

# The Mental Health Index by LifeWorks™

Pan-Europe | April 2022



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# The top 5 things you need to know

## 1. The mental health of the working population in Europe is under strain.

- At 59.5, the mental health of Europeans is showing significant strain.
- 41% of Europeans have a high mental health risk, 46% have a moderate mental health risk, and 14% have a low mental health risk.
- Employed Europeans across all industry categories have strained mental health.
- Parents, women, younger people, and those with lower incomes are experiencing poorer mental health than their cohorts.

## 2. More than two in five Europeans say the pandemic has had a negative impact on their ongoing mental health.

- 42% indicate the pandemic has had a negative impact on their ongoing mental health, and this group has a mental health score nearly ten points below the average.
- Younger employees (under 40) are two times more likely than those over 50 to say the pandemic has had a negative impact on their mental health.

## 3. More than three in five would reach out for professional help if struggling with stress or a mental health issue.

- 63% are likely to reach out for professional help.
- Connection/likeability is the most important factor when choosing a mental health professional, followed by expertise in a specific issue, and availability.

## 4. Nearly half of employed Europeans are feeling more sensitive to stress.

- 48% are feeling more sensitive to stress compared to before the pandemic and this group has a mental health score nearly nine points below the overall average.
- Younger employees (under 40) are two times more likely to feel more sensitive to stress compared to before the pandemic.
- 52% notice their colleagues are more sensitive to stress compared to before the pandemic.

## 5. More than half indicate that the conflict in Ukraine is impacting them personally.

- Those who indicate that the conflict is impact them personally have the lowest mental health scores.
- 54% report the conflict in Ukraine is negatively impacting them.
- 40% are most concerned about escalation and broadening of conflict.
- 31% are most concerned about the economic impact of the conflict in Ukraine.
- 23% are most concerned about long-term disruption and suffering of those involved.

63%

are likely to reach out for professional help for stress or a mental health issue

48%

are feeling more sensitive to stress compared to before the pandemic

42%

feel the pandemic has had a negative impact on their mental health

54%

say the conflict in Ukraine is negatively impacting them

# Country spotlights

## France

MHI

57.4

At 57.4, the mental health of the working population in France is showing significant strain.

51%

are feeling anxious

35%

are feeling depressed

40%

are feeling isolated

47%

say their mental health is negatively impacting work productivity

47%

do not have emergency savings to cover basic needs

18%

are not feeling optimistic about their future

42%

report the pandemic has had a negative impact on their ongoing mental health

52%

are feeling more sensitive to stress compared to before the pandemic

60%

would reach out for help if struggling with stress or a mental health issue

48%

report the conflict in Ukraine is negatively impacting them

## Germany

MHI

62.3

At 62.3, the mental health of the working population in Germany is strained.

32%

are feeling anxious

30%

are feeling depressed

28%

are feeling isolated

34%

say their mental health is negatively impacting work productivity

41%

do not have emergency savings to cover basic needs

15%

are not feeling optimistic about their future

36%

report the pandemic has had a negative impact on their ongoing mental health

43%

are feeling more sensitive to stress compared to before the pandemic

59%

would reach out for help if struggling with stress or a mental health issue

55%

report the conflict in Ukraine is negatively impacting them

# Country spotlights (continued)

## Italy

MHI

58.4

At 58.4, the mental health of the working population in Italy is significantly strained.

47%

are feeling anxious

35%

are feeling isolated

40%

are feeling depressed

36%

say their mental health is negatively impacting work productivity

30%

do not have emergency savings to cover basic needs

26%

are not feeling optimistic about their future

45%

report the pandemic has had a negative impact on their ongoing mental health

61%

are feeling more sensitive to stress compared to before the pandemic

69%

would reach out for help if struggling with stress or a mental health issue

53%

report the conflict in Ukraine is negatively impacting them

## Netherlands

MHI

67.9

At 67.9, the mental health of the working population in the Netherlands is the most favourable compared to other European countries in this analysis.

27%

are feeling anxious

22%

are feeling isolated

20%

are feeling depressed

27%

say their mental health is negatively impacting work productivity

24%

do not have emergency savings to cover basic needs

8%

are not feeling optimistic about their future

38%

report the pandemic has had a negative impact on their ongoing mental health

28%

are feeling more sensitive to stress compared to before the pandemic

56%

would reach out for help if struggling with stress or a mental health issue

41%

report the conflict in Ukraine is negatively impacting them

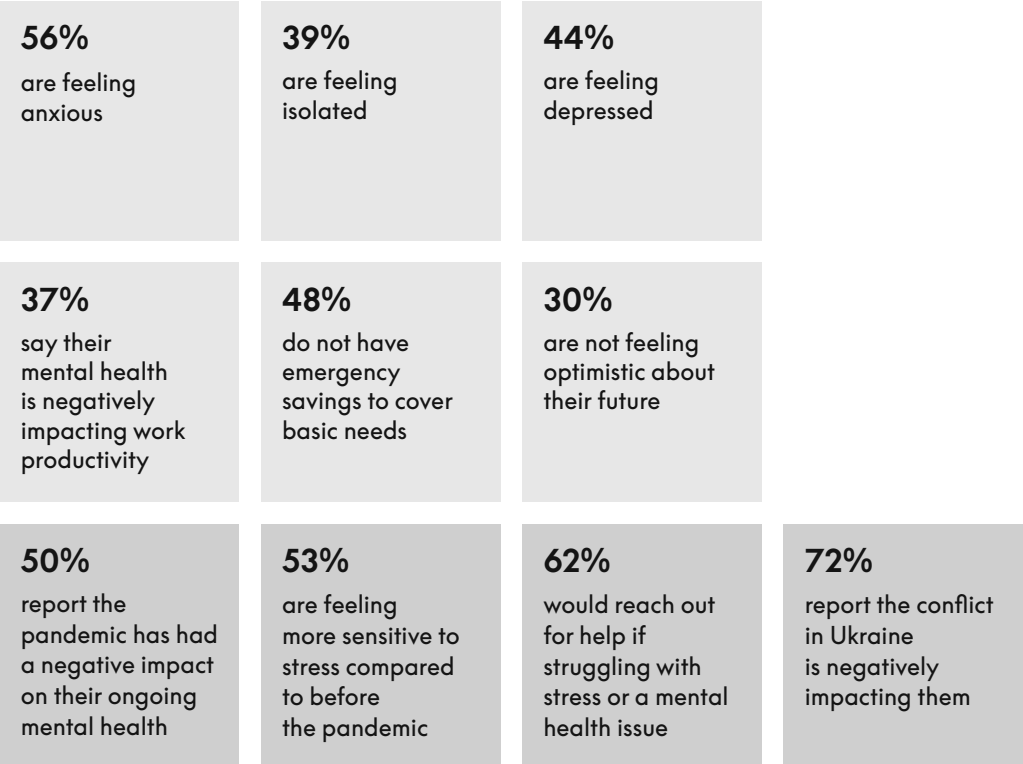
# Country spotlights (continued)

## Poland

MHI

53.6

At 57.4, the mental health of the working population in Poland is the most strained compared to other European countries in this analysis.

