

# The Mental Health Index by LifeWorks™

Canada | 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 Canadians has been 10 points or lower than the pre-2020 benchmark.

- At -10.5, the current mental health score is unchanged from the prior month.
- Depression, anxiety, work productivity and financial risk scores declined from February to March 2022.
- Despite a decline of 1.5 points this month, 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 in Alberta, Ontario and Newfoundland and Labrador while British Columbia, Saskatchewan, Manitoba, Quebec, and the Maritimes saw declines in mental health.
- After two months of improvements, the mental health score of managers fell more than one point from February and is below non-managers and the national average.

## 2. More than two in five Canadians end their workday feeling mentally and/or physically exhausted.

- 42% end their workday feeling mentally and/or physically exhausted, and this group has a mental health score 13 points below the national average.
- 35% are finding it increasingly more difficult to be motivated to do their work.
- 27% 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 Canadians are unable to disconnect from work after usual work hours.

- 51% have too much work to do during their workday.
- 25% report their manager contacts them after work hours.
- 23% say their co-workers contact them after work hours.

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

- 11% are concerned about their drinking or drug use, and a further 8% are unsure.
- Those who are concerned about their drinking or drug use have a mental health score more than 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.
- 16% are concerned about the drinking or drug use of someone in their household, and a further 9% are unsure.
- Nearly half (48%) would be concerned about the career impact of a substance use issue.

50%

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

42%

leave work feeling  
mentally and/or  
physically exhausted

35%

are unmotivated  
to do their work

28%

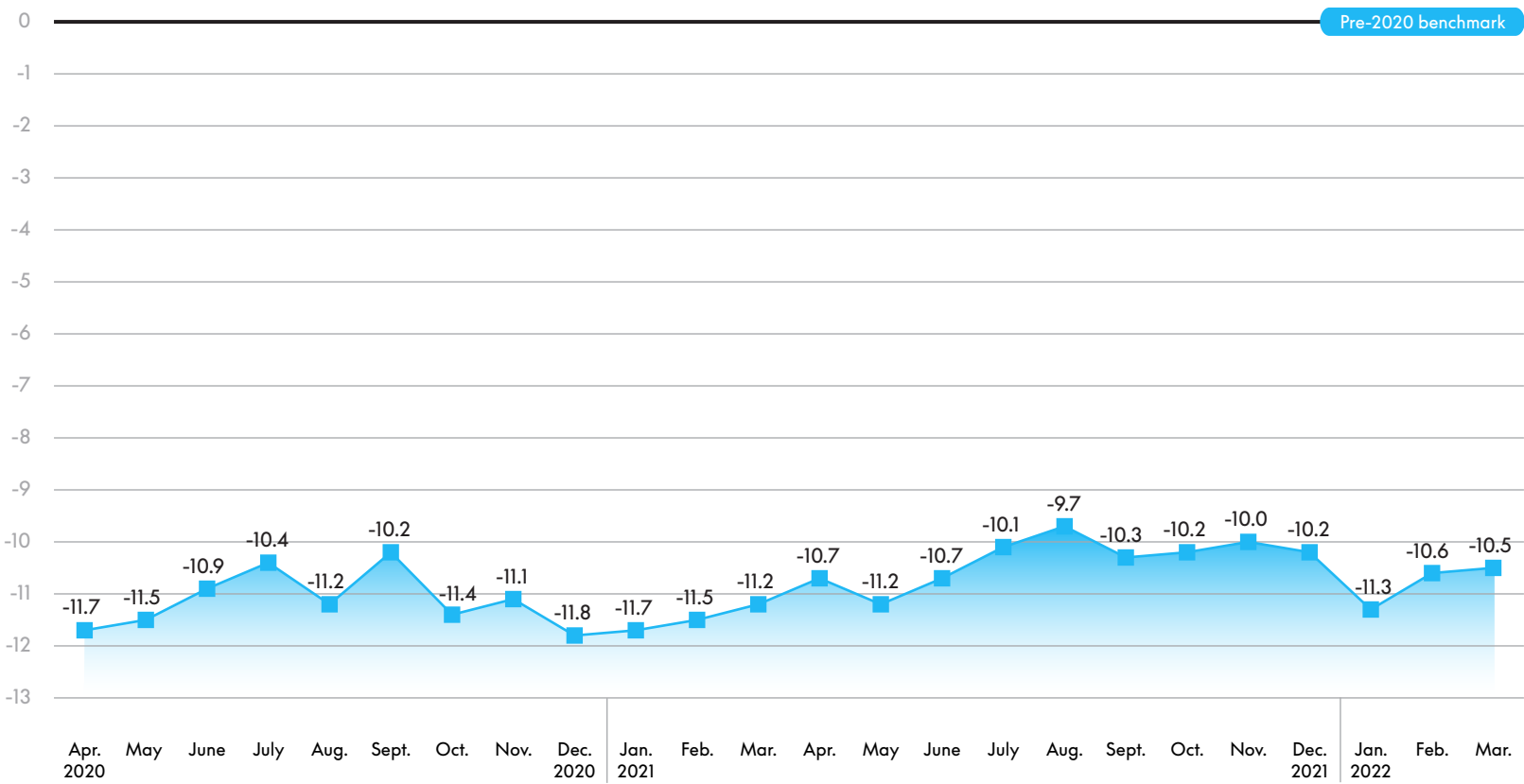
are unable to disconnect  
from work after hours

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

- 12% would not know where to go for support if they had a substance use issue, and a further 32% are unsure.
- More than one-third (36%) of employed Canadians do not know whether their workplace offers addiction support programs.
- 50% of managers do not know, or are unsure, what to look for if they suspect an employee has a substance use issue.
- 52% 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 19% 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 -10.5 points**, nearly unchanged from the prior month. 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.



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

MHI Current Month  
March 2022

-10.5

February 2022

-10.6

# Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score is for the risk measure of depression (-12.2), followed by optimism (-11.7), anxiety (-11.4), work productivity (-10.7), isolation (-10.4), and general psychological health (-3.5).

The best sub-score, and the only measure above the historical benchmark, continues to be financial risk (4.0).

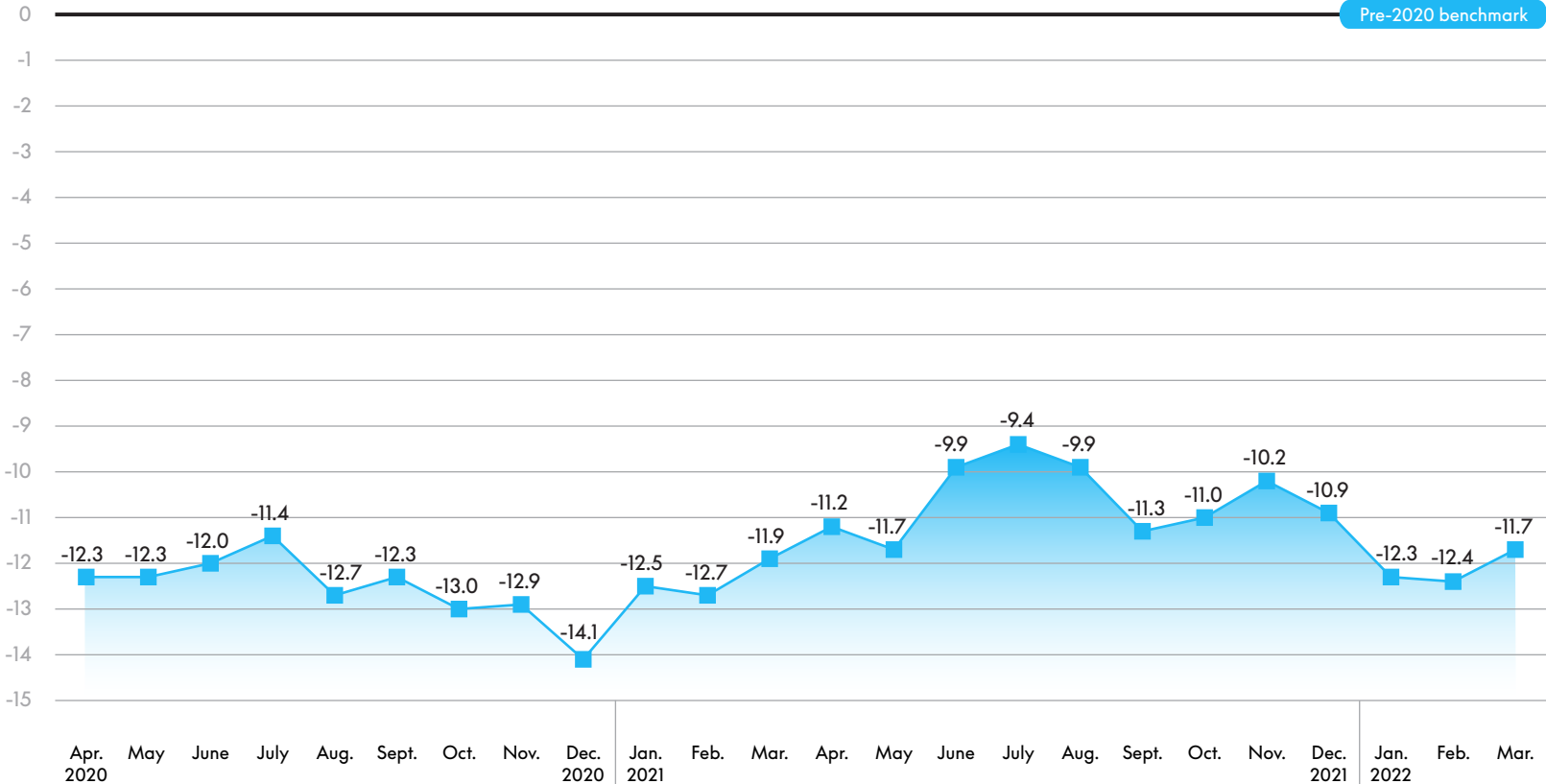
- Depression, anxiety, work productivity and financial risk scores have declined from February 2022.
- With a 1.3-point increase, the general psychological health sub-score had the greatest improvement over the prior month.
- The financial risk sub-score declined 1.5 points in March; however, it continues to be the strongest of all sub-scores, at four points above the pre-2020 benchmark.

