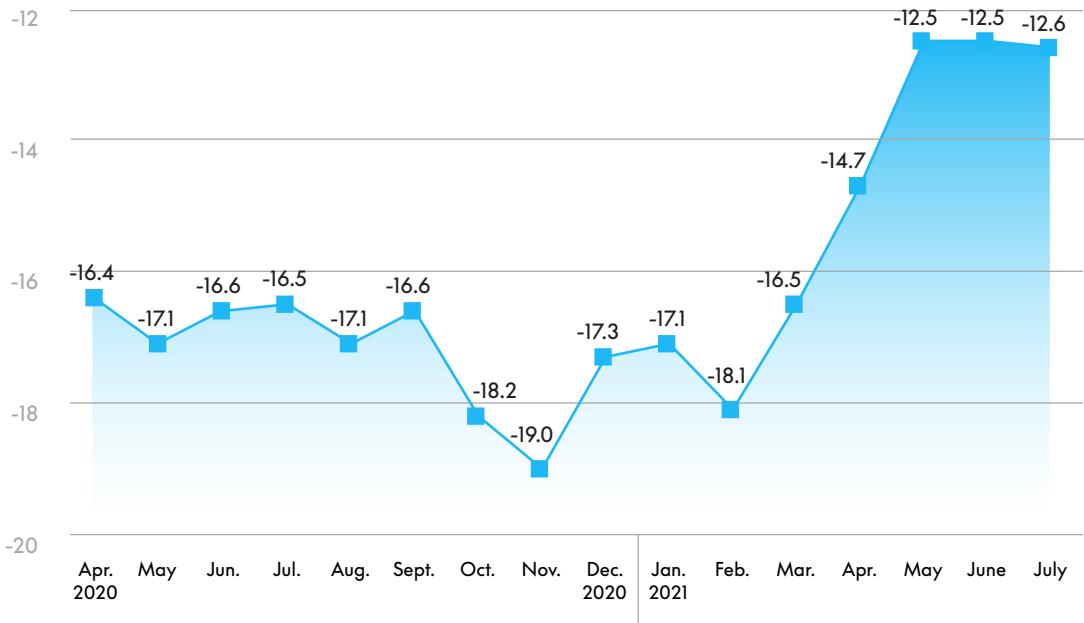
- Optimism and financial risk scores have declined from June 2021 results.
- With a 0.9-point increase, the anxiety score has seen the greatest improvement from the prior month.
- Despite a 1.0-point decline from June 2021, the financial risk score continues to be the strongest of all sub-scores and remains above the pre-2020 benchmark.

Mental Health Index™ Sub-scores ² 2021	July	June
Depression	-13.2	-13.4
Anxiety	-12.8	-13.7
Optimism	-12.6	-12.5
Work productivity	-11.1	-11.8
Isolation	-10.8	-10.5
Psychological health	-3.2	-3.5
Financial risk	5.5	6.5

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

Optimism

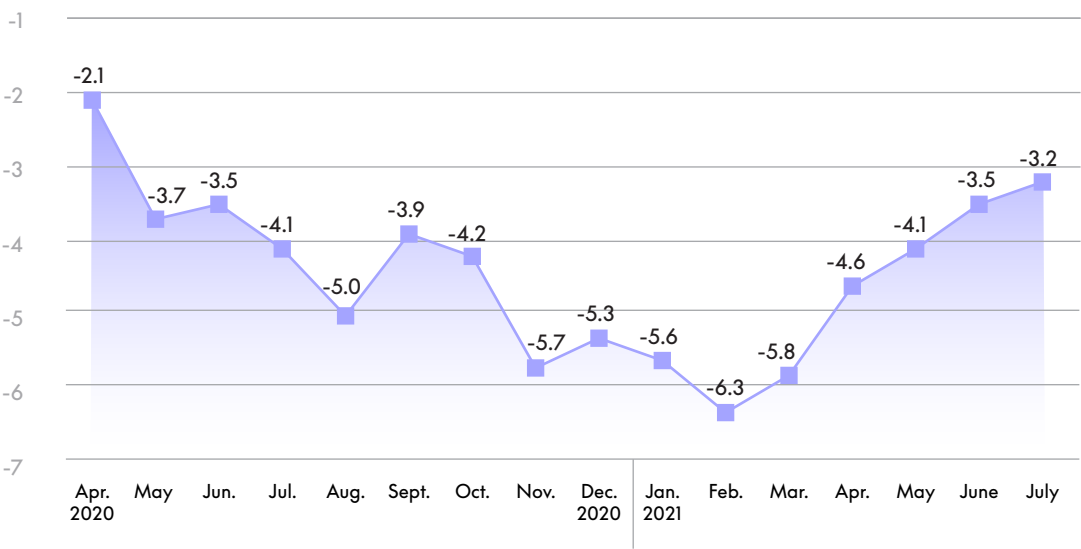
Since April 2020, optimism scores have remained significantly below the benchmark however, beginning in March 2021, scores have improved to a high of -12.5 in May and June 2021. The optimism score remains nearly the same in July 2021, more than 12-points below the pre-2020 benchmark.



General psychological health

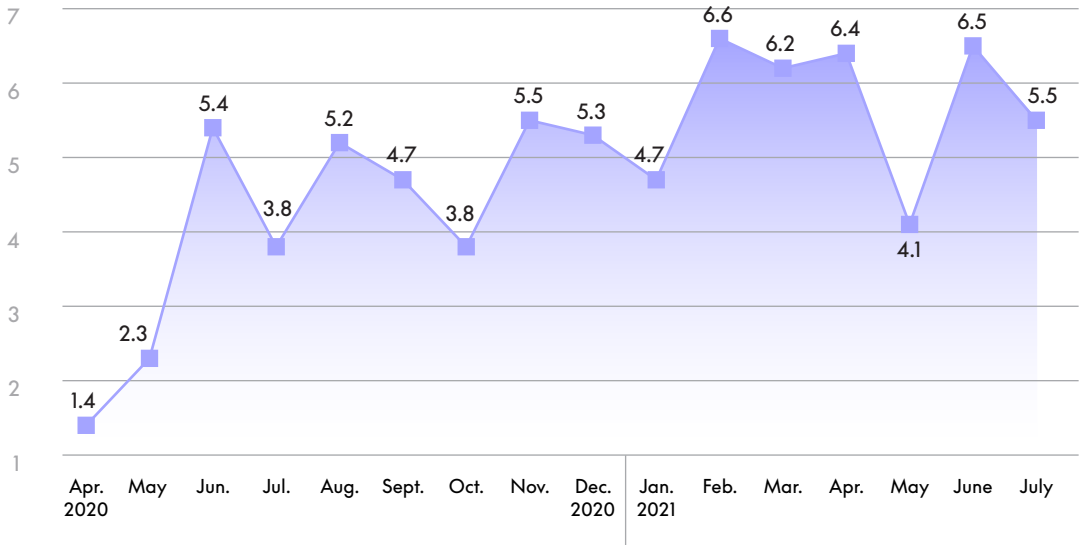
The psychological health measure assesses individuals' self-perception of their overall level of psychological health.

From the launch of the MHI in April 2020 to February 2021, the general psychological health of Britons declined to a low of 6.3 points below the pre-2020 benchmark. Since March 2021, scores have increased, reaching -3.2 in July 2021, a 0.3-point improvement over the prior month.