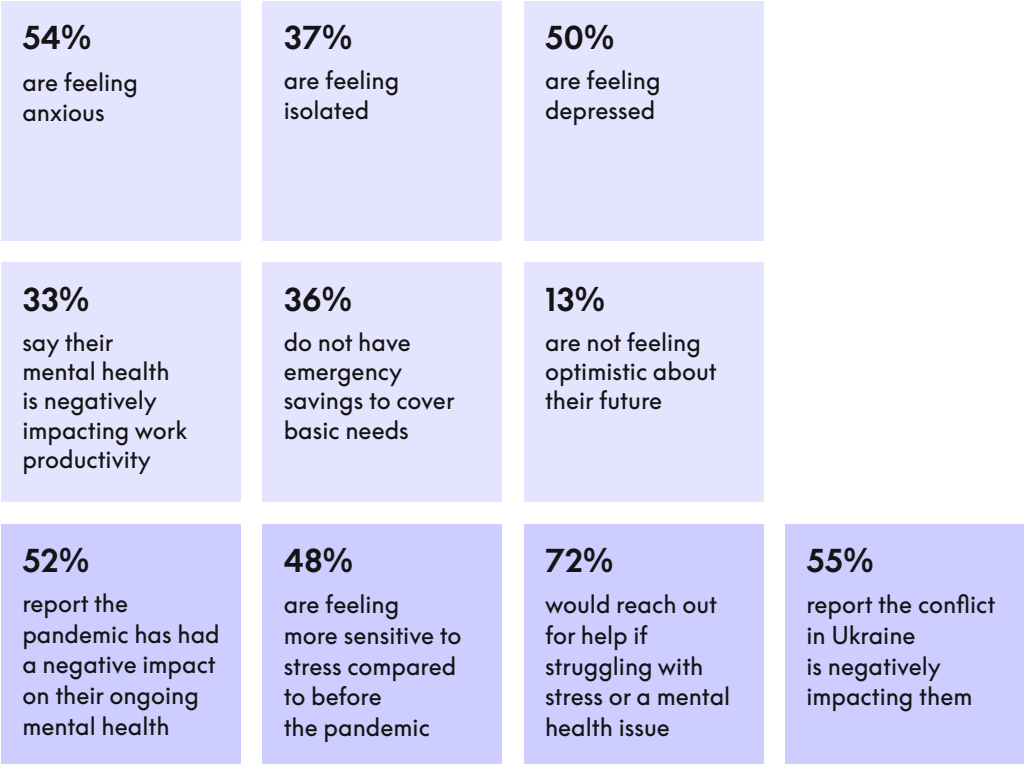


## Spain

MHI

57.1

At 62.3, the mental health of the working population in Spain is showing significant strain.



# The Mental Health Index™

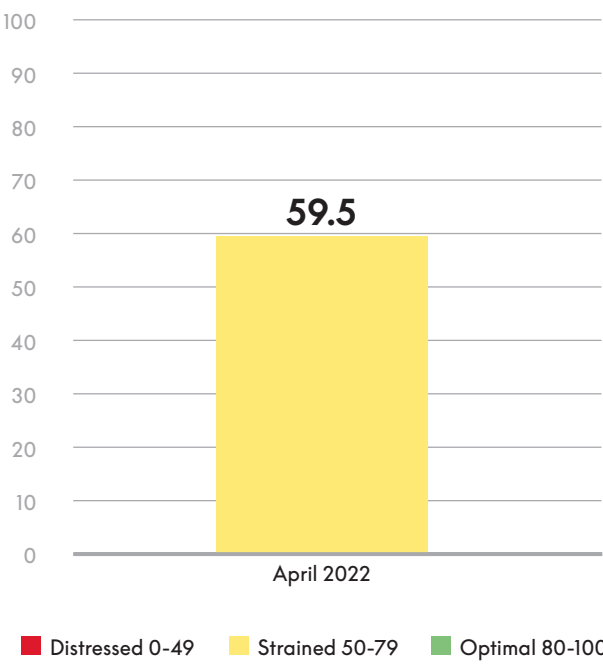
The overall Mental Health Index™ for Pan-Europe in April 2022 is 59.5 points.

The lowest mental health score is in Poland (53.6), followed by Spain (57.1), France (57.4), Italy (58.4), Germany (62.3), and Netherlands (67.9).

