

The Mental Health Index by LifeWorks™

Canada | June 2022



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What you need to know for June 2022

1. After four months of improvements, the mental health of working Canadians has declined in June 2022.

- At 64.1, the mental health of Canadians declined modestly from the prior month.
- 33% of working Canadians have a high mental health risk, 43% have a moderate mental health risk, and 23% have a low mental health risk.
- All mental health sub-scores have declined from May to June 2022.
- Mental health scores declined in all provinces apart from British Columbia and Saskatchewan.
- The mental health score of non-managers has fallen below that of managers and the national average for the first time since February 2022.

2. Only seven per cent of working Canadians believe that people with mental health conditions are not treated differently.

- 85% believe mental health conditions can be treated.
- 32% do not feel comfortable talking about mental health with their manager.

- 31% do not feel comfortable talking about mental health with colleagues.
- 17% do not feel comfortable talking about mental health with friends and family.
- Those who are comfortable speaking about mental health have higher mental health scores.

3. Canadians who felt their mental wellbeing was supported by their employer during the pandemic have among the highest mental health scores.

- The mental health score of those who felt supported by their employer during the pandemic is more than seven points higher than the national average and nearly 15 points higher than those who did not feel that their mental health was supported by their employer.
- 51% of employers whose employees felt supported offered work flexibility.
- 41% of employers whose employees felt supported promoted services and resources for mental health.
- 29% of employers whose employees felt supported offered days off to take care of mental health.

From April 2020 to April 2022

the Mental Health Index by LifeWorks™ reflected the deviation from the pre-pandemic benchmark data collected from 2017-2019.

Going forward, scores will be reported as absolute on a scale of 0-100 where

0-49 = Distressed

50-79 = Strained

and 80-100 = Optimal

4. Levels of personal and work stress are relatively equal among working Canadians.

- The mental health score of those who indicate that conflict is their primary source of work stress is 14 points lower than the national average.
- The impact of stress includes the following: 31% are having difficulty sleeping, 28% are unable to relax, and 27% have experienced emotional changes.
- Personal and/or work stress is having a greater impact on parents and younger people (under 40) than other groups.

5. Half of Canadians experienced some benefit because of the pandemic.

- 16% prioritized hobbies or personal interests.
- 15% have an improved financial position.
- 14% have an improved relationship with their partner.
- 14% have prioritized their physical health.
- Parents and younger people (under 40) are more likely to indicate an improved relationship with their partner than other groups.

74%

are feeling
the impact of work
and/or personal stress

44%

feel that their mental
wellbeing was supported
by their employer during
the pandemic

32%

do not feel comfortable
talking about mental health
with their manager

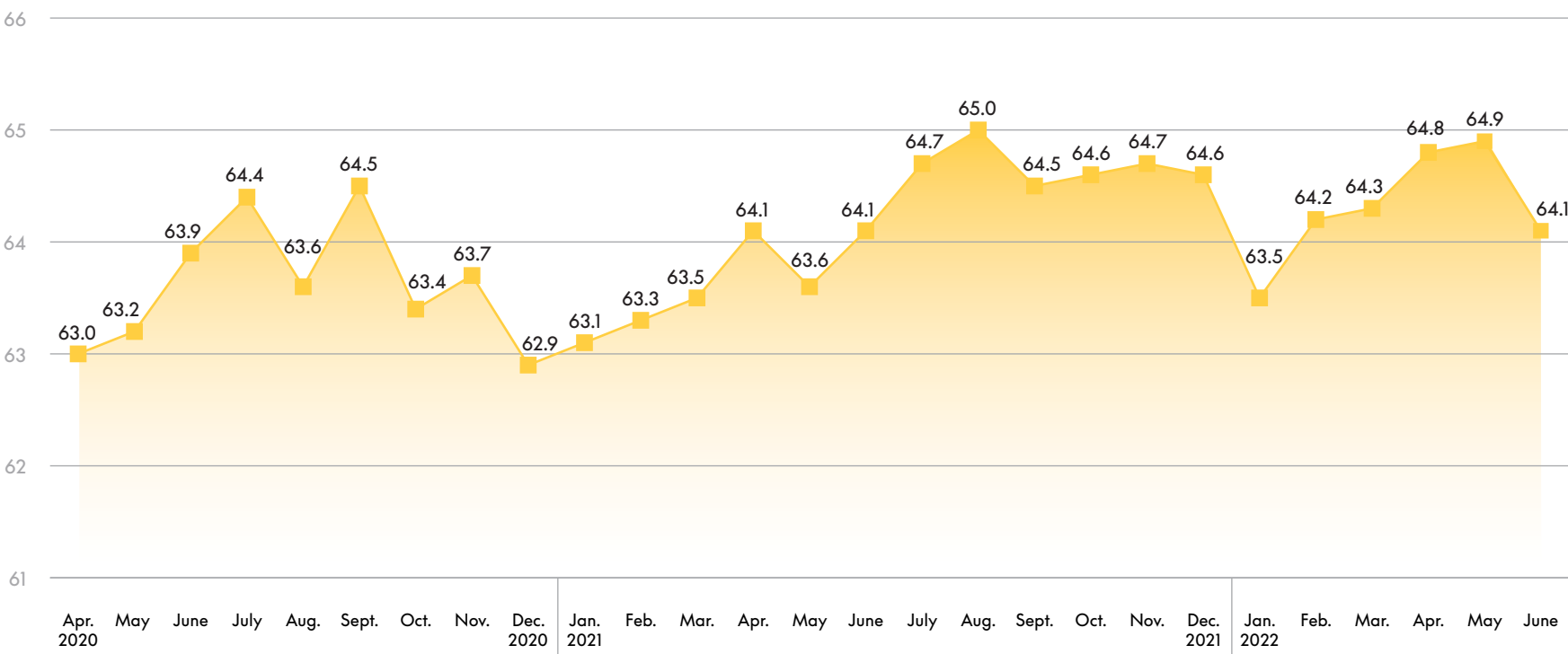
7%

believe that people
with mental health conditions
are not treated differently

The Mental Health Index™

The overall Mental Health Index for June 2022 is 64.1 points¹.

After four months of improvements, the mental health of Canadians has declined in June 2022.



