

# The Mental Health Index by LifeWorks™

Australia | March 2022



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# The top 5 things you need to know for March 2022

## 1. Since April 2020, the mental health of Australians has been 11 points or lower than the pre-2020 benchmark.

- At -11.9, the current mental health score remains unchanged for three consecutive months.
- Anxiety, isolation, optimism, and general psychological health sub-scores declined from February 2022 results.
- With a 1.5-point increase, the financial risk sub-score has the greatest improvement over the prior month and continues to be the strongest score, 3.6 points above the pre-2020 benchmark.
- Mental health scores declined in all regions of Australia apart from South Australia.

## 2. Nearly half of Australians end their workday feeling mentally and/or physically exhausted.

- 45% end their workday feeling mentally and/or physically exhausted, and this group has a mental health score 13 points below the national average.
- 37% are finding it increasingly more difficult to be motivated to do their work.
- 28% are finding it more difficult to concentrate on their work.
- Younger employees (under 40) are more likely to feel mentally and/or physically exhausted at the end of their workday, less motivated to do their work, and more likely to have difficulty concentrating on their work.

- Managers are more likely to have difficulty concentrating on their work.

## 3. More than one-quarter of Australians are unable to disconnect from work after usual work hours.

- 50% have too much work to do during their workday.
- 29% report their manager contacts them after work hours.
- 25% say their co-workers contact them after work hours.

## 4. One in five employed Australians are concerned, or are unsure, about their drinking or drug use.

- 13% are concerned about their drinking or drug use, and a further 7% are unsure. Those who are concerned about their drinking or drug use have a mental health score nearly 16 points below the national average.
- Younger employees (under 40), parents, and managers are more likely to be concerned about their drinking or drug use.
- 19% are concerned about the drinking or drug use of someone in their household, and a further 9% are unsure.
- More than half (56%) would be concerned about the career impact of a substance use issue.

52%

of managers do not know what to look for if they suspect a substance use issue

45%

leave work feeling mentally and/or physically exhausted

37%

are unmotivated to do their work

26%

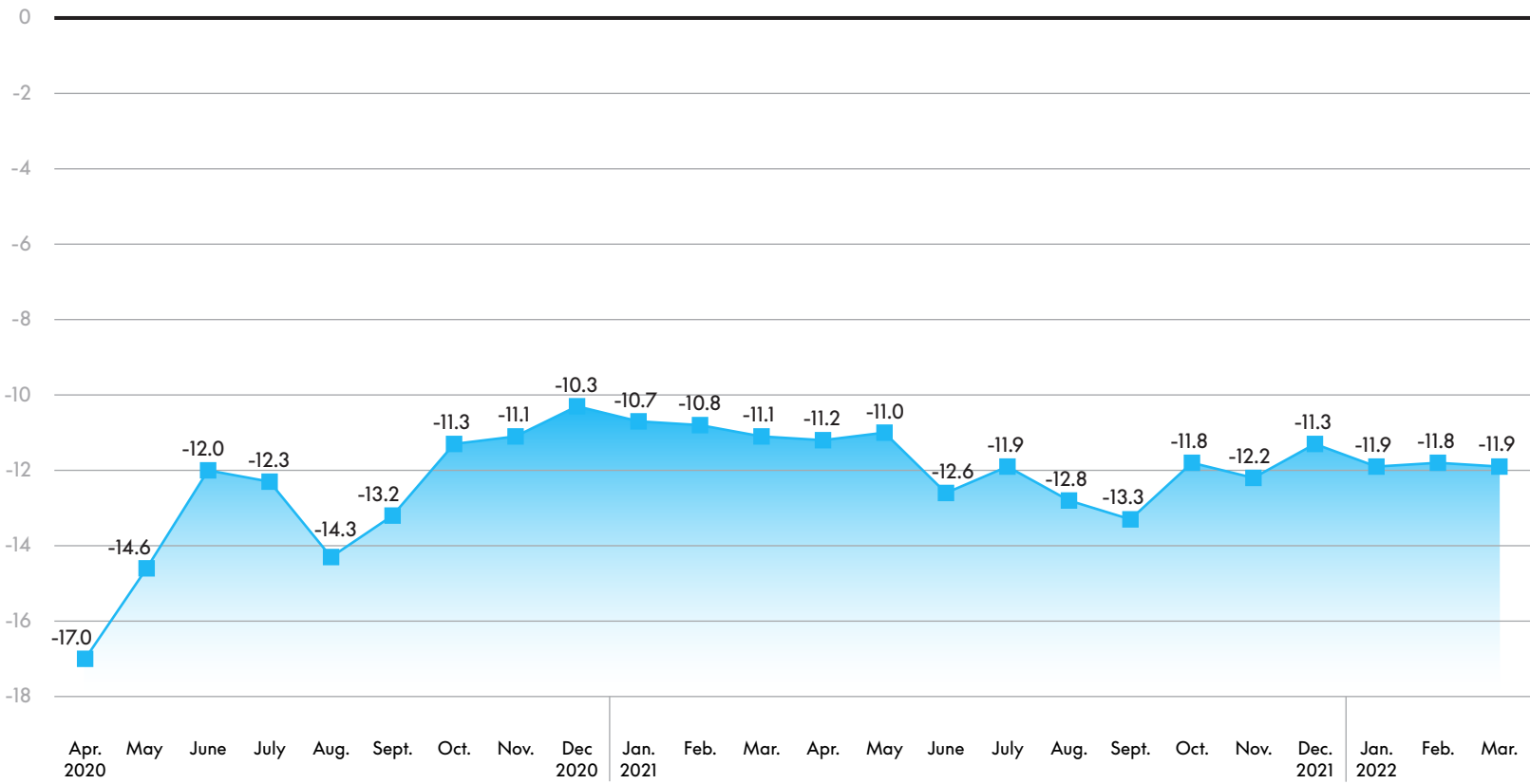
are unable to disconnect from work after hours

**5. More than two in five Australians would not know, or are unsure, where to go for support if they had a substance use issue.**

- 10% would not know where to go for support if they had a substance use issue, and a further 34% are unsure.
- More than one-third (38%) of employed Australians do not know whether their workplace offers addiction support programs.
- 52% of managers do not know, or are unsure, what to look for if they suspect an employee has a substance use issue.
- 54% of managers would not know, or are unsure, what to do if they had an employee with a substance use issue.
- 16% of managers have had employees with substance use issues in the last two years. A further 17% are unsure.

# The Mental Health Index™

The Mental Health Index™ (MHI) is a measure of deviation from the benchmark<sup>1</sup> of mental health and risk. **The overall Mental Health Index for March 2022 is -11.9 points.** A 12-point decrease from the pre-COVID-19 benchmark reflects a population whose mental health is similar to the most distressed one per cent of the benchmark population.



<sup>1</sup> The benchmark reflects data collected in 2017, 2018 and 2019.

MHI Current Month  
March 2022

-11.9

February 2022

-11.8

### Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score is for the risk measure of anxiety (-12.9), followed by isolation (-12.8), depression (-12.8), optimism (-12.5), work productivity (-10.6), and general psychological health (-6.1). The best sub-score, and the only measure above the historical benchmark, continues to be financial risk (3.6).