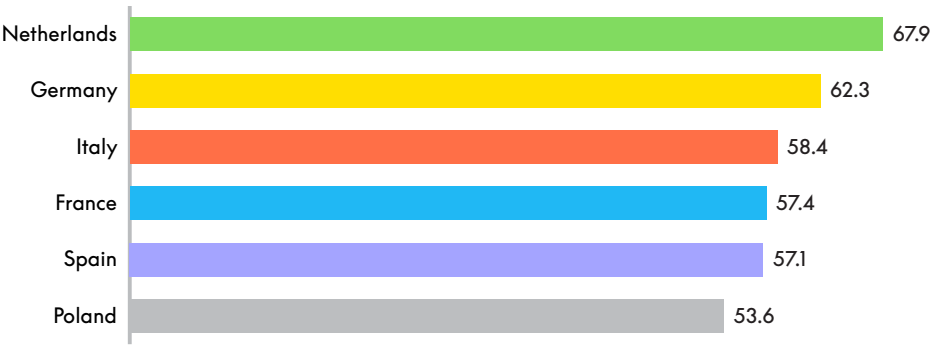
MHI Current Month  
April 2022

59.5

Mental Health Index



Country MHI scores

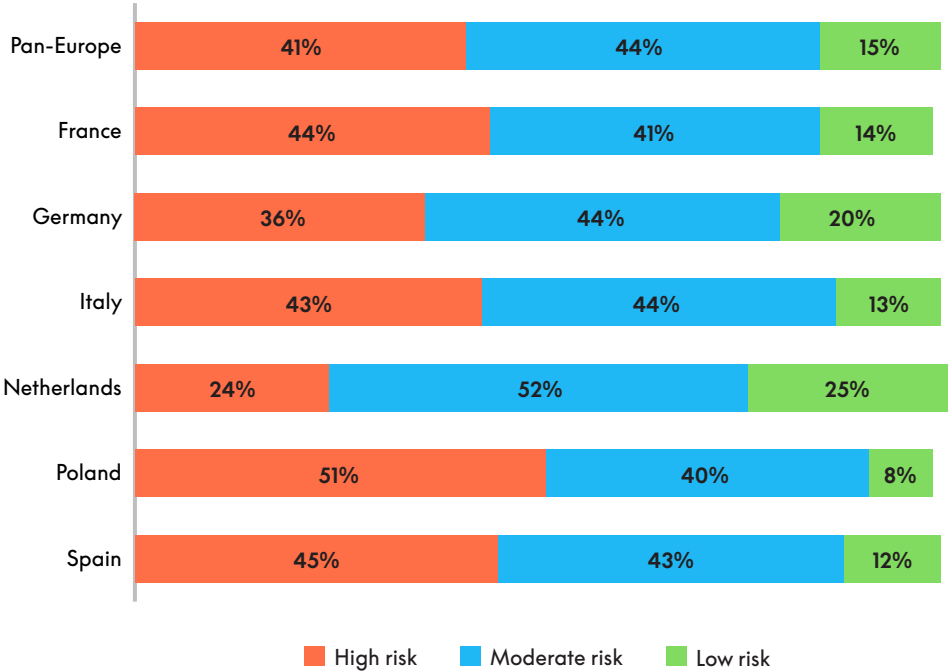


### Mental health risk

In April 2022, 41 per cent of Europeans are high risk, 46 per cent are moderate risk, and 14 per cent are low 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 1 per cent of people in the low-risk group report diagnosed anxiety or depression.

The greatest percentage of high-risk individuals is found in Poland, with 51 per cent of the population at high risk, followed by Spain (45 per cent), and France (44 per cent). The country with the smallest percentage of high-risk individuals is the Netherlands (24 per cent), followed by Germany (36 per cent). One-quarter of respondents (25 per cent) in the Netherlands are in the low-risk group, a higher proportion than found in other countries.

### Mental health risk profiles





### Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score in Pan-Europe is the risk measure of anxiety (48.5), followed by depression (54.5), work productivity (56.7), isolation (57.0), financial risk (60.9), optimism (62.5), and general psychological health (73.7).

Mental Health Index™ Sub-scores <sup>1</sup> 2022	April
Anxiety	48.5
Depression	54.5
Work productivity	56.7
Isolation	57.0
Financial risk	60.9
Optimism	62.5
Psychological health	73.7

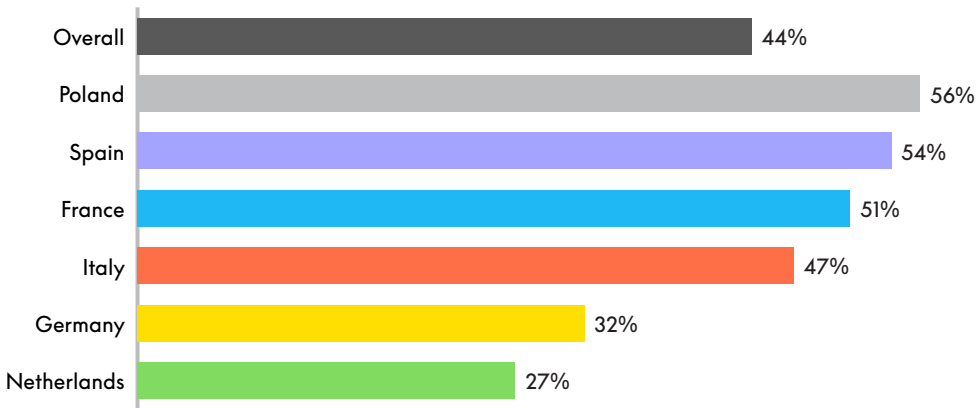
<sup>1</sup> The demographic breakdown of sub-scores is available upon request.

## Anxiety

Survey participants were asked whether they often feel unsettled and nervous.

Overall, more than two in five (44 per cent) often feel unsettled and nervous. More than half of the working population in Poland (56 per cent), Spain (54 per cent), and France (51 per cent), feel anxious, followed by nearly half (47 per cent) in Italy. Nearly one-third (32 per cent) often feel unsettled and nervous in Germany and more than one-quarter (27 per cent) feel anxious in the Netherlands.

Percentage feeling anxious

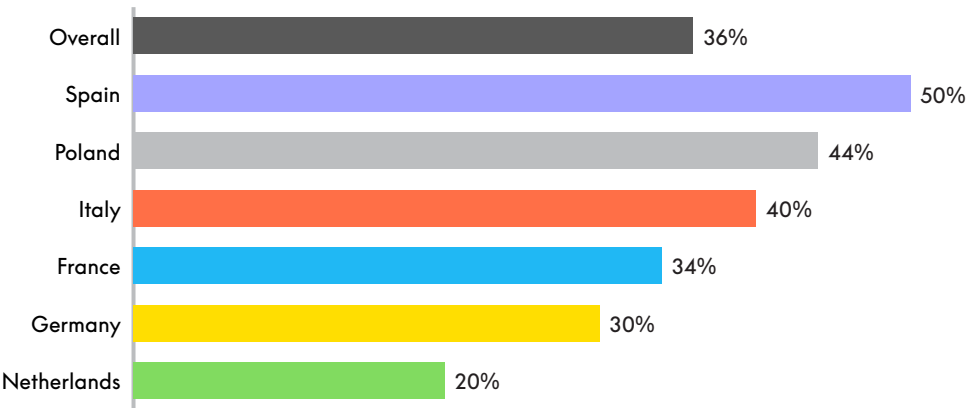


## Depression

Survey participants were asked whether they often feel a sense of helplessness.

Overall, more than one-third (36 per cent) often feel a sense of helplessness. Half of the working population in Spain feel depressed and at least two in five feel the same in Poland (44 per cent) and in Italy (40 per cent). More than one-third (34 per cent) feel depressed in France while 30 per cent in Germany and 20 per cent in the Netherlands feel the same.