MHI Current Month
June 2022

64.1

May 2022

64.9

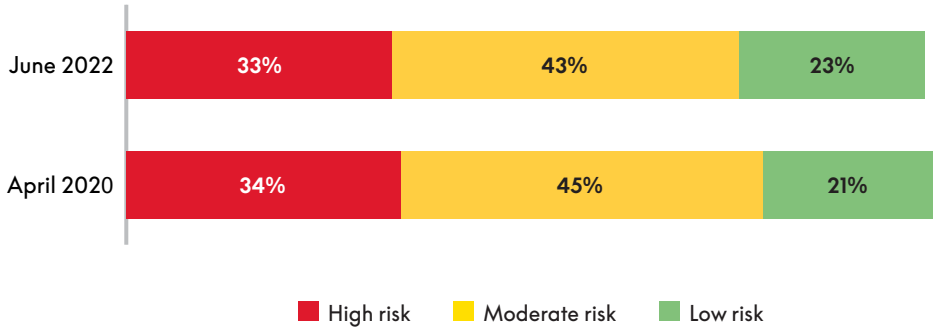
- Distressed 0-49
- Strained 50-79
- Optimal 80-100

¹ Beginning in May 2022, corresponding to year 3 of the Mental Health Index by LifeWorks™, scores are represented as absolute. The move to absolute scores has been taken given the degree of change that has occurred over the last two years. It is unlikely that a return to pre-pandemic levels will be realized hence the reference relative to that benchmark is no longer relevant.

Mental health risk

In June 2022, 33 per cent of Canadians have a high mental health risk, 43 per cent have a moderate mental health risk, and 23 per cent have a low mental health risk. Approximately 30 per cent of people in the high-risk group report diagnosed anxiety or depression, seven per cent report diagnosed anxiety or depression in the moderate-risk group, and one per cent of people in the low-risk group report diagnosed anxiety or depression.

In contrast, in April 2020, at the launch of the Index and near the onset of the COVID-19 pandemic, 34 per cent of Canadians had a high mental health risk, 45 per cent had a moderate mental health risk, and 21 per cent had a low mental health risk.



Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score is for the risk measure of anxiety (56.3), followed by isolation (60.1), work productivity (60.6), depression (61.9), optimism (66.5), and financial risk (69.1). General psychological health (72.1) is the most favourable mental health measure in June 2022.

- All mental health sub-scores have declined compared to the prior month.
- The greatest declines were financial risk and anxiety sub-scores, both declining 1.2 points from May 2022.

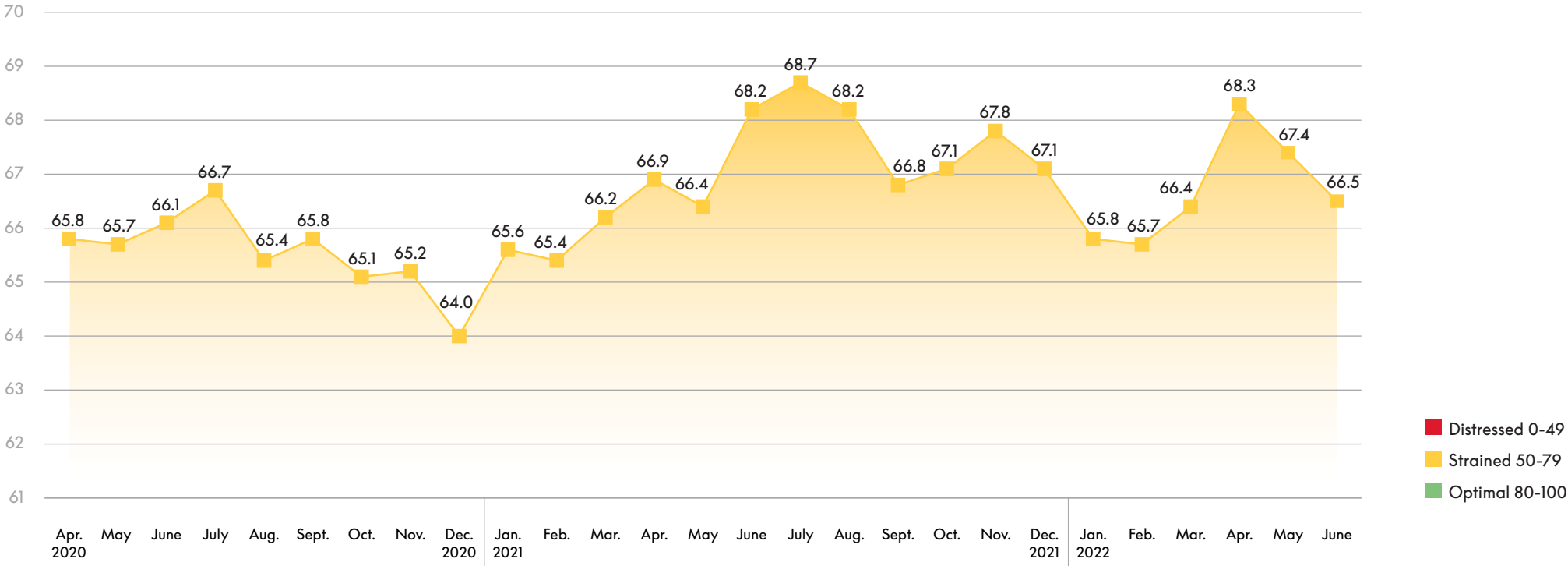
Mental Health Index™ Sub-scores ² 2022	June	May
Anxiety	56.3	57.5
Isolation	60.1	60.8
Work productivity	60.6	61.6
Depression	61.9	62.3
Optimism	66.5	67.4
Financial risk	69.1	70.3
Psychological health	72.1	72.6

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

Optimism

Despite some months of modest improvement, including a peak in July 2021, and a notable increase in April 2022, optimism sub-scores scores have remained strained since April 2020.

In June 2022, the optimism score declined for the second consecutive month to 66.5.

