

The Mental Health Index by LifeWorks™

Canada | February 2022



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The top 5 things you need to know for February 2022

1. Despite an improvement in February, the mental health of Canadians remains more than 10 points below the pre-2020 benchmark.

- The current score is -10.6, an improvement of nearly one point from January 2022.
- Most mental health sub-scores improved, however optimism and general psychological health declined from January to February 2022.
- The general psychological health of Canadians is at the lowest point in the last 23 months.
- Work productivity has the most significant improvement, reaching a high not seen since the launch of the Index.
- The strongest sub-score continues to be financial risk, representing an improvement in the level of emergency savings compared to 2019.
- Mental health scores improved significantly in Manitoba and Quebec. All provinces apart from Newfoundland and Labrador had improvements in mental health compared to January 2022.

2. Two-thirds of Canadians are comfortable with less social interaction than they had before the pandemic.

- 66% are comfortable going forward with less social interaction than before the pandemic and this group has a mental health score two points better than the national average.
- Those who are uncomfortable with less social interaction have a lower mental health score than the national average.

3. Feeling valued, having control, doing work that is valued, and being accepted are each associated with better mental health.

- 65% feel valued for the work they do, while 15% do not, and 20% are unsure.
- The lowest mental health score (-29.4) is among those who do not believe they can be themselves at work.
- 78% believe the work they do is important to their employer.
- 71% are satisfied with the amount of control they have over their work.
- Younger employees are more likely to believe their work is not important to their employer.

66%

are comfortable with less social interaction

65%

feel valued by their employer

30%

say career goals have changed

Lowest mental health scores

are among those who do not feel they can be themselves

4. Nearly half of Canadians are, or possibly are, rethinking their career goals because of the pandemic.

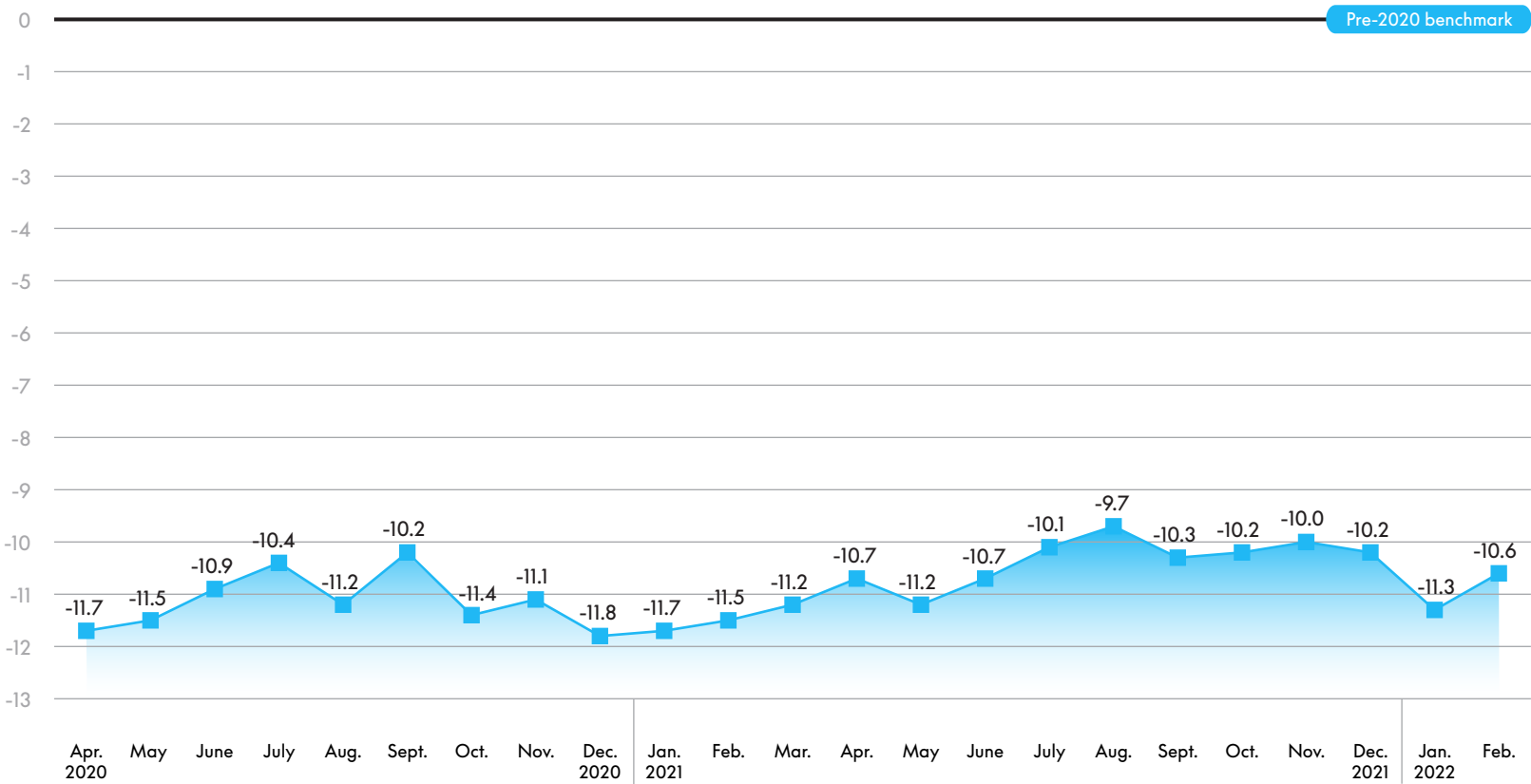
- Younger people and managers are more likely to say that their career goals have changed because of the pandemic.
- 30% say their career goals have changed due to the pandemic and another 19% are unsure.
- 11% will make a career change because of the pandemic and another 23% are unsure.
- 30% are considering retraining for a different career.
- 24% are considering resigning and moving to a different role.
- 21% are considering retiring.
- Employees whose career goals have changed due to the pandemic and those who will be making a career change have lower mental health scores than the national average.

5. Higher rates of absenteeism are strongly correlated with poorer mental health.

- Employees with mental health scores more than 10 points above the pre-2020 benchmark had an average of 1.3 sick days in 2021.
- As absenteeism rates increase, mental health scores decrease.

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 February 2022 is -10.6 points.** A nearly 11-point decrease from the pre-2020 benchmark reflects a population whose mental health is similar to the most distressed three per cent of the benchmark population.



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

MHI Current Month
February 2022

-10.6

January 2022

-11.3

Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score is for the risk measure of optimism (-12.4), followed by depression (-12.0), anxiety (-11.3), isolation (-10.6), work productivity (-10.1), and general psychological health (-4.8).

The best sub-score, and the only measure above the historical benchmark, continues to be financial risk (5.5).