Mental Health Index™ Sub-scores <sup>2</sup> 2022	March	February
Depression	-12.2	-12.0
Optimism	-11.7	-12.4
Anxiety	-11.4	-11.3
Work productivity	-10.7	-10.1
Isolation	-10.4	-10.6
Psychological health	-3.5	-4.8
Financial risk	4.0	5.5

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

# Optimism

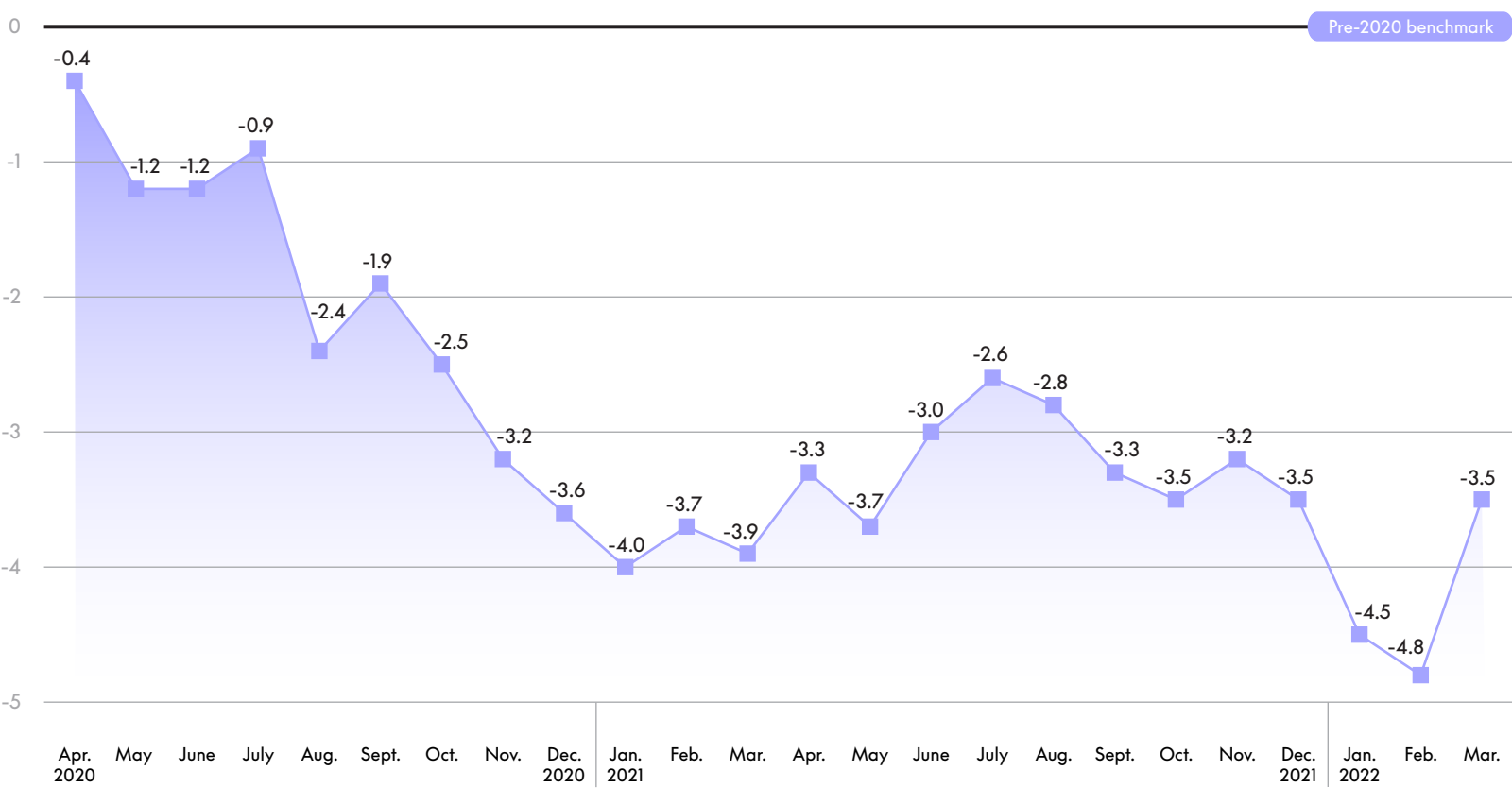
Since April 2020, optimism sub-scores have remained significantly below the benchmark. Despite some months of modest improvement, including a peak in July 2020, there was a general decline to a low point in December 2020 (-14.1). Since December, the optimism sub-score has improved, reaching a high of -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 March 2022, the optimism score improved 0.7 points; however, remains nearly 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.

