

The Mental Health Index by LifeWorks™

United States of America | September 2021



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September 2021 highlights

Key insight: Older employees are more likely to consider leaving a job because of feeling underappreciated

More than one-in-ten Americans resigned from their job during the pandemic due to increased mental stress/strain at work

- 30% of Americans report an increase in job stress in 2021 compared to 2020.
- 16% resigned due to changes in their physical health and this group has among the least favorable mental health scores (-24.7).
- Parents and managers are more than three times as likely than others to report resigning during the pandemic.

Nearly one-third of Americans are thinking about leaving their job or are unsure

- 30% of Americans who are thinking about leaving their job or are unsure have mental health scores more than 11-points lower than those who are not thinking about leaving their jobs.
- Older employees are more likely to consider leaving their jobs because of feeling underappreciated.

Americans with poorer mental health are more likely to leave a job that they are happy with for a salary increase

- Nearly one-fifth of Americans would leave a job that they are happy with for a salary increase of 10% or less, and this group has among the lowest mental health scores.
- 76% would leave a job that they are happy with for any increase in salary.

After four consecutive months of improvement, the mental health of Americans declined in September 2021

- The Mental Health Index for September 2021 declined nearly one-point to -3.8.
- Work productivity declined 3.2 points from August 2021; depression, anxiety and isolation sub-scores have also declined in September.
- Those without emergency savings continue to experience a lower mental health score (-21.3) than the overall group (-3.8) and those with emergency savings (0.0).
- For the 18th consecutive month, full-time post-secondary students have the lowest mental health score (-23.5).
- Consistent with findings from June 2020, August 2020, and January 2021 MHI reports, individuals reporting positive emotions (calm, gratitude, happiness, and hopefulness) have a significantly higher mental health score (3.3) than those reporting negative emotions (anger, apathy/indifference, disbelief, frustration, helplessness, worry/anxiety) (-18.0).

- The 24% of Americans who would not leave a job that they are happy with for more money have among the highest mental health scores (1.9), nearly six points higher than the overall average (-3.8).
- Parents and managers are more likely than others to leave jobs they like for more money.

Managers continue to have poorer mental health and have been experiencing more mental strain than non-managers

- Since January 2021, the mental health scores of managers have been lower than non-managers and lower than the overall American average except for March.
- In September 2021, the mental health score of managers is -5.5 compared to -2.6 for non-managers.
- Managers also have a greater increase in mental stress (55.1) than non-managers (53.6).

When asked what workplace changes Americans want to see, more than one-quarter report flexibility in working hours

- Nearly half of Americans indicate that their employer has not asked them about their working preferences.
- 27% of Americans want to have flexibility in work hours.
- 26% of Americans want to have flexibility in their work location.
- 15% of Americans want more/better support for their personal wellbeing.
- Parents are more likely than non-parents to want flexibility in work location and in work hours.

Parents
are more than
four times more
likely than non-
parents

to report resigning
during the pandemic

30%
of Americans
are thinking
about leaving
their job

or are unsure and have
lower mental health scores

30%
of Americans
report an
increase

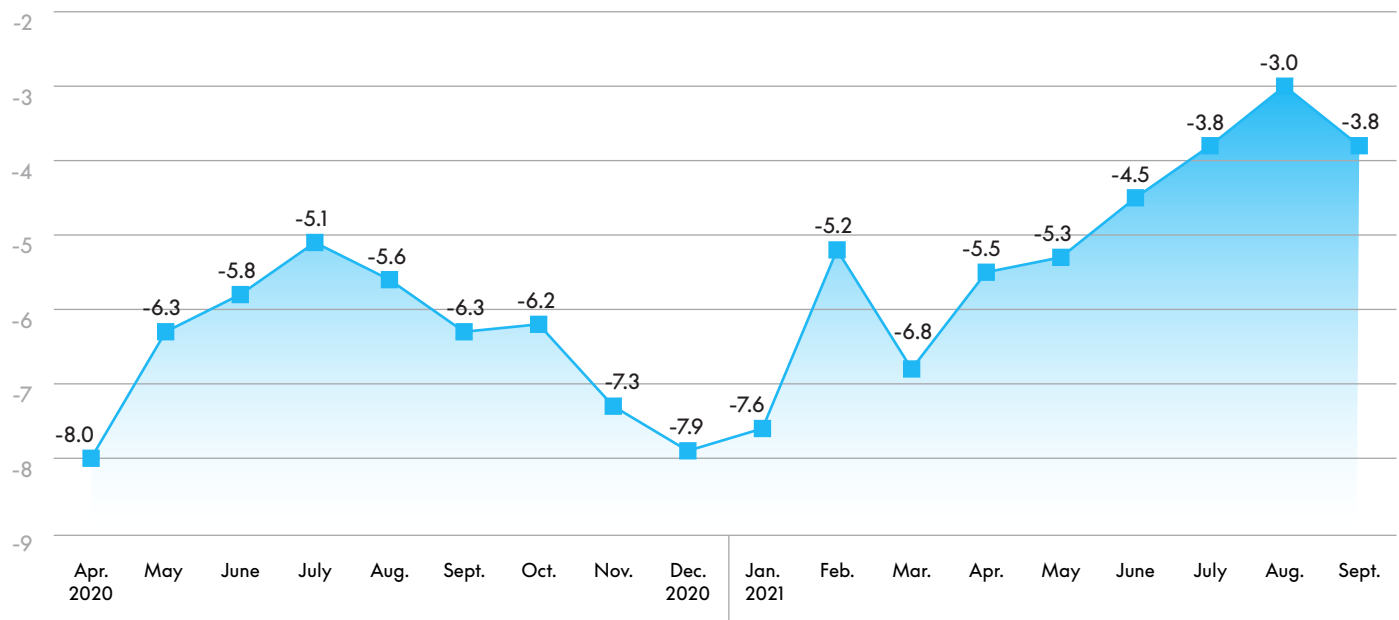
in job stress
compared to 2020

35%
report that their
employer has
asked them

about their
working preferences

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 September 2021 is -3.8 points.** A 10-point decrease from the pre-COVID-19 benchmark reflects a population whose mental health is similar to the most distressed fortieth percent of the benchmark population.



MHI Current Month
September 2021

-3.8

August 2021

-3.0

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 work productivity (-7.1), followed by depression (-6.6), anxiety (-6.0), isolation (-5.7), and optimism (-3.1). General psychological health (4.7) and financial risk (11.9) are the only two sub-scores above the benchmark.