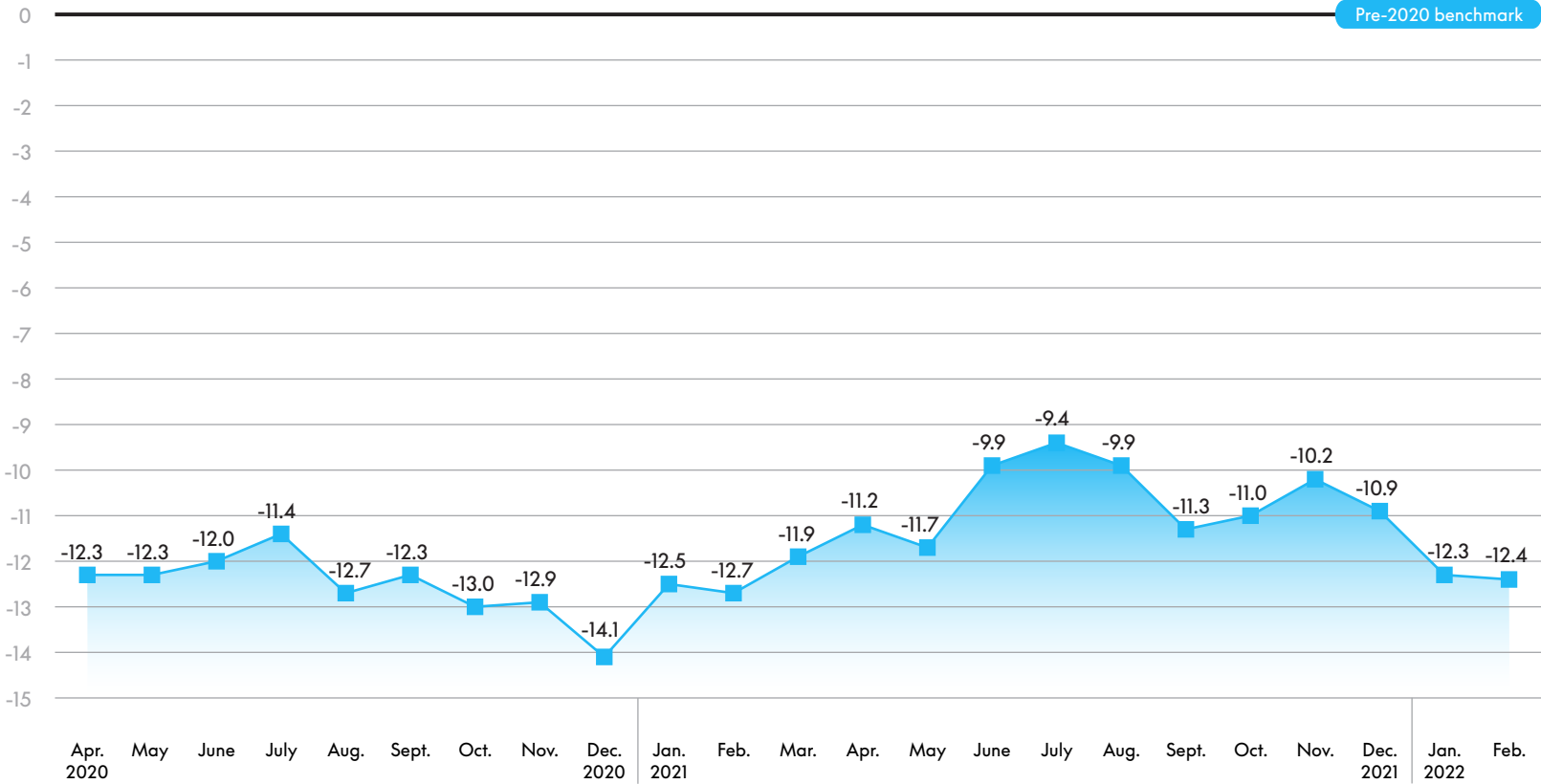
- All mental health sub-scores apart from optimism and general psychological health have improved compared to January 2022.
- Work productivity had the most significant increase in February, up two points from the prior month to the highest score (-10.1) since the launch of the Index in April 2020.
- The financial risk sub-score increased 1.8 points to a high of 5.5. It continues to be the strongest of all sub-scores, at more than five points above the pre-2020 benchmark.

Mental Health Index™ Sub-scores ²	February 2022	January 2022
Optimism	-12.4	-12.3
Depression	-12.0	-12.9
Anxiety	-11.3	-12.2
Isolation	-10.6	-11.6
Work productivity	-10.1	-12.0
Psychological health	-4.8	-4.5
Financial risk	5.5	3.7

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

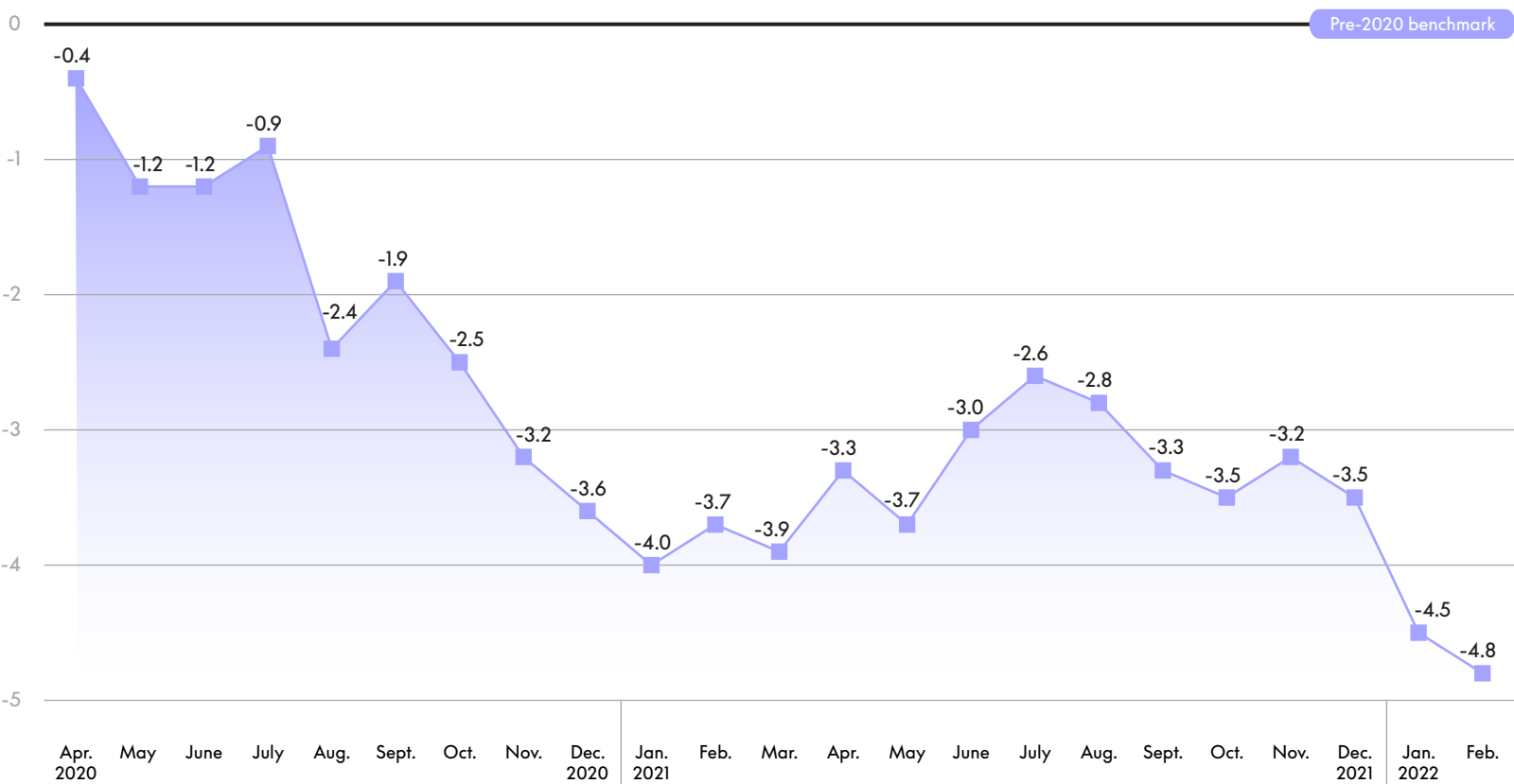
Optimism

Since April 2020, optimism sub-scores have remained significantly below the benchmark. Despite some months of modest improvement, including a peak in July 2020, there was a general decline to a low point in December 2020 (-14.1). Since December, the optimism sub-score has improved, reaching a high of -9.4 in July 2021. Following two months of declines in August and September, the optimism sub-score improved in November but declined in December and more notably in January. In February 2022, the optimism score remains nearly unchanged from the prior month, at more than 12 points below the pre-2020 benchmark.