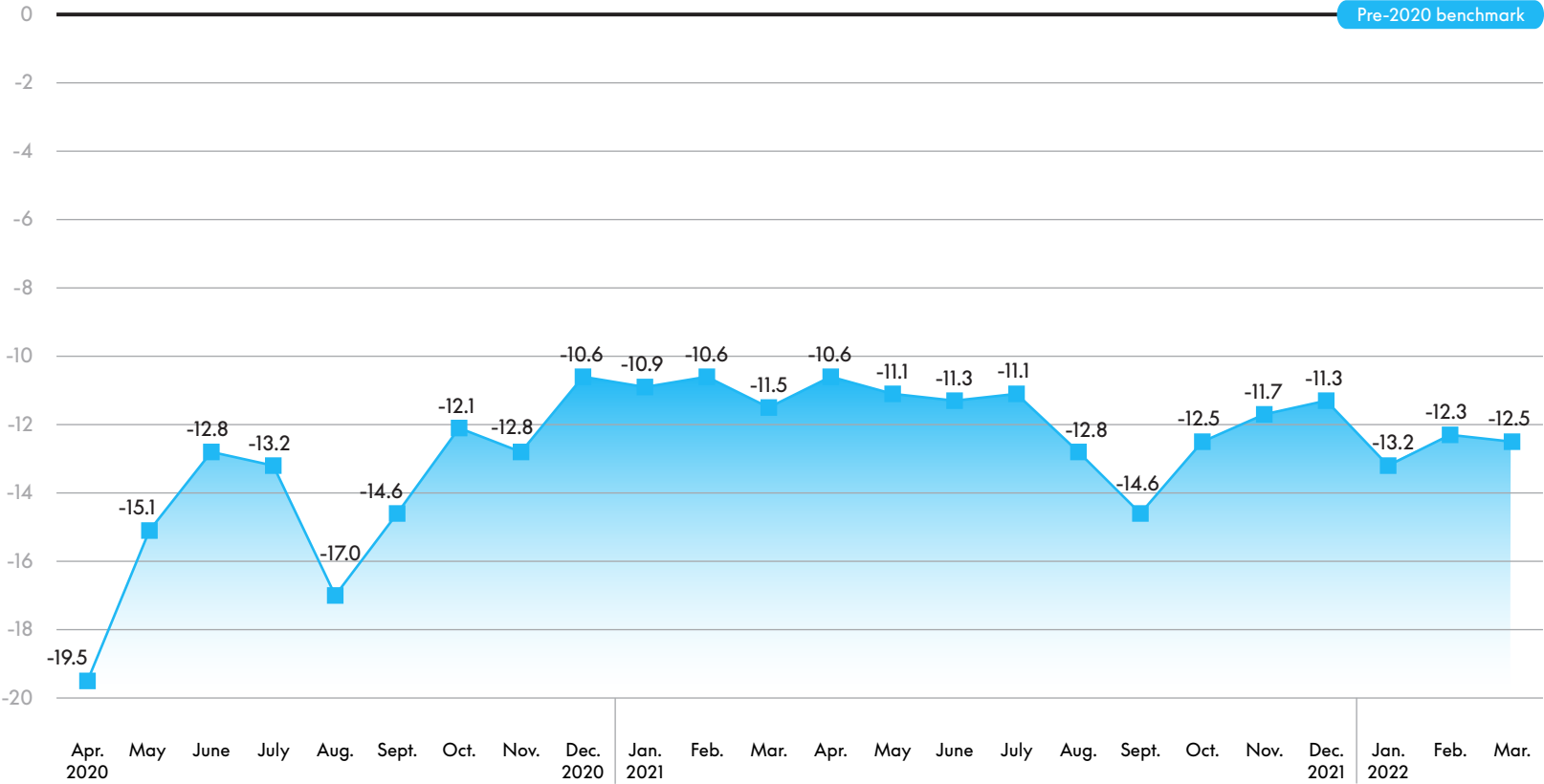
- Anxiety, isolation, optimism, and general psychological health sub-scores declined from February 2022 results.
- General psychological health declined nearly one point from the prior month.
- With a 1.5-point increase, the financial risk sub-score has the greatest improvement over the prior month and continues to be the strongest score, 3.6 points above the pre-2020 benchmark.

Mental Health Index™ Sub-scores <sup>2</sup> 2022	March	February
Anxiety	-12.9	-12.5
Isolation	-12.8	-12.5
Depression	-12.8	-12.9
Optimism	-12.5	-12.3
Work productivity	-10.6	-10.8
Psychological health	-6.1	-5.4
Financial risk	3.6	2.1

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

# Optimism

Since April 2020, optimism scores have remained significantly below the benchmark. Since December 2020, scores have fluctuated modestly through July 2021. After two months of significant decline in August and September, the optimism improved by 2.1 points to -12.5 in October. Three months of improvement followed to December 2021. The optimism score fell nearly two points in January but regained nearly one point to -12.3 in February 2022. A modest decline is observed in March dropping the score to 12.5 points below the pre-2020 benchmark.

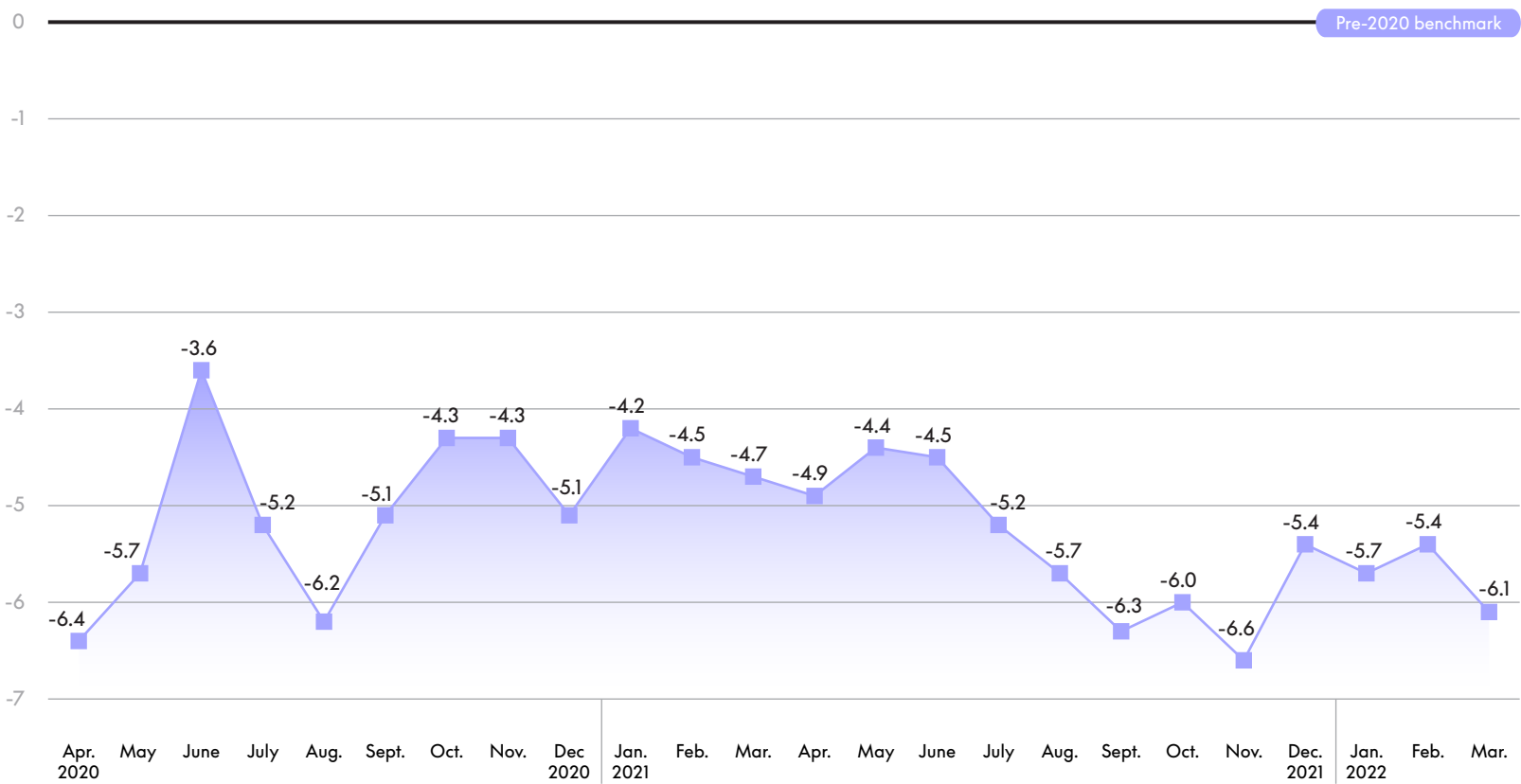


# General psychological health

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

Since the launch of the MHI in April 2020, the general psychological health score fluctuated from a low of -6.4 to a high of -3.6.