Percentage feeling depressed

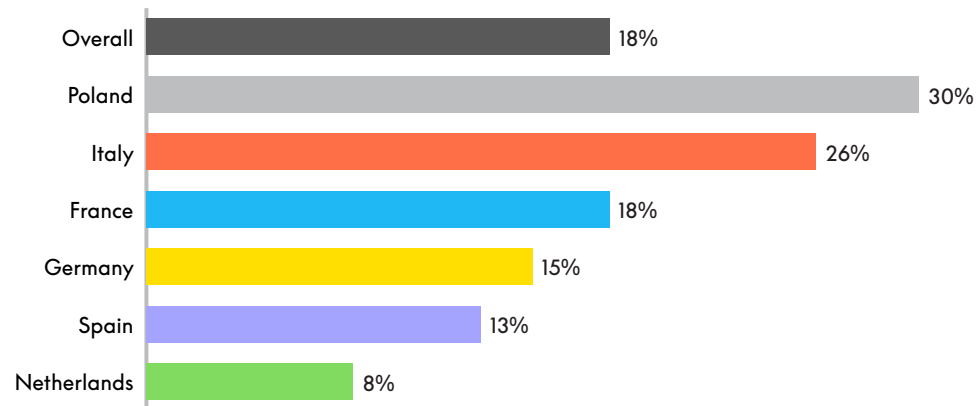


## Optimism

Survey participants were asked whether they feel optimistic about their future.

Overall, nearly one in five (18 per cent) do not feel optimistic about their future. Optimism is lowest in Poland where nearly one-third (30 per cent) of the working population are not feeling optimistic about their future. More than one-quarter (26 per cent) are not feeling optimistic about their future in Italy, followed by 18 per cent in France, 15 per cent in Germany, 13 per cent in Spain, and 8 per cent in the Netherlands.

### Percentage not feeling optimistic

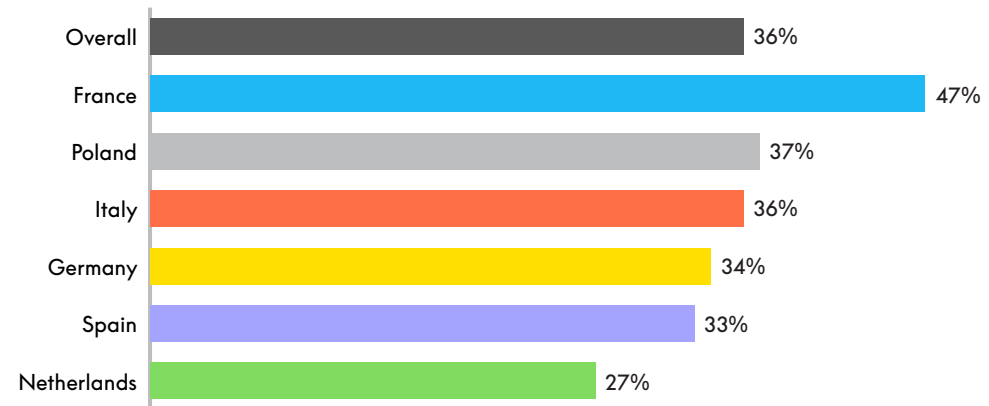


## Work productivity

Survey participants were asked whether their current mental health is negatively impacting their work productivity.

Overall, more than one-third (36 per cent) report that their mental health is negatively impacting their work productivity. The greatest impact of mental health on work productivity is France wherein nearly half (47 per cent) indicate that their mental health is negatively impacting their work productivity. One-third or more indicate that mental health is impacting their productivity in Poland (37 per cent), Italy (36 per cent), Germany (34 per cent), and Spain (33 per cent). In the Netherlands, more than one-quarter (27 per cent) report the same.

### Percentage reporting that their mental health is negatively impacting their work productivity

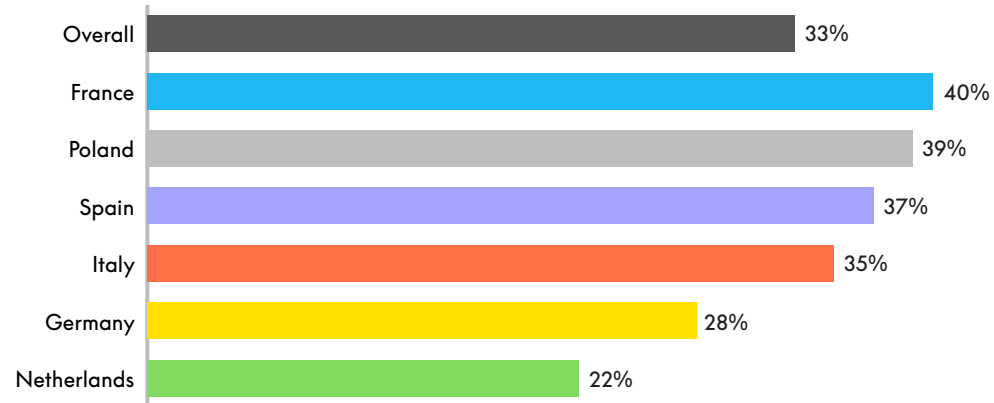


## Isolation

Survey participants were asked whether they often feel alone.

Overall, one-third (33 per cent) often feel alone. Isolation is most notable in France, where two in five (40 per cent) often feel alone, followed by 39 per cent in Poland, 37 per cent in Spain, 35 per cent in Italy, and 28 per cent in Germany. In the Netherlands, nearly one-quarter (22 per cent) often feel alone.

### Percentage feeling isolated

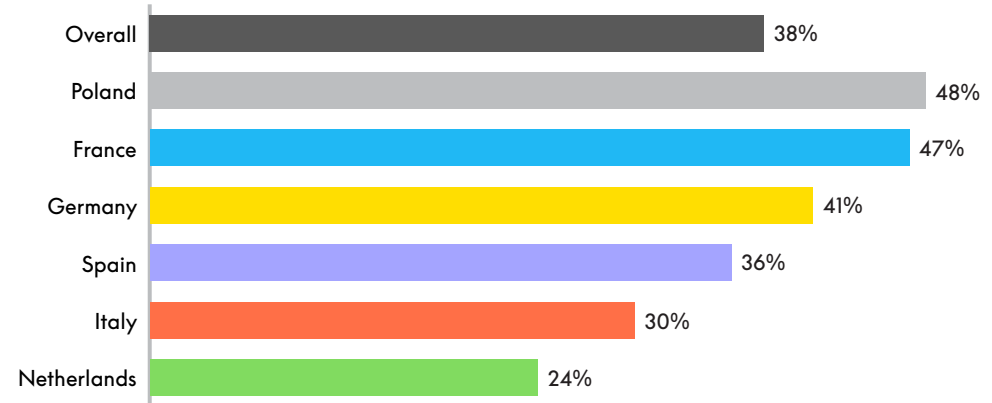


## Financial risk

Survey participants were asked about their level of emergency savings to cover essential expenses.