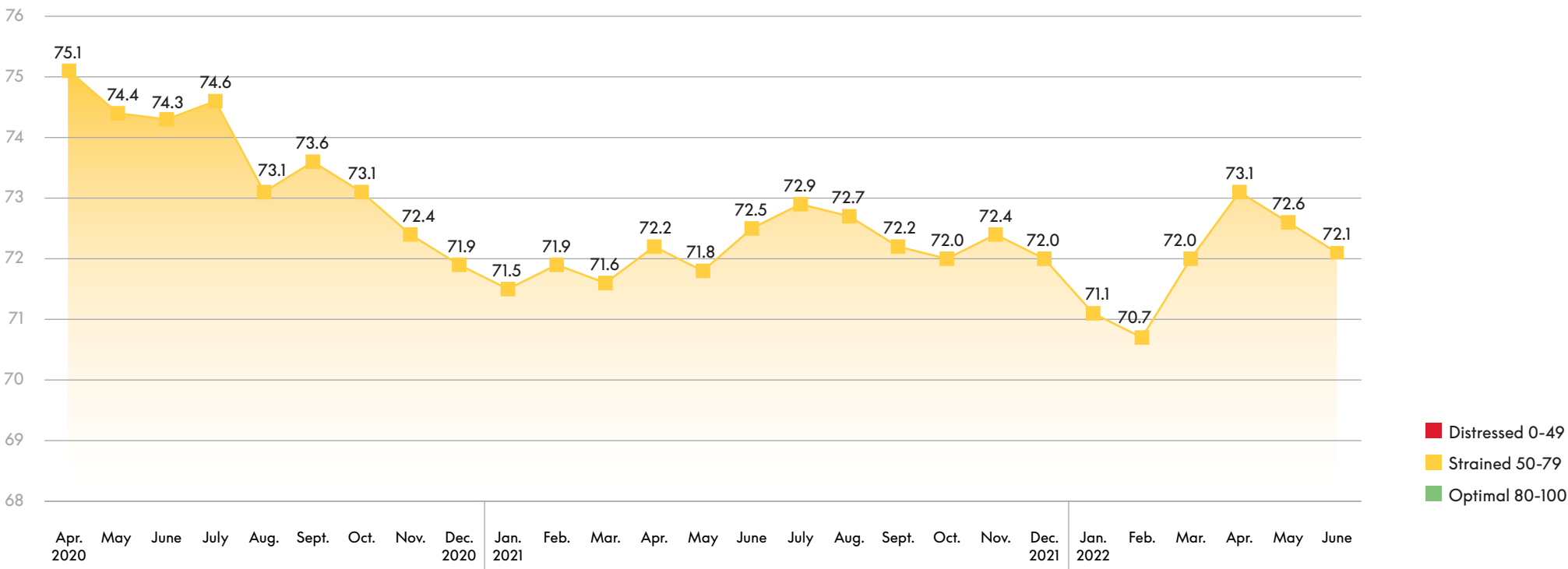


General psychological health

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

From November 2020 to December 2021, the psychological health score of Canadians fluctuated modestly.

A low was observed in February 2022 followed by two months of improvement. In June 2022, the psychological health score declined for the second consecutive month to 72.1. Despite the decline, general psychological health is the most favourable of all mental health sub-scores.



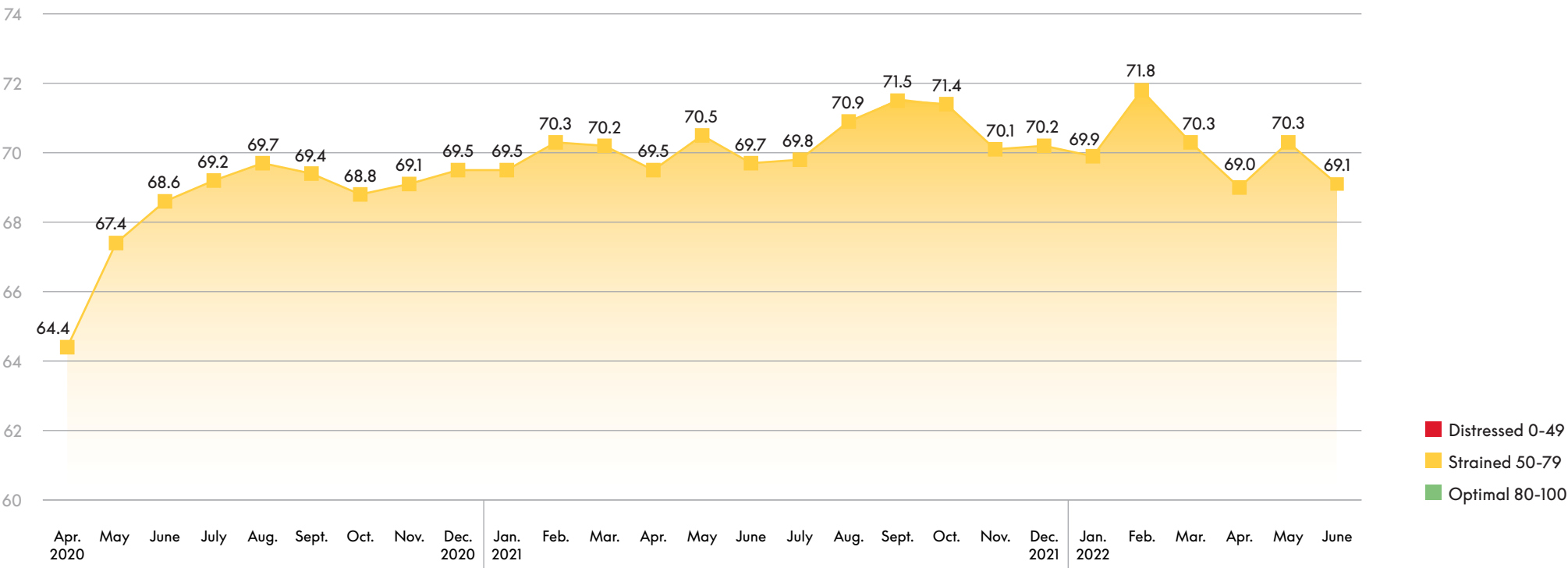
Financial risk

The financial risk sub-score measures the level of an individual’s emergency savings.

The financial risk sub-score has shown general improvement since the launch of the MHI in April 2020.