Since January 2021, scores have fluctuated modestly, however, in July 2021, a sharp decline was observed. After four months of significant decline the general psychological health of Australians improved modestly in October to 6.0 points below the pre-2020 benchmark but declined again in November. In December 2021, the general psychological health sub-score improved 1.2-points to -5.4, then fell modestly in January. In February 2022, the score recovered but declined sharply in March to more than six points below the pre-2020 benchmark.

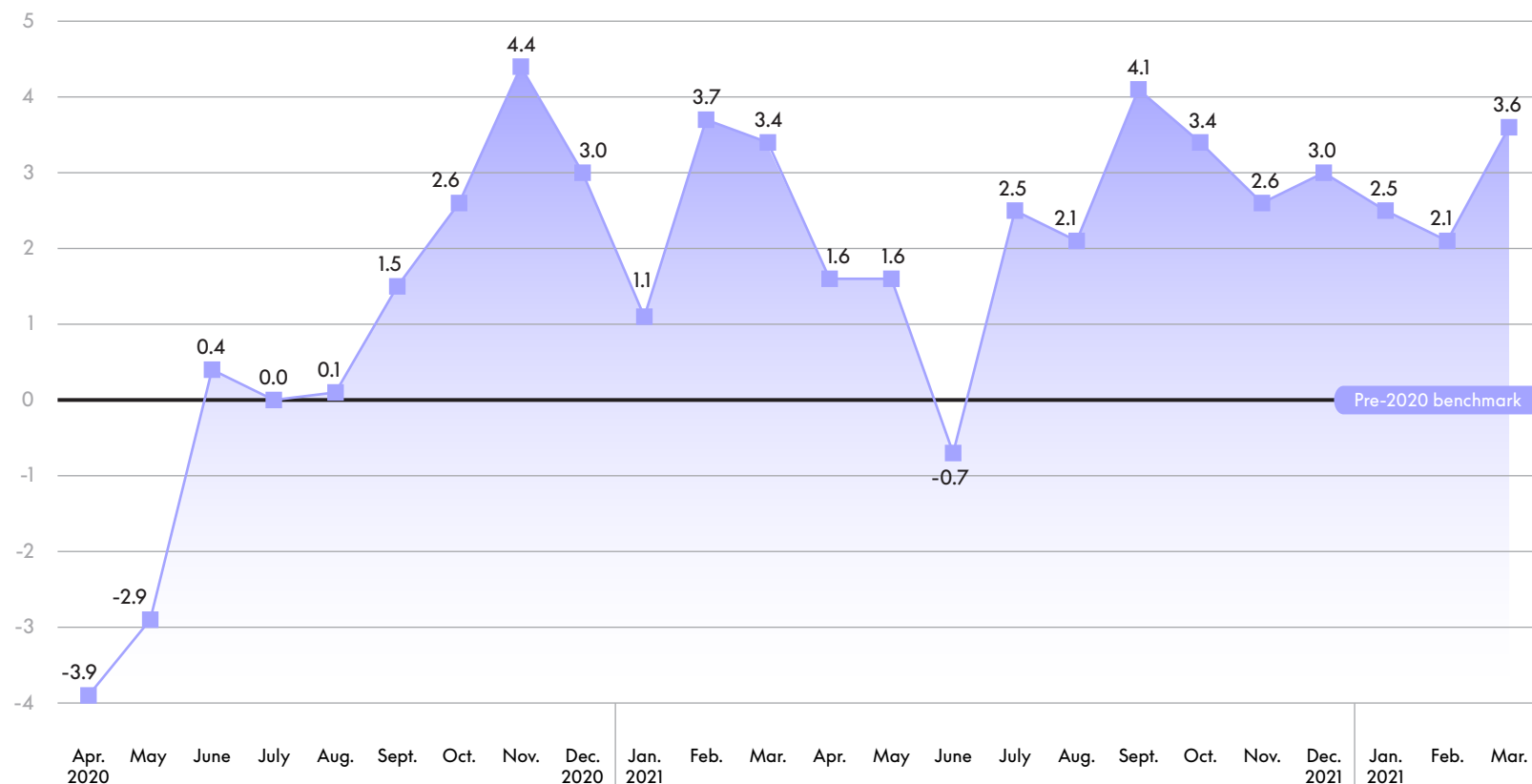




## Financial risk

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

From April 2020 to November 2020, the financial risk of Australians showed improvement. The financial risk score declined sharply through January 2021 and recovered in February 2021. Since February, the financial risk scores declined to -0.7, the lowest in more than one year. In July, the financial risk score rebounded to 2.5, but fell modestly to 2.1 in August. In September 2021, a significant 2-point increase was observed reaching a near-high of 4.1 points. After two consecutive months of decline, the financial risk sub-score improved modestly to 3.0 points in December 2021. In both January and February 2022, the financial risk score declined but rebounded significantly in March to 3.6 points above the pre-2020 benchmark, a level not seen in six months.



## Demographics

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In March 2022, the mental health score of women is -13.9 compared to -9.5 for men.
- In each of the past 24 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. Two years later, this pattern continues with a lower score for those with at least one child (-14.0) than those without children (-10.8).

## Employment

- Overall, five per cent of respondents are unemployed<sup>3</sup> and 12 per cent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (-31.5), followed by those reporting fewer hours (-20.9), and those not currently employed (-22.9).
- Managers have a lower mental health score (-12.5) than non-managers (-11.0).
- Individuals working for organizations with 2-50 employees have the highest mental health score (-9.5).
- Respondents working for companies with 51-100 employees have the lowest mental health score (-13.6).

## Emergency savings

- Those without emergency savings continue to experience a lower mental health score (-24.7) than the overall group (-11.9). Individuals with emergency savings have a mental health score of -7.2.

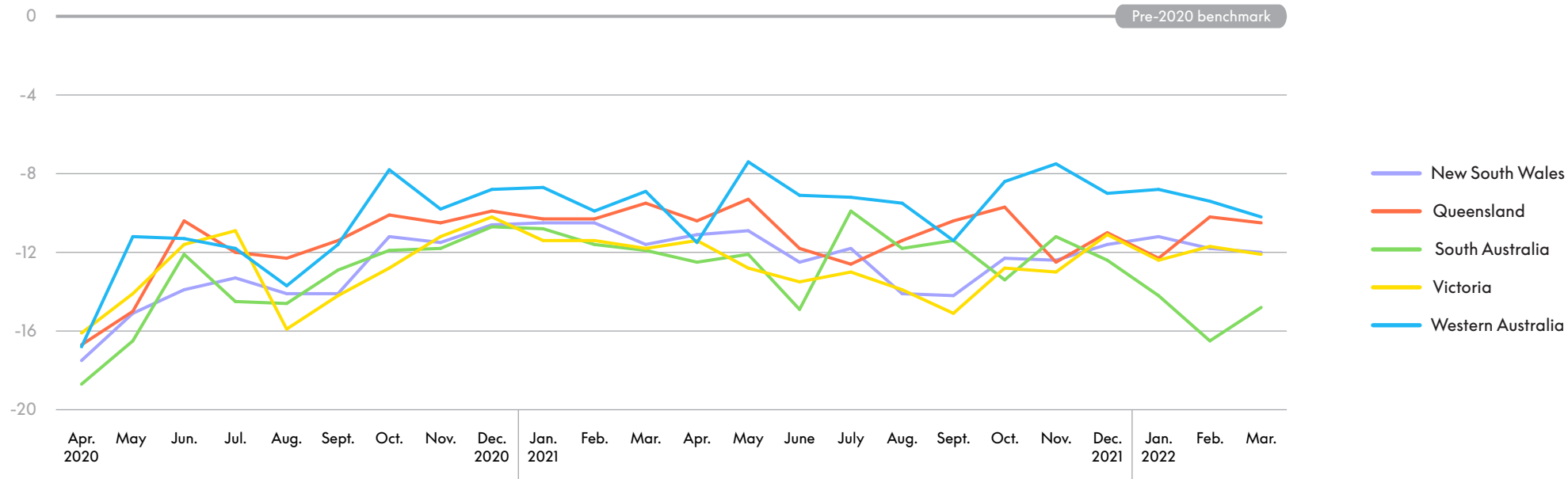
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3 MHI respondents who have been employed in the past six months are included in the poll.