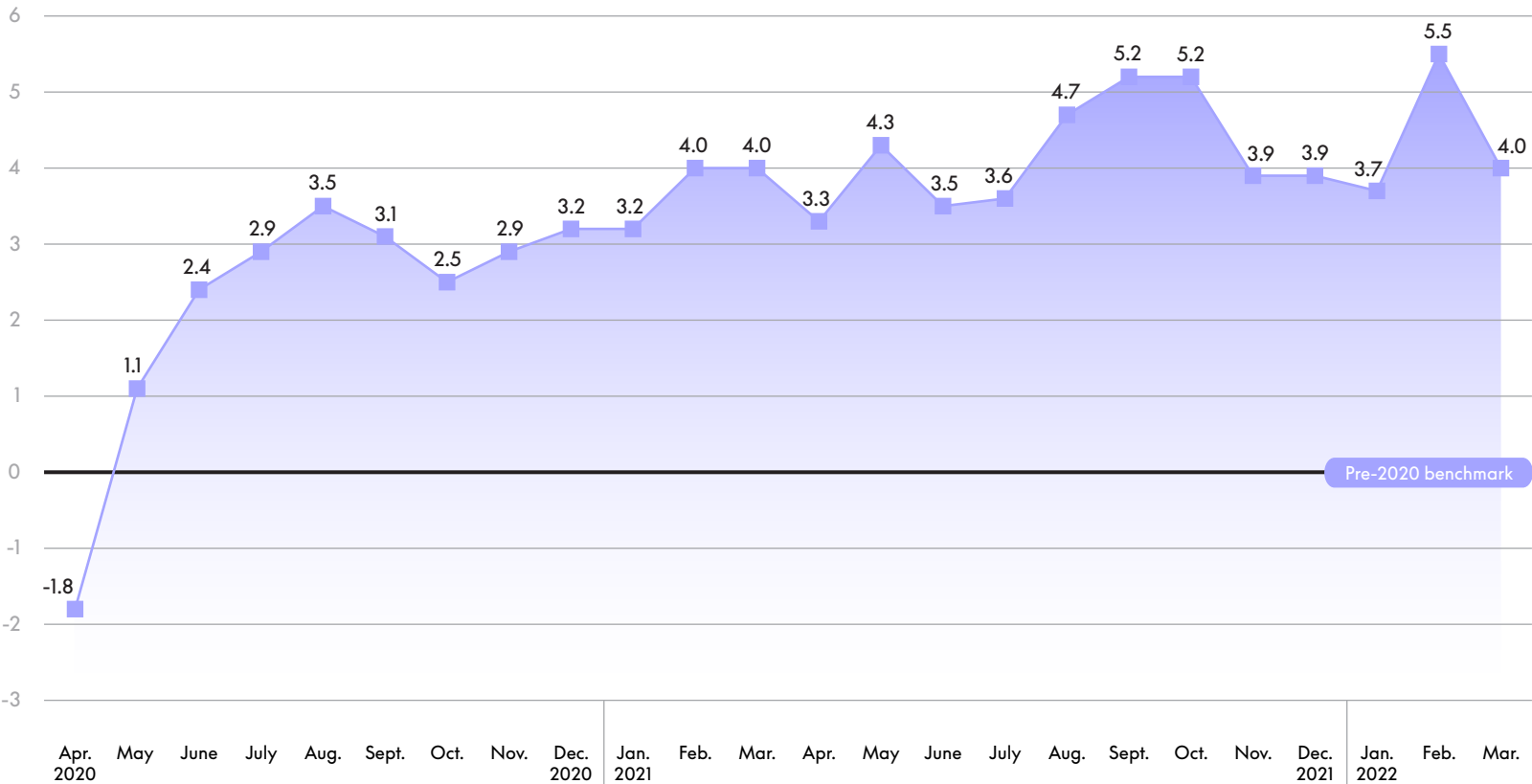
Since January 2021, the psychological health score of Canadians have fluctuated modestly. After three months of decline from August through October 2021, the psychological health score improved slightly in November but declined in December and more significantly, in January 2022 to -4.5 below the pre-2020 benchmark. In February 2022, the psychological health of Canadians declined to a low of -4.8; however, an improvement of 1.3 points is observed, reaching a score of -3.5 points in March 2022.



# Financial risk

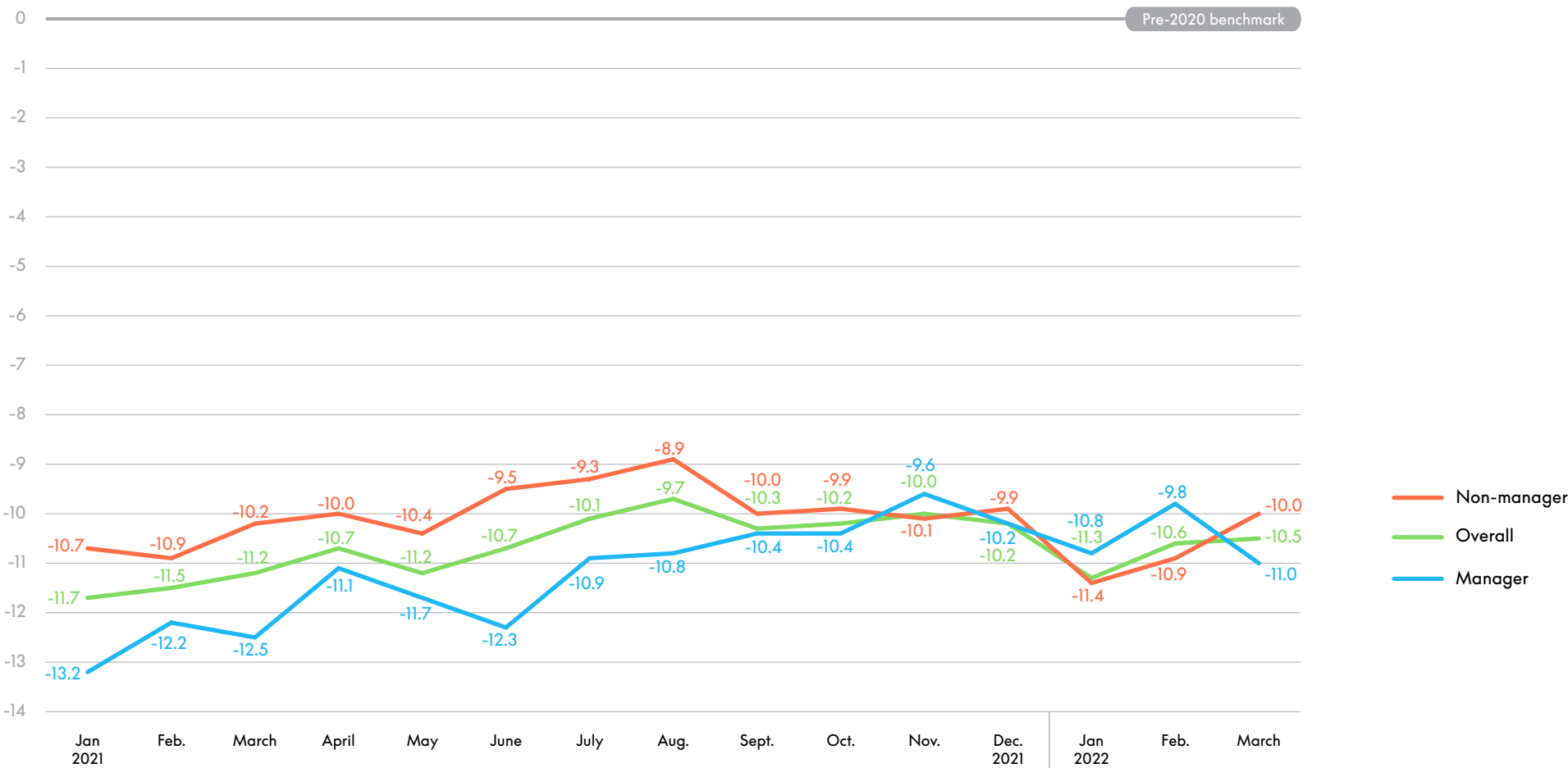
The financial risk sub-score measures the level of individuals' emergency savings.

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. With a 1.5-point decline from February, the financial risk score in March 2022, fell to 4.0 points. Despite this significant decrease, at four points above the pre-2020 benchmark, the 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 March 2022, the mental health score of managers (-11.0) is lower than both the Canadian population overall (-10.5), and non-managers (-10.0).



## 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 -12.1 compared to -8.8 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 (-12.3) than those without children (-9.7).

## Employment

- Overall, four per cent of respondents are unemployed<sup>3</sup> and 10 per cent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (-20.4), followed by working fewer hours (-20.3), those not currently employed (-11.8), and those with no change to salary or hours (-9.3).
- Managers have a lower mental health score (-11.0) than non-managers (-10.0).
- Individuals who are self-employed have the highest mental health score (-6.2).
- Respondents working for companies with 501-1,000 employees have the lowest mental health score (-13.1).

## Emergency savings

- Those without emergency savings continue to experience a lower mental health score (-31.2) than the overall group (-10.5). Individuals with emergency savings have a mental health score of -0.8.