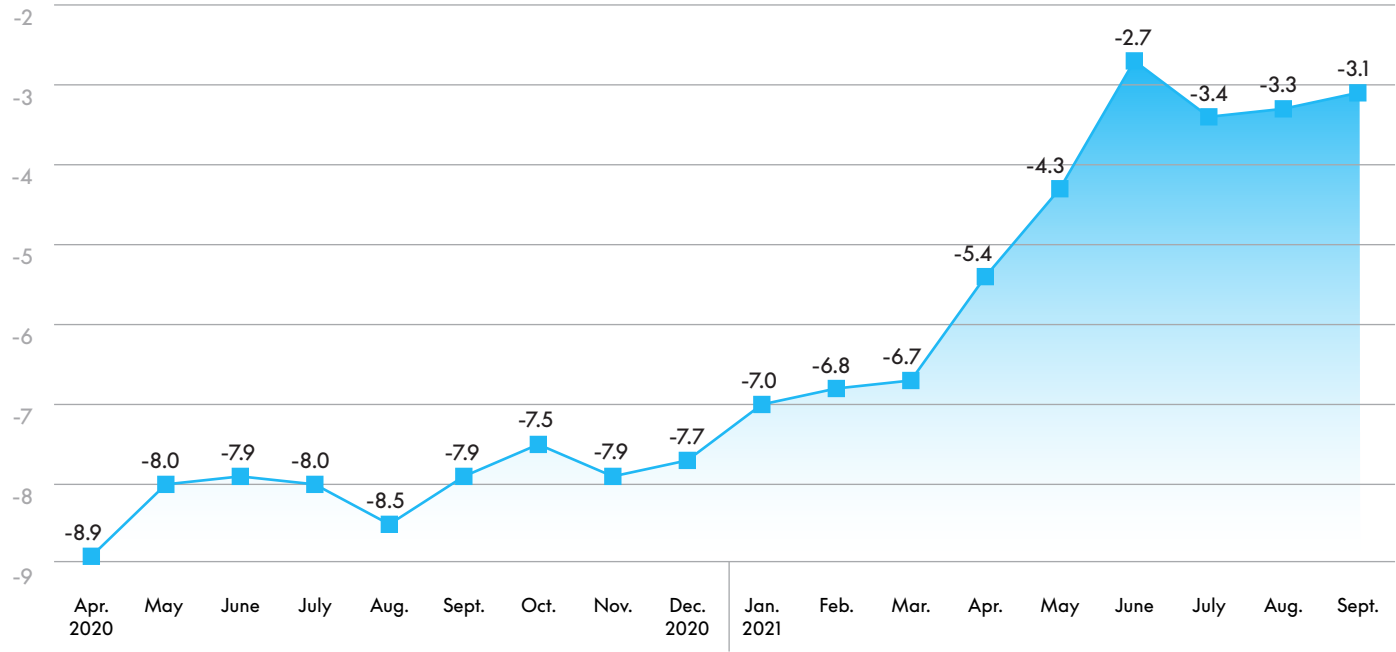
- Work productivity declined the most significantly (-3.2 points) compared to August 2021; depression, anxiety, and isolation sub-scores have also declined in September.
- The financial risk sub-score has seen the most significant improvement (+0.5 points) from the prior month, continues to be the strongest of all sub-scores and remains significantly above the pre-2020 benchmark.

Mental Health Index™ Sub-scores ² 2021	September	August
Work productivity	-7.1	-3.9
Depression	-6.6	-4.2
Anxiety	-6.0	-4.2
Isolation	-5.7	-4.4
Optimism	-3.1	-3.3
Psychological health	4.7	4.4
Financial risk	11.9	11.4

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

Optimism

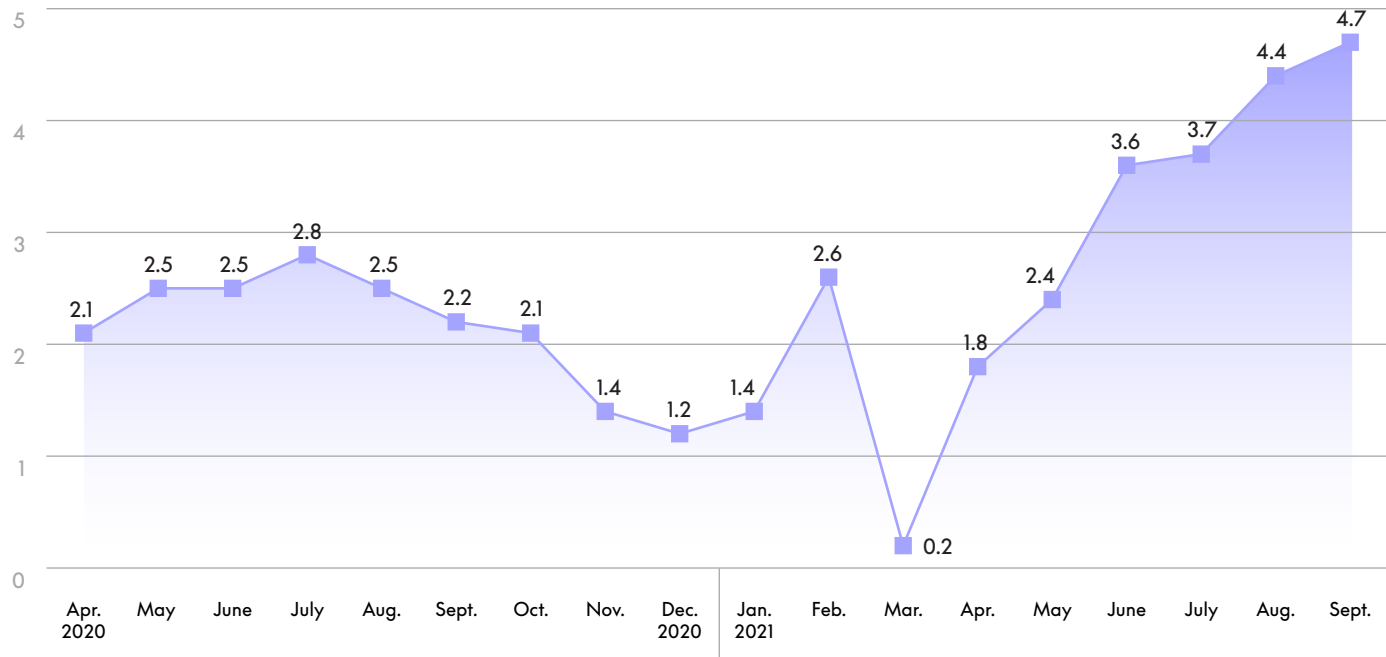
For more than one year, since the launch of the MHI in April 2020, optimism scores have remained significantly below the benchmark. Since April 2021, the optimism scores have improved meaningfully and in June 2021, the score (-2.7) was approaching the pre-2020 benchmark. In July 2021, the score fell nearly one-point and remained stable in August. In September 2021, a modest improvement is observed over the prior month to -3.1.