Financial risk

The financial risk score of Britons remains the strongest of all sub-scales. Since the launch of the Index in April 2020, the financial risk score has been above the pre-2020 benchmark. Despite a 1-point decline from June 2021, the financial risk score in July remains the strongest of all sub-scores.



Demographics

- Since the start of the MHI, women have had a significantly lower mental health score than men. In July 2021, the mental health score of women is -13.1 compared to -8.9 for men.
- In each of the past fifteen months, mental health scores have improved with age.
- Differences in mental health scores between people with and without children have been seen 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 (-14.4) compared to those without children (-9.0).

Employment

- Overall, three per cent of respondents are unemployed³ and ten per cent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (-20.0), followed by those reporting fewer hours (-17.5), and those not currently employed (-16.8).
- Managers have a slightly lower mental health score (-10.9) than non-managers (-10.7).
- Self-employed/sole proprietors have the highest mental health score (-9.1).
- Respondents working for companies with 51-100 employees have the lowest mental health score (-14.5).

Emergency savings

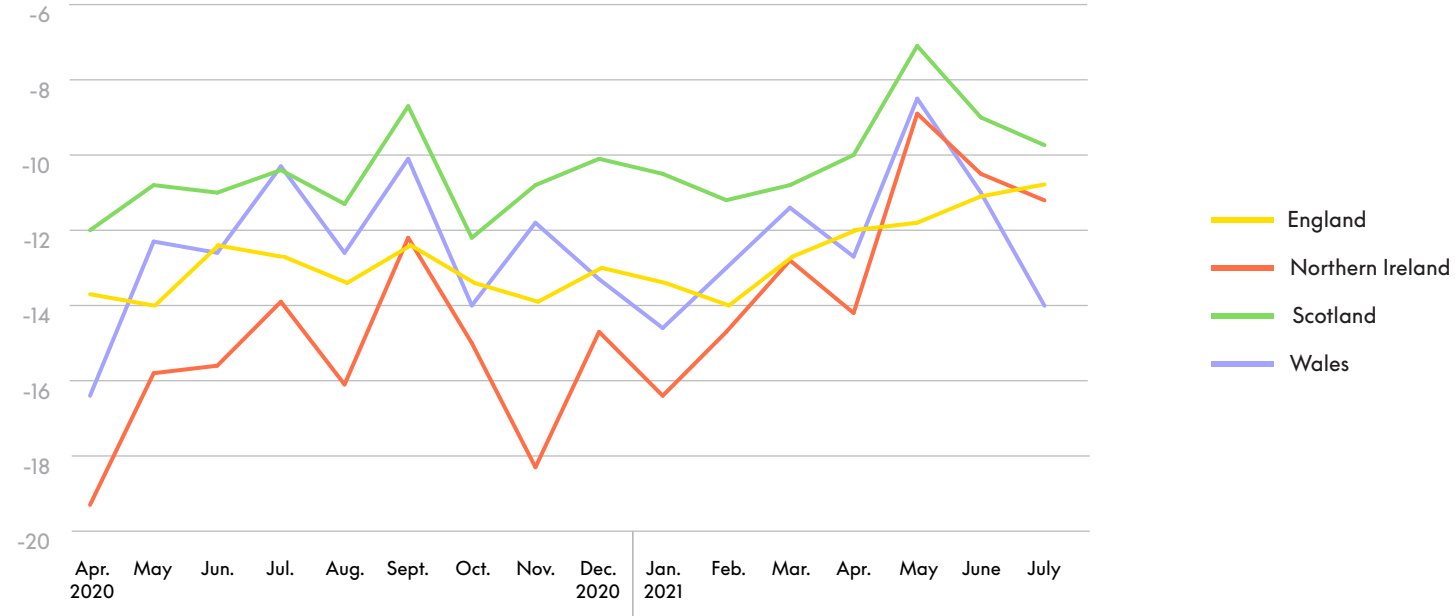
- People without emergency savings continue to experience a lower score in mental health (-26.4) than the overall group. Individuals with emergency savings have a mental health score of -5.5.

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

Mental Health Index™ (regional)

Since April 2020, regional mental health scores have fluctuated. In July 2021, three regions (Northern Ireland, Scotland, and Wales) have had declines in mental health compared to the prior month.

- The mental health score in Scotland remains strongest (-9.7), despite a 0.7-point decline from the prior month.
- With a significant 3-point decline from June 2021, Wales has the lowest mental health score (-14.0) in July.



Employment status	July 2021	June 2021
Employed (no change in hours/salary)	-9.8	-9.7
Employed (fewer hours compared to last month)	-17.5	-18.0
Employed (reduced salary compared to last month)	-20.0	-15.2
Not currently employed	-16.8	-16.4
Age group	July 2021	June 2021
Age 20-29	-20.4	-19.6
Age 30-39	-17.7	-16.6
Age 40-49	-12.1	-11.5
Age 50-59	-7.5	-8.5
Age 60-69	-2.9	-4.1
Number of children	July 2021	June 2021
No children in household	-9.0	-9.7
1 child	-14.0	-12.1
2 children	-14.4	-13.5
3 children or more	-15.9	-16.1

Region	July 2021	June 2021
England	-10.8	-11.1
Northern Ireland	-11.2	-10.5
Scotland	-9.7	-9.0
Wales	-14.0	-11.0
Gender	July 2021	June 2021
Men	-8.9	-9.6
Women	-13.1	-12.5
Household income	July 2021	June 2021
<£15K/annum	-17.4	-18.4
£15K to <£30K/annum	-14.7	-15.3
£30k to <£60K	-10.3	-9.8
£60k to <£100K	-6.6	-7.8
£100K and over	-4.6	-3.8

Employer size	July 2021	June 2021
Self-employed/sole proprietor	-9.1	-8.2
2-50 employees	-10.1	-8.4
51-100 employees	-14.5	-14.3
101-500 employees	-10.5	-11.6
501-1,000 employees	-14.0	-14.9
1,001-5,000 employees	-11.1	-11.1
5,001-10,000 employees	-9.5	-9.6
More than 10,000 employees	-9.4	-10.0
Manager	July 2021	June 2021
Manager	-10.9	-10.6
Non-manager	-10.7	-10.9

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)

For the second consecutive month, full-time post-secondary students have the lowest mental health score (-32.8). This score is significantly lower than the next lowest scores: individuals in Accommodation (-19.7), and Information and Cultural Industries (-18.6).

Individuals employed in Real Estate, Rental and Leasing (0.5), Manufacturing (-5.3), and Other services (except Public Administration) (-6.7) have the highest mental health scores this month.

Individuals employed in Wholesale Trade, the Food Services, and Administrative and Support services have seen the greatest improvement in mental health since last month.