# Mental Health Index™ (regional)

Regional mental health scores since October 2020 have remained inconsistent. In March 2022, the mental health scores declined in all regions apart from South Australia.

- Despite a significant 1.7-point improvement in March 2022, the mental health score in South Australia remains the lowest (-14.8).
- The mental health score in Western Australia declined nearly one point in March 2022 yet remains the strongest (-10.2) compared to other regions.



Employment status	March 2022	Feb. 2022
Employed (no change in hours/salary)	-9.7	-9.4
Employed (fewer hours compared to last month)	-20.9	-21.1
Employed (reduced salary compared to last month)	-31.5	-26.5
Not currently employed	-22.9	-20.9
Age group	March 2022	Feb. 2022
Age 20-29	-19.3	-22.0
Age 30-39	-16.3	-16.6
Age 40-49	-14.2	-14.1
Age 50-59	-9.8	-9.4
Age 60-69	-5.0	-4.8
Number of children	March 2022	Feb. 2022
No children in household	-10.8	-10.1
1 child	-13.6	-14.3
2 children	-14.2	-15.1
3 children or more	-14.9	-16.2

Region	March 2022	Feb. 2022
New South Wales	-12.0	-11.8
Victoria	-12.1	-11.7
Queensland	-10.5	-10.2
South Australia	-14.8	-16.5
Western Australia	-10.2	-9.4
Gender	March 2022	Feb. 2022
Men	-9.5	-9.0
Women	-13.9	-14.3
Household income	March 2022	Feb. 2022
<\$30K/annum	-23.0	-22.3
\$30K to <\$60K/annum	-15.7	-17.0
\$60K to <\$100K	-13.1	-13.3
\$100K to <\$150K	-10.2	-10.3
\$150K or more	-5.4	-5.6

Employer size	March 2022	Feb. 2022
Self-employed/sole proprietor	-12.6	-12.8
2-50 employees	-9.5	-8.3
51-100 employees	-13.6	-13.4
101-500 employees	-12.2	-13.5
501-1,000 employees	-11.1	-9.9
1,001-5,000 employees	-11.6	-15.1
5,001-10,000 employees	-11.6	-14.9
More than 10,000 employees	-12.0	-8.5
Manager	March 2022	Feb. 2022
Manager	-12.5	-12.6
Non-manager	-11.0	-10.7

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)

Individuals working in Administrative and Support Services have the lowest mental health score (-16.8) in March 2022, followed by individuals working in Wholesale Trade (-15.3), and Arts, Entertainment and Recreation (-15.2).

Those employed in Manufacturing (-5.6), and Transportation and Warehousing (-7.2) have the highest mental health scores this month.

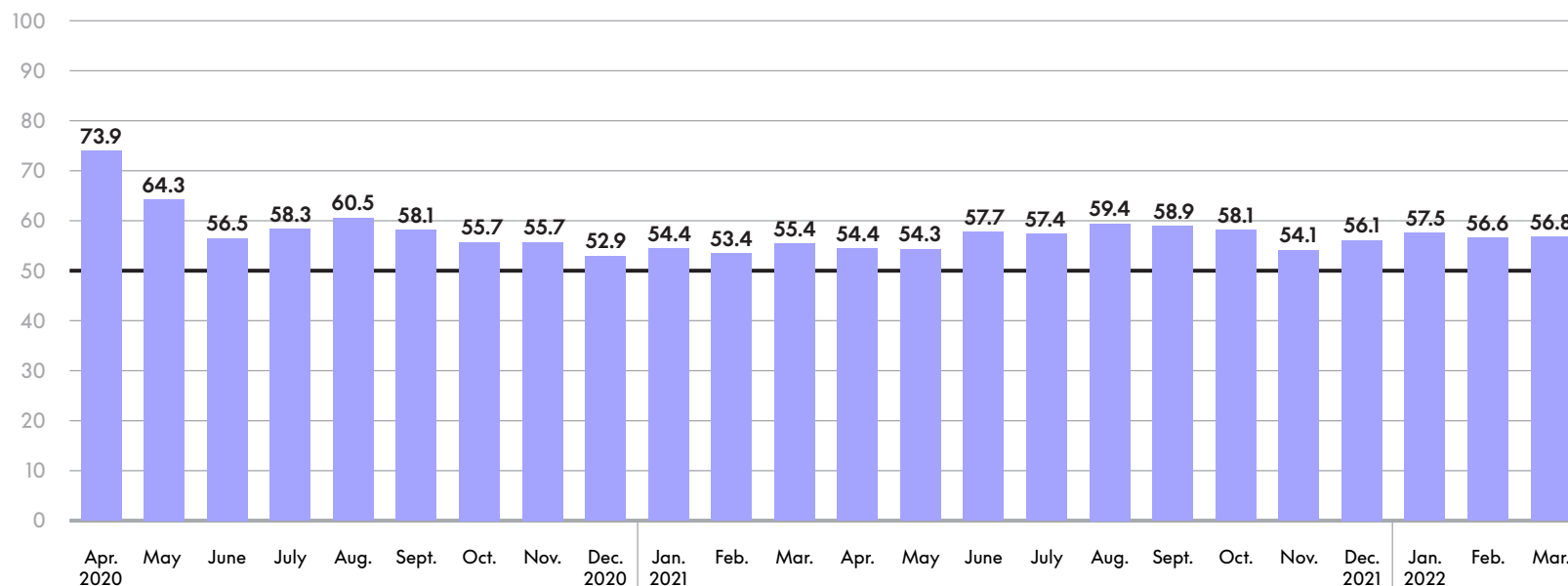
Changes from the prior month are shown in the table.

Industry	March 2022	February 2022	Change
Transportation and Warehousing	-7.2	-12.8	5.6
Construction	-12.2	-15.1	3.0
Manufacturing	-5.6	-8.5	2.8
Professional, Scientific and Technical Services	-12.3	-14.3	2.0
Arts, Entertainment and Recreation	-15.2	-15.9	0.7
Health Care and Social Assistance	-11.7	-12.2	0.5
Other services (except Public Administration)	-13.9	-14.3	0.3
Retail Trade	-13.0	-13.2	0.2
Other	-12.8	-12.9	0.1
Educational Services	-11.9	-10.9	-1.0
Public Administration	-8.3	-7.1	-1.1
Finance and Insurance	-10.2	-8.9	-1.4
Wholesale Trade	-15.3	-10.5	-4.7
Administrative and Support services	-16.8	-10.1	-6.7

# 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 March 2022 is 56.8.** This reflects a net increase in mental stress compared to the prior month.

The current score indicates that 21 per cent of the population is experiencing more mental stress compared to the prior month, with eight per cent experiencing less. A continued increase in mental stress since April 2020 indicates a significant accumulation of strain in the Australian population.