General psychological health

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

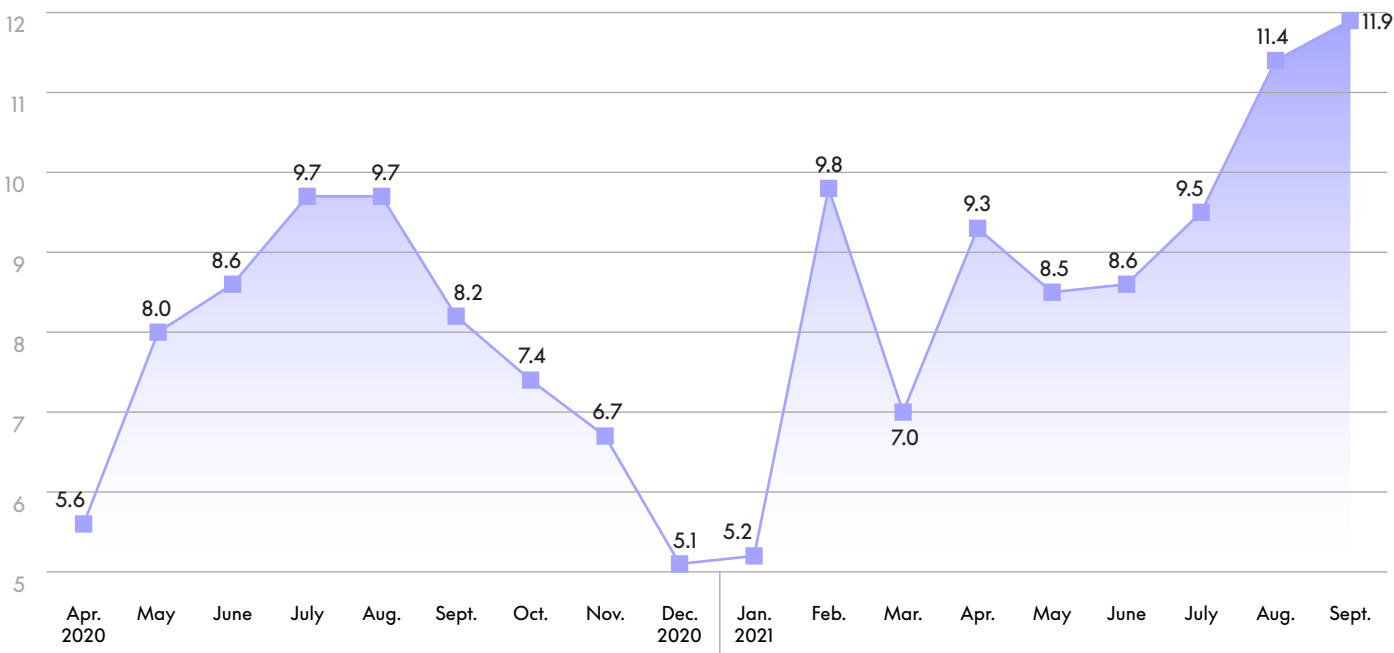
While modest improvements to general psychological health were observed from April 2020 to July 2020 and from December 2020 to February 2021, the psychological health score of Americans dropped dramatically in March 2021 (0.2). Since March 2021, psychological health sub-scores have shown seven continuous months of improvement, reaching a high of 4.7 in September 2021, nearly five-points above the pre-pandemic benchmark.



Financial risk

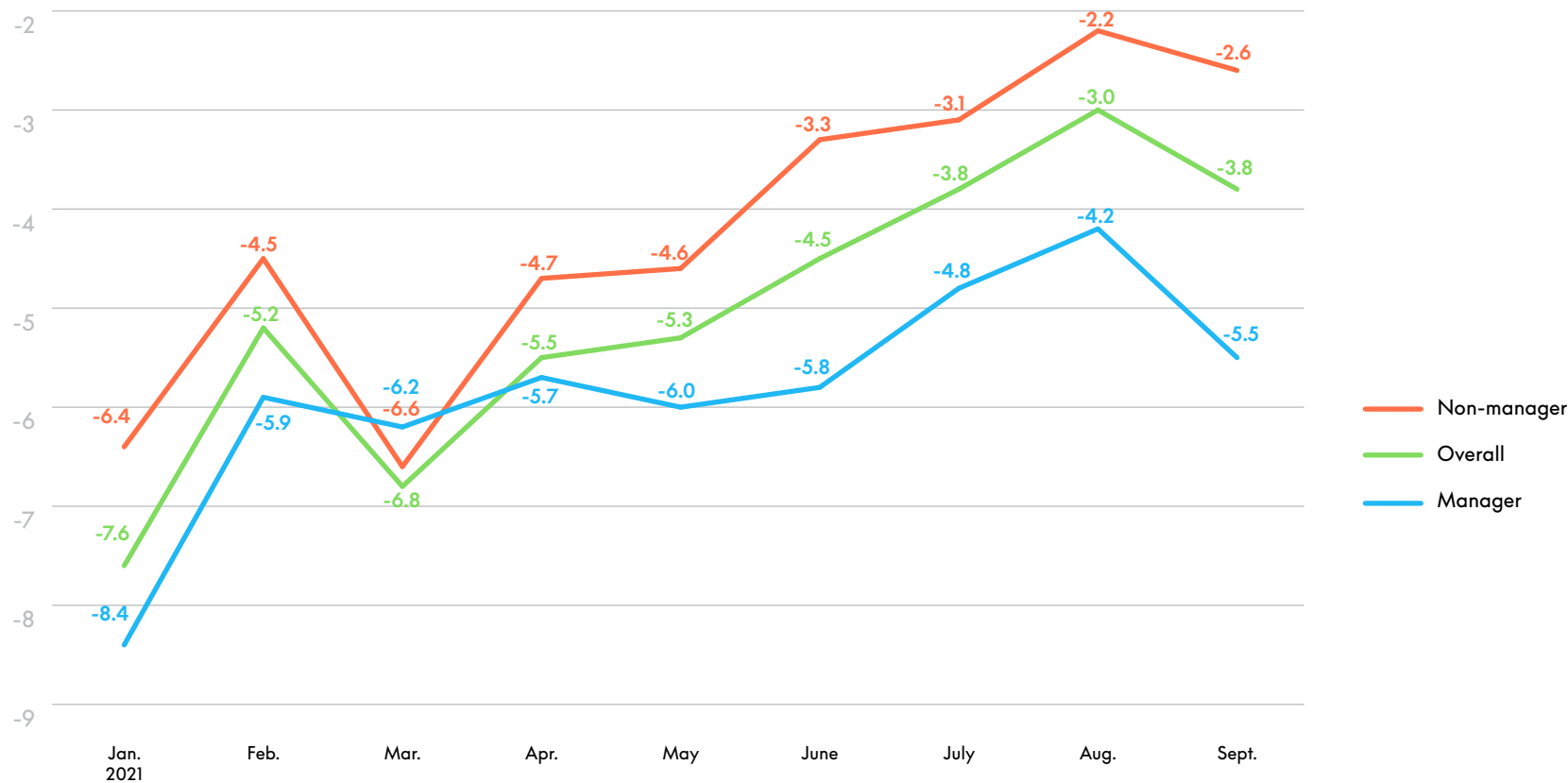
The financial risk sub-score measures the level of individuals' emergency savings.

The financial risk sub-score in September 2021 (11.9) is at the highest point since launch of the Index in April 2020. With a half-point improvement over the prior month, the financial risk sub-score continues to be the strongest of all mental health sub-scores and indicates that people are more likely to maintain emergency savings compared to the pre-2020 benchmark.



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 American average except for March. In September 2021, the mental health score of managers is -5.5 compared to -2.6 for non-managers.



Demographics

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In September 2021, the mental health score of women is -5.4 compared to -2.2 for men.
- In each of the past 18 months, mental health scores are better the older the age cohort.
- 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 (-9.4) compared to those without children (-1.1).