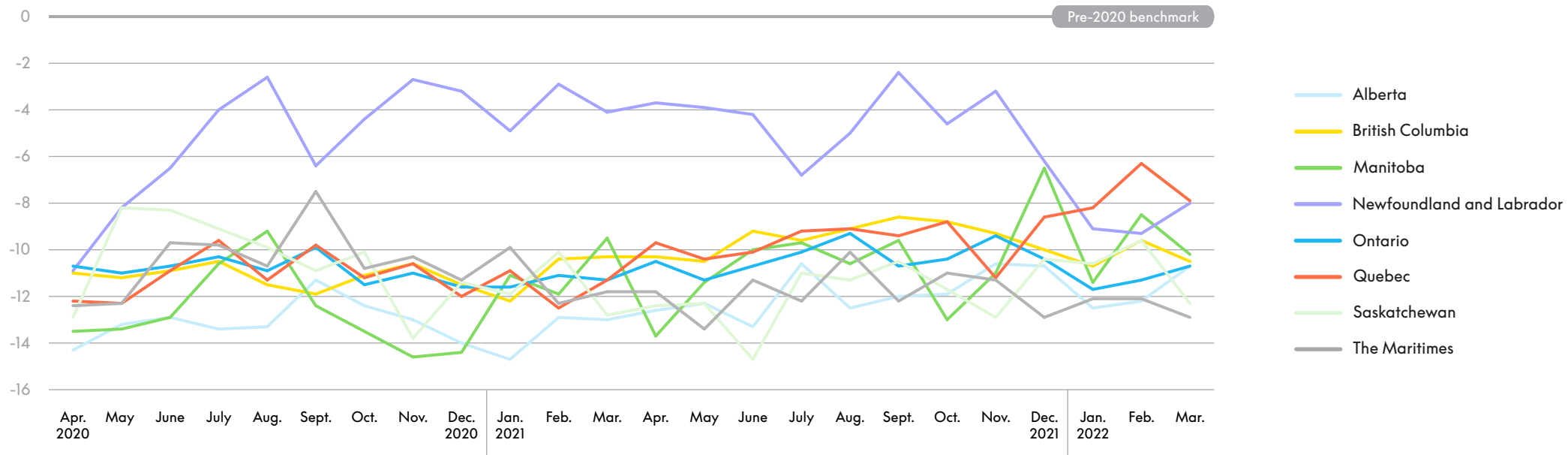
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3 MHI respondents who have been employed in the past six months are included in the poll.

# 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 March 2022, Alberta, Ontario and Newfoundland and Labrador saw improvements in mental health while British Columbia, Saskatchewan, Manitoba, Quebec, and the Maritimes saw declines in mental health.

- Despite a 1.6-point decline from February, the mental health score in Quebec (-7.9) is highest for the third consecutive month.
- With a 1.5-point increase, Alberta had the most significant improvement in March (-10.5).
- The lowest mental health score this month is in The Maritimes (-12.9).



Employment status	March 2022	Feb. 2022
Employed (no change in hours/salary)	-9.3	-9.1
Employed (fewer hours compared to last month)	-20.3	-20.7
Employed (reduced salary compared to last month)	-20.4	-20.7
Not currently employed	-11.8	-13.9
Age group	March 2022	Feb. 2022
Age 20-29	-21.8	-21.3
Age 30-39	-16.1	-16.0
Age 40-49	-12.2	-12.1
Age 50-59	-8.3	-8.2
Age 60-69	-3.7	-3.8
Number of children	March 2022	Feb. 2022
No children in household	-9.7	-10.0
1 child	-13.5	-12.7
2 children	-11.6	-11.8
3 children or more	-7.3	-9.3

Province	March 2022	Feb. 2022
Alberta	-10.7	-12.2
British Columbia	-10.5	-9.6
Manitoba	-10.2	-8.5
Newfoundland and Labrador	-8.0	-9.3
The Maritimes	-12.9	-12.1
Quebec	-7.9	-6.3
Ontario	-10.7	-11.3
Saskatchewan	-12.3	-9.6
Gender	March 2022	Feb. 2022
Men	-8.8	-9.1
Women	-12.1	-12.1
Household income	March 2022	Feb. 2022
<\$30K/annum	-20.1	-19.8
\$30K to <\$60K/annum	-14.9	-14.9
\$60K to <\$100K	-10.9	-11.0
\$100K to <\$150K	-7.8	-8.0
\$150K or more	-3.1	-4.3

Employer size	March 2022	Feb. 2022
Self-employed/sole proprietor	-6.2	-7.2
2-50 employees	-11.1	-11.1
51-100 employees	-12.7	-12.4
101-500 employees	-12.6	-12.1
501-1,000 employees	-13.1	-11.8
1,001-5,000 employees	-7.4	-9.3
5,001-10,000 employees	-10.6	-11.1
More than 10,000 employees	-9.3	-9.4
Manager	March 2022	Feb. 2022
Manager	-11.0	-9.8
Non-manager	-10.0	-10.9

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

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

#### Available upon request:

Specific cross-correlational and custom analyses

# Mental Health Index™ (industry)

Full-time post-secondary students continue to have the lowest mental health score (-23.2). This score is significantly lower than the next lowest scores, among individuals employed in Information and Cultural Industries (-16.1), and Utilities (-15.8).

Those employed in Management of Companies and Enterprises (-1.9) and Professional, Scientific and Technical Services (-5.8) have the highest mental health scores this month.

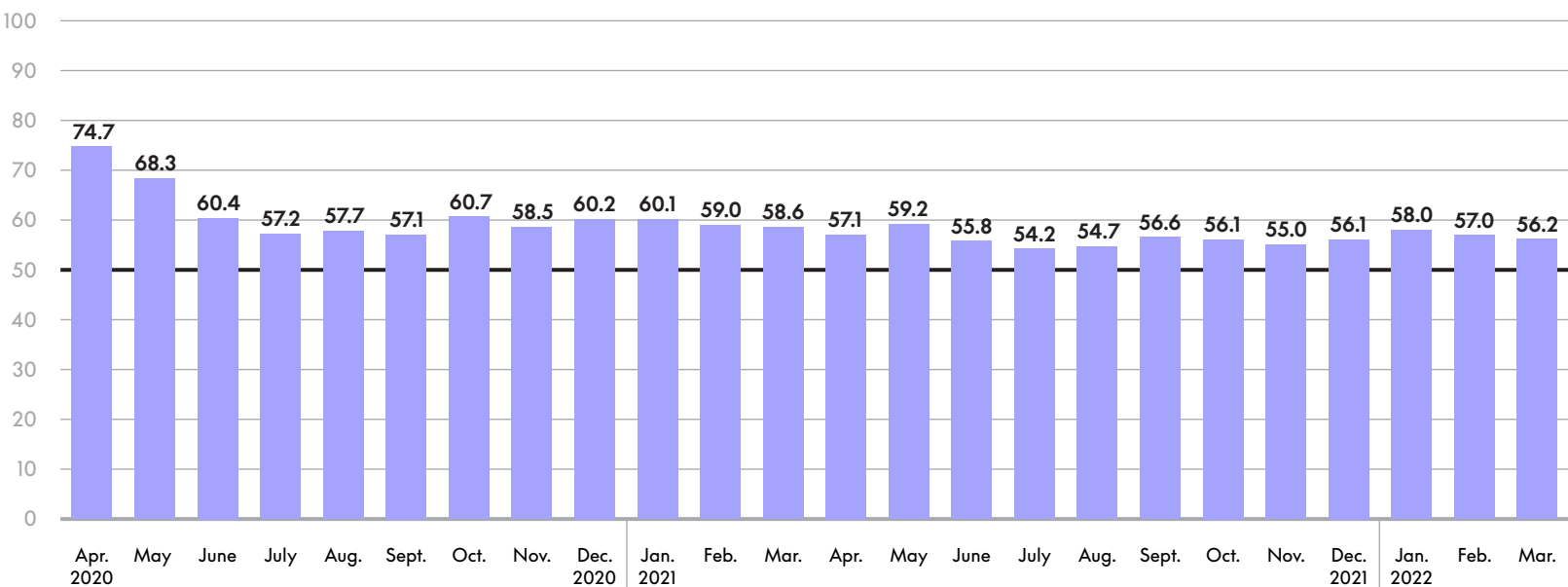
Changes from the prior month are shown in the table.

Industry	March 2022	February 2022	Change
Management of Companies and Enterprises	-1.9	-9.0	7.1
Educational Services	-8.1	-10.3	2.2
Mining and Oil and Gas Extraction	-7.2	-9.0	1.8
Finance and Insurance	-11.3	-13.1	1.8
Retail Trade	-11.5	-13.0	1.4
Other	-11.7	-12.9	1.3
Professional, Scientific and Technical Services	-5.8	-6.9	1.2
Manufacturing	-10.0	-10.7	0.8
Accommodation and Food Services	-12.5	-12.8	0.3
Other services (except Public Administration)	-6.4	-6.7	0.3
Health Care and Social Assistance	-10.5	-10.3	-0.2
Transportation and Warehousing	-10.5	-9.8	-0.7
Construction	-11.3	-10.3	-0.9
Real Estate, Rental and Leasing	-12.3	-10.7	-1.7
Automotive Industry	-10.4	-8.0	-2.4
Public Administration	-10.8	-7.7	-3.1
Arts, Entertainment and Recreation	-11.7	-7.7	-4.0
Wholesale Trade	-13.1	-8.9	-4.2
Full-time student	-23.2	-17.4	-5.8
Utilities	-15.8	-9.9	-6.0
Information and Cultural Industries	-16.1	-10.1	-6.0
Agriculture, Forestry, Fishing and Hunting	-12.2	-4.7	-7.5

# 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 56.2.** This reflects a net increase in mental stress compared to the prior month.