▲ More mental stress

50 = No change from prior month

▼ Less mental stress

MStressChg  
Current Month—  
March 2022

56.8

MStressChg  
February 2022

56.6

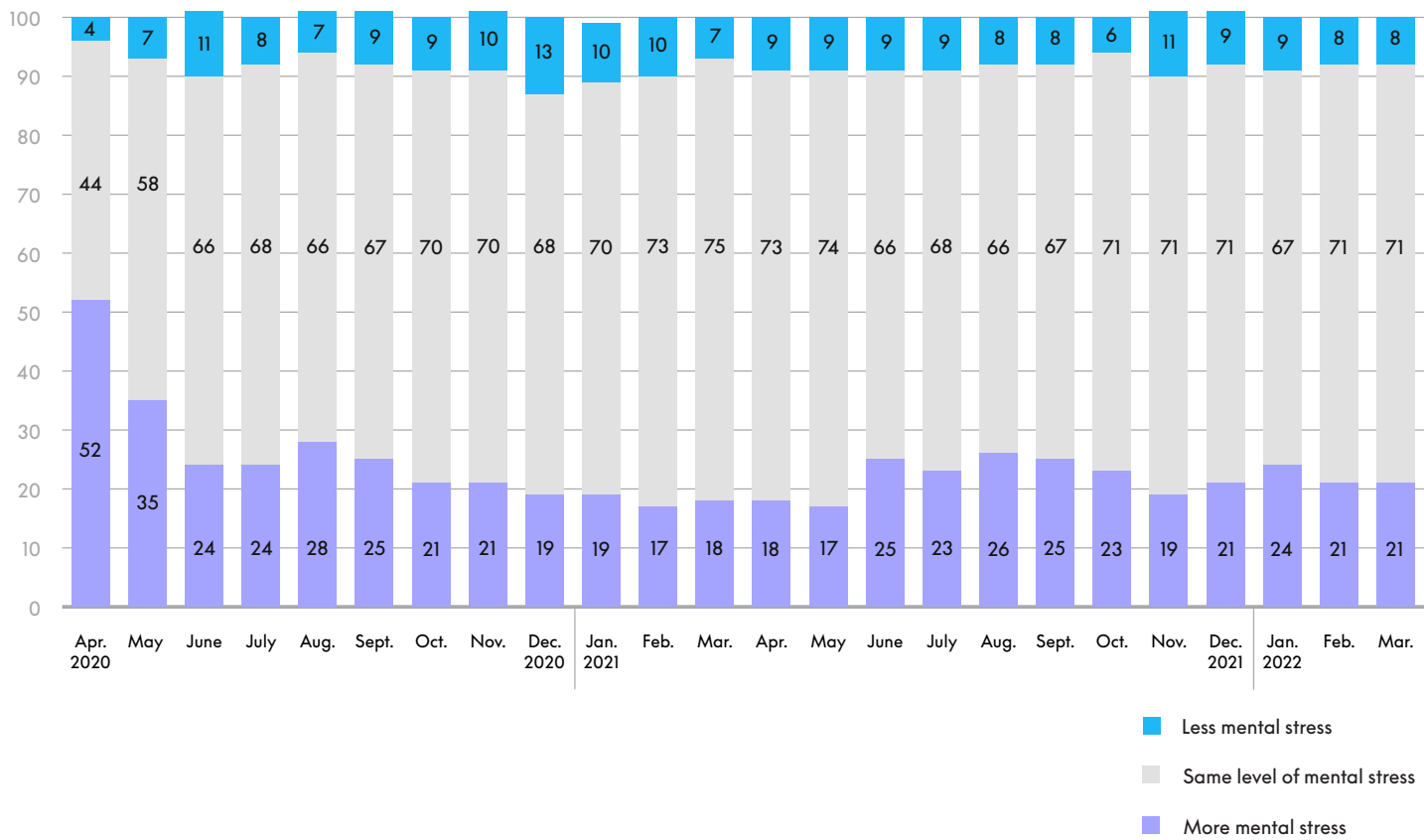
# Mental Stress Change (percentages)

Mental Stress Change tracks changes in stress 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 two years, the percentage of those experiencing more mental stress than the previous month has generally 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, 52 per cent of individuals reported an increase in mental stress. The number of respondents reporting increased month-over-month mental stress is 21 per cent in March 2022, while 71 per cent of respondents report the same level of mental stress and eight 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 March 2022, the mental stress change score for women is 57.1 compared to 56.4 for men.

## Geography

- The greatest increase in month-over-month stress is for respondents living in Western Australia (59.0), followed by South Australia (57.7), New South Wales (57.6), Victoria (56.7), and Queensland (54.3).

## Employment

- The greatest increase in mental stress is seen in employed people with reduced salary (70.0), followed by employed people working fewer hours (62.3), unemployed people (58.3), and employed people with no change to salary or hours (55.7).
- Managers have a greater increase in mental stress (59.1) than non-managers (55.1).



Employment status	March 2022	Feb. 2022
Employed (no change in hours/salary)	55.7	55.9
Employed (fewer hours compared to last month)	62.3	61.2
Employed (reduced salary compared to last month)	70.0	55.4
Not currently employed	58.3	57.7
Age group	March 2022	Feb. 2022
Age 20-29	62.2	61.4
Age 30-39	58.9	59.4
Age 40-49	58.5	58.7
Age 50-59	55.3	56.1
Age 60-69	52.3	50.5
Number of children	March 2022	Feb. 2022
No children in household	55.8	55.1
1 child	60.9	60.3
2 children	56.7	58.8
3 children or more	54.7	54.2

Region	March 2022	Feb. 2022
New South Wales	57.6	58.1
Victoria	56.7	56.0
Queensland	54.3	53.2
South Australia	57.7	60.4
Western Australia	59.0	54.8
Gender	March 2022	Feb. 2022
Men	56.4	55.2
Women	57.1	57.8
Household income	March 2022	Feb. 2022
<\$30K/annum	64.9	61.4
\$30K to <\$60K/annum	57.5	56.6
\$60K to <\$100K	56.6	57.4
\$100K to <\$150K	57.2	55.9
\$150K or more	54.5	56.8

Employer size	March 2022	Feb. 2022
Self-employed/sole proprietor	58.7	53.8
2-50 employees	53.5	52.7
51-100 employees	56.6	55.9
101-500 employees	57.6	60.7
501-1,000 employees	57.2	55.7
1,001-5,000 employees	57.4	60.6
5,001-10,000 employees	57.6	58.7
More than 10,000 employees	59.8	57.1
Manager	March 2022	Feb. 2022
Manager	59.1	58.2
Non-manager	55.1	55.4

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 March 2022, individuals employed in Finance and Insurance (52.2) and Construction (54.4) have the lowest increases in mental stress.

Individuals working in the Arts, Entertainment and Recreation have the most significant increase in mental stress (63.6), followed by individuals employed in Professional, Scientific and Technical Services (60.3).

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

Industry	March 2022	February 2022
Other services (except Public Administration)	52.2	58.0
Finance and Insurance	52.2	54.1
Construction	54.4	51.1
Information and Cultural Industries	54.8	0.0
Administrative and Support services	55.2	54.5
Retail Trade	55.8	58.3
Health Care and Social Assistance	56.0	56.4
Transportation and Warehousing	56.1	51.2
Educational Services	56.1	57.1
Wholesale Trade	56.4	56.3
Manufacturing	56.7	57.3
Public Administration	58.5	54.5
Other	58.8	59.4
Professional, Scientific and Technical Services	60.3	59.2
Arts, Entertainment and Recreation	63.6	55.8

# Spotlight

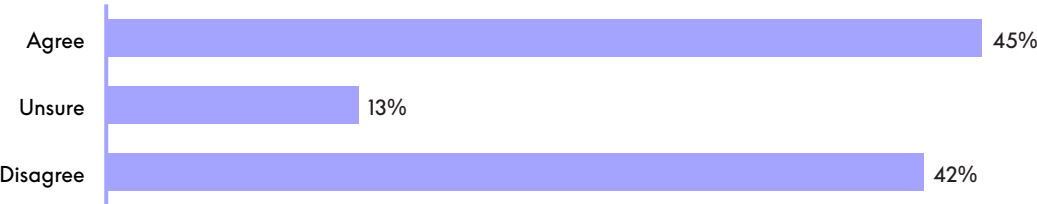
## Burnout

### Mental and/or physical exhaustion

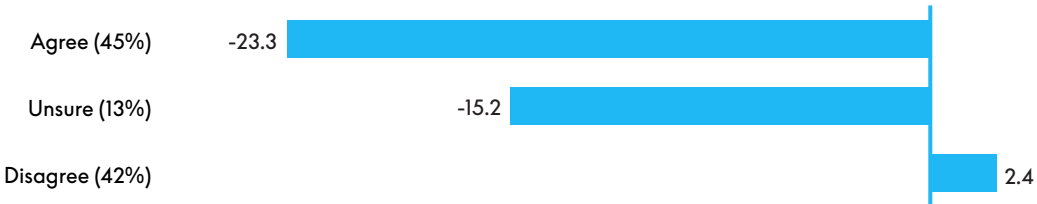
Australians were asked whether they end their workday feeling mentally and/or physically exhausted.