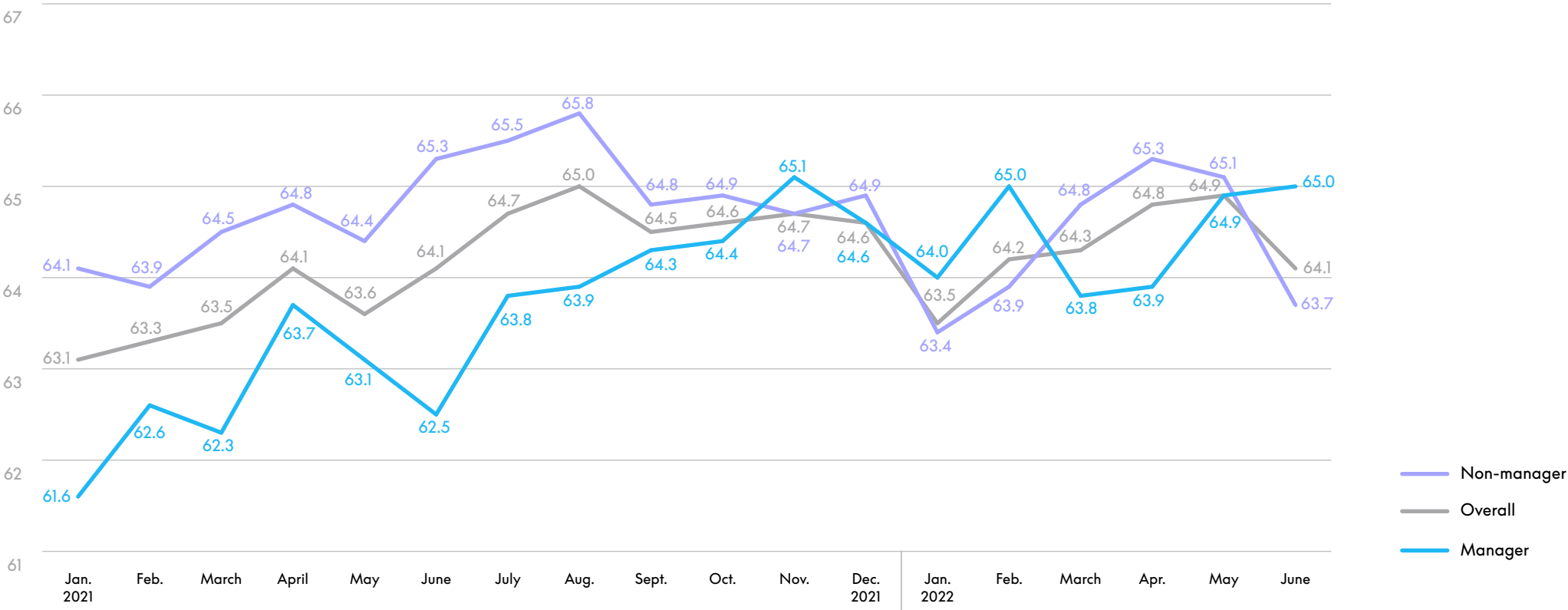
In February 2022, the financial risk sub-score of Canadians increased to a high of 71.8 but declined through April.

In May 2022, the score rebounded 1.3 points but declined again in June to 69.1.



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. From March through May 2022, the mental health score of managers was lower than that of non-managers; however, this trend reversed in June. The mental health score of non-managers (63.7) is lower than managers (65.0) in June 2022.



Demographics

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In June 2022, the mental health score of women is 62.1 compared to 66.3 for men.
- Since April 2020, mental health scores have improved with age.
- Differences in mental health scores between those with and without children have been reported since the launch of the Index in April 2020. More than two years later, this pattern continues with a lower score for those with at least one child (61.7) than those without children (65.3).

Employment

- Overall, four per cent of respondents are unemployed³ and eight per cent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (49.7), followed by those working fewer hours (54.1), those not currently employed (63.2), and those with no change to salary or hours (64.1).
- Managers have a higher mental health score (65.0) than non-managers (63.7).
- Individuals who are self-employed have the highest mental health score (68.1)
- Respondents working for companies with 501-1,000 employees have the lowest mental health score (60.2).

Emergency savings

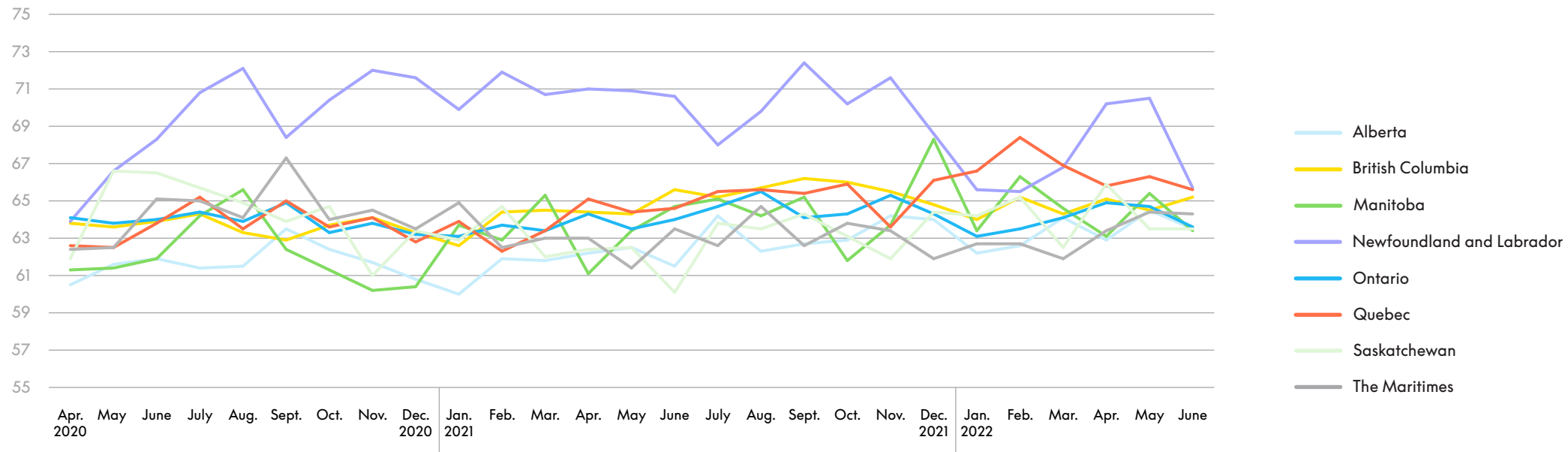
- Those without emergency savings continue to experience a lower mental health score (43.3) than the overall group (64.9). Individuals with emergency savings have a mental health score of 74.5.

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 June 2022, the mental health in Saskatchewan remains unchanged from the prior month while British Columbia saw an improvement, and all other provinces saw declines in mental health.

- Despite a significant, nearly 5-point decline, the mental health score in Newfoundland and Labrador continues to be the highest (65.7).
- In May 2022, Manitoba had the greatest improvement in mental health with a 2.3-point increase. That gain was lost in June resulting in the lowest mental health score (63.4) in the country.