General psychological health

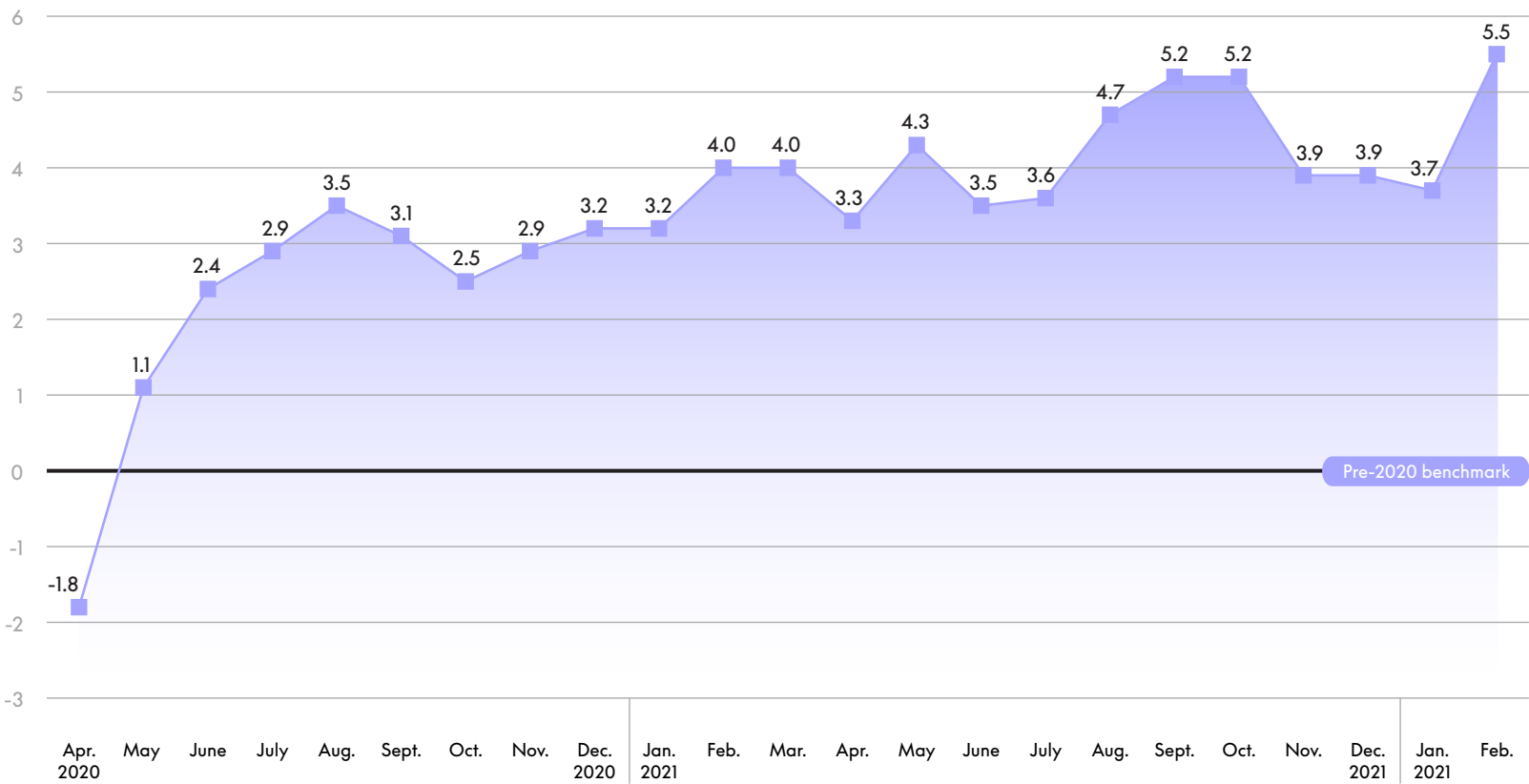
The psychological health sub-score assesses individuals' self-perception of their overall level of psychological health. Since January 2021, the psychological health score of Canadians have fluctuated modestly. After three months of decline from August through October 2021, the psychological health score improved slightly in November but declined in December and more significantly, in January 2022 to -4.5 below the pre-2020 benchmark. In February 2022, the psychological health of Canadians continues to decline reaching the lowest score (-4.8) recorded since the launch of the Index in April 2020.



Financial risk

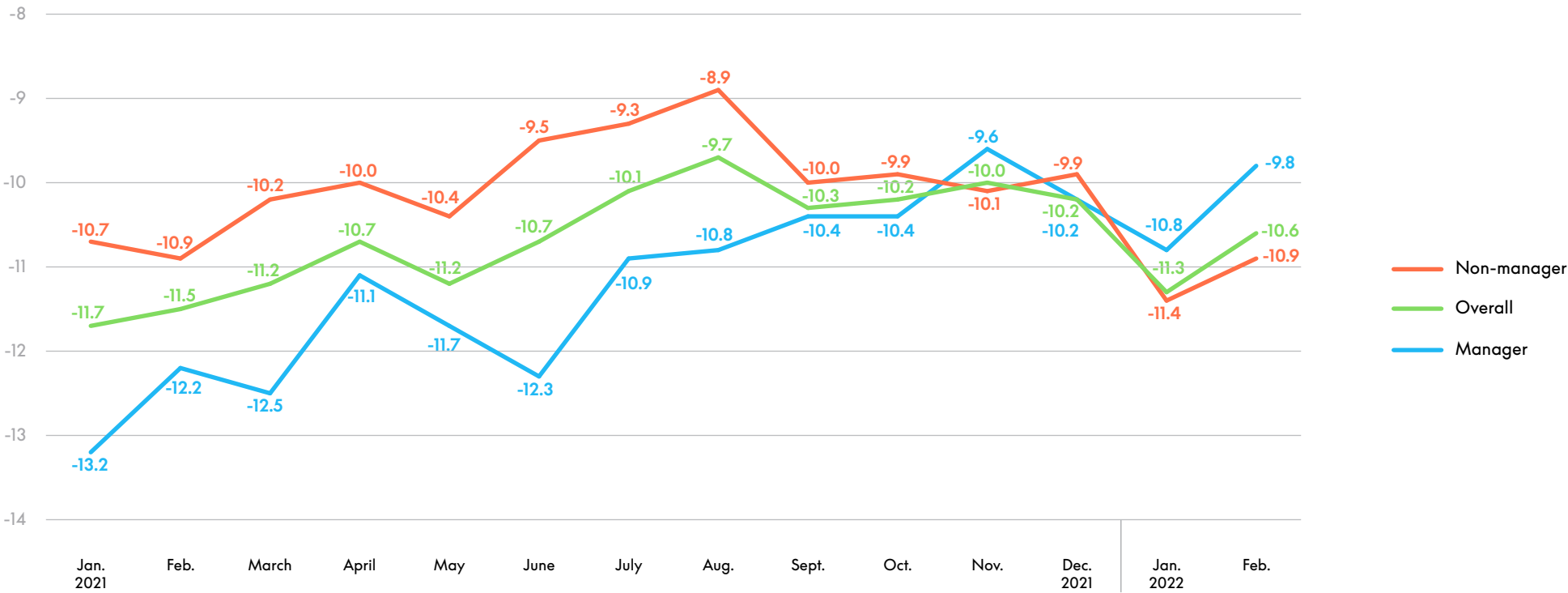
The financial risk sub-score measures the level of individuals' emergency savings.