Employment

- Overall, four percent of respondents are unemployed³ and nine percent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (-17.6), followed by those reporting fewer hours (-12.2), and those not currently employed (-4.4).
- Managers have a lower mental health score (-5.5) than non-managers (-2.6).
- Individuals working for organizations with more than 10,000 employees have the highest mental health score (-0.6).
- Respondents working for companies with 51-100 employees have the lowest mental health score (-7.2).

Emergency savings

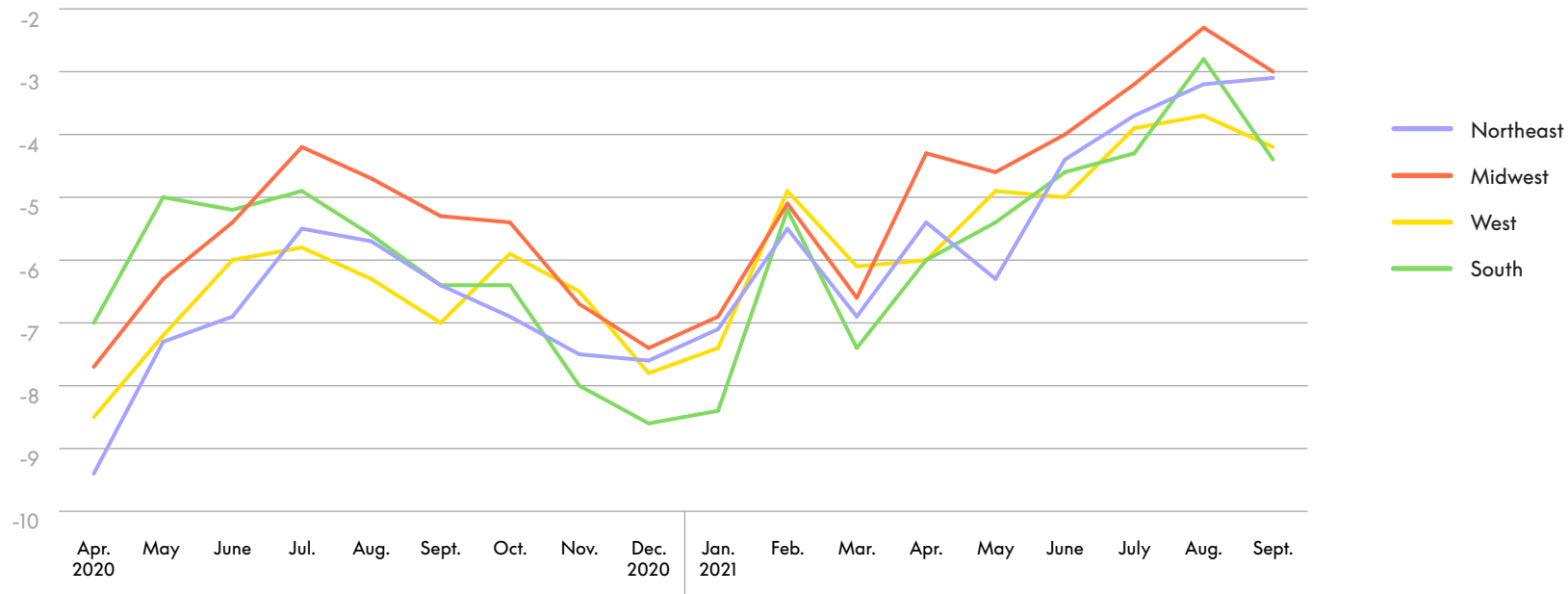
- Those without emergency savings continue to experience a lower mental health score (-21.3) than the overall group. Individuals with emergency savings have a mental health score of 0.0, equal to the benchmark.

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 had shown general improvement through July 2020, followed by declines until December 2020. Since January 2021, mental health scores have been inconsistent although the overall trend was improving through August. In September 2021, the mental health scores for all regions apart from the Northeast have declined compared to the prior month.

- Despite a 0.7-point decline from the prior month, the mental health score in the Midwest remains strongest (-3.0).
- With a significant 1.5-point decline, the Southern United States has the lowest mental health score in September 2021 (-4.4).



Employment status	Sept. 2021	Aug. 2021
Employed (no change in hours/salary)	-2.8	-1.9
Employed (fewer hours compared to last month)	-12.2	-12.6
Employed (reduced salary compared to last month)	-17.6	-17.7
Not currently employed	-4.4	-3.2
Age group	Sept. 2021	Aug. 2021
Age 20-29	-15.9	-15.4
Age 30-39	-10.9	-10.6
Age 40-49	-7.7	-6.1
Age 50-59	-0.6	-0.5
Age 60-69	3.7	3.9
Number of children	Sept. 2021	Aug. 2021
No children in household	-1.1	-0.8
1 child	-10.5	-9.9
2 children	-9.0	-7.9
3 children or more	-6.8	-6.9

Region	Sept. 2021	Aug. 2021
Northeast	-3.1	-3.2
Midwest	-3.0	-2.3
South	-4.4	-2.8
West	-4.2	-3.7
Gender	Sept. 2021	Aug. 2021
Men	-2.2	-1.6
Women	-5.4	-4.3
Household income	Sept. 2021	Aug. 2021
<\$30K/annum	-13.2	-10.8
\$30K to <\$60K/annum	-7.3	-7.5
\$60K to <\$100K	-3.3	-2.6
\$100K to <\$150K	-3.5	-1.7
\$150K or more	2.0	3.2

Employer size	Sept. 2021	Aug. 2021
Self-employed/sole proprietor	-1.5	-2.4
2-50 employees	-1.8	-1.9
51-100 employees	-7.2	-6.4
101-500 employees	-6.2	-4.5
501-1,000 employees	-7.0	-6.5
1,001-5,000 employees	-4.0	-2.3
5,001-10,000 employees	-1.8	-1.0
More than 10,000 employees	-0.6	0.2
Manager	Sept. 2021	Aug. 2021
Manager	-5.5	-4.2
Non-manager	-2.6	-2.2

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 18th consecutive month, full-time post-secondary students have the lowest mental health score (-23.5). This score continues to be significantly lower than the next lowest scores: individuals employed in Management of Companies and Enterprises (-14.4), and Information and Cultural Industries (-11.9).

Individuals employed in Public Administration (2.5), Real Estate, Rental and Leasing (2.5), and Transportation and Warehousing (0.6) have the highest mental health scores this month.

Individuals employed in Other services (except Public Administration), Food Services, and Manufacturing have seen the greatest improvement in mental health since last month.