Overall, more than one-third (38 per cent) do not have emergency savings. Nearly half of the working population in Poland (48 per cent) and France (47 per cent) do not have emergency savings. In Germany, 41 per cent of respondents do not have emergency savings, followed by 36 per cent in Spain, and 30 per cent in Italy. In the Netherlands, nearly one-quarter (24 per cent) report the same.

### Percentage without emergency savings

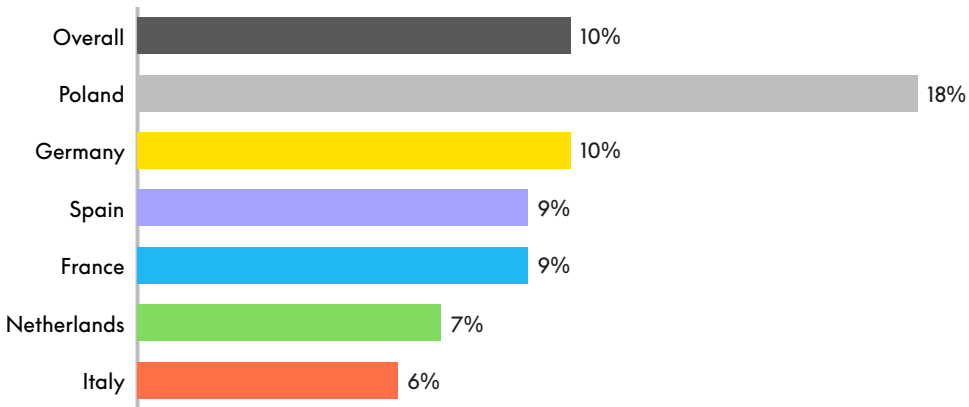


## General psychological health

Survey participants were asked whether they are in good psychological health.

Overall, 10 per cent report they are not in good psychological health. The incidence of poor psychological health is greatest in Poland (18 per cent) while Germany (10 per cent), Spain (nine per cent), and France (nine per cent), have a lower proportion of people reporting the same. The Netherlands (seven per cent) and Italy (six per cent) have the lowest proportion of people reporting poor psychological health.

### Percentage reporting poor psychological health



## Demographics

- Women have a lower mental health score than men.  
In April 2022, the mental health score of women is 56.6 compared to 62.0 for men.
- Mental health scores improve substantially with age.
- Differences in mental health scores between those with and without children is evident wherein those with at least one child have a lower score (58.0) than those without children (60.9).

## Employment

- Overall, one per cent of respondents are unemployed<sup>3</sup> and seven per cent report reduced hours or reduced salary.
- Individuals working fewer hours compared to the prior month have the lowest mental health score (47.8), followed by those with reduced salary (49.8), those not currently employed (53.4), and those with no change to salary or hours (60.4).
- Managers have a nearly equal mental health score (59.3) to non-managers (59.6).
- Individuals working for employers with 5,001-10,000 employees have the highest mental health score (61.8).
- Respondents working for companies with 51-100 employees have the lowest mental health score (58.3).

## Emergency savings

- Those without emergency savings have a lower mental health score (49.9) than the overall group (59.5). Individuals with emergency savings have a mental health score of 65.3.

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

Employment status	April 2022
Employed (no change in hours/salary)	60.4
Employed (fewer hours compared to last month)	47.8
Employed (reduced salary compared to last month)	49.8
Not currently employed	53.4
Age group	April 2022
Age 20-29	53.3
Age 30-39	55.8
Age 40-49	59.7
Age 50-59	63.6
Age 60-69	69.8
Number of children	April 2022
No children in household	60.9
1 child	57.9
2 children	58.3
3 children or more	57.2

Country	April 2022
France	57.4
Germany	62.3
Italy	58.4
Netherlands	67.9
Poland	53.6
Spain	57.1
Gender	April 2022
Men	62.0
Women	56.6
Household income France, Germany, Italy, Netherlands, Spain	April 2022
Under €10K/annum	51.5
€10K to <€20K/annum	54.9
€20k to <€30K	55.8
€30K to €50K	61.7
€50K to €70K	64.9
€70K to €100K	65.4
€100K and over	70.6

Household income – Poland	April 2022
Under 15K pln/annum	46.3
15K pln to <30K pln/annum	54.6
30k to <60K pln	49.3
60k to <100K pln	54.7
100K pln and over	58.2
Employer size	April 2022
Self-employed/sole proprietor	58.4
2-50 employees	58.7
51-100 employees	58.3
101-500 employees	59.3
501-1,000 employees	61.6
1,001-5,000 employees	60.6
5,001-10,000 employees	61.8
More than 10,000 employees	60.4
Manager	April 2022
Manager	59.3
Non-manager	59.6

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)

The lowest mental health score in April 2022 is among individuals employed in Agriculture, Forestry, and Fishing (54.0), followed by those working in Activities of Extra-territorial Organisations and Bodies (56.7), and Accommodation and Food Service Activities (56.7).

Individuals employed in Real Estate Activities (65.0), Electricity, Gas, Steam and Air Conditioning Supply (62.0), and Administrative and Support Service Activities (61.4) have the highest mental health scores in April 2022.

Industry	April 2022
Real Estate Activities	65.0
Electricity, Gas, Steam and Air Conditioning Supply	62.0
Administrative and Support Service Activities	61.4
Public Administration and Defence	61.3
Education	61.0
Professional, Scientific and Technical Activities	60.9
Human Health and Social Work Activities	60.4
Financial and Insurance Activities	60.1
Construction	60.0
Manufacturing	59.7
Activities of Households as Employers; Undifferentiated Goods and Services Producing Activities of Households for Own Use	59.2
Other Service Activities	58.9
Transportation and Storage	58.8
Information and Communication	58.1
Wholesale and Retail Trade	57.2
Arts, Entertainment and Recreation	57.0
Accommodation and Food Service Activities	56.7
Activities of Extra-territorial Organisations and Bodies	56.7
Agriculture, Forestry and Fishing	54.0



# Spotlight

## Pandemic impact on mental health

Participants were asked whether the pandemic has impacted their ongoing mental health.