Employment status	June 2022	May 2022
Employed (no change in hours/salary)	65.2	66.0
Employed (fewer hours compared to last month)	54.1	54.4
Employed (reduced salary compared to last month)	49.7	55.0
Not currently employed	63.2	62.1
Age group	June 2022	May 2022
Age 20-29	52.1	54.9
Age 30-39	57.9	58.7
Age 40-49	63.0	63.3
Age 50-59	67.0	68.2
Age 60-69	71.9	72.5
Number of children	June 2022	May 2022
No children in household	65.3	65.9
1 child	61.1	62.5
2 children	62.2	64.0
3 children or more	63.5	60.4

Province	June 2022	May 2022
Alberta	63.5	64.5
British Columbia	65.2	64.5
Manitoba	63.4	65.4
Newfoundland and Labrador	65.7	70.5
The Maritimes	64.3	64.4
Quebec	65.6	66.3
Ontario	63.6	64.7
Saskatchewan	63.5	63.5
Gender	June 2022	May 2022
Men	66.3	67.2
Women	62.1	62.9
Household income	June 2022	May 2022
<\$30K/annum	53.9	52.5
\$30K to <\$60K/annum	60.1	61.4
\$60K to <\$100K	63.5	65.2
\$100K to <\$150K	66.6	66.7
\$150K or more	72.3	72.2

Employer size	June 2022	May 2022
Self-employed/sole proprietor	68.1	66.9
2-50 employees	64.0	65.9
51-100 employees	62.3	62.3
101-500 employees	64.0	64.5
501-1,000 employees	60.2	62.6
1,001-5,000 employees	66.5	66.8
5,001-10,000 employees	63.2	65.1
More than 10,000 employees	64.5	64.9
Manager	June 2022	May 2022
Manager	65.0	64.9
Non-manager	63.7	65.1

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

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

Mental Health Index™ (industry)

Full-time post-secondary students have the lowest mental health score in June 2022 (53.4), followed by individuals employed in the Automotive industry (59.2), and Arts, Entertainment and Recreation (59.4).

Those employed in Real Estate, Rental and Leasing (73.3), Professional, Scientific and Technical Services (68.1), and Mining and Oil and Gas Extraction (68.0) have the highest mental health scores this month.

Changes from the prior month are shown in the table.

Industry	June 2022	May 2022	Change
Full-time student	53.4	46.0	7.4
Real Estate, Rental and Leasing	73.3	66.5	6.8
Public Administration	66.2	64.3	1.9
Mining and Oil and Gas Extraction	68.0	66.5	1.5
Educational Services	65.2	64.0	1.2
Utilities	65.6	64.8	0.7
Health Care and Social Assistance	63.9	64.2	-0.3
Agriculture, Forestry, Fishing and Hunting	62.1	62.6	-0.5
Accommodation and Food Services	61.7	62.2	-0.5
Manufacturing	66.0	66.6	-0.6
Construction	64.1	64.8	-0.7
Information and Cultural Industries	62.2	63.1	-0.9
Retail Trade	64.4	65.5	-1.1
Finance and Insurance	61.4	62.5	-1.1
Professional, Scientific and Technical Services	68.1	69.3	-1.1
Other	62.9	64.5	-1.6
Management of Companies and Enterprises	64.4	66.2	-1.8
Transportation and Warehousing	64.2	66.9	-2.7
Automotive Industry	59.2	63.3	-4.1
Other services (except Public Administration)	65.8	70.1	-4.3
Wholesale Trade	59.6	64.2	-4.7
Arts, Entertainment and Recreation	59.4	64.3	-4.9

Spotlight

Perception of mental health

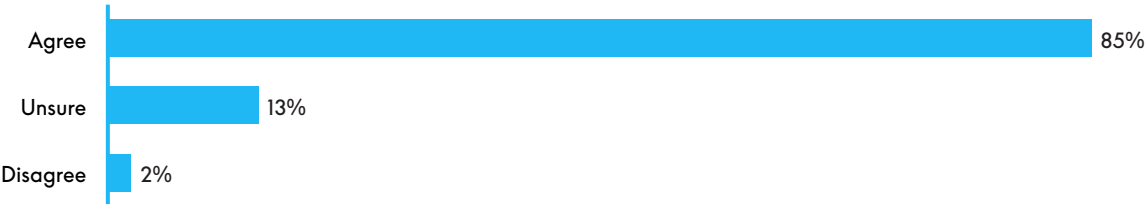
Nearly two-thirds (65 per cent) of Canadians believe that people with mental health conditions are treated differently.

More than four in five Canadians (85 per cent) believe that mental health conditions can be treated.

People with mental health conditions are generally treated differently



Mental health conditions can be treated



Discussing mental health

Canadians were asked whether they feel comfortable talking openly about mental health with their manager.

- More than two in five (44 per cent) feel comfortable talking about mental health with their manager and this group has the most favourable mental health score (68.9).
- Nearly one-third (32 per cent) do not feel comfortable talking about mental health with their manager and this group has the lowest mental health score (56.8).

Canadians were asked whether they feel comfortable talking openly about mental health with their colleagues.

- Nearly half (45 per cent) feel comfortable talking about mental health with their colleagues and this group has the most favourable mental health score (68.8).
- Nearly one-third (31 per cent) do not feel comfortable talking about mental health with their colleagues and this group has the lowest mental health score (57.5).

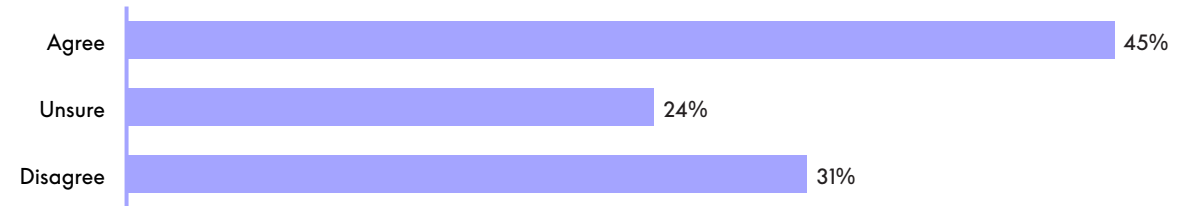
I feel comfortable talking openly about mental health with my manager



MHI score by I feel comfortable talking openly about mental health with my manager



I feel comfortable talking openly about mental health with colleagues



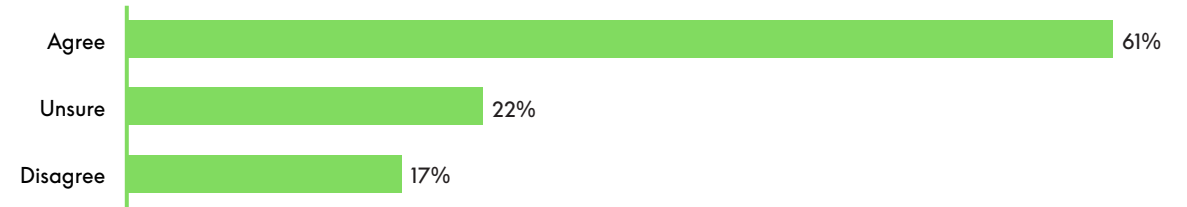
MHI score by I feel comfortable talking openly about mental health with colleagues



Canadians were asked whether they feel comfortable talking openly about mental health with their friends and family.