The financial risk sub-score has shown general improvement since the launch of the MHI in April 2020. In February 2022, the financial risk sub-score of Canadians increased 1.8 points to a high of 5.5, the highest score since the launch of the Index in April 2020. At more than five points above the pre-2020 benchmark, financial risk continues to be the strongest of all mental health sub-scores.



Managers compared to non-managers

From January to October 2021, the mental health scores of managers were lower than non-managers and lower than the Canadian average. In November, this trend reversed with managers reporting a slightly higher average mental health score compared to non-managers. In February 2022, the mental health of managers (-9.8) has improved to a score above both non-managers (-10.9) and the national average (-10.6).



Demographics

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In February 2022, the mental health score of women is -12.1 compared to -9.1 for men.
- In each of the past 23 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. Nearly two years later, this pattern continues with a lower score for those with at least one child (-12.1) than those without children (-10.0).

Employment

- Overall, four per cent of respondents are unemployed³ and 11 per cent report reduced hours or reduced salary.
- Individuals reporting reduced salary or fewer hours compared to the prior month have the lowest mental health score (-20.7), followed by those not currently employed (-13.9), and those with no change to salary or hours (-9.1).
- Managers have a higher mental health score (-9.8) than non-managers (-10.9).
- Individuals who are self-employed have the highest mental health score (-7.2).
- Respondents working for companies with 51-100 employees have the lowest mental health score (-12.4).

Emergency savings

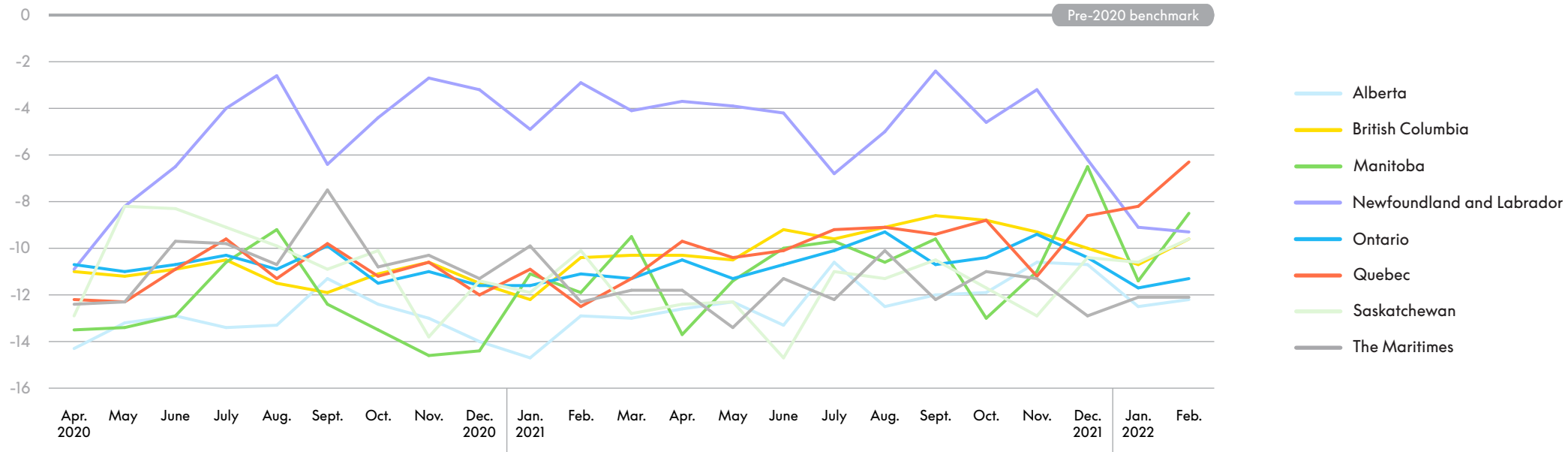
- Those without emergency savings continue to experience a lower mental health score (-31.7) than the overall group (-10.6). Individuals with emergency savings have a mental health score of -0.8.

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

Mental Health Index™ (provincial)

Since April 2020, provincial mental health scores have fluctuated. Except for Newfoundland and Labrador, the fluctuation patterns for the provinces were similar through July 2021. In February 2022, all provinces apart from Newfoundland and Labrador have improvements in mental health.

- With a 1.8-point improvement over January, the mental health score in Quebec (-6.3) is highest for the second consecutive month and is at a level not seen since the launch of the Index in April 2020.
- Manitoba had the most significant improvement in February (+2.9 points), reaching -8.5.
- The lowest mental health score this month is in Alberta (-12.5), despite a modest improvement of 0.3 points from the prior month.



Employment status	Feb. 2022	Jan. 2022
Employed (no change in hours/salary)	-9.1	-9.9
Employed (fewer hours compared to last month)	-20.7	-19.7
Employed (reduced salary compared to last month)	-20.7	-21.6
Not currently employed	-13.9	-14.2
Age group	Feb. 2022	Jan. 2022
Age 20-29	-21.3	-22.6
Age 30-39	-16.0	-16.7
Age 40-49	-12.1	-12.7
Age 50-59	-8.2	-8.1
Age 60-69	-3.8	-3.9
Number of children	Feb. 2022	Jan. 2022
No children in household	-10.0	-10.3
1 child	-12.7	-14.1
2 children	-11.8	-12.5
3 children or more	-9.3	-12.4

Province	Feb. 2022	Jan. 2022
Alberta	-12.2	-12.5
British Columbia	-9.6	-10.7
Manitoba	-8.5	-11.4
Newfoundland and Labrador	-9.3	-9.1
The Maritimes	-12.1	-12.1
Quebec	-6.3	-8.2
Ontario	-11.3	-11.7
Saskatchewan	-9.6	-10.6
Gender	Feb. 2022	Jan. 2022
Men	-9.1	-9.5
Women	-12.1	-13.0
Household income	Feb. 2022	Jan. 2022
<\$30K/annum	-19.8	-20.0
\$30K to <\$60K/annum	-14.9	-15.3
\$60K to <\$100K	-11.0	-11.3
\$100K to <\$150K	-8.0	-9.4
\$150K or more	-4.3	-4.5

Employer size	Feb. 2022	Jan. 2022
Self-employed/sole proprietor	-7.2	-6.8
2-50 employees	-11.1	-12.4
51-100 employees	-12.4	-13.3
101-500 employees	-12.1	-12.4
501-1,000 employees	-11.8	-11.5
1,001-5,000 employees	-9.3	-10.1
5,001-10,000 employees	-11.1	-10.2
More than 10,000 employees	-9.4	-10.5
Manager	Feb. 2022	Jan. 2022
Manager	-9.8	-10.8
Non-manager	-10.9	-11.4

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

Mental Health Index™ (industry)

Full-time post-secondary students continue to have the lowest mental health score (-17.4). Individuals employed in Finance and Insurance (-13.1), and Retail Trade (-13.0) have the next lowest scores in February 2022.

Those employed in Agriculture, Forestry, Fishing and Hunting (-4.7), and Professional, Scientific and Technical Services (-6.9) have the highest mental health scores this month.