- Nearly half (45 per cent) end their workday feeling mentally and/or physically exhausted, and this group has the lowest mental health score (-23.3), 11 points below the national average (-11.9).
- The highest mental health score (2.4) is among 42 per cent who do not feel mentally and/or physically exhausted at the end of their workday.
- Respondents younger than 40 are nearly 50 per cent more likely than respondents older than 50 to feel mentally and/or physically exhausted at the end of their workday.

### I more often end my workday feeling mentally and/or physically exhausted



### MHI score by I more often end my workday feeling mentally and/or physically exhausted



## Motivation to work

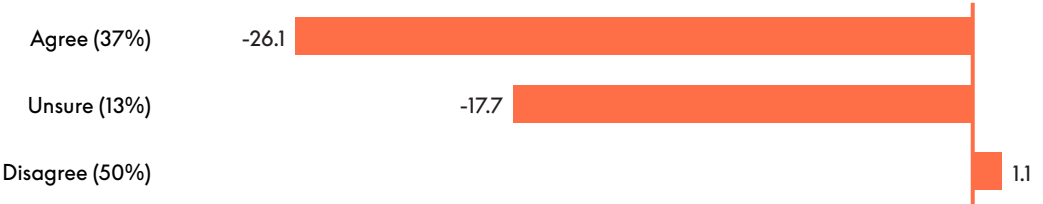
Australians were asked whether they are finding it increasingly more difficult to be motivated to do their work.

- More than one-third (37 per cent) are finding it increasingly more difficult to be motivated to do their work, and this group has the lowest mental health score (-26.1), 14 points below the national average (-11.9).
- Half (50 per cent) are not finding it more difficult to be motivated to do their work. This group has the highest mental health score (1.1), 12 points better than the national average.
- Respondents younger than 40 are 75 per cent more likely than respondents older than 50 to find it increasingly more difficult to be motivated to do their work.

## I am finding it increasingly more difficult to be motivated to do my work



## MHI score by I am finding it increasingly more difficult to be motivated to do my work

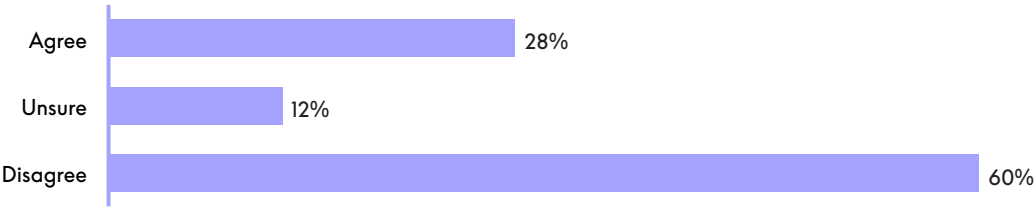


## Concentrating at work

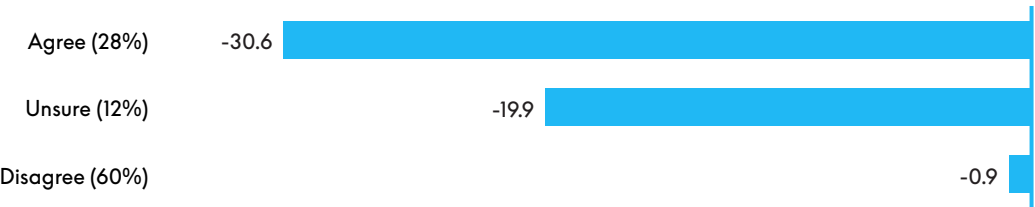
Australians were asked whether they are finding it more difficult to concentrate on their work.

- More than one-quarter (28 per cent) are finding it more difficult to concentrate on their work, and this group has the lowest mental health score (-30.6), nearly 19 points below the national average (-11.9).
- Three in five (60 per cent) are not finding it more difficult to concentrate on their work, and this group has the highest mental health score (-0.9).
- Respondents younger than 40 are more than twice as likely as respondents older than 50 to find it more difficult to concentrate on their work.
- Parents are 40 per cent more likely than non-parents to find it more difficult to concentrate on their work.
- Managers are 50 per cent more likely than non-managers to find it more difficult to concentrate on their work.

## I am finding it more difficult to concentrate on my work



## MHI score by I am finding it more difficult to concentrate on my work



## Disconnecting from work

Australians were asked whether they are typically able to disconnect from work after usual work hours.

- More than one-quarter (26 per cent) are unable to disconnect from work after usual work hours, and this group has the lowest mental health score (-22.9), 11 points below the national average (-11.9).
- Nearly three-quarters (74 per cent) disconnect from work after usual work hours, and this group has the highest mental health score (-7.1), nearly five points better than the national average (-11.9).
- Respondents younger than 40 are nearly 80 per cent more likely than those older than 50 to be unable to disconnect from work after usual work hours.