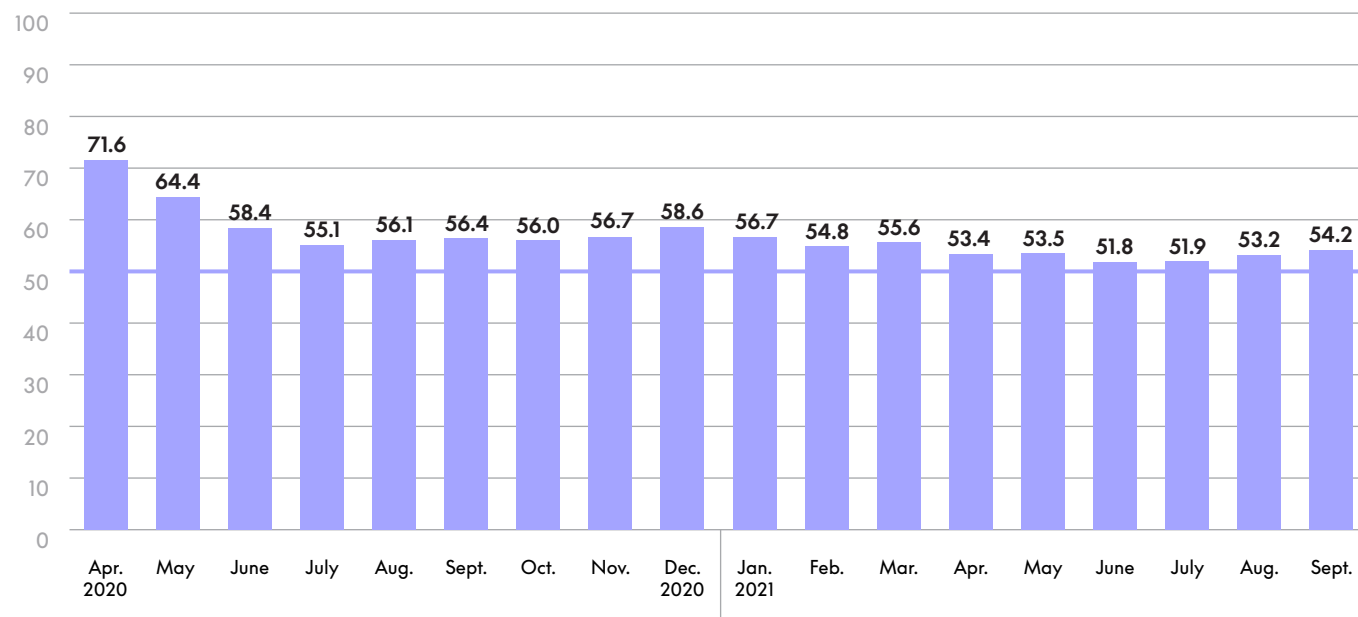
Changes from the prior month are shown in the table.

Industry	September 2021	August 2021	Change
Other services (except Public Administration)	-0.2	-3.1	2.9
Food Services	-6.8	-9.2	2.4
Manufacturing	-1.2	-1.6	0.5
Professional, Scientific and Technical Services	-0.1	-0.5	0.4
Public Administration	2.5	2.3	0.2
Accommodation	-4.1	-4.3	0.2
Wholesale Trade	-8.3	-8.4	0.1
Retail Trade	-4.5	-4.5	0.1
Real Estate, Rental and Leasing	2.5	2.7	-0.2
Arts, Entertainment and Recreation	-3.5	-3.1	-0.4
Agriculture, Forestry, Fishing and Hunting	-0.9	-0.4	-0.4
Administrative and Support services	-6.0	-5.6	-0.4
Information and Cultural Industries	-11.9	-11.4	-0.5
Transportation and Warehousing	0.6	1.3	-0.7
Educational Services	-3.0	-2.2	-0.9
Health Care and Social Assistance	-5.8	-4.7	-1.1
Utilities	-3.3	-1.9	-1.5
Other	-4.9	-2.9	-2.0
Construction	-5.2	-2.5	-2.7
Finance and Insurance	-5.0	-2.3	-2.7
I am a student	-23.5	-18.9	-4.7
Management of Companies and Enterprises	-14.4	-7.0	-7.4

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 September 2021 is 54.2.** This reflects a net increase in mental stress compared to the prior month.

The current score indicates that 19 percent of the population is experiencing more mental stress compared to the prior month, with 11 percent experiencing less. A continued increase in mental stress since April 2020 indicates a significant accumulation of strain in the American population.



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

MStressChg
Current Month—
September 2021

54.2

MStressChg
August 2021

53.2

Mental Stress Change (percentages)

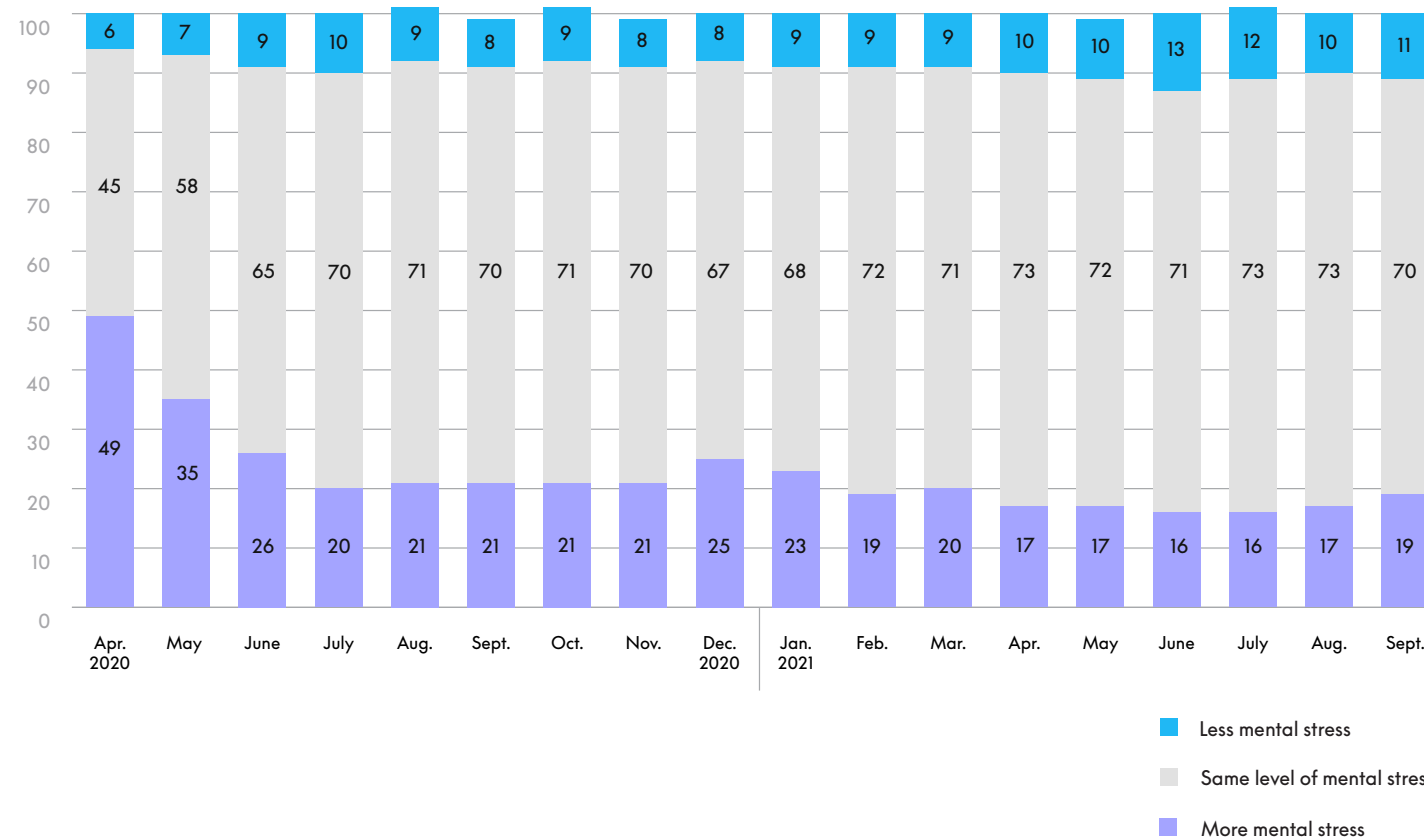
Mental Stress Change tracks stress changes each month.