The current score indicates that 19 per cent of the population is experiencing more mental stress compared to the prior month, with seven 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—  
March 2022

56.2

MStressChg  
February 2022

57.0

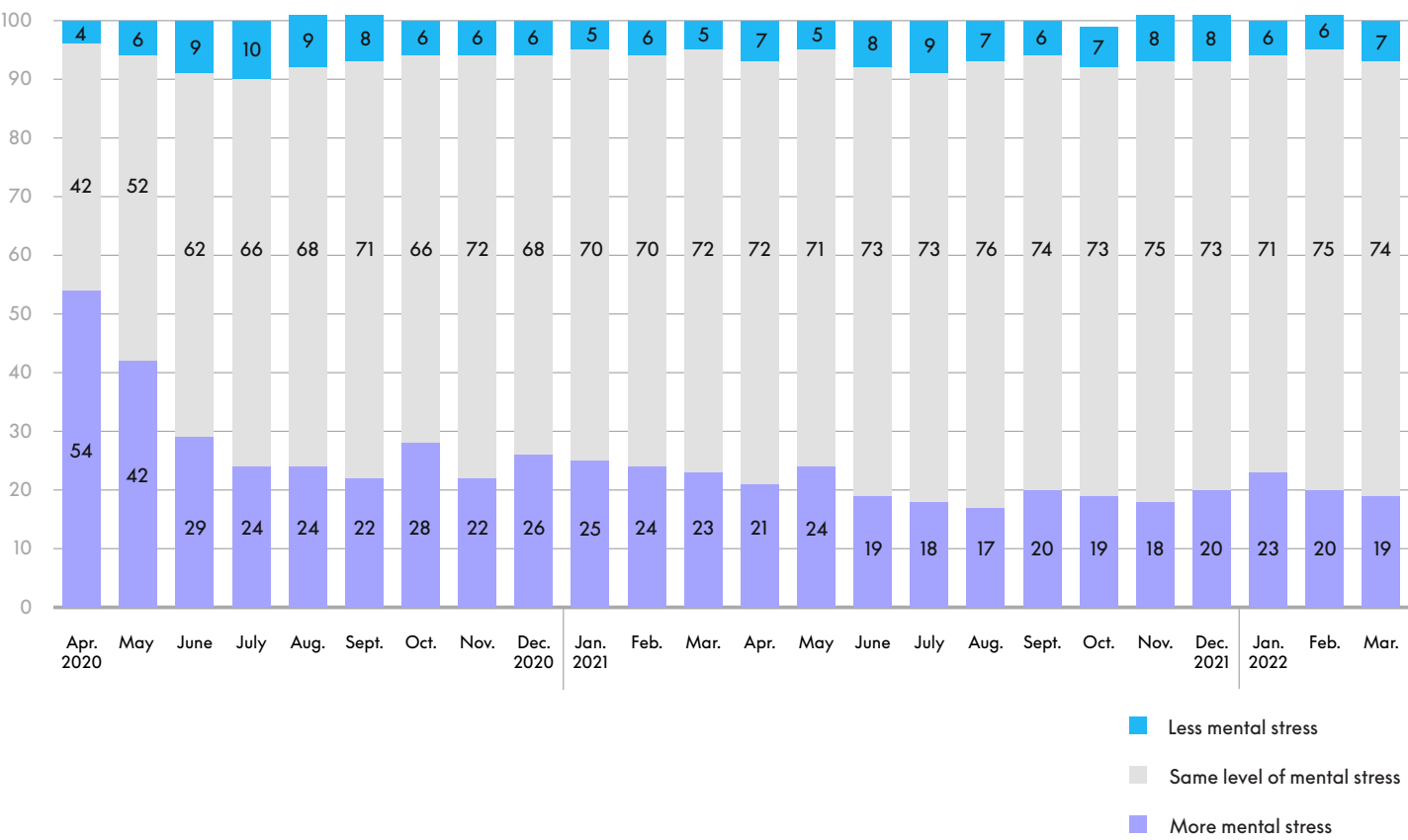
# Mental Stress Change (percentages)

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, 54 per cent of individuals reported an increase in mental stress. The number of respondents reporting increased month-over-month mental stress is 19 per cent in March 2022, while 74 per cent of respondents report the same level of mental stress and seven 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 56.9 compared to 55.4 for men.

## Geography

- The greatest increase in month-over-month stress is for respondents living in the Maritimes (58.4), followed by Alberta (56.8), British Columbia (56.8), and Ontario (56.3).
- Respondents living in the provinces where the increase in mental stress was less, still had significant increases, including Manitoba (55.9), followed by Saskatchewan (55.9), Newfoundland and Labrador (54.5), and Quebec (53.6).

## Employment

- The greatest increase in mental stress is seen in employed people with reduced salary (62.7), followed by employed people with reduced hours (60.2), employed people with no change to salary or hours (55.9), and unemployed people (51.6).
- Managers have a greater increase in mental stress (57.2) than non-managers (55.5).

Employment status	March 2022	Feb. 2022
Employed (no change in hours/salary)	55.9	56.2
Employed (fewer hours compared to last month)	60.2	63.4
Employed (reduced salary compared to last month)	62.7	66.4
Not currently employed	51.6	54.8

Age group	March 2022	Feb. 2022
Age 20-29	57.4	62.8
Age 30-39	58.2	59.2
Age 40-49	57.1	57.9
Age 50-59	56.0	56.0
Age 60-69	53.7	53.7

Number of children	March 2022	Feb. 2022
No children in household	55.3	56.2
1 child	59.8	59.7
2 children	56.8	58.0
3 children or more	51.6	59.4

Province	March 2022	Feb. 2022
Alberta	56.8	58.6
British Columbia	56.5	56.8
Manitoba	55.9	55.0
Newfoundland and Labrador	54.5	60.7
The Maritimes	58.4	56.8
Quebec	53.6	53.4
Ontario	56.3	57.3
Saskatchewan	55.9	58.8

Gender	March 2022	Feb. 2022
Men	55.4	56.1
Women	56.9	57.9

Household income	March 2022	Feb. 2022
<\$30K/annum	59.2	59.1
\$30K to <\$60K/annum	56.9	56.7
\$60K to <\$100K	56.2	58.0
\$100K to <\$150K	55.4	56.2
\$150K or more	55.0	56.3

Employer size	March 2022	Feb. 2022
Self-employed/sole proprietor	55.7	57.2
2-50 employees	54.4	55.9
51-100 employees	55.4	55.8
101-500 employees	56.7	57.7
501-1,000 employees	58.3	59.0
1,001-5,000 employees	55.7	56.7
5,001-10,000 employees	58.2	58.9
More than 10,000 employees	56.8	57.0

Manager	March 2022	Feb. 2022
Manager	57.2	57.3
Non-manager	55.5	57.0

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

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

#### Available upon request:

Specific cross-correlational and custom analyses

# The Mental Stress Change (industry)

In March 2022, individuals employed in the Management of Companies and Enterprises report the same level of stress as the prior month.

A score of 50 means that the proportion of the population experiencing more stress is balanced by the proportion experiencing less stress.

A score below 50 indicates that the group is experiencing less stress than the prior month.

Individuals working in Utilities have the most significant increase in mental stress (68.1), followed by full-time students (66.7), and individuals employed in Wholesale Trade (61.9).