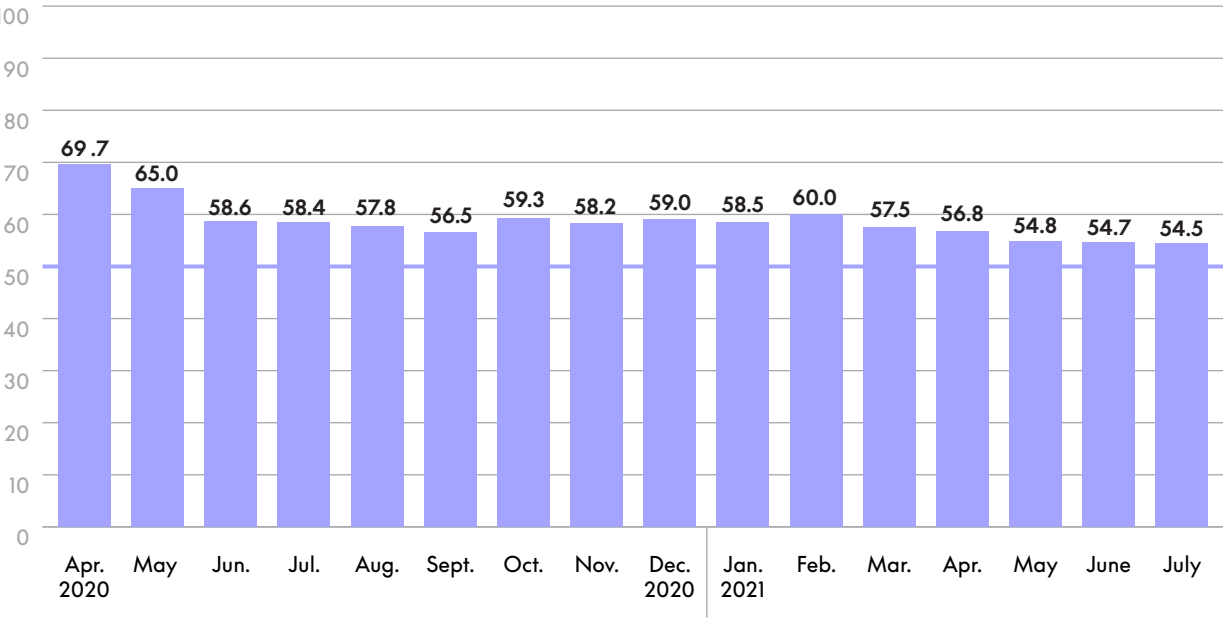
Changes from the prior month are shown in the table.

Industry	July 2021	June 2021	Change
Wholesale Trade	-14.9	-18.9	4.0
Food Services	-12.0	-14.8	2.8
Administrative and Support services	-9.5	-12.1	2.6
Construction	-8.5	-10.9	2.4
Professional, Scientific and Technical Services	-6.7	-8.5	1.8
Other services (except Public Administration)	-6.7	-8.2	1.5
Other	-10.2	-11.3	1.0
Transportation and Warehousing	-12.1	-13.0	0.9
Educational Services	-11.0	-11.3	0.3
Manufacturing	-5.3	-5.3	0.0
Retail Trade	-14.3	-13.9	-0.4
Finance and Insurance	-14.5	-14.0	-0.5
Public Administration	-9.6	-8.3	-1.4
Health Care and Social Assistance	-12.7	-11.2	-1.5
Real Estate, Rental and Leasing	0.5	2.1	-1.6
Arts, Entertainment and Recreation	-13.2	-10.2	-2.9
Utilities	-15.1	-10.3	-4.8
Management of Companies and Enterprises	-12.5	-6.7	-5.8
I am a student	-32.4	-26.4	-6.0
Information and Cultural Industries	-18.6	-12.4	-6.2

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 July 2021 is 54.5.** This reflects a net increase in mental stress compared to the prior month.

The current score indicates that 17 per cent of the population is experiencing more mental stress compared to the prior month, with 8 per cent experiencing less. A continued increase in mental stress since April 2020 indicates a significant accumulation of strain in the British population.



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

MStressChg Current Month—July 2021

54.5

MStressChg June 2021

54.7

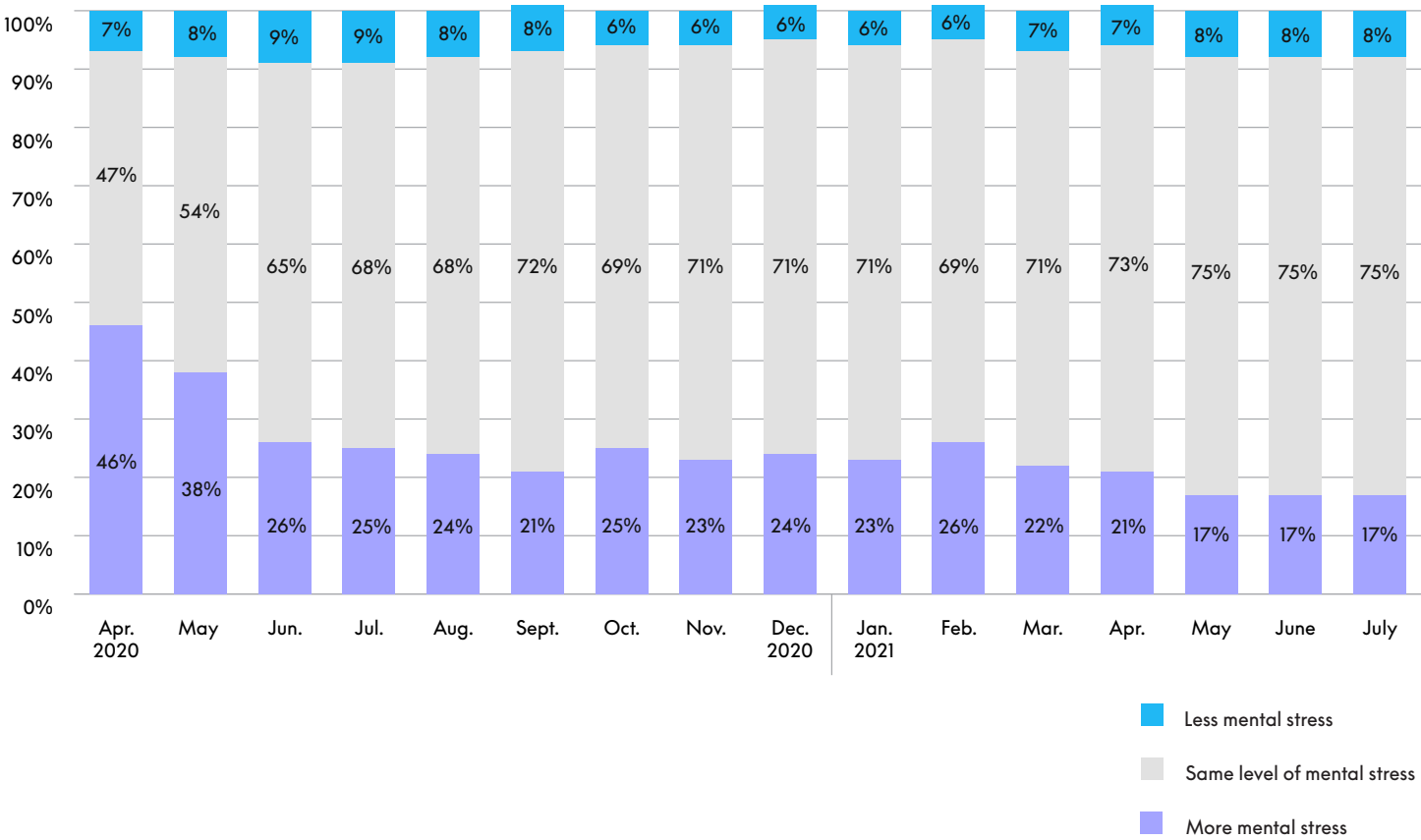
Mental Stress Change (percentages)

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, 46 per cent of individuals reported an increase in mental stress. Those reporting increased month-over-month mental stress reduced to 17 per cent in July 2021, while 75 per cent of respondents report the same level of mental stress and 8 per cent report a decrease in mental stress.