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, 49 percent of individuals reported an increase in mental stress. The number of respondents reporting increased month-over-month mental stress is 19 percent in September 2021, while 70 percent of respondents report the same level of mental stress and 11 percent 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 September 2021, the mental stress change score for women is 55.2 compared to 53.3 for men.

Geography

- The greatest increase in month-over-month stress is for respondents living in the Midwest (54.9), followed by the Western United States (54.5), the South (53.8), and the Northeastern United States (53.7).

Employment

- The greatest increase in mental stress is seen in employed people with reduced salary (66.0), followed by employed people with reduced hours (61.2), unemployed people (55.2), and employed people with no change to salary or hours (53.3).
- Managers have a greater increase in mental stress (55.1) than non-managers (53.6).

Employment status	Sept. 2021	Aug. 2021
Employed (no change in hours/salary)	53.3	52.6
Employed (fewer hours compared to last month)	61.2	57.7
Employed (reduced salary compared to last month)	66.0	67.7
Not currently employed	55.2	51.1
Age group	Sept. 2021	Aug. 2021
Age 20-29	61.3	59.9
Age 30-39	55.4	57.4
Age 40-49	56.1	54.8
Age 50-59	53.2	51.4
Age 60-69	51.6	50.0
Number of children	Sept. 2021	Aug. 2021
No children in household	53.0	51.8
1 child	58.7	58.4
2 children	55.7	56.4
3 children or more	52.7	53.8

Region	Sept. 2021	Aug. 2021
Northeast	53.7	53.0
Midwest	54.9	53.6
South	53.8	53.3
West	54.5	52.9
Gender	Sept. 2021	Aug. 2021
Men	53.3	52.8
Women	55.2	53.7
Household income	Aug. 2021	Aug. 2021
<\$30K/annum	56.1	52.8
\$30K to <\$60K/annum	54.9	54.2
\$60K to <\$100K	54.3	52.3
\$100K to <\$150K	53.9	54.6
\$150K or more	53.9	52.7

Employer size	Sept. 2021	Aug. 2021
Self-employed/sole proprietor	50.8	51.7
2-50 employees	52.2	53.6
51-100 employees	56.0	54.1
101-500 employees	55.2	53.0
501-1,000 employees	57.6	55.0
1,001-5,000 employees	55.5	53.4
5,001-10,000 employees	54.0	54.5
More than 10,000 employees	52.8	51.5
Manager	Sept. 2021	Aug. 2021
Manager	55.1	55.2
Non-manager	53.6	52.1

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 September 2021, individuals employed in Accommodation (43.9), Transportation and Warehousing (48.3), and Real Estate, Rental and Leasing (49.1) 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.

Individuals employed in Management of Companies and Enterprises have the most significant increase in mental stress (65.3) followed by those in Finance and Insurance (57.5) and full-time post-secondary students (56.6).

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

Industry	September 2021	August 2021
Accommodation	43.9	52.4
Transportation and Warehousing	48.3	47.3
Real Estate, Rental and Leasing	49.1	53.2
Construction	50.9	49.3
Agriculture, Forestry, Fishing and Hunting	51.0	53.9
Food Services	51.2	54.1
Utilities	52.2	49.0
Public Administration	52.4	51.2
Other	52.8	52.3
Arts, Entertainment and Recreation	53.0	54.1
Other services (except Public Administration)	53.6	53.9
Manufacturing	53.8	51.6
Professional, Scientific and Technical Services	54.3	52.1
Administrative and Support services	54.5	55.3
Retail Trade	54.5	52.0
Wholesale Trade	54.7	57.8
Information and Cultural Industries	55.6	59.8
Health Care and Social Assistance	56.0	55.7
Educational Services	56.1	52.8
I am a student	56.6	58.0
Finance and Insurance	57.5	55.5
Management of Companies and Enterprises	65.3	50.0

Spotlight

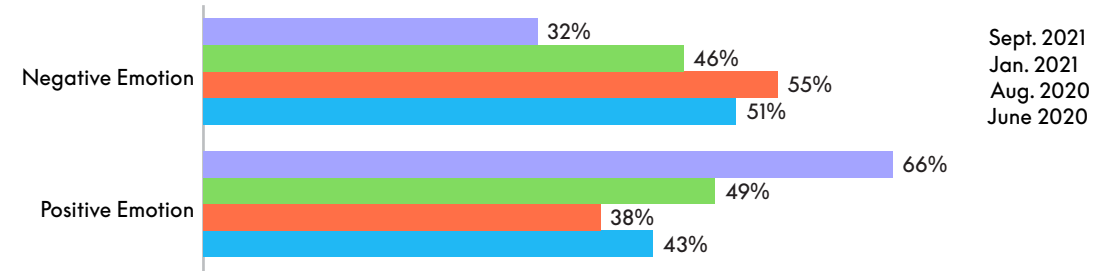
Emotion

Nearly 18 months into the COVID-19 pandemic, the primary emotions reported by Americans are more likely to be positive.

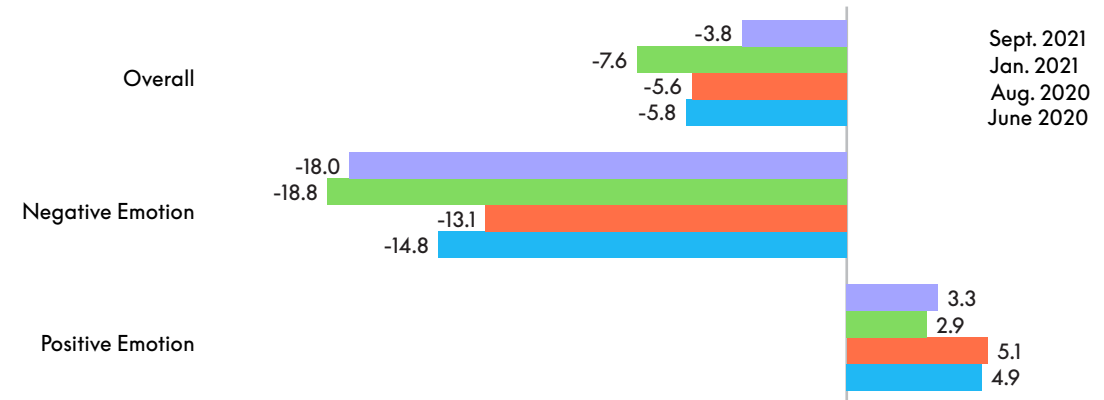
- In June 2020, 51 percent of Americans reported a negative emotion (anger, apathy/indifference, disbelief, frustration, helplessness, worry/anxiety); this declined to 32 percent in September 2021.
- Women are more than twice as likely to report worry/anxiety as their primary emotion than men.