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

Industry	March 2022	February 2022
Management of Companies and Enterprises	50.0	58.3
Real Estate, Rental and Leasing	51.0	53.6
Information and Cultural Industries	51.4	59.1
Construction	52.5	55.4
Other services (except Public Administration)	53.7	53.7
Educational Services	54.3	57.0
Professional, Scientific and Technical Services	55.1	57.0
Other	55.5	56.6
Agriculture, Forestry, Fishing and Hunting	55.7	44.2
Health Care and Social Assistance	55.8	57.3
Arts, Entertainment and Recreation	56.3	52.8
Public Administration	56.6	58.0
Finance and Insurance	56.6	59.2
Accommodation and Food Services	56.8	56.5
Retail Trade	57.1	58.5
Automotive Industry	57.3	55.3
Manufacturing	57.8	57.5
Transportation and Warehousing	58.0	56.3
Mining and Oil and Gas Extraction	59.1	61.1
Wholesale Trade	61.9	57.7
Full-time student	66.7	60.0
Utilities	68.1	55.2

# Spotlight

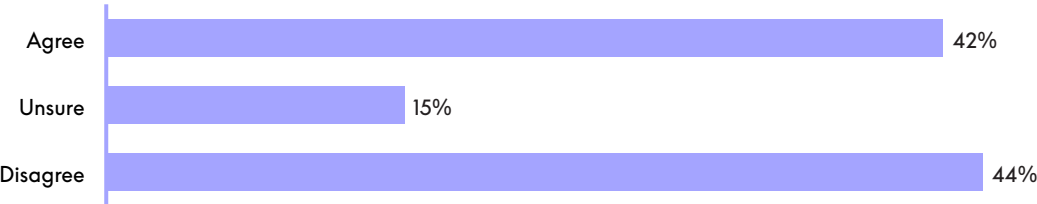
## Burnout

### Mental and/or physical exhaustion

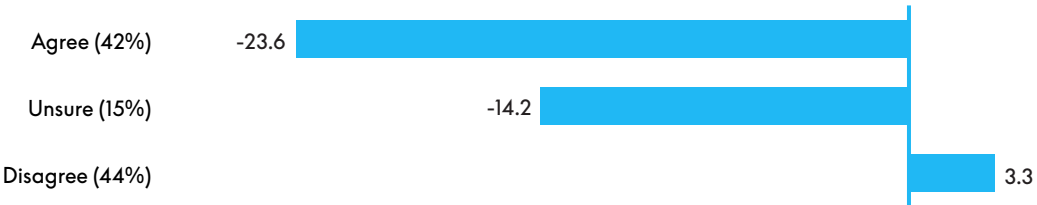
Canadians were asked whether they end their workday feeling mentally and/or physically exhausted.

- More than two in five (42 per cent) end their workday feeling mentally and/or physically exhausted, and this group has the lowest mental health score (-23.6), 13 points below the national average (-10.5).
- The highest mental health score (3.3) is among 44 per cent who do not feel mentally and/or physically exhausted at the end of their workday.
- Respondents younger than 40 are 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



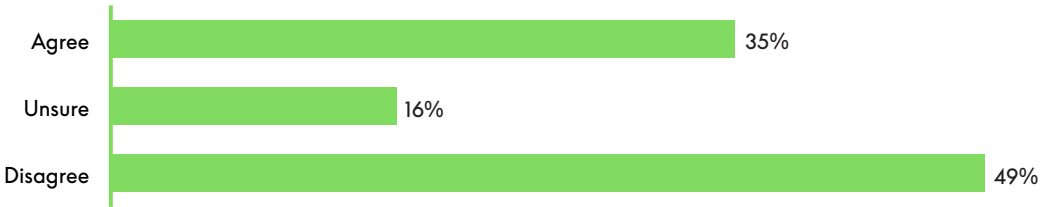
### MHI score by I more often end my workday feeling mentally and/or physically exhausted



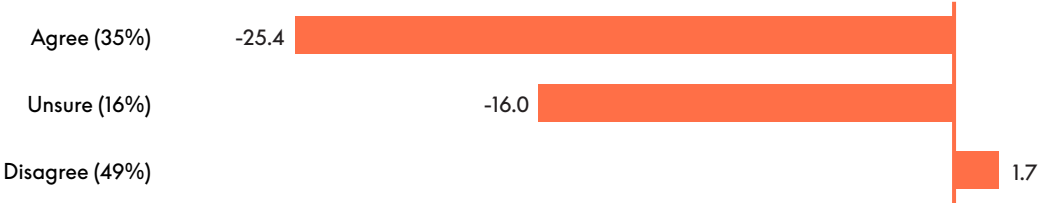
## Motivation to work

- Canadians were asked whether they are finding it increasingly more difficult to be motivated to do their work.
- More than one-third (35 per cent) are finding it increasingly more difficult to be motivated to do their work, and this group has the lowest mental health score (-25.4), nearly 15 points below the national average (-10.5).
  - Nearly half (49 per cent) are not finding it more difficult to be motivated to do their work. This group has the highest mental health score (1.7), nearly nine points better than the national average.
  - Respondents younger than 40 are more than 60 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

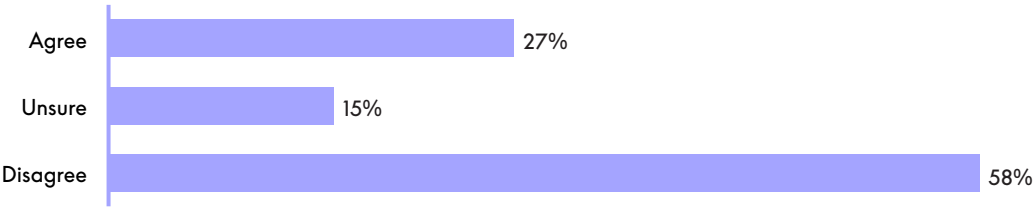


## Concentrating at work

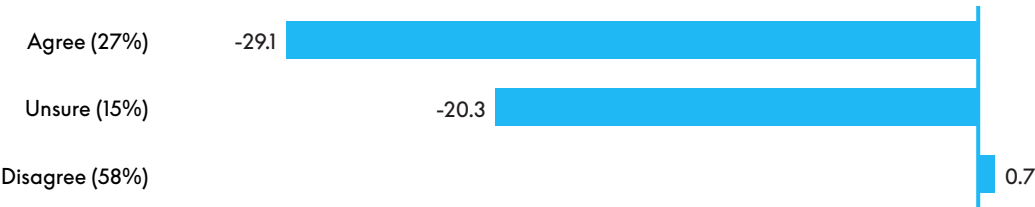
Canadians were asked whether they are finding it more difficult to concentrate on their work.

- More than one-quarter (27 per cent) are finding it more difficult to concentrate on their work, and this group has the lowest mental health score (-29.1), nearly 19 points below the national average (-10.5).
- Nearly three in five (58 per cent) are not finding it more difficult to concentrate on their work, and this group has the highest mental health score (0.7).
- 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

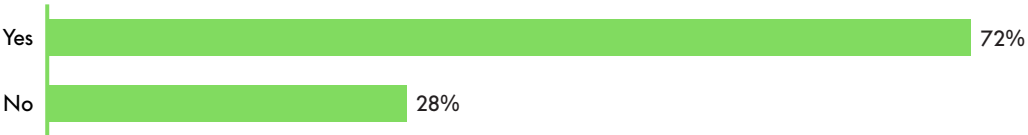


# Disconnecting from work

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

- More than one-quarter (28 per cent) are unable to disconnect from work after usual work hours, and this group has the lowest mental health score (-19.3), nearly nine points below the national average (-10.5).
- Nearly three-quarters (72 per cent) disconnect from work after usual work hours, and this group has the highest mental health score (-6.7), four points better than the national average (-10.5).
- Managers are 35 per cent more likely than non-managers to be unable to disconnect from work after usual work hours.
- Respondents younger than 40 are 70 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