Mental Stress Change by month



Demographics

- Since the start of the MHI in April 2020, younger people are experiencing a greater increase in mental stress month over month, when compared to older respondents.
- Since April 2020, women have had larger increases in mental stress compared with men. In July 2021, the mental stress change score of women is 56.1 compared to 53.2 for men.

Geography

- The greatest increase in month-over-month stress is for respondents living in Wales (61.7), followed by Northern Ireland (55.7), Scotland (55.2), and England (54.1).
- Respondents living in provinces where the increase in mental stress was less, still had significant increases, including Quebec (53.8), followed by British Columbia (53.5), Alberta (53.2), Manitoba (51.6), and Saskatchewan (51.1).

Employment

- The greatest increase in mental stress is seen in employed people with reduced hours (58.5), followed by unemployed people (56.3) and employed people with reduced salary (54.5) compared to employed people with no change to salary or hours (54.1).
- Managers have a greater increase in mental stress (55.8) than non-managers (53.5).

Employment status	July 2021	June 2021
Employed (no change in hours/salary)	54.1	54.0
Employed (fewer hours compared to last month)	58.5	57.9
Employed (reduced salary compared to last month)	54.5	57.3
Not currently employed	56.3	60.0
Age group	July 2021	June 2021
Age 20-29	60.7	56.6
Age 30-39	57.4	58.3
Age 40-49	55.2	55.2
Age 50-59	51.6	52.3
Age 60-69	52.3	52.6
Number of children	July 2021	June 2021
No children in household	52.5	53.4
1 child	58.9	56.5
2 children	56.8	57.5
3 children or more	59.4	58.3

Region	July 2021	June 2021
England	54.1	54.8
Northern Ireland	55.7	57.3
Scotland	55.2	53.8
Wales	61.7	53.0
Gender	July 2021	June 2021
Men	53.2	53.8
Women	56.1	55.9
Household income	July 2021	June 2021
<£15K/annum	53.6	56.7
£15K to <£30K/annum	55.8	56.3
£30k to <£60K	53.6	54.5
£60k to <£100K	55.2	54.9
£100K and over	54.2	52.7

Employer size	July 2021	June 2021
Self-employed/sole proprietor	52.3	55.7
2-50 employees	54.9	54.8
51-100 employees	60.8	56.5
101-500 employees	54.5	57.0
501-1,000 employees	53.8	53.5
1,001-5,000 employees	52.1	54.9
5,001-10,000 employees	55.6	54.4
More than 10,000 employees	53.0	50.7
Manager	July 2021	June 2021
Manager	55.8	55.6
Non-manager	53.5	54.0

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

The Mental Stress Change (industry)

In July 2021, individuals employed in the Management of Companies and Enterprises (47.6) and Food Services (48.0) report less mental stress than the prior month. A score of 50 means that the proportion of the population experiencing more stress is balanced by the proportion experiencing less stress. A score below 50 indicates that the group is experiencing less stress than the prior month.

Full-time post-secondary students have the most significant increase in mental stress (67.5), followed by individuals employed in Wholesale Trade (60.3), and Finance and Insurance (59.1).

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

Industry	July 2021	June 2021
Management of Companies and Enterprises	47.6	55.6
Food Services	48.0	61.4
Transportation and Warehousing	52.0	53.4
Construction	52.1	52.6
Manufacturing	52.3	54.2
Other	53.1	54.3
Other services (except Public Administration)	53.6	52.7
Administrative and Support services	53.8	49.5
Health Care and Social Assistance	54.4	52.2
Public Administration	54.9	54.0
Retail Trade	55.0	56.3
Real Estate, Rental and Leasing	55.2	50.0
Educational Services	55.3	57.3
Professional, Scientific and Technical Services	56.0	51.1
Arts, Entertainment and Recreation	56.4	55.1
Utilities	56.8	55.3
Information and Cultural Industries	57.4	54.8
Accommodation	58.3	—
Finance and Insurance	59.1	59.9
Wholesale Trade	60.3	61.2
I am a student	67.5	65.9

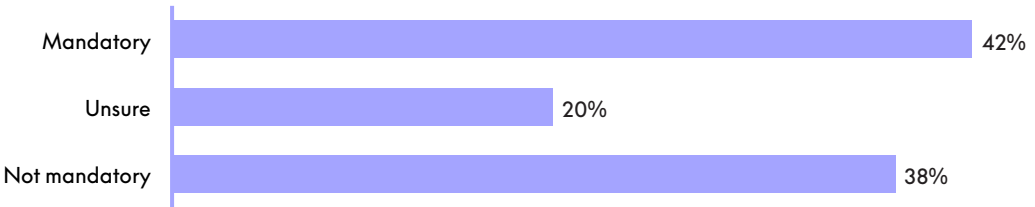
Spotlight

Vaccination for return to the workplace

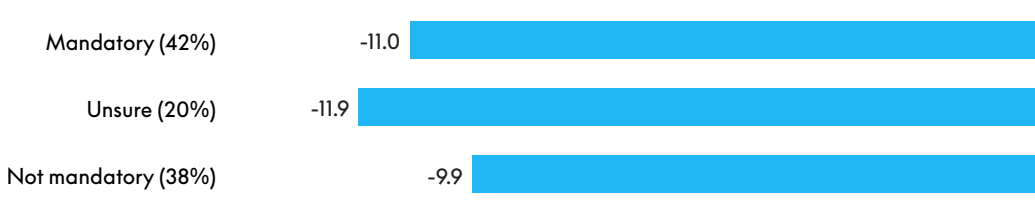
In July 2021, Britons were asked whether they want their employer to mandate vaccination for return to the workplace.

- Nearly half (42 per cent) want mandated vaccination for return to the workplace.
- Twenty per cent are unsure whether to mandate vaccination for return to the workplace and this group has the least favourable mental health score (-11.9).
- Managers are 35 per cent more likely than non-managers to want mandatory vaccination for return to workplace.

Vaccination for return to the workplace



MHI score by vaccination for return to the workplace

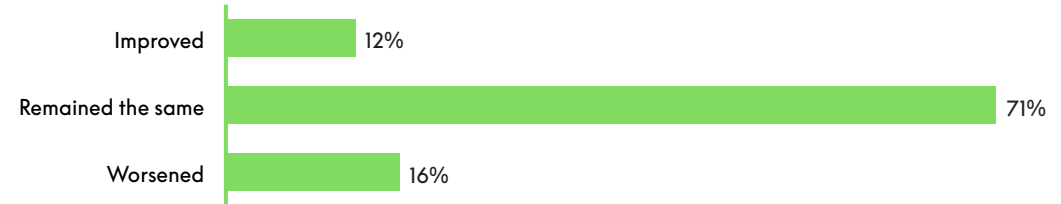


Relationship with work peers

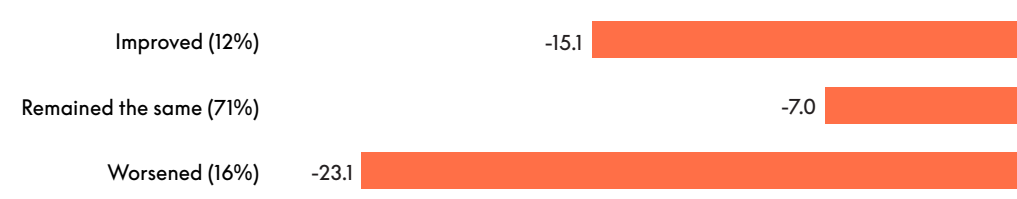
Respondents were asked about their relationship with work peers compared to before the COVID-19 pandemic.