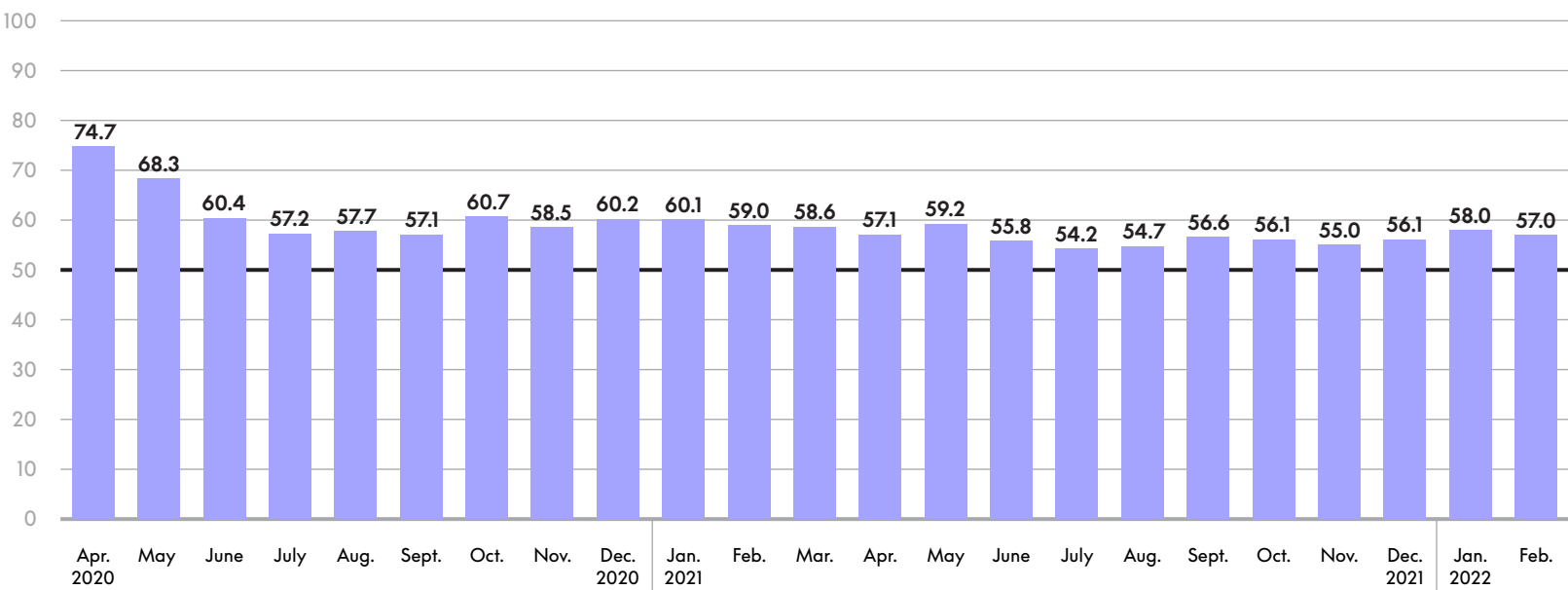
Changes from the prior month are shown in the table.

Industry	February 2022	January 2022	Change
Agriculture, Forestry, Fishing and Hunting	-4.7	-13.0	8.3
Other services (except Public Administration)	-6.7	-12.0	5.3
Arts, Entertainment and Recreation	-7.7	-12.6	4.9
Accommodation and Food Services	-12.8	-16.6	3.9
Public Administration	-7.7	-11.1	3.4
Health Care and Social Assistance	-10.3	-13.6	3.3
Utilities	-9.9	-12.1	2.2
Wholesale Trade	-8.9	-9.8	0.9
Professional, Scientific and Technical Services	-6.9	-7.6	0.6
Other	-12.9	-13.6	0.6
Construction	-10.3	-10.7	0.3
Automotive Industry	-8.0	-8.1	0.1
Educational Services	-10.3	-10.1	-0.2
Retail Trade	-13.0	-12.8	-0.2
Real Estate, Rental and Leasing	-10.7	-10.5	-0.2
Transportation and Warehousing	-9.8	-9.5	-0.4
Manufacturing	-10.7	-10.3	-0.4
Full-time student	-17.4	-16.9	-0.5
Mining and Oil and Gas Extraction	-9.0	-7.2	-1.8
Information and Cultural Industries	-10.1	-7.8	-2.3
Finance and Insurance	-13.1	-10.4	-2.7
Management of Companies and Enterprises	-9.0	-4.6	-4.4

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 February 2022 is 57.0.** This reflects a net increase in mental stress compared to the prior month.

The current score indicates that 20 per cent of the population is experiencing more mental stress compared to the prior month, with six per cent experiencing less. A continued increase in mental stress since April 2020 indicates a significant accumulation of strain in the Canadian population.



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

MStressChg
Current Month—
February 2022

57.0

MStressChg
January 2022

58.0

Mental Stress Change (percentages)

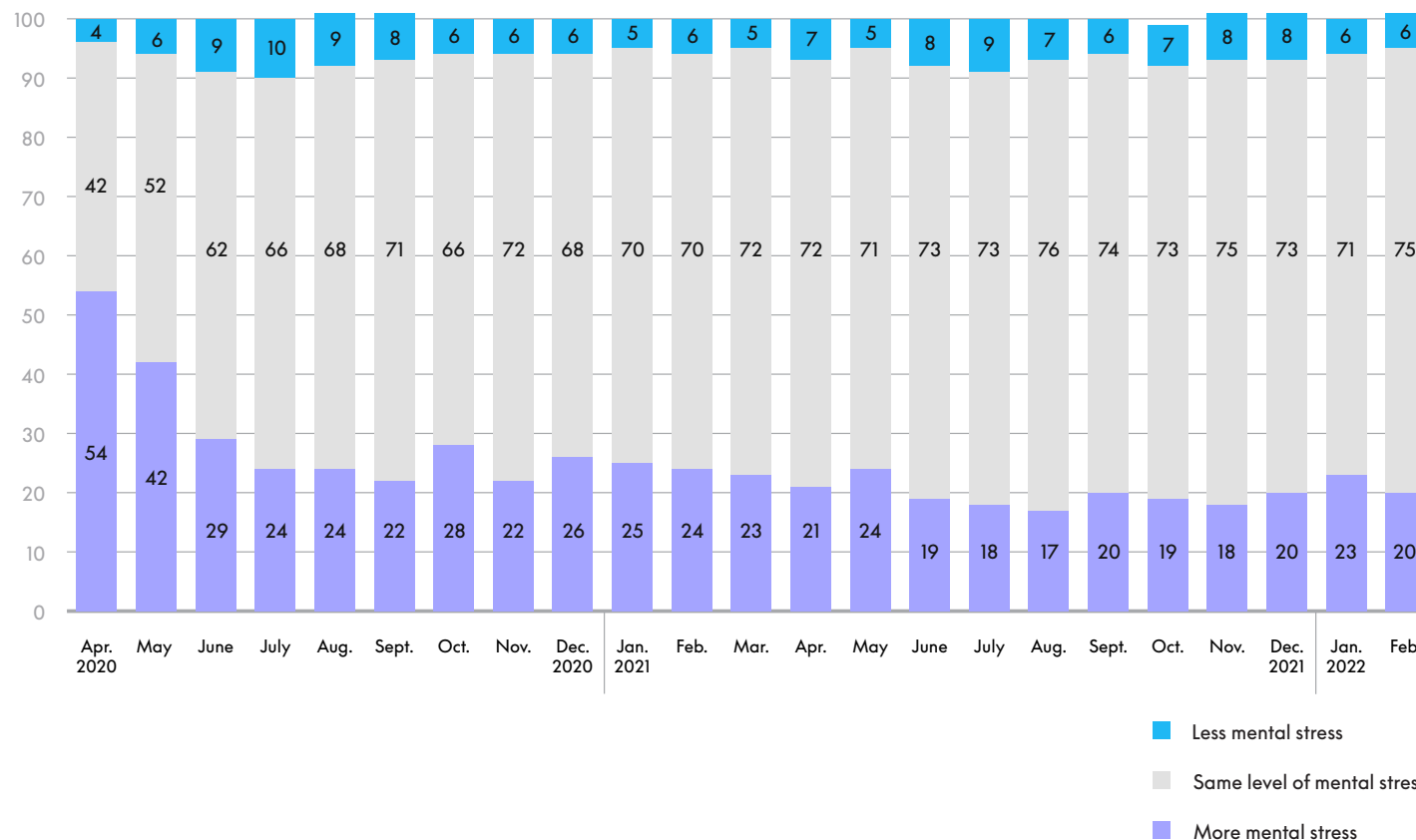
Mental Stress Change tracks stress changes each month.