The overall mental health score improved 2.0-points from June 2020 to September 2021. Those reporting negative emotions (anger, apathy/indifference, disbelief, frustration, helplessness, worry/anxiety) declined 3.2-points while the mental health scores of those reporting positive emotions (calm, gratitude, happiness, and hopefulness) declined 1.6-points.

Longitudinal comparison of emotion type



Longitudinal comparison of emotion type and MHI score



Turnover

Voluntary turnover

Respondents were asked whether they are thinking of leaving their job.

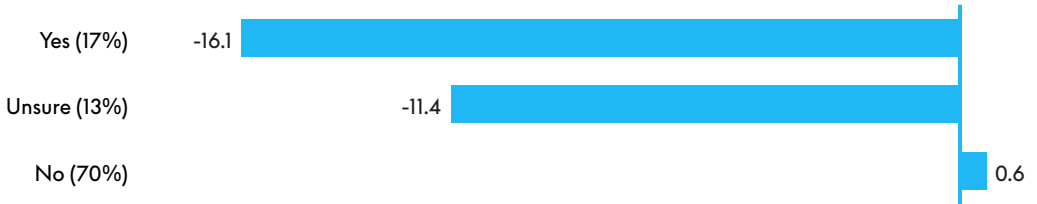
- More than two-thirds (70 percent) are not thinking about leaving their job and this group has the most favorable mental health score (0.6).
- Thirty percent are either thinking about leaving their job or are unsure. The mental health scores of this group are more than 11-points lower than those who are not thinking about leaving their jobs.
- Employed people with reduced salary are more than twice as likely to be thinking about leaving their job than employed people with no change to salary or hours.
- Respondents under 40 years old are more than twice as likely to be thinking about leaving their job than respondents over the age of 50.

As age increases, so does the proportion of respondents reporting feeling underappreciated in their job. Eight percent of those aged 40-69 are thinking of leaving their job because they feel underappreciated compared to 3 percent of those aged 20-39.

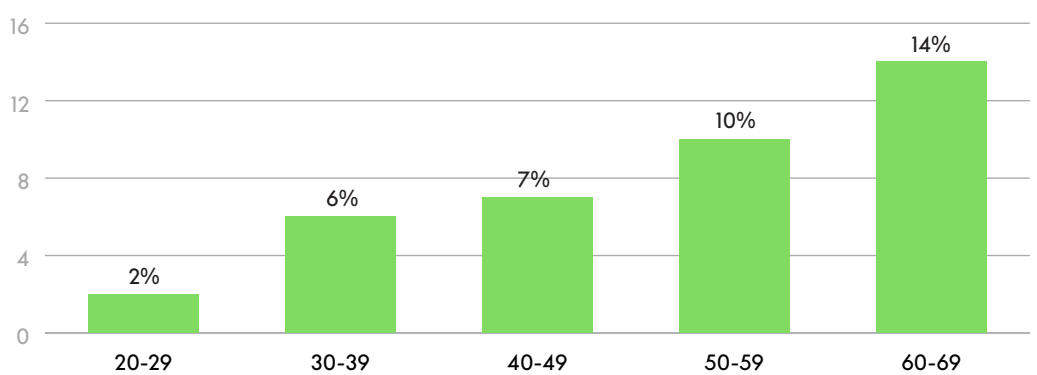
Thinking about leaving my job



MHI score by thinking about leaving my job



Feeling underappreciated as the reason for thinking about leaving a job (age group)



Turnover during the pandemic

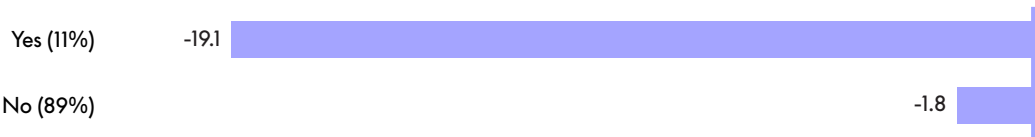
Respondents were asked whether they resigned from a job during the pandemic.

- Eighty-nine percent did not resign from their job during the pandemic, and this group has the most favorable mental health score (-1.8).
- Eleven percent resigned from a job during the pandemic, and this group has a significantly lower mental health score (-19.1).
- Parents are more than four times more likely than non-parents to report resigning during the pandemic.
- Managers are more than three times more likely than non-managers to report resigning during the pandemic.

Percentage of respondents who resigned from a job during the pandemic



MHI score by percentage of respondents who resigned from a job during the pandemic

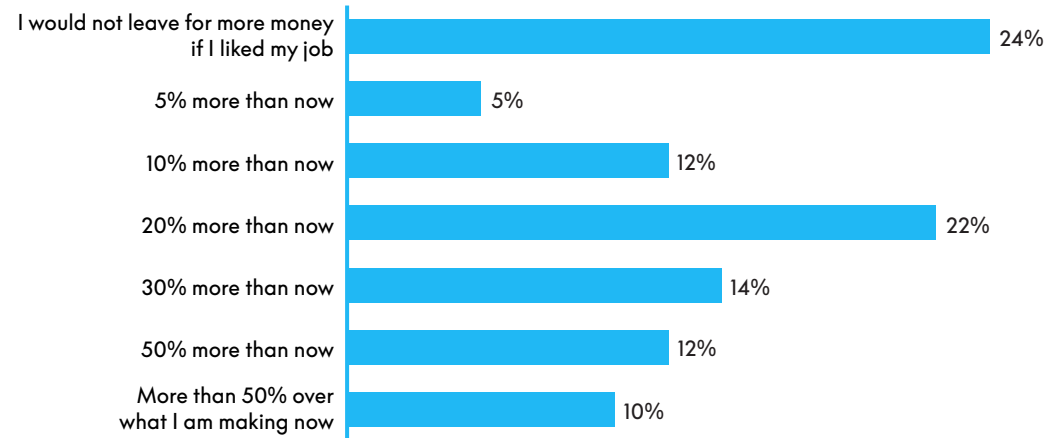


Job satisfaction and salary increase

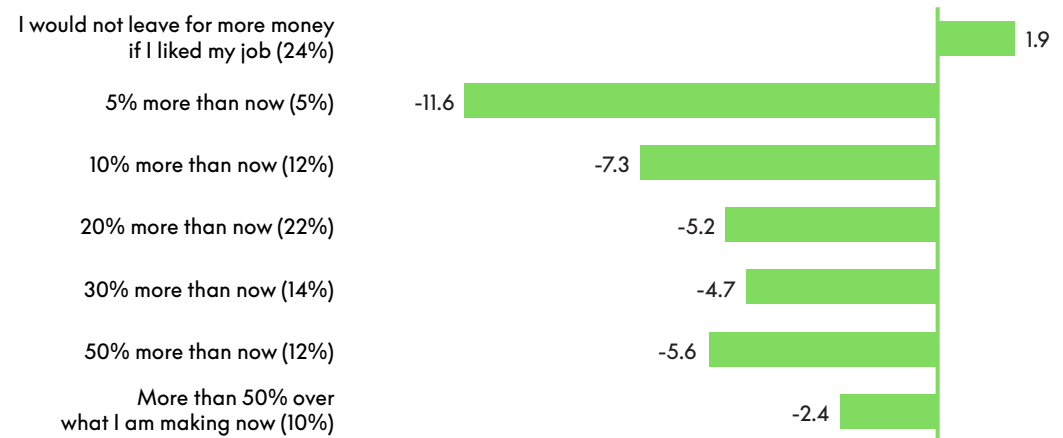
Respondents were asked whether they would leave a job that they are happy with for a salary increase.