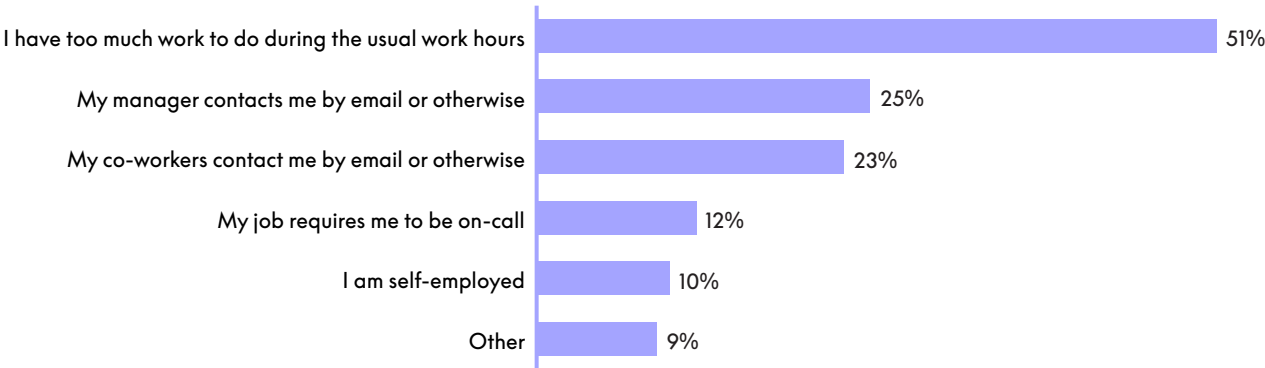


## MHI score by I am typically able to disconnect from work after usual work hours

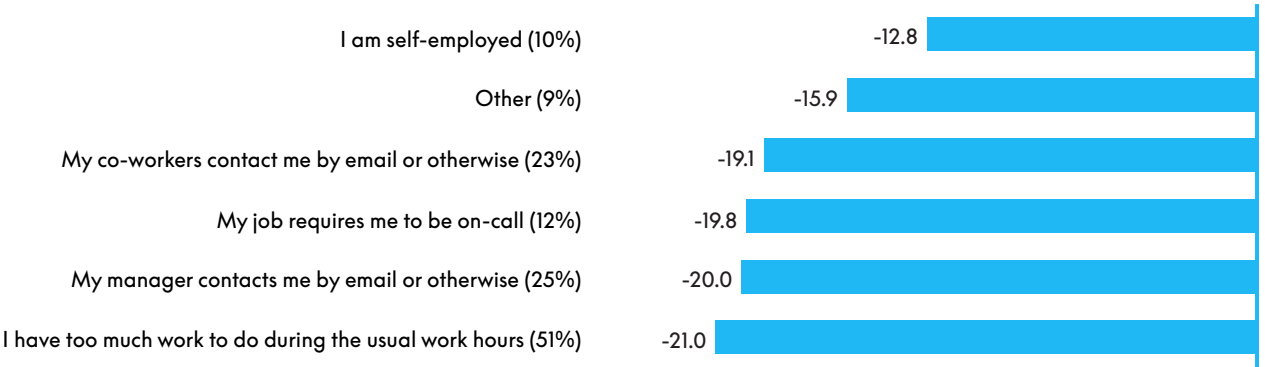


- More than half (51 per cent) report too much work to do during usual work hours as the reason they are unable to disconnect from work, and this group has the lowest mental health score (-21.0), more than 10 points lower than the national average (-10.5).
- Managers are 50 per cent more likely than non-managers to report they have too much work to do during usual work hours.

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



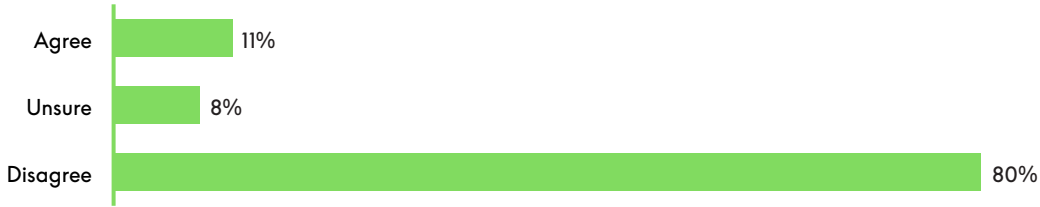
# Substance use

## Personal drinking or drug use

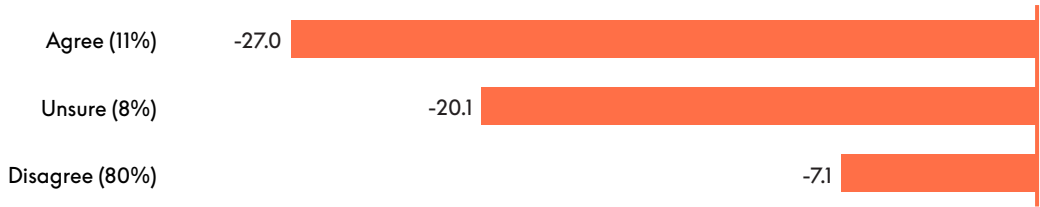
Canadians were asked whether they are concerned about their drinking or drug use.

- More than one in ten are concerned about their drinking or drug use, and this group has the lowest mental health score (-27.0), more than 16 points below the national average (-10.5).
- Eighty per cent are not concerned about their drinking or drug use, and this group has a mental health score (-7.1) more than three points above the national average (-10.5).
- Respondents younger than 40 are nearly three times more likely to be concerned about their drinking or drug use compared to those older than 50.
- Managers are more than twice as likely as 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

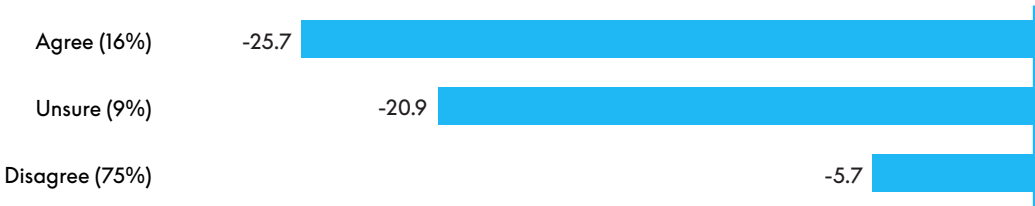
Canadians were asked whether they are concerned about the drinking or drug use of someone in their household.

- One in six (16 per cent) are concerned about the drinking or drug use of someone in their household, and this group has the lowest mental health score (-25.7), more than 15 points below the national average (-10.5).
- Seventy-five 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 (-5.7), nearly five points higher than the national average (-10.5).
- Managers are 80 per cent more likely than non-managers to be concerned about the drinking or drug use of someone in their household.
- Parents are 80 per cent more likely than 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

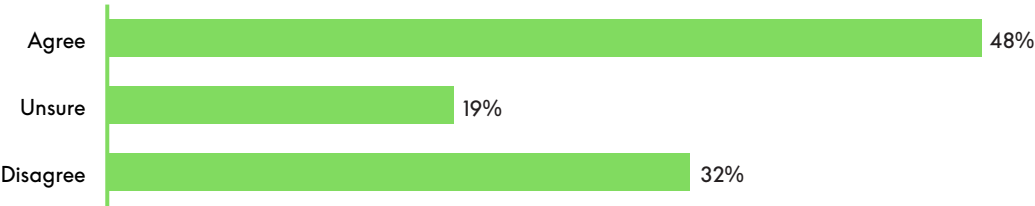


# Career stigma

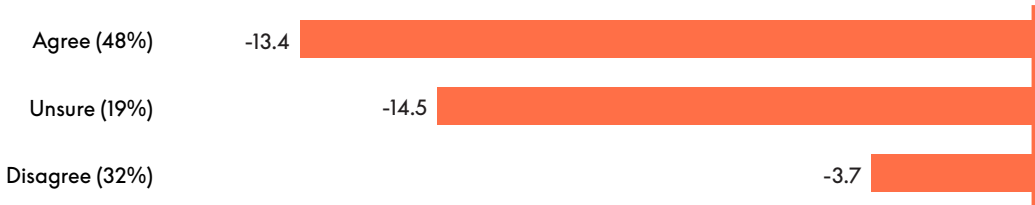
Canadians were asked whether they would be concerned that their career options would be limited if they had a substance use issue, and their workplace was aware.

- Nearly half (48 per cent) would be concerned that their career options would be limited if they had a substance use issue, and their workplace was aware. The mental health score of this group (-13.4) is three points lower than the national average (-10.5).
- Individuals with emergency savings are 60 per cent more likely than those without emergency savings to be unconcerned about the career impact of having a substance use issue.