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 nearly 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, 54 per cent of individuals reported an increase in mental stress. The number of respondents reporting increased month-over-month mental stress is 20 per cent in February 2022, while 75 per cent of respondents report the same level of mental stress and six 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 February 2022, the mental stress change score for women is 57.9 compared to 56.1 for men.

Geography

- The greatest increase in month-over-month stress is for respondents living in Newfoundland and Labrador (60.7), followed by Saskatchewan (58.8), Alberta (58.6), and Ontario (57.3).
- Respondents living in the provinces where the increase in mental stress was less, still had significant increases, including The Maritimes (56.8), followed by British Columbia (56.8), Manitoba (55.0), and Quebec (53.4).

Employment

- The greatest increase in mental stress is seen in employed people with reduced salary (66.4), followed by employed people with reduced hours (63.4), employed people with no change to salary or hours (56.2), and unemployed people (54.8).
- Managers (57.3) and non-managers (57.0) have a nearly equal increase in mental stress.

Employment status	Feb. 2022	Jan. 2022
Employed (no change in hours/salary)	56.2	57.2
Employed (fewer hours compared to last month)	63.4	67.0
Employed (reduced salary compared to last month)	66.4	61.3
Not currently employed	54.8	53.3
Age group	Feb. 2022	Jan. 2022
Age 20-29	62.8	62.2
Age 30-39	59.2	61.1
Age 40-49	57.9	58.5
Age 50-59	56.0	57.3
Age 60-69	53.7	53.7
Number of children	Feb. 2022	Jan. 2022
No children in household	56.2	56.7
1 child	59.7	61.3
2 children	58.0	60.5
3 children or more	59.4	60.6

Province	Feb. 2022	Jan. 2022
Alberta	58.6	57.9
British Columbia	56.8	56.3
Manitoba	55.0	57.9
Newfoundland and Labrador	60.7	59.6
The Maritimes	56.8	57.8
Quebec	53.4	58.0
Ontario	57.3	58.5
Saskatchewan	58.8	57.1
Gender	Feb. 2022	Jan. 2022
Men	56.1	56.9
Women	57.9	59.1
Household income	Feb. 2022	Jan. 2022
<\$30K/annum	59.1	58.7
\$30K to <\$60K/annum	56.7	58.8
\$60K to <\$100K	58.0	58.2
\$100K to <\$150K	56.2	57.9
\$150K or more	56.3	57.5

Employer size	Feb. 2022	Jan. 2022
Self-employed/sole proprietor	57.2	56.5
2-50 employees	55.9	58.4
51-100 employees	55.8	56.5
101-500 employees	57.7	56.9
501-1,000 employees	59.0	59.6
1,001-5,000 employees	56.7	58.1
5,001-10,000 employees	58.9	61.8
More than 10,000 employees	57.0	57.0
Manager	Feb. 2022	Jan. 2022
Manager	57.3	58.7
Non-manager	57.0	57.8

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

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

Available upon request:

Specific cross-correlational and custom analyses

The Mental Stress Change (industry)

In February 2022, individuals employed in Agriculture, Forestry, Fishing and Hunting report less mental stress compared to the prior month (44.2). 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 working in Mining and Oil and Gas Extraction have the most significant increase in mental stress (61.1), followed by full-time students (60.0), and individuals employed in Finance and Insurance (59.2).

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

Industry	February 2022	January 2022
Agriculture, Forestry, Fishing and Hunting	44.2	58.3
Arts, Entertainment and Recreation	52.8	61.0
Real Estate, Rental and Leasing	53.6	54.6
Other services (except Public Administration)	53.7	59.7
Utilities	55.2	55.3
Automotive Industry	55.3	59.3
Construction	55.4	54.0
Transportation and Warehousing	56.3	55.8
Accommodation and Food Services	56.5	64.6
Other	56.6	55.6
Professional, Scientific and Technical Services	57.0	56.3
Educational Services	57.0	59.7
Health Care and Social Assistance	57.3	61.7
Manufacturing	57.5	55.1
Wholesale Trade	57.7	63.5
Public Administration	58.0	57.4
Management of Companies and Enterprises	58.3	56.8
Retail Trade	58.5	58.1
Information and Cultural Industries	59.1	54.2
Finance and Insurance	59.2	57.6
Full-time student	60.0	62.0
Mining and Oil and Gas Extraction	61.1	55.7

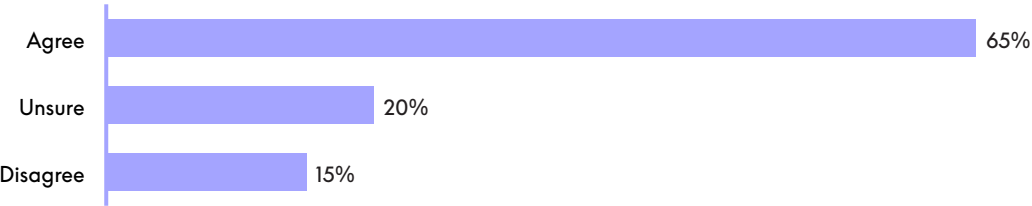
Spotlight

Feeling valued

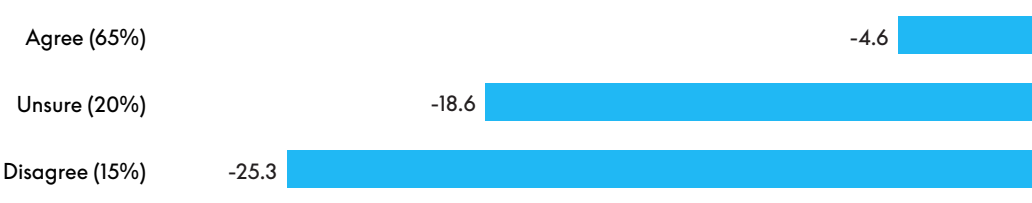
Canadians were asked whether they feel valued for the work they do at their organization.

- Nearly two-thirds (65 per cent) feel valued for the work they do, and this group has the highest mental health score (-4.6), six points better than the national average (-10.6).
- The lowest mental health score (-25.3) is among 15 per cent who do not feel valued for the work they do, nearly 15 points below the Canadian average (-10.6).
- Those with emergency savings are more than 40 per cent more likely than those without emergency savings to feel valued for the work they do.