- Nearly three-quarters (71 per cent) indicate that their relationship with work peers has remained the same compared to before the pandemic and this group has the most favourable mental health score (-7.0).
- Sixteen per cent report a worsened relationship with their work peers and this group has the least favourable mental health score (-23.1).
- Managers are nearly twice as likely as non-managers to report an improved relationship with their work peers compared to before the pandemic.
- Parents are more than twice as likely than non-parents to report an improved relationship with their work peers compared to before the pandemic.
- Employed people with reduced salary or fewer hours are 65 per cent more likely to report worsened peer relationships at work than employed people with no change to hours or salary.

Relationship with work peers compared to before the pandemic



MHI score by relationship with work peers compared to before the pandemic

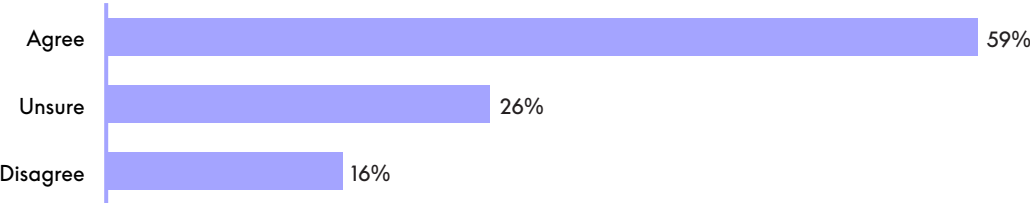


Support for personal wellbeing

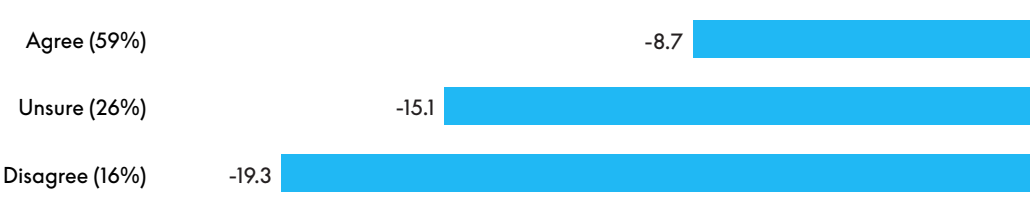
Respondents were asked whether the culture of their organisation supports their personal wellbeing.

- Nearly 60 per cent report that the culture of their organisation supports their personal wellbeing, and this group has the most favourable mental health score (-8.7).
- The lowest mental health score (-19.3) is seen among 16 per cent of respondents that do not believe that the culture of their organisation supports their personal wellbeing.
- Women are 20 per cent more likely than men to report that the culture of their organisation does not support their personal wellbeing.

The culture of my organization supports my personal wellbeing



MHI score by the culture of my organization supports my personal wellbeing



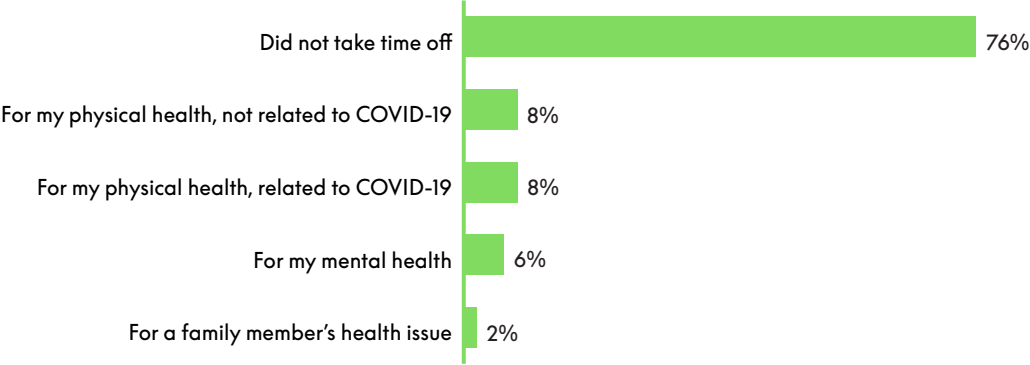
Time off from work for illness

Reasons for missed time from work

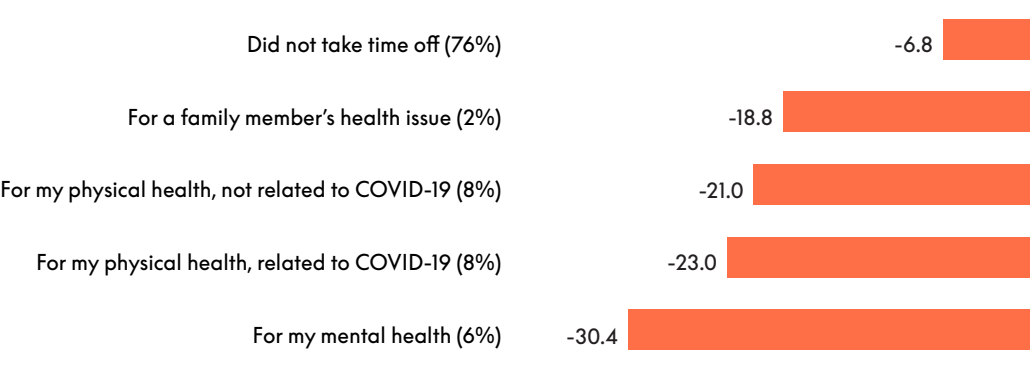
Respondents were asked whether they have taken time off from work because of illness in the past six months.

- More than three-quarters (76 per cent) have not taken time off from work in the past six months report taking no time off from work and this group has the most favourable mental health score (-6.8).
- Eight per cent report taking time off from work for their physical health, not related to COVID-19, followed by eight per cent taking time off from work for a COVID-19-related physical health issue.
- Six per cent have taken time off from work due to their mental health in the last six months and this group has the least favourable mental health score (-30.4).
- Parents are nearly three times more likely than non-parents to report taking time off for their physical health, related to COVID-19.