- More than two in five (42 per cent) report the pandemic has had a negative impact on their ongoing mental health. This group has the lowest mental health score (49.9), nearly 10 points below the national average (59.5).
- Half (50 per cent) report the pandemic has had no impact on their ongoing mental health, and this group has the highest mental health score (67.4), eight points above the national average (59.5).
- Half of respondents in Poland and Spain report that the pandemic has negatively impacted their ongoing mental health; 45% in Italy, 42% in France, 36% in Germany, and 28% in the Netherlands reports the same.
- Respondents younger than 40 are twice as likely as those over 50 to report the pandemic has negatively impacted their ongoing mental health.

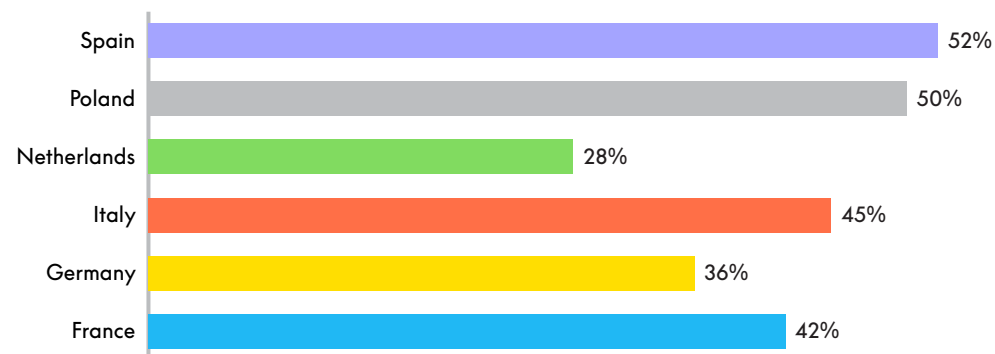
### The pandemic has impacted my ongoing mental health



### MHI score by pandemic has impacted my ongoing mental health



### The pandemic has had a negative impact on my ongoing mental health

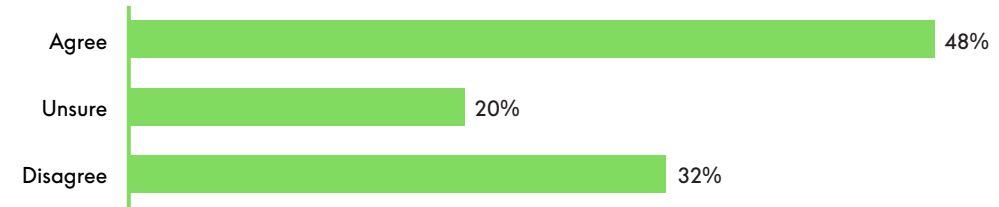


## Stress

Participants were asked whether they are feeling more sensitive to stress compared to before the pandemic..

- Nearly half (48 per cent) are feeling more sensitive to stress compared to before the pandemic, and this group has the lowest mental health score (50.9), nearly nine points below the overall average (59.5).
- The highest mental health score (72.2) is among 32 per cent who do not feel more sensitive to stress compared to before the pandemic.
- More than three in five (61 per cent) respondents in Italy are feeling more sensitive to stress compared to before the pandemic; more than half in Poland (53 per cent) and France (52 per cent) report the same while nearly half (48%) feel the same in Spain.
- Respondents younger than 40 are two times more likely than those older than 50 to feel more sensitive to stress compared to before the pandemic.

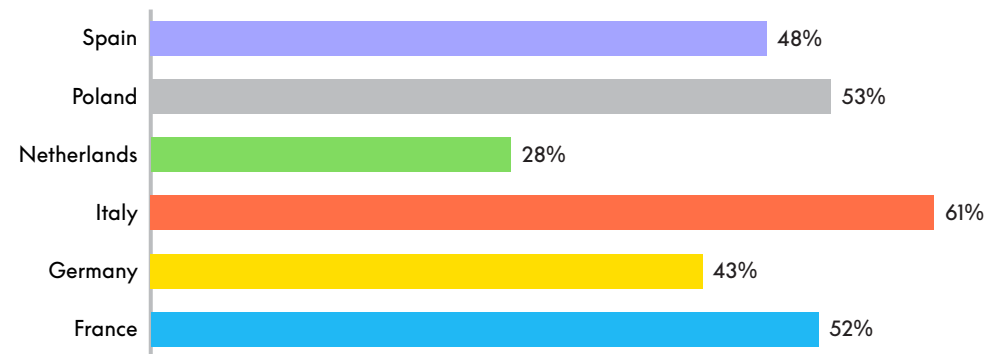
### I am feeling more sensitive to stress compared to before the pandemic



### MHI score by I am feeling more sensitive to stress compared to before the pandemic

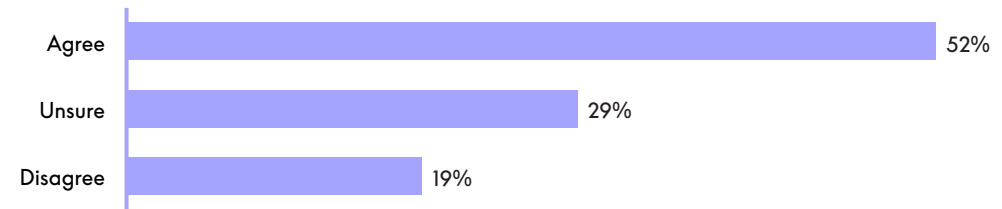


### I am feeling more sensitive to stress compared to before the pandemic



- More than half (52 per cent) notice their colleagues are more sensitive to stress compared to before the pandemic, and this group has the lowest mental health score (55.0), more than four points below the average (59.5).
- Sixty-two percent of respondents in France (62 per cent) and 60 per cent in Spain notice their colleagues are more sensitive to stress; more than half (55 per cent) in Italy and Poland (53 per cent) report the same.