I feel valued for the work I do



MHI score by feeling valued for the work I do



Value of work to my employer

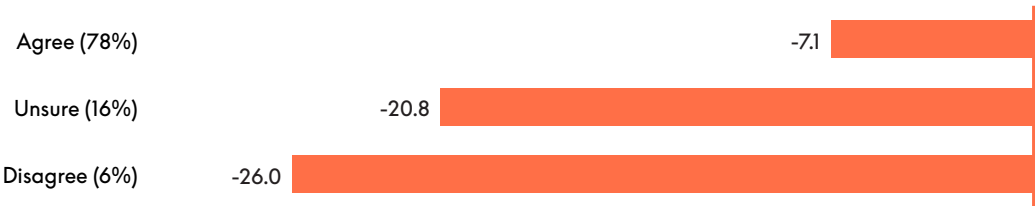
Canadians were asked whether the work they do is important to their employer.

- More than three-quarters (78 per cent) believe the work they do is important to their employer and this group has the highest mental health score (-7.1).
- The lowest mental health score (-26.0) is among six per cent who believe their work is not important to their employer, more than 15 points below the national average (-10.6).
- Individuals 40 years and younger are twice as likely as those 50 and older to believe their work is not important to their employer.
- Those without emergency savings are two-and-a-half times more likely than those with emergency savings to believe their work is not important to their employer.

The work I do is important to my employer



MHI score by the work I do is important to my employer



Control

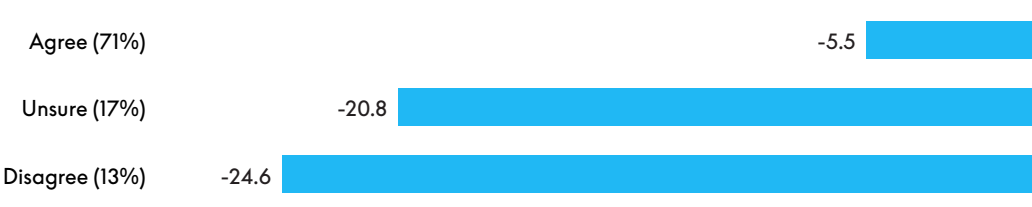
Canadians were asked whether they are satisfied with the amount of control they have over their work.

- Nearly three-quarters (71 per cent) are satisfied with the amount of control they have over their work, and this group has the highest mental health score (-5.5), five points better than the national average (-10.6).
- The lowest mental health score (-24.6) is among 13 per cent who are dissatisfied with the amount of control they have over their work, 14 points below the Canadian average (-10.6).
- Non-managers are 40 per cent more likely than managers to be dissatisfied with the amount of control they have over their work.

I am satisfied with the amount of control over my work



MHI score by I am satisfied with the amount of control over my work

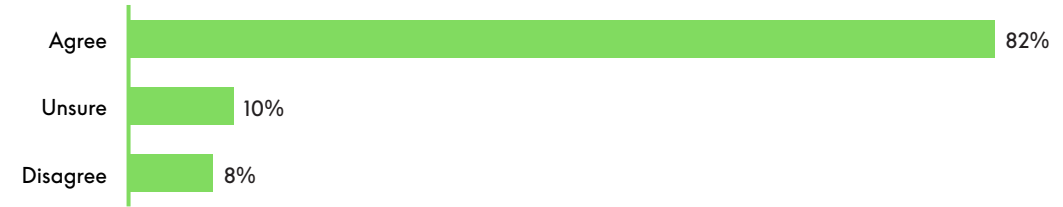


Being myself at work

Canadians were asked whether they are comfortable being themselves at work.

- More than four in five (82 per cent) are comfortable being themselves at work, and this group has the highest mental health score (-6.9), nearly four points above the national average (-10.6).
- The lowest mental health score (-29.4) is observed among eight per cent who are not comfortable being themselves at work, nearly 20 points below the Canadian average (-10.6).
- Individuals without emergency savings are three-and-a-half times more likely than those with emergency savings not feeling comfortable being themselves at work.

I am comfortable being myself at work



MHI score by I am comfortable being myself at work

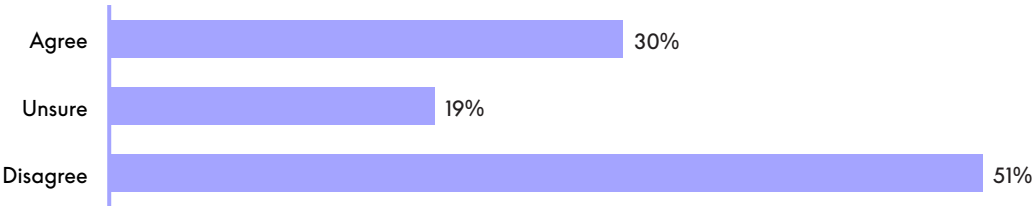


Career goals

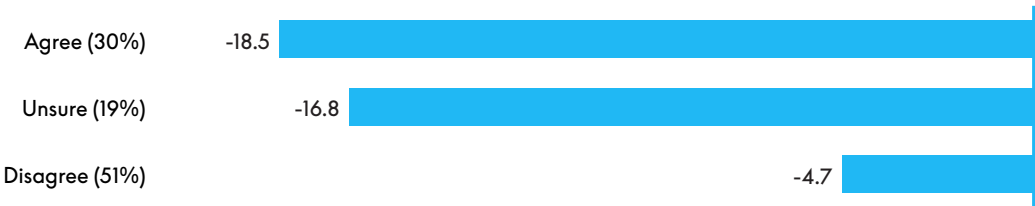
Canadians were asked whether their career goals have changed because of the COVID-19 pandemic.

- More than half (51 per cent) report their career goals have not changed due to the pandemic and this group has the highest mental health score (-4.7), six points better than the national average (-10.6).
- Nearly one-third (30 per cent) indicate their career goals have changed and this group has the lowest mental health score (-18.5), eight points below the Canadian average (-10.6).
- Managers are 40 per cent more likely than non-managers to indicate their career goals have changed because of the pandemic.
- Individuals 40 and younger are 60 per cent more likely to report their career goals have changed than those 50 and older.
- Employed Canadians with reduced salary or fewer hours are twice as likely than those with no changes to salary or hours to indicate their career goals have changed due to the pandemic.

My career goals have changed due to the COVID-19 pandemic



MHI score by my career goals have changed due to the COVID-19 pandemic



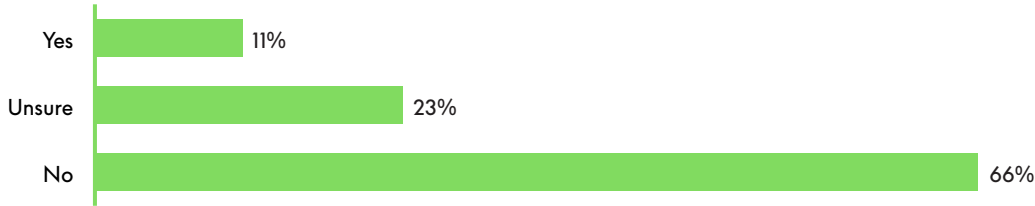
Career change

Career change due to the pandemic

Canadians were asked whether they will be making a career change because of the COVID-19 pandemic.

- Two-thirds (66 per cent) will not be making a career change because of the pandemic and this group has the highest mental health score (-6.4).
- More than one in ten (11 per cent) will make a career change because of the pandemic and this group has the lowest mental health score (-21.3), more than 10 points below the national average (-10.6).
- Managers are 55 per cent more likely than non-managers to report they will be making a career change because of the pandemic.
- Individuals 40 and younger are more than twice as likely as those 50 and older to report they will be making a career change.

Will you be making a career change because of the COVID-19 pandemic?