- Nearly one-quarter (24 percent) would not leave a job they are happy with for an increase in salary and this group has the most favorable mental health score (1.9), nearly six points higher than the overall score (-3.8).
- More than three-quarters of Americans (76 percent) would leave a job that they are happy with for an increase in salary.
- Nearly one in five (17 percent) would leave a job that they are happy with for an increase of 10 percent or less. This group has the least favorable mental health scores.
- Five percent of respondents would leave a job that they are happy with for a five percent salary increase.
- Parents and managers are more likely than non-parents to leave a job they like for more money.

Would you leave a job that you are happy with for a salary increase?



MHI score by I would leave a job that I am happy with for a salary increase

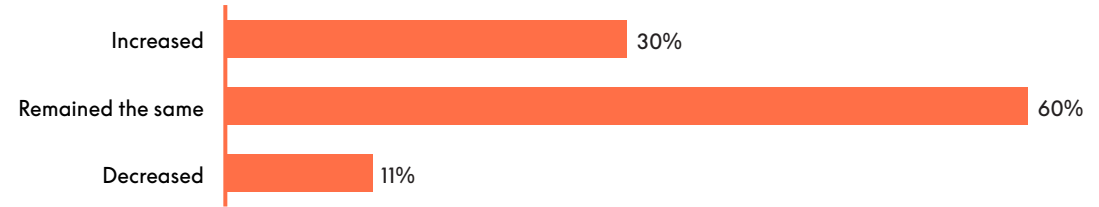


Job stress

Respondents were asked how job stress in 2021 has changed since 2020.

- More than half (60 percent) report that job stress has remained the same in 2021 compared to 2020, and this group has the most favorable mental health score (1.8).
- Nearly one-third (30 percent) report an increase in job stress in 2021 compared to 2020, and this group has the least favorable mental health score (-14.9).
- Employed people with reduced salary are more than twice as likely to report increased job stress than employed people with no change to hours or salary.
- Respondents under 30 years of age are twice as likely than those 50 and older to report a decrease in job stress in 2021.
- Managers are more than 60 percent more likely to report increased job stress than non-managers.

Change in job stress compared to 2020



MHI score by change in job stress compared to 2020

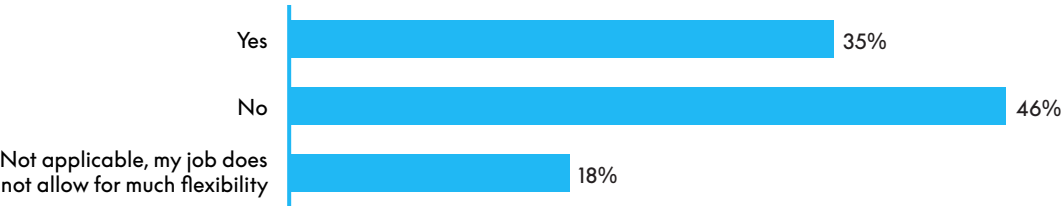


Working preferences

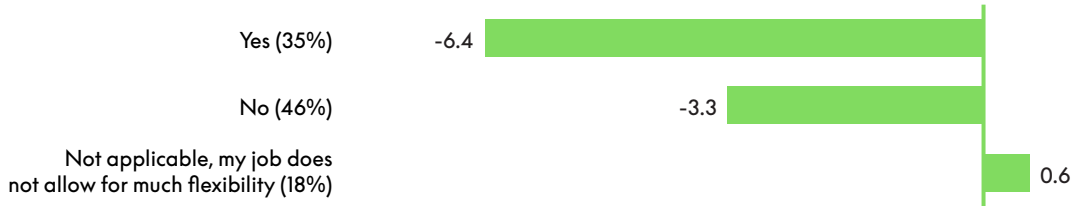
Respondents were asked whether their employer has asked what their working preferences are.

- Nearly half (46 percent) report that their employer has not asked them about their working preferences, whereas 35 percent have been asked.
- Managers are twice as likely as non-managers to report that their employer has asked about working preferences.

Has your employer asked about working preferences?



MHI score by whether your employer has asked about working preferences



Workplace changes

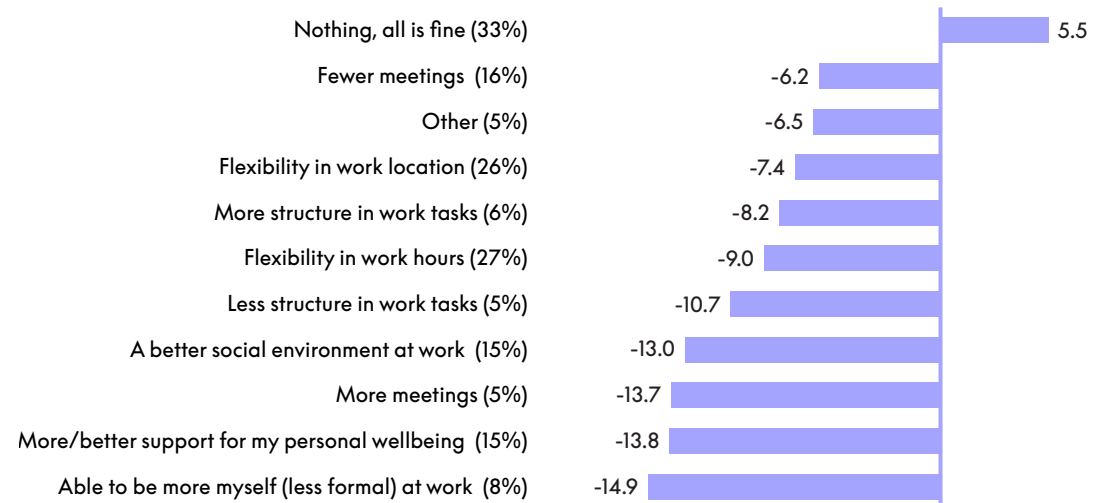
Respondents were asked what they would like to see happen at work over the next few months

- More than one-quarter (27 percent) report wanting to see flexibility in working hours and 26 percent want to see flexibility in work location.
- One-third (33 percent) of people report being satisfied with their work experience and this group has the highest mental health score (5.5).
- Fifteen percent report wanting more/better support for their personal wellbeing and this group has next to the worst mental health score (-13.8).
- Parents are more than 80 percent more likely than non-parents to report wanting flexibility in work location and 60 percent more likely to report wanting flexibility in work hours.
- Managers are nearly 50 percent more likely than non-managers to report wanting fewer meetings.

What would you like to see happen at work over the next few months?



MHI score by what individuals would like to see happen at work over the next few months



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 5,000 people who live in the United States 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 States. 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 September 2 and 10, 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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