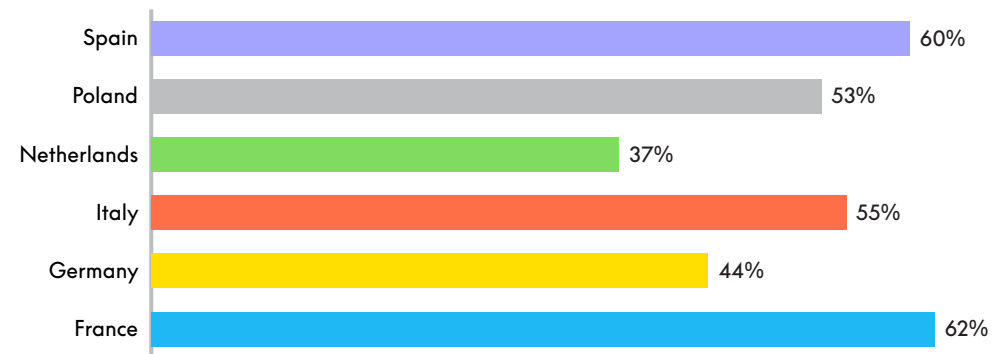
#### My colleagues are more sensitive to stress compared to before the pandemic



#### MHI score by my colleagues are more sensitive to stress compared to before the pandemic



#### My colleagues are more sensitive to stress compared to before the pandemic

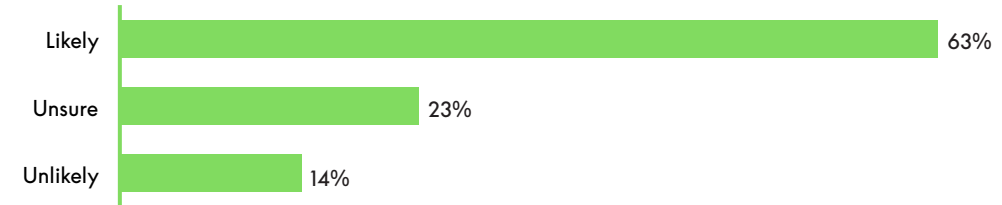


# Professional support for mental health

## Reaching out for professional help

- More than three in five (63 per cent) respondents are likely to reach out for professional help if they were struggling with stress or a mental health issue.
- Nearly three-quarters (72 per cent) of respondents in Spain would reach out for professional help, followed by 69 per cent in Italy, 62 per cent in Poland, 60 per cent in France, 59 per cent in Germany, and 56 per cent in Netherlands.

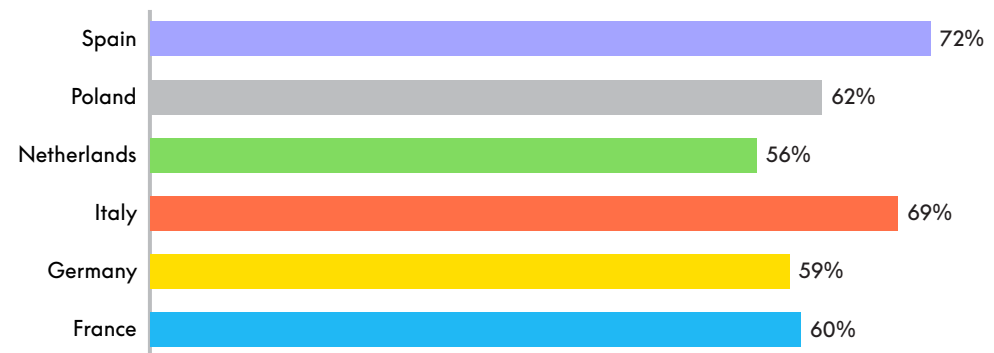
## Likelihood of reaching out for professional help if struggling with stress or a mental health issue



## MHI score by likelihood of reaching out for professional help if struggling with stress or a mental health issue



## I would reach out for professional help if struggling with stress or a mental health issue

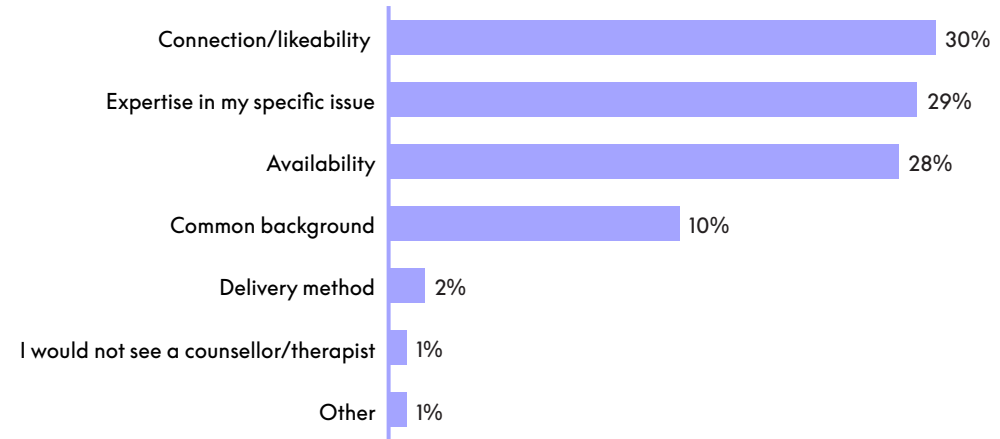


## Most important factor in choosing a mental health professional

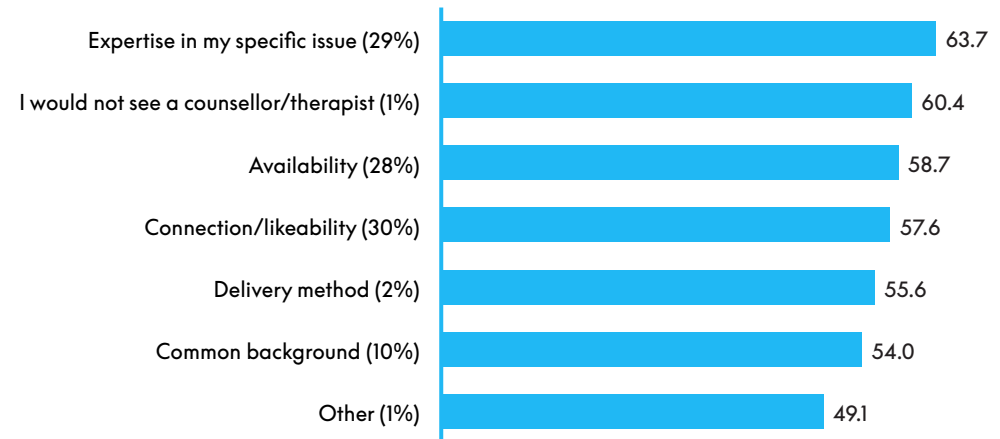
Participants who indicated that they would be likely to reach out for professional mental health support if struggling with stress or a mental health issue were asked about the most important factor (assuming the counsellor/therapist has appropriate experience) when choosing a mental health professional.