- More than three in five (61 per cent) feel comfortable talking about mental health with their friends and family and this group has the most favourable mental health score (68.6).
- Nearly one in five (17 per cent) do not feel comfortable talking about mental health with their friends and family and this group has the lowest mental health score (51.8).

I feel comfortable talking openly about mental health with friends and family



MHI score by I feel comfortable talking openly about mental health with friends and family



Mental health support

Canadians were asked whether they feel that their mental wellbeing was supported by their employer during the pandemic.

- More than two in five (44 per cent) feel that their mental wellbeing was supported by their employer during the pandemic and this group has the most favourable mental health score (71.3), more than seven points higher than the national average (64.1).
- More than one-quarter (28 per cent) do not feel that their mental wellbeing was supported by their employer during the pandemic and this group has the lowest mental health score (56.7), more than seven points below the national average (64.1).

My mental wellbeing was supported by my employer during the pandemic



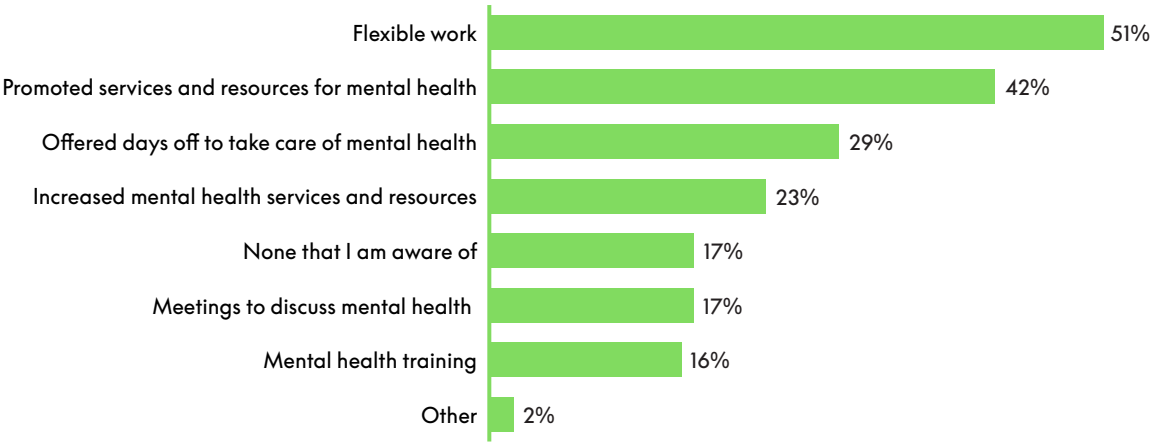
MHI score by My mental wellbeing was supported by my employer during the pandemic



Canadians reporting that their mental wellbeing was supported during the pandemic were asked about the actions taken by their employer.

- More than half (51 per cent) indicate that work flexibility has been offered by their employer, followed by 42 per cent promoting services and resources for mental health.
- Managers are 65 per cent more likely than non-managers to report that work flexibility has been offered by their employer.

Actions taken by my employer to support mental health



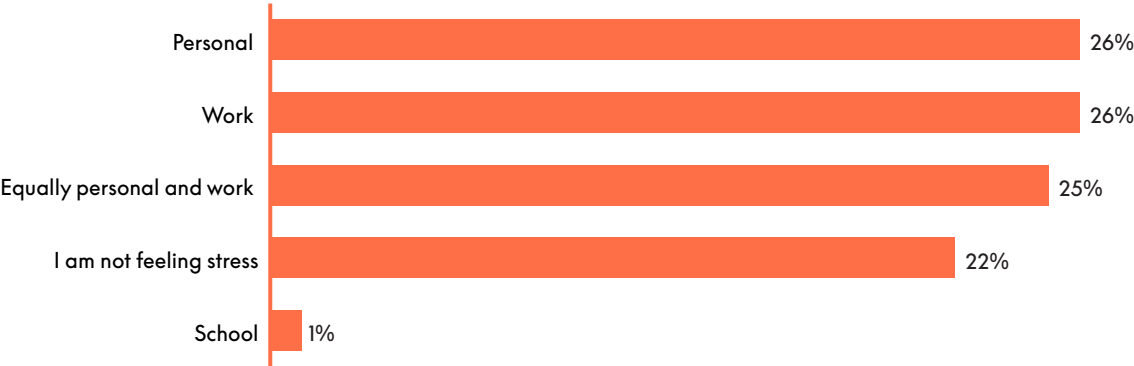
Stress

Primary source of stress

Canadians were asked about their primary source of stress.

- More than three-quarters (77 per cent) indicate that personal and/or work stressors are their primary source of stress.
- Respondents under the age of 40 are 40 per cent more likely than those older than 50 to indicate that work is their primary source of stress.
- Managers are 35 per cent more likely than non-managers to indicate that work is their primary source of stress.