Reasons for taking time off from work due to illness in the last six months



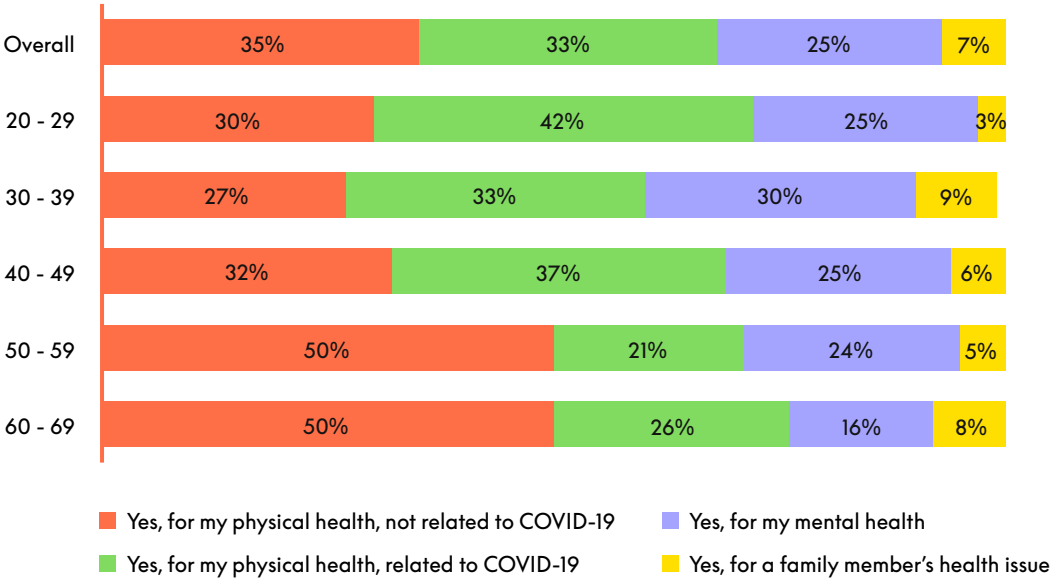
MHI score by reasons for taking time off from work due to illness in the last six months



Among those who took time off from work due to illness during the last six months, 25 per cent of people missed work because of their mental health.

- Thirty per cent of people aged 20-29 missed work time because of their physical health, not related to COVID-19, compared to 50 per cent of people aged 50-69.
- Forty-two per cent of people aged 20 -29 missed work because of their physical health related to COVID-19 compared to 22 per cent of people older than 50.

Reasons individuals missed at least one day of work by age group

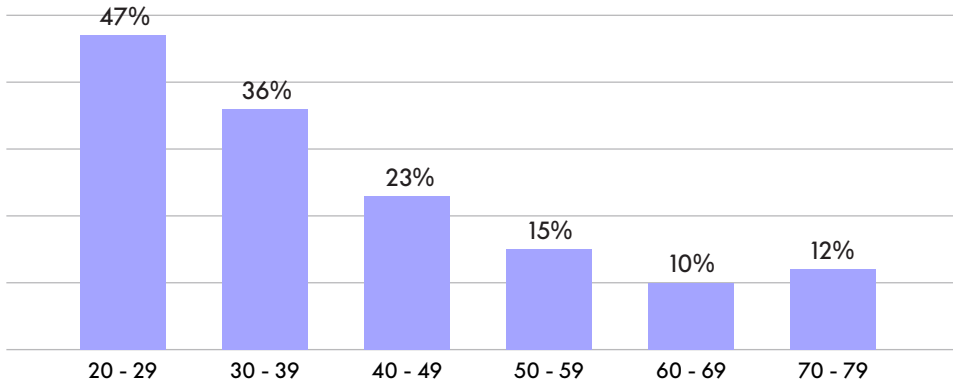


Number of days missed from work

Respondents who have taken time off from work due to illness in the past six months were asked how many workdays were missed.

The percentage of people who have missed at least one day from work due to illness decreases with age. Forty-seven per cent of respondents between 20-29 years of age report missing at least one day of work due to illness compared to 15 per cent among those 50-59 years of age.

At least one missed day during the last six months due to illness by age



Work location

Work from home option

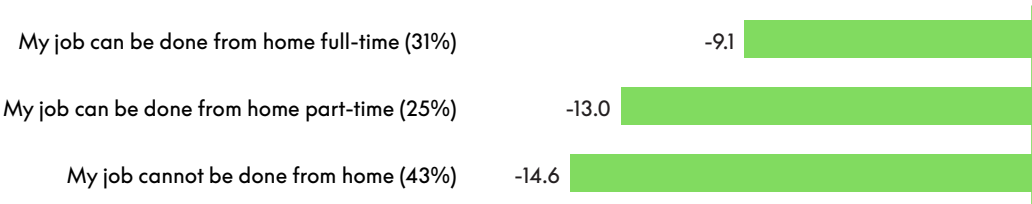
Respondents were asked whether their job function is one that could be done from home.

- Forty-three per cent report that their job cannot be done from home and this group has the least favourable mental health score (-14.6).
- Nearly one-third (31 per cent) indicate that their job can be done from home full-time and this group has the most favourable mental health score (-9.1), followed by the 25 per cent who report that their job can be done from home part-time (-13.0).
- Non-managers are more than 60 per cent more likely than managers to report that their job cannot be done from home.

Work location



MHI score by work location

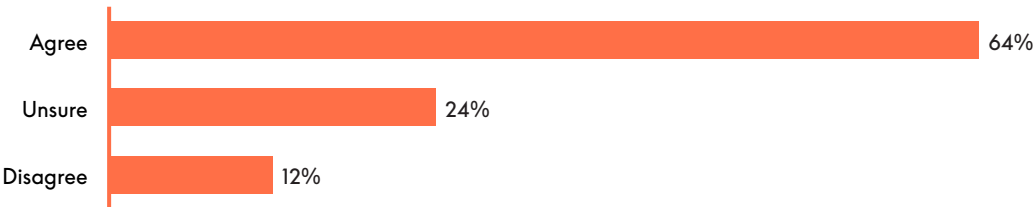


Impact of work from home on mental health

Respondents who report that their job can be done from home either full-time or part-time were asked whether working from home has a positive impact on their mental health.

- Nearly two-thirds (64 per cent) indicate that working from home has positively impacted their mental health, and this group has the most favourable mental health score (-10.8).
- Twelve per cent report that working from home does not have a positive impact on their mental health, and this group has the least favourable mental health score (-13.5).

Working from home has a positive impact on my mental health



MHI score by working from home has a positive impact on my mental health



Ideal work situation

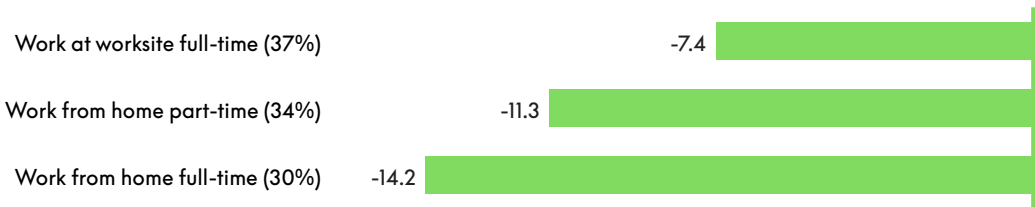
Respondents were asked what their ideal work situation would be.

- Nearly equal amounts of people want to work at the worksite full-time, part-time, or work from home full-time.
- Twenty-nine per cent of women would prefer to work from home full-time, a nearly equal proportion as men (30 per cent).
- Thirty-seven per cent of men would prefer to work from the worksite full-time, nearly equal to 36 per cent of women.
- A nearly equal proportion of women (35 per cent) and men (33 per cent) would like to work from home part-time.
- People without children are 35 per cent more likely than parents to indicate that full-time at the worksite would be their ideal work situation.