### I am typically able to disconnect from work after usual work hours

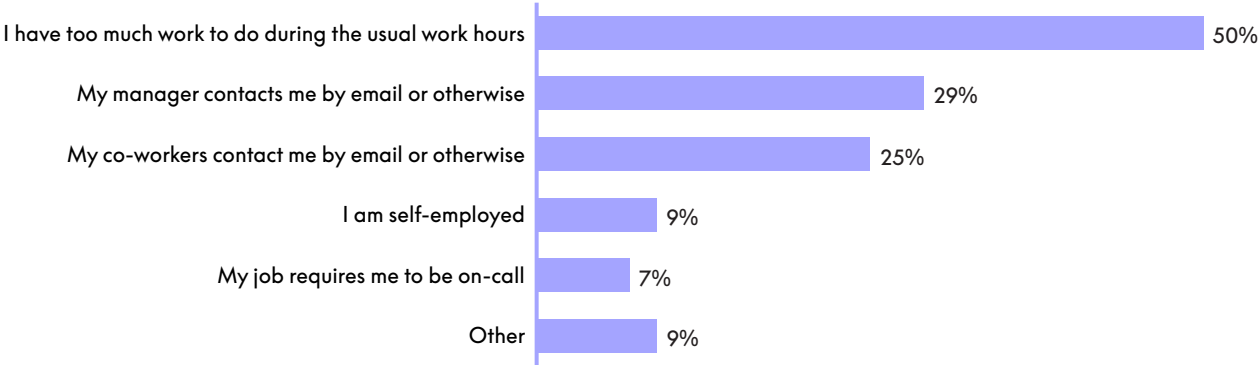


### MHI score by I am typically able to disconnect from work after usual work hours

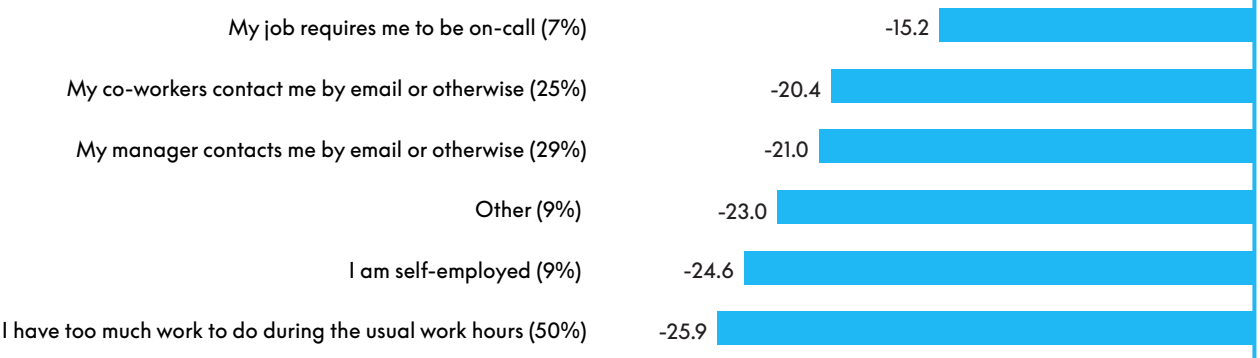


Half (50 per cent) report too much work to do during usual work hours as the reason they are unable to disconnect from work, and this group has the lowest mental health score (-25.9), 14 points lower than the national average (-11.9).

Reasons for being unable to disconnect from work after usual work hours



MHI score by reasons for being unable to disconnect from work after usual work hours



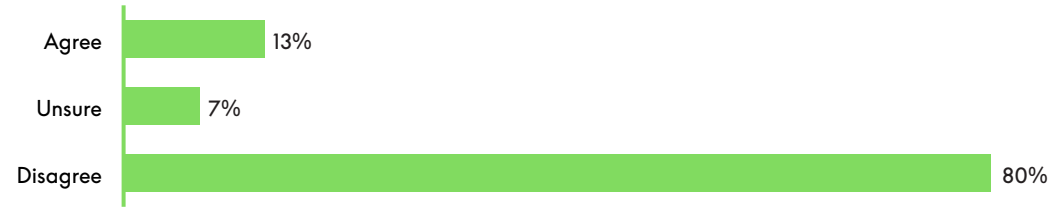
## Substance use

### Personal drinking or drug use

Australians were asked whether they are concerned about their drinking or drug use.

- Nearly one in seven (13 per cent) are concerned about their drinking or drug use, and this group has the lowest mental health score (-27.7), nearly 16 points below the national average (-11.9).
- Eighty per cent are not concerned about their drinking or drug use, and this group has a mental health score (-8.3) more than three points above the national average (-11.9).
- Respondents younger than 40 are more than three times more likely to be concerned about their drinking or drug use compared to those older than 50.
- Managers are nearly three times more likely than non-managers to be concerned about their drinking or drug use.
- Parents are more than twice as likely as non-parents to be concerned about their drinking or drug use.

### I am concerned about my drinking or drug use



### MHI score by I am concerned about my drinking or drug use





## Household member's drinking or drug use

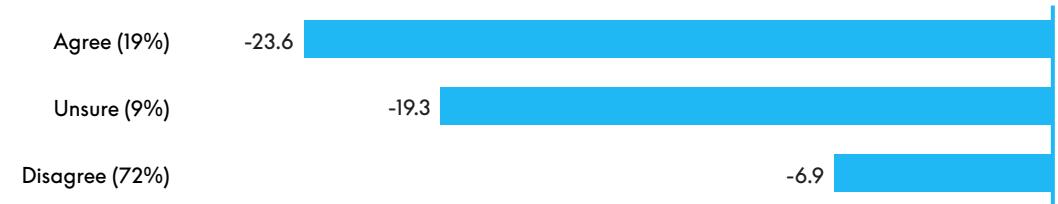
Australians were asked whether they are concerned about the drinking or drug use of someone in their household.

- Nearly one in five (19 per cent) are concerned about the drinking or drug use of someone in their household, and this group has the lowest mental health score (-23.6), nearly 12 points below the national average (-11.9).
- Seventy-two per cent are not concerned about the drinking or drug use of someone in their household, and this group has the highest mental health score (-6.9), five points higher than the national average (-11.9).
- Managers are more than twice as likely as non-managers to be concerned about the drinking or drug use of someone in their household.
- Parents are nearly twice as likely as non-parents to be concerned about the drinking or drug use of someone in their household.

## I am concerned about the drinking or drug use of someone in my household



## MHI score by concern about the drinking or drug use of someone in household

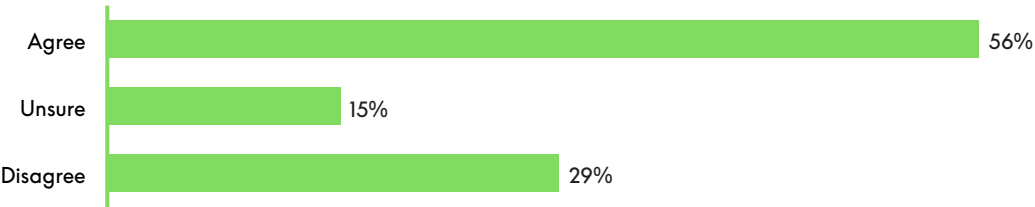


# Career stigma

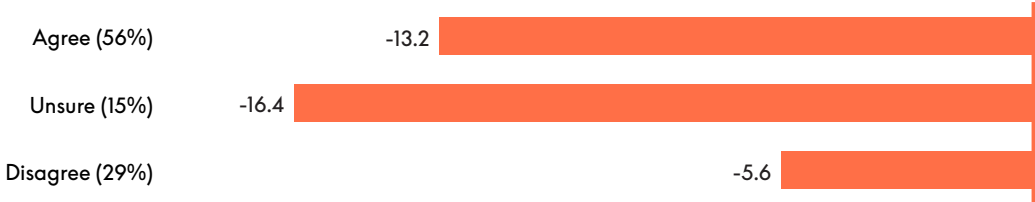
Australians were asked whether they would be concerned that their career options would be limited if they had a substance use issue, and their workplace was aware.

- More than half (56 per cent) would be concerned that their career options would be limited if they had a substance use issue, and their workplace was aware. This mental health score of this group (-13.2) is lower than the national average (-11.9).

## I would be concerned that my career options would be limited if I had a substance use issue and my workplace was aware



## MHI score by I would be concerned that my career options would be limited if I had a substance use issue and my workplace was aware



# Support for substance use

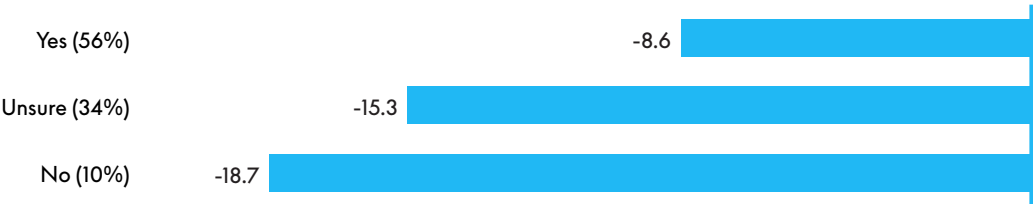
Australians were asked whether they would know where to go for support if they had a substance use issue.

- Forty-four per cent of Australians would not know or are unsure where to go for support if they had a substance use issue.