MHI score by making a career change because of the pandemic

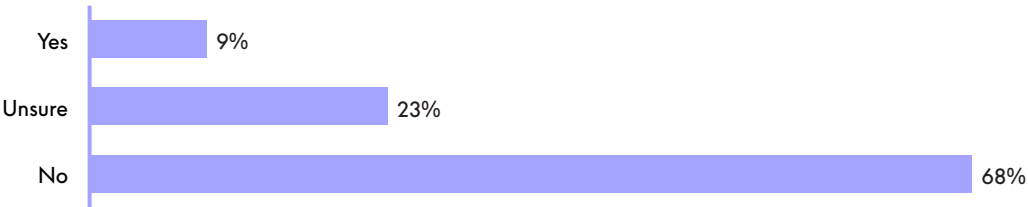


Career change unrelated to the pandemic

Canadians who reported that they are unsure or are not making a change to their career because of the COVID-19 pandemic were asked whether they are considering a change for another reason.

- More than two-thirds (68 per cent) will not be making changes to their career, and this group has the highest mental health score (-5.6), five points better than the national average (-10.6).
- Nine per cent plan to make changes to their career and this group has a mental health score (-16.4), six points lower than the Canadian average (-10.6).

Will you be making a change to your career unrelated to the COVID-19 pandemic?



MHI score by making a change unrelated to the COVID-19 pandemic

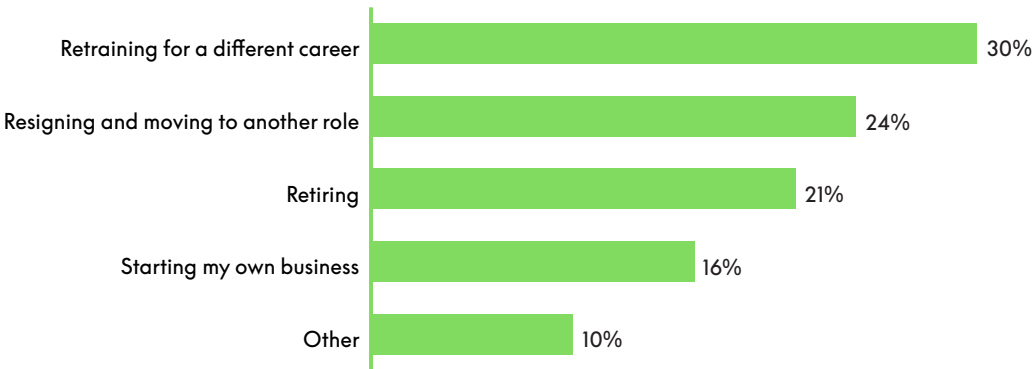


Career changes being considered

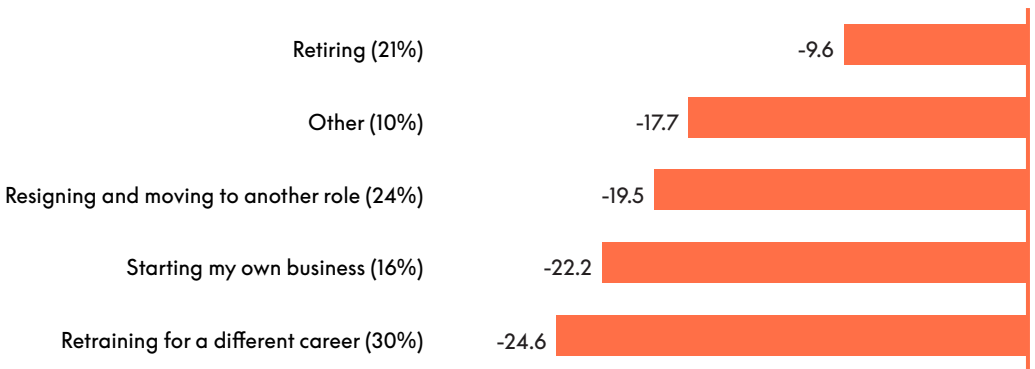
Canadians considering a career change either because of the COVID-19 pandemic or unrelated to the pandemic were asked what change they are considering.

- Nearly one-third (30 per cent) are considering retraining for a different career. This group has the lowest mental health score (-24.6), 14 points below the national average (-10.6).
- One in five (21 per cent) are considering retiring and this group has the highest mental health score (-9.6).
- Managers are twice as likely as non-managers to consider starting their own business.
- Parents are more than 50 per cent more likely than non-parents to consider retraining for a different career.

Career change being considered



MHI score by career change being considered



Social interaction

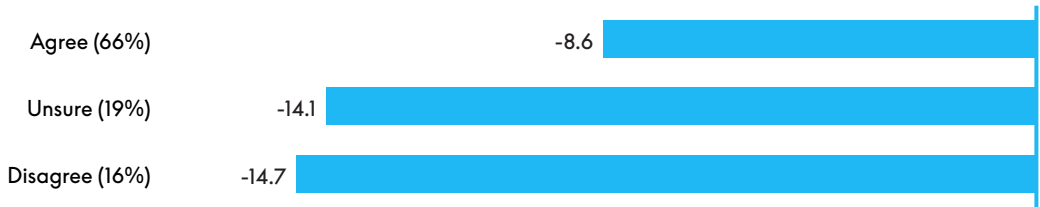
Canadians were asked whether they are comfortable going forward with less social interaction than they had before the pandemic.

- Two-thirds (66 per cent) are comfortable going forward with less social interaction than they had before the pandemic. This group has the highest mental health score (-8.6), two points better than the national average (-10.6).
- Sixteen per cent are not comfortable having less social interaction than they had before the pandemic. This group has the lowest mental health score (-14.7).

I am comfortable with less social interaction than before the pandemic



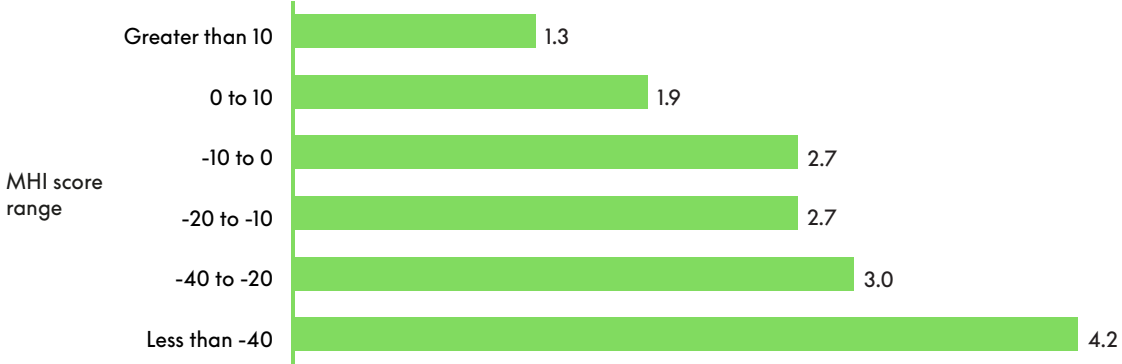
MHI score by comfort with less social interaction than before the pandemic



Absenteeism

Canadians were asked how many days they have missed in the past 12 months due to illness. The data shows a correlation between sick days and mental health scores. Those with higher absenteeism have lower mental health scores than those with fewer days lost due to illness.

Average days absent in 2021 by MHI score



Overview of the Mental Health Index by LifeWorks™

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

The Mental Health Index™ report has three parts:

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

Methodology

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

take part each month to remove a sampling bias. Respondents are asked to consider the prior two weeks when answering each question. The Mental Health Index™ has been published monthly since April 2020. Benchmark data was collected in 2017, 2018 and 2019. Data for the current report was collected between February 1 and 8, 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



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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