Primary source of stress



MHI score by Primary source of stress

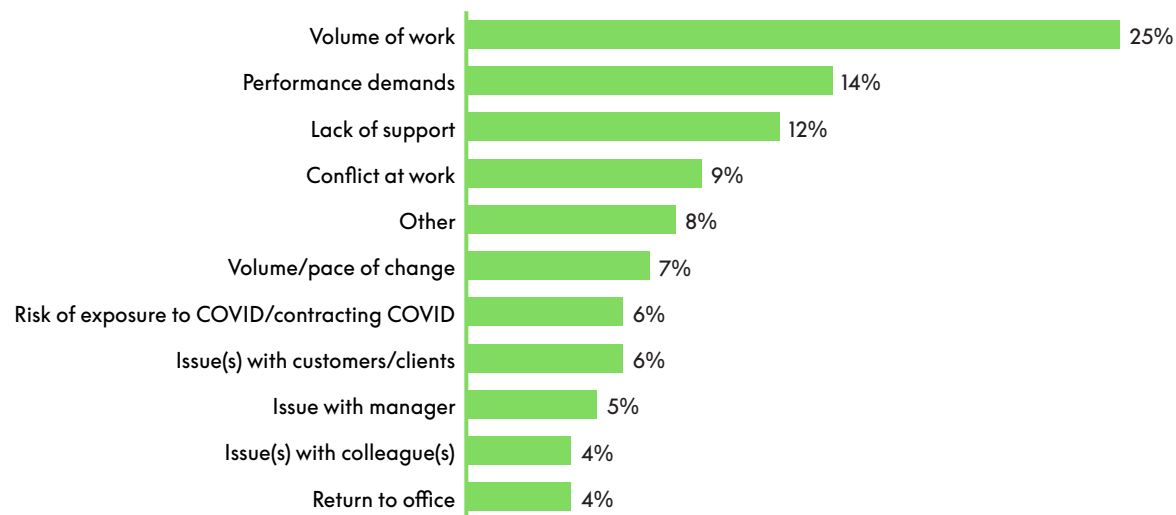


Work-related stress

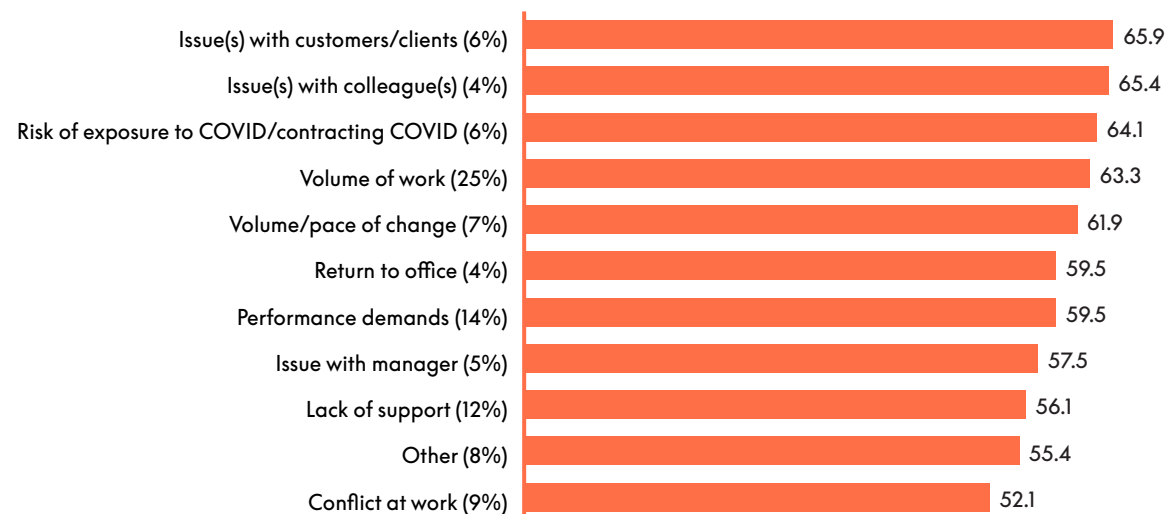
Canadians reporting that work is a primary source of stress were asked about the specific type of work stress.

- One in four (25 per cent) indicate that volume of work is the primary source of work stress, 14 per cent report performance demands, and 12 per cent report lack of support as the primary source of work stress.
- Nearly one in ten (9 per cent) report conflict at work as their primary source of work stress and this group has the least favourable mental health score (52.1), 12 points lower than the national average (64.1).
- Managers are 45 per cent more likely than non-managers to indicate that volume of work is their primary source of work stress.
- Employees under the age of 40 are 60 per cent more likely than those older than 50 to report lack of support as their primary source of work stress.

Primary source of work stress



MHI score by Primary source of work stress

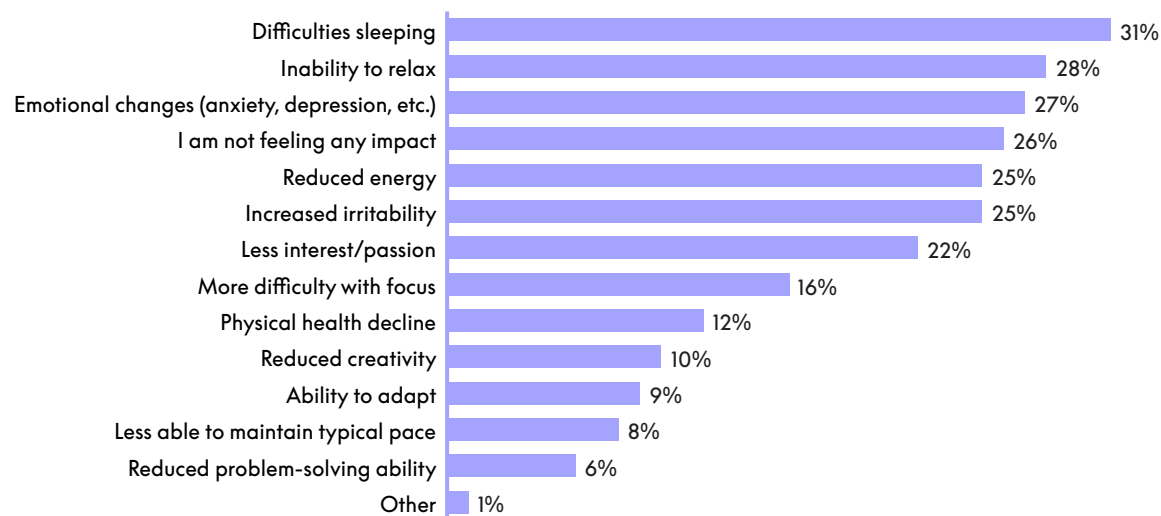


Impact of stress

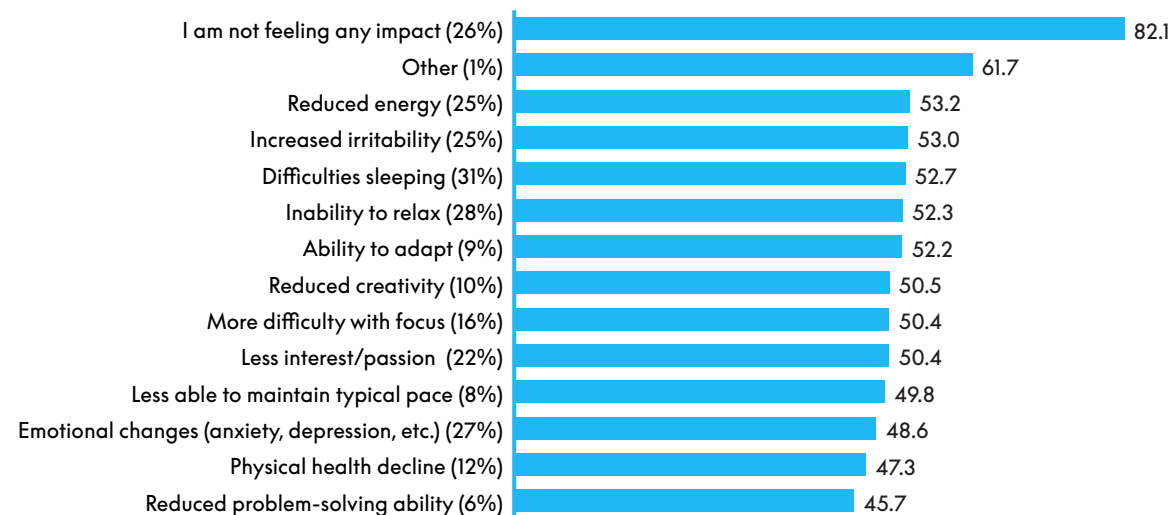
Canadians were asked to what extent personal and/or work-related stressors have impacted them.