Ideal work situation



MHI score by ideal work situation



Ideal work situation by gender

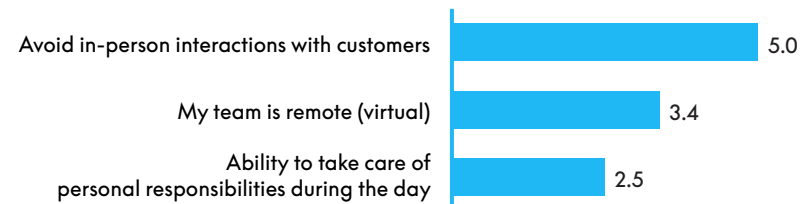


Reasons for wanting to work from home

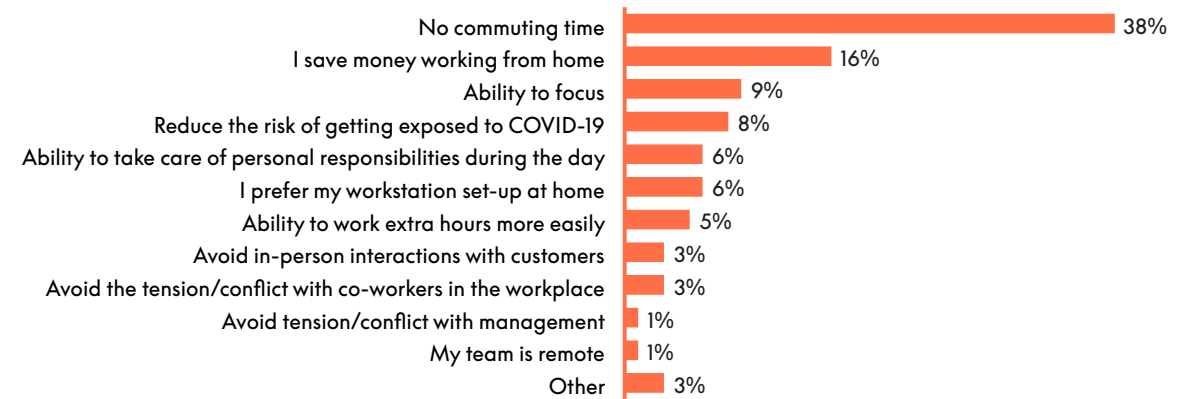
Respondents who indicate that their ideal work situation would be to work from home some or all the time were asked for the most important reason why they want to work from home.

- Nearly 40 per cent (38 per cent) indicate that the lack of commuting time is the most important reason why they want to work from home.
- While only 3 per cent report avoiding in-person interactions with customers as the most important reason why they want to work from home, this group has the least favourable mental health (-26.7).
- People who want to work from home to avoid in-person interactions with customers have missed the greatest number of days in the last six months, an average of 5.0 days of work, followed by people who want to work from home because their team is virtual (3.4 days), and people who want to work from home to take care of personal responsibilities (2.5 days).

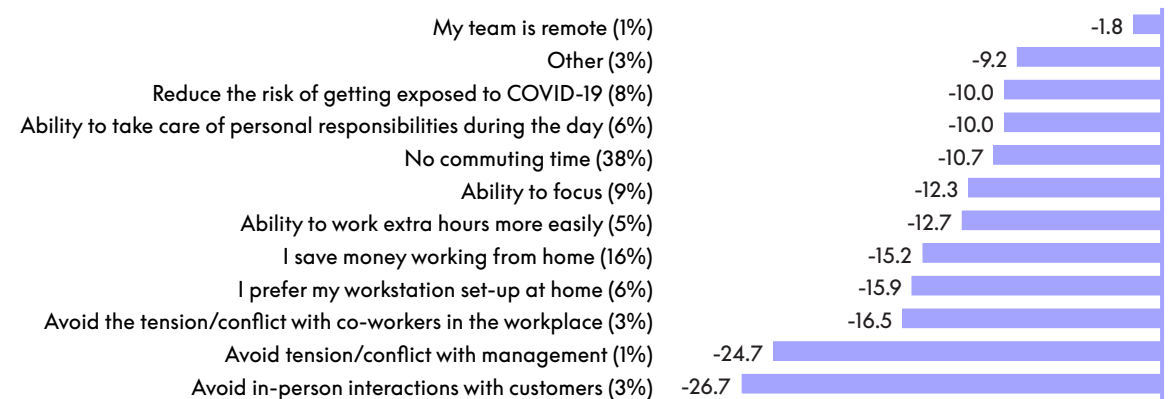
Top three most days missed by the most important reason people want to work from home



Most important reason for wanting to work from home



MHI score by most important reason for wanting to work from home

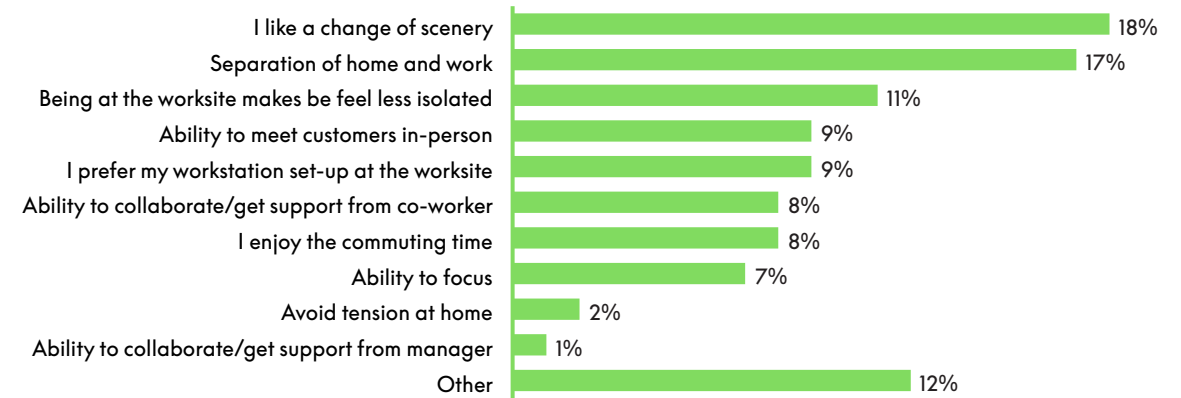


Reasons for wanting to work from worksite

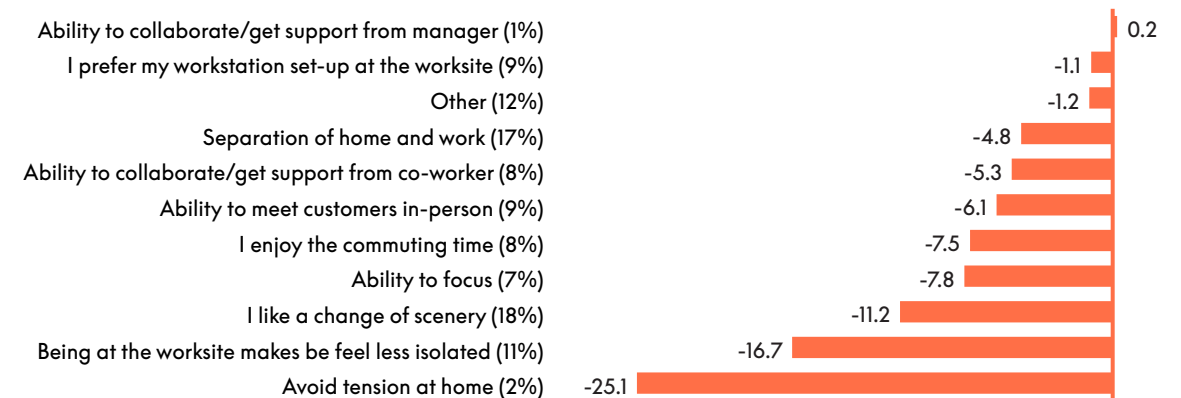
Respondents who indicate that their ideal work situation would be working at the worksite some or all the time were asked the most important reason why they want to work from the worksite.