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



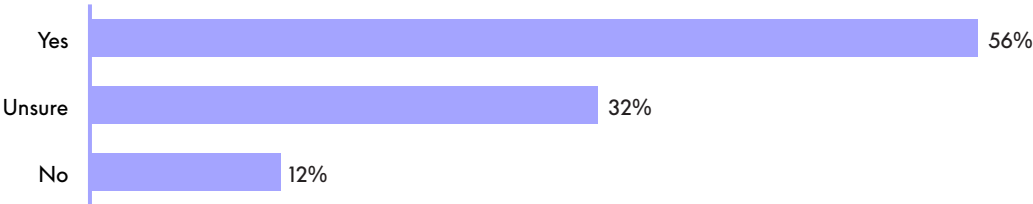
## MHI score by I would be concerned that my career options would be limited if I had a substance use issue and my workplace was aware



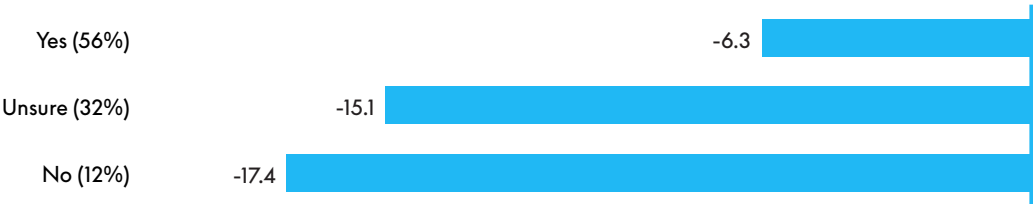
# Support for substance use

- Canadians were asked whether they would know where to go for support if they had a substance use issue.
- Forty-four per cent of Canadians would not know or are unsure where to go for support if they had a substance use issue.
  - Respondents younger than 40 are 50 per cent more likely to know where to go for support if they had a substance use issue than those older than 50.

## 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

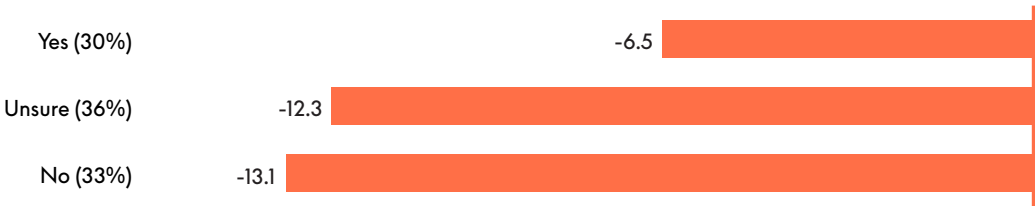
Canadians were asked whether their workplace offers addiction support programs.

- Thirty per cent report their workplace offers addiction support programs, and this group has the highest mental health score (-6.5), four points above the national average (-10.5).
- More than one-third (36 per cent) do not know whether their workplace offers addiction support programs.
- Individuals with a household income greater than \$100,000 are 60 per cent more likely than 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



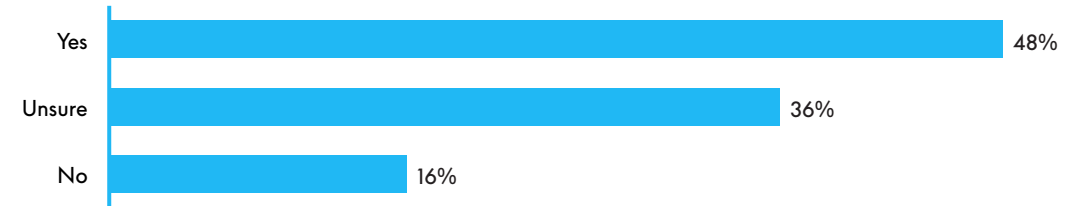
## People leader view of substance use issues

- Half (50 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 (52 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.

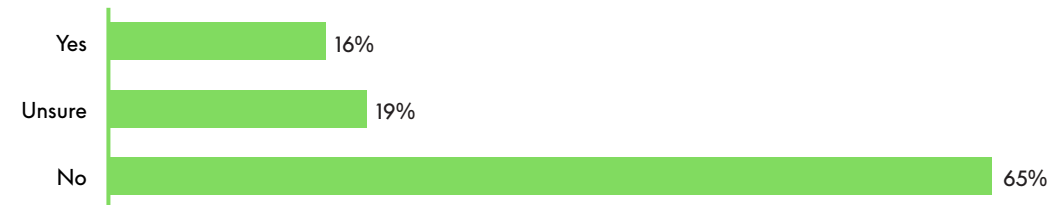
### Would you know what to look for if you suspect an employee has a substance use issue?



### 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?



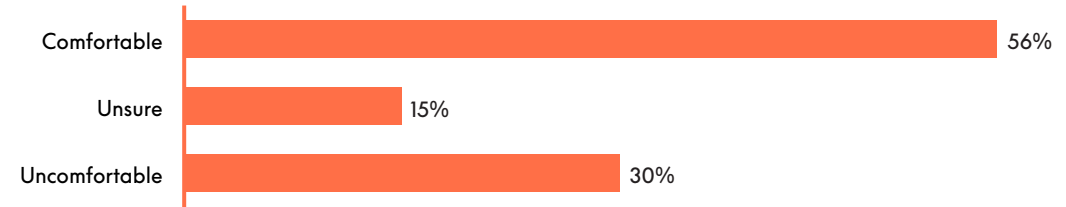
# Pandemic restrictions

## Lifting of restrictions at the workplace

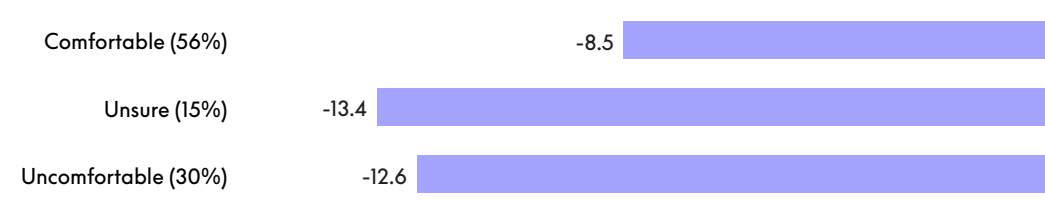
Canadians were asked whether they are comfortable with all pandemic restrictions being lifted at their workplace.

- Nearly one-third (30 per cent) are not comfortable with all pandemic restrictions being lifted at their workplace, and a further 15 per cent are unsure. These groups have mental health scores below the national average (-10.5).
- More than half (56 per cent) are comfortable with all pandemic restrictions being lifted at their workplace, and this group has the highest mental health score (-8.5), two points better than the national average (-10.5).

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



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

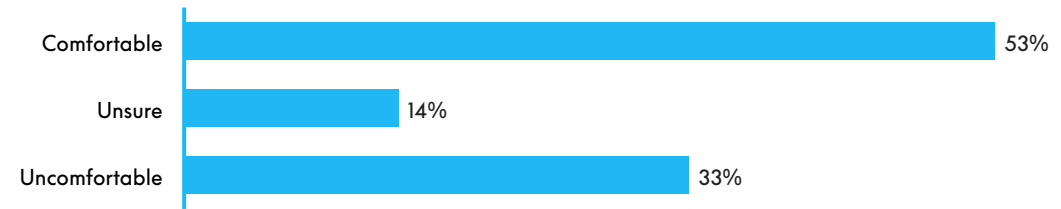


## Lifting of restrictions in the community

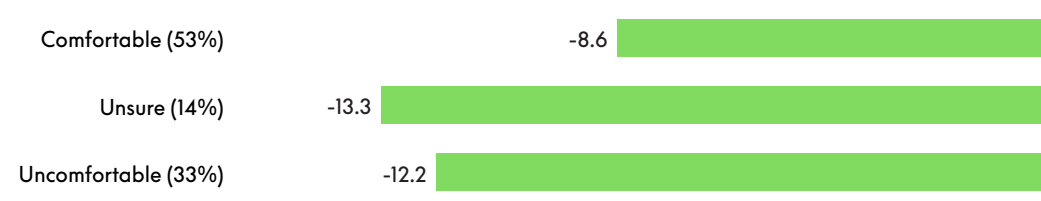
Canadians were asked whether they are comfortable with all pandemic restrictions being lifted in their community.

- One-third (33 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 (-10.5).
- More than half (53 per cent) are comfortable with all pandemic restrictions being lifted in their community, and this group has the highest mental health score (-8.6), two points better than the national average (-10.5).

## 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 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 March 3 and 20, 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.

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