- Nearly one-third (30 per cent) indicate connection/likeability is the most important factor when choosing a mental health professional, followed by 29 per cent indicating expertise in their specific issue, and 28 per cent report availability as the most important factor.
- Respondents older than 50 are nearly twice as likely as those younger than 40 to indicate that expertise in their specific issue is the most important factor when choosing a mental health professional.
- Parents are nearly twice as likely as non-parents to indicate common background is the most important factor when choosing a mental health professional.

## Most important factor in choosing a mental health professional



## MHI score by most important factor in choosing a mental health professional

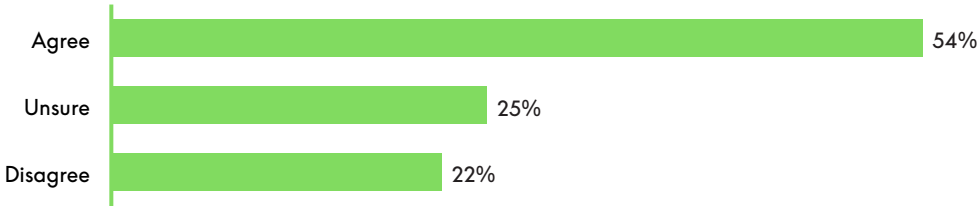


# Conflict in Ukraine

Participants were asked whether the conflict in Ukraine is negatively impacting them.

- More than half (54 per cent) report the conflict in Ukraine is negatively impacting them, and this group has the lowest mental health score (54.9), nearly five points below the overall average (59.5).
- Nearly three-quarters (72 per cent) of respondents in Poland report the conflict in Ukraine is negatively impacting them; more than half in Germany (55 per cent), Spain (55 per cent), Italy (53 per cent) report the same while 48 per cent in France and 41 per cent in Netherlands indicate the same.

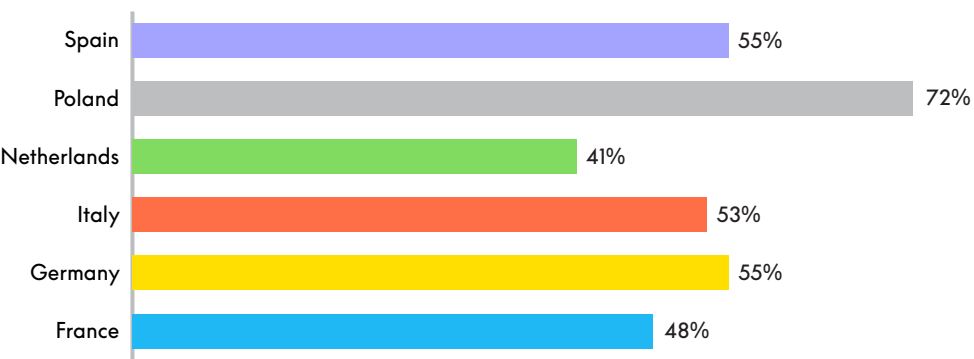
## The conflict in Ukraine is negatively impacting me



## MHI score by the conflict in Ukraine is negatively impacting me



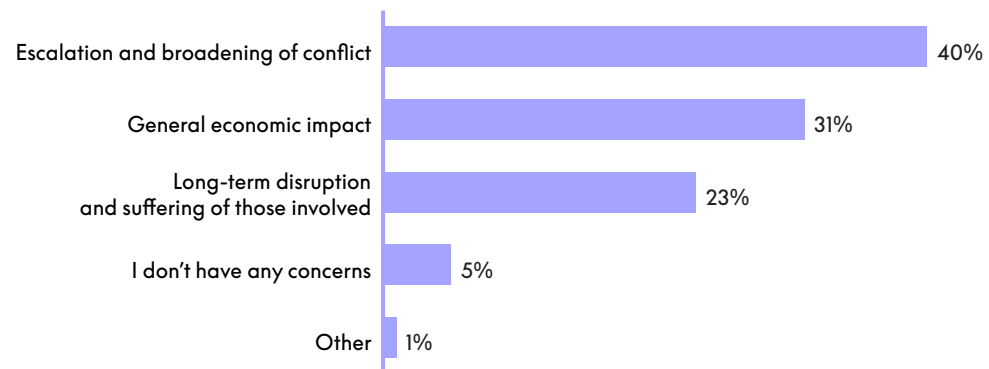
## The conflict in Ukraine is negatively impacting me



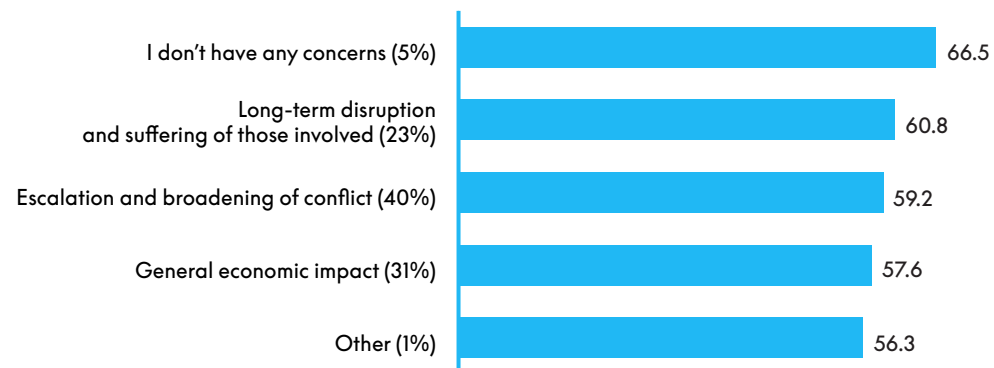
Participants were asked about their greatest concern regarding the conflict in Ukraine.

- Two in five (40 per cent) report escalation and broadening of conflict as their greatest concern, 31 per cent are most concerned about the general economic impact, and 23 per cent are most concerned about the long-term disruption and suffering of those involved.

### Greatest concern regarding the conflict in Ukraine



### MHI score by greatest concern regarding the conflict in Ukraine



# 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), which is a measure of change compared to the benchmark of mental health and risk.
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 500 people in each of France, Germany, Italy, Netherlands, Poland, and Spain who 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 of each country. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between April 7 and 22, 2022.

## Calculations

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 breakdown of sub-scores, and specific cross-correlational and custom analyses, are available upon request. Benchmarking against the national results or any sub-group is available upon request. Contact [MHI@lifeworks.com](mailto:MHI@lifeworks.com)





## About LifeWorks

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

For more information, visit:

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