- Seventeen per cent report that separation of home and work is the most important reason why they want to work from the worksite some or all the time.
- Only one per cent report a desire to return to the worksite to collaborate with/get support from their manager. Seven per cent indicate that a reason to return to the worksite is the ability to collaborate with/get support from co-workers.

Most important reason for working from worksite



MHI score by most important reason for working from worksite

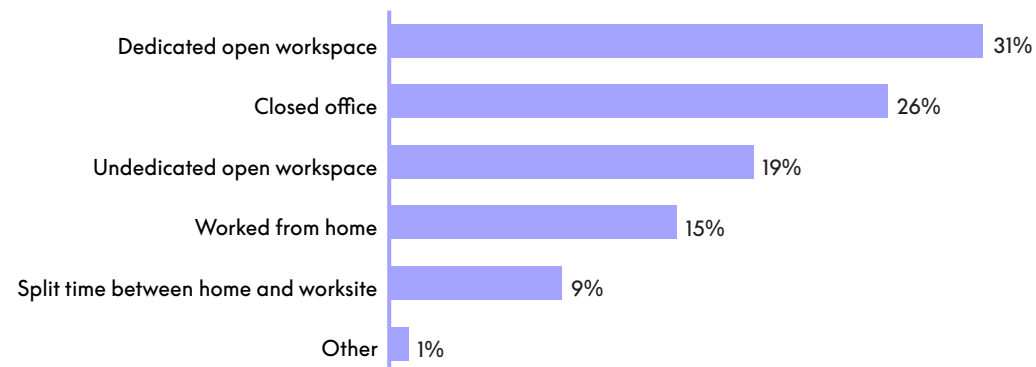


Pre-pandemic workspace

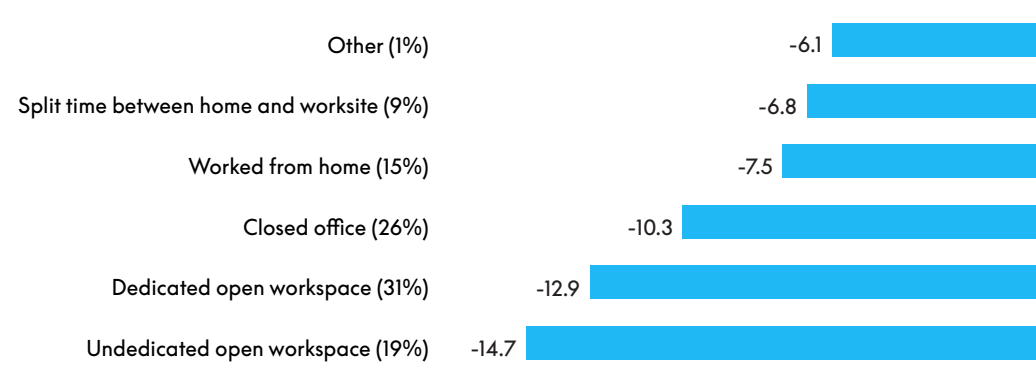
Respondents who indicate that their job function is one that can be done from home some or all the time were asked about the type of workspace they had prior to the pandemic.

- Nearly one-third (31 per cent) had a dedicated open workspace (e.g., cubicle) prior to the pandemic, followed by 26 per cent who had a closed office.
- Nine per cent split time between their home and worksite pre-pandemic and this group has the most favourable mental health score (-6.8), next to those who reported “other” as their pre-pandemic workspace.
- Nineteen per cent had an undedicated open workspace pre-pandemic and this group has the least favourable mental health score (-14.7).

Pre-pandemic workspace

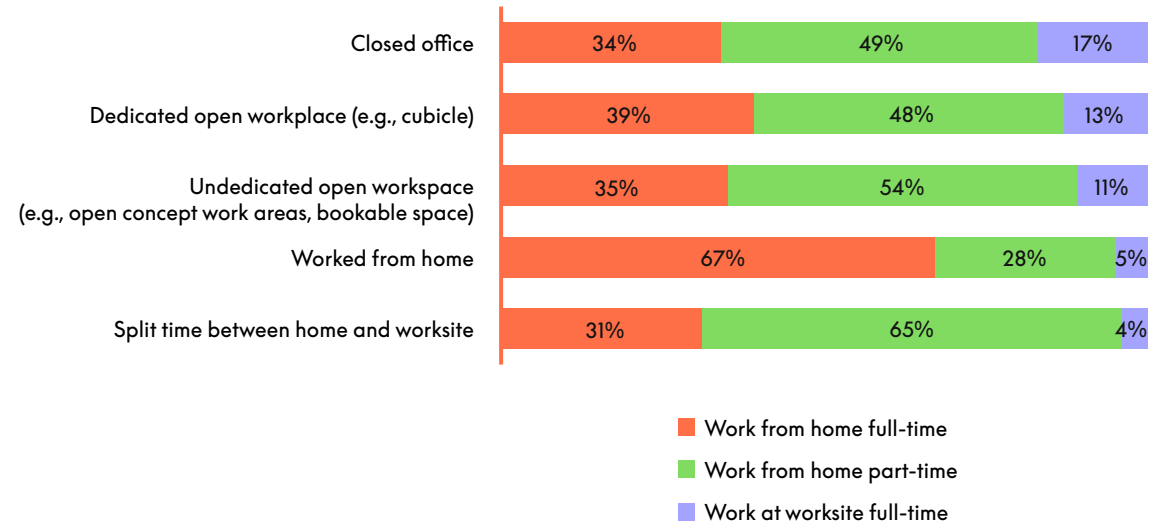


MHI score by pre-pandemic workspace



- Managers are 70 per cent more likely than non-managers to report having a closed office prior to the pandemic.
- More than 80 per cent of people who worked in a closed office, a dedicated open workspace or an undedicated open workspace before the pandemic say that their ideal work situation is to work from home part-time or full-time.
- Nearly two-thirds (65 per cent) of people who worked from home prior to the pandemic want to continue to work from home and another 28 per cent want to work from home part-time.
- Among the nine per cent of people who split their time between home and the worksite before the pandemic, 65 per cent want to continue to split their time, 31 per cent want to work from home full-time and 4 per cent want to go to the worksite full-time.

Ideal work situation by pre-pandemic workspace



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 2,000 Britons who are living in the United Kingdom 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 the United Kingdom.

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™ is published monthly starting in April 2020. Benchmark data was collected in 2017, 2018 and 2019. Data for the current report was collected between June 30 to July 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.

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