## I would know where to go for support if I had a substance use issue



## MHI score by I know where to go for support if I had a substance use issue

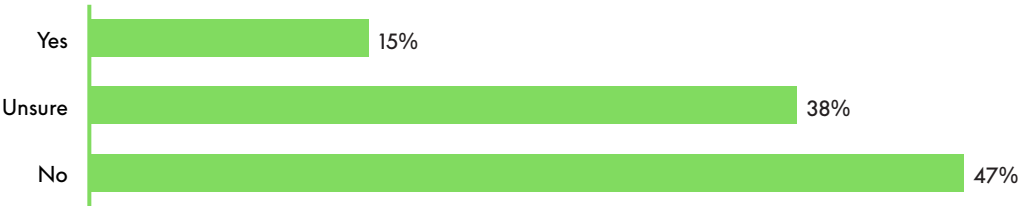


## Workplace-sponsored addiction support programs

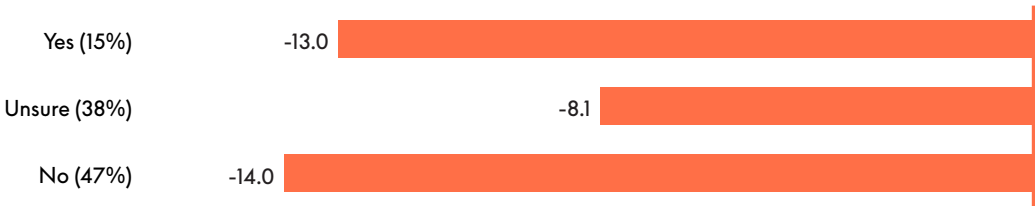
Australians were asked whether their workplace offers addiction support programs.

- Fifteen per cent report their workplace offers addiction support programs.
- Nearly two in five (38 per cent) do not know whether their workplace offers addiction support programs.
- Individuals with a household income greater than \$100,000 are twice as likely as those with a household income less than \$60,000 to report their workplace offers addiction support programs.

### Does your workplace offer addiction support programs?



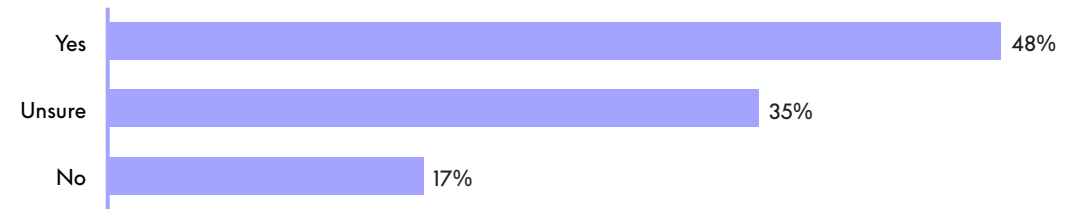
### MHI score by workplace availability of addiction support programs



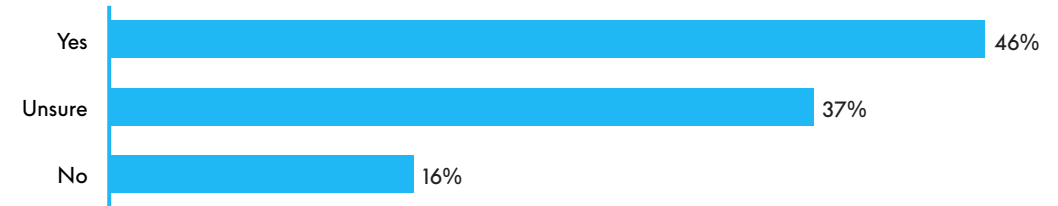
## People leader view of substance use issues

- More than half (52 per cent) of managers do not know, or are unsure, about what to look for if they suspect an employee has a substance use issue.
- More than half (54 per cent) of managers would not know, or are unsure, of what to do if they had an employee with a substance use issue.
- One in six (16 per cent) managers have had employees with substance use issues in the last two years.

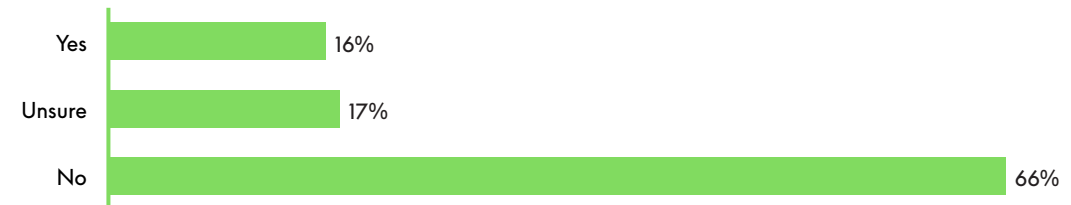
### Would you know what to look for if you suspect an employee has a substance use issue?



### Would you know what to do if you had an employee with a substance use issue?



### In the last two years, have you had any employees with substance use issues?



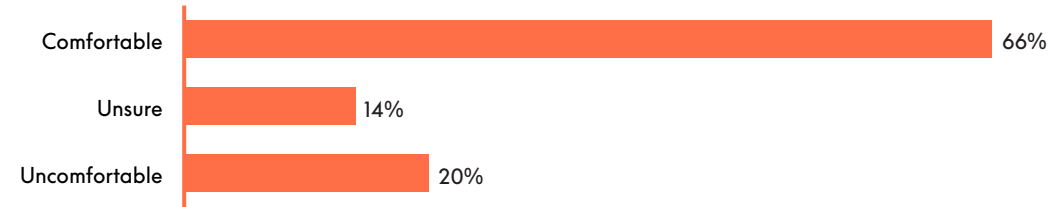
# Pandemic restrictions

## Lifting of restrictions at the workplace

Australians were asked whether they are comfortable with all pandemic restrictions being lifted at their workplace.

- One in five (20 per cent) are not comfortable with all pandemic restrictions being lifted at their workplace, and a further 14 per cent are unsure. These groups have mental health scores below the national average (-11.9).
- Two-thirds (66 per cent) are comfortable with all pandemic restrictions being lifted at their workplace, and this group has the highest mental health score (-9.2), more than two points better than the national average (-11.9).

## Comfort with all pandemic restrictions being lifted at my workplace



## MHI score by comfort with all pandemic restrictions being lifted at my workplace

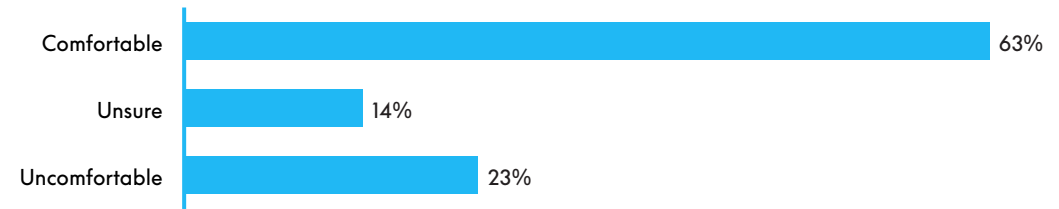


## Lifting of restrictions in the community

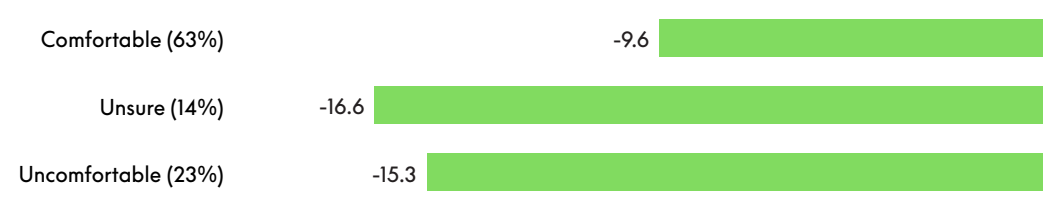
Australians were asked whether they are comfortable with all pandemic restrictions being lifted in their community.

- More than one in five (23 per cent) are not comfortable with all pandemic restrictions being lifted in their community, and a further 14% are unsure. These groups have mental health scores below the national average (-11.9).
- More than three in five (63 per cent) are comfortable with all pandemic restrictions being lifted in their community, and this group has the highest mental health score (-9.6), more than two points better than the national average (-11.9).

## Comfort with all pandemic restrictions being lifted in my community



## MHI score by comfort with all pandemic restrictions being lifted in my community



# 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 1,000 people who live in Australia 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 Australia. 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 March 3 and 18, 2022.

## 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](mailto: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:

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