- Nearly three-quarters (74 per cent) are feeling some impact of personal and/or work stress.
- Nearly one-third (31 per cent) have difficulties sleeping, 28 per cent are unable to relax, and 27 per cent have experienced emotional changes because of stress.
- Individuals without emergency savings are twice as likely as those with emergency savings to have difficulties sleeping because of stress.
- Respondents under the age of 40 are nearly three times more likely than those older than 50 to have difficulty adapting.
- Respondents under the age of 40 are nearly 80 per cent more likely than those older than 50 to be unable to relax.
- Parents are 40 per cent more likely than non-parents to report personal and/or work-related stress has impacted their ability to adapt.

Impact of personal and/or work related stress



MHI score by Impact of personal and/or work related stress

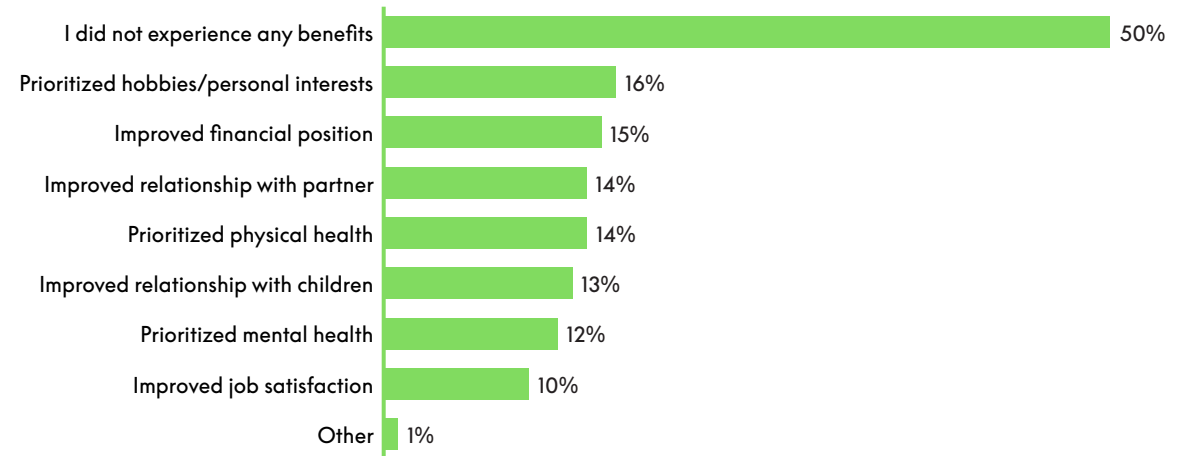


Pandemic silver linings

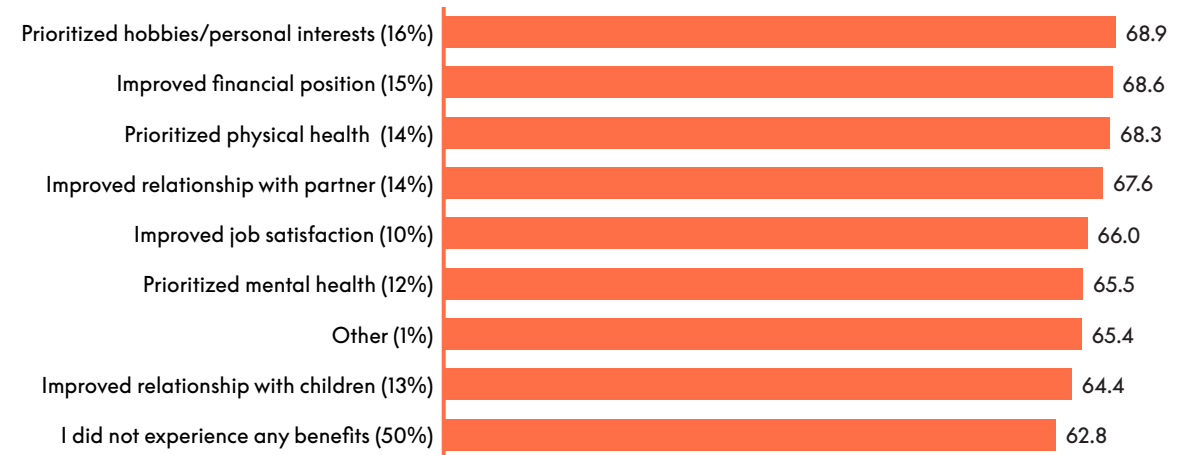
Canadians were asked whether they have experienced any benefits because of the pandemic.

- Half (50 per cent) have experienced some benefits because of the pandemic.
- Nearly one in five (16 per cent) have prioritized hobbies/personal interests, 15 per cent have an improved financial position, 14 per cent have experienced an improvement in their relationship with a partner and an equal number have prioritized their physical health.
- Respondents under the age of 40 are 80 per cent more likely than those 50 and older to indicate that their relationship with a partner has improved because of the pandemic.
- Respondents under the age of 40 are 80 per cent more likely than those 50 and older to report improved job satisfaction.
- Parents are 70 per cent more likely than non-parents to indicate that their relationship with a partner has improved because of the pandemic.
- Parents are 50 per cent more likely than non-parents to report improved job satisfaction.
- Managers are 40 per cent more likely than non-managers to report that their financial position has improved because of the pandemic.

Benefits experienced because of the pandemic



MHI score by Benefits experienced because of the pandemic



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. 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 two parts:

1. The overall Mental Health Index™ (MHI).
2. 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. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between June 3 and 13, 2022.

Calculations

Beginning in May 2022, corresponding to year 3 of the Mental Health Index by LifeWorks™, scores are represented as absolute. The move to absolute scores has been taken given the degree of change that has occurred over the last two years. It is unlikely that a return to pre-pandemic levels will be realized hence, the reference relative to that benchmark is no longer relevant.

To create the Mental Health Index, a response scoring system is applied to turn individual responses into point values. Higher point values are associated with better mental health and less mental health risk. The sum of scores is divided by the total number of possible points to generate a score out of 100. The raw score is the mathematical mean of the individual scores. Distribution of scores is defined according to the following scale:

Distressed 0 - 49 **Strained** 50-79 **Optimal** 80 - 100

Additional data and analyses

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



About LifeWorks

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

For more information, visit:

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