

The Mental Health Index by LifeWorks™

Singapore | April 2022



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The top 5 things you need to know

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

- At 60.2, the mental health of Singaporeans is showing significant strain.
- 39% of Singaporeans have a high mental health risk, 46% have a moderate mental health risk, and 14% have a low mental health risk.
- The strongest sub-score is financial risk, representing an improvement in the level of emergency savings.
- All regions in Singapore have mental health scores in the strained range, most notably the North region with a score of 58.4.

2. More than half of Singaporeans say the pandemic has had a negative impact on their ongoing mental health.

- 51% indicate the pandemic has had a negative impact on their ongoing mental health and this group has a mental health score five points below the national average.
- There are no significant differences in the gender, age, or income profile of respondents who report a negative impact of the pandemic on their ongoing mental health.

3. Half of Singaporeans would reach out for professional help if struggling with stress or a mental health issue.

- 50% are likely to reach out for professional help and this group has a mental health score more than two points higher than the national average.

- 21% are unlikely to reach out for professional help and this group has a mental health score nearly two points lower than the national average.

4. Nearly three in five Singaporeans are feeling more sensitive to stress.

- 57% are feeling more sensitive to stress compared to before the pandemic and this group has a mental health score more than five points below the national average.
- Younger employees (under 40) are 70 per cent more likely to feel more sensitive to stress compared to before the pandemic.
- 51% notice their colleagues are more sensitive to stress compared to before the pandemic.

5. More than one-third indicate that the conflict in Ukraine is impacting them personally

- Those who indicate that the conflict is impacting them personally have lower mental health scores than the national average.
- 34% report the conflict in Ukraine is negatively impacting them.
- 41% are most concerned about the economic impact of the conflict in Ukraine.
- 28% are most concerned about long-term disruption and suffering of those involved.
- 19% are most concerned about the escalation and broadening of conflict.

50%

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

57%

are feeling more sensitive to stress compared to before the pandemic

51%

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

34%

say the conflict in Ukraine is negatively impacting them

The Mental Health Index™

The overall Mental Health Index™ for April 2022 is 60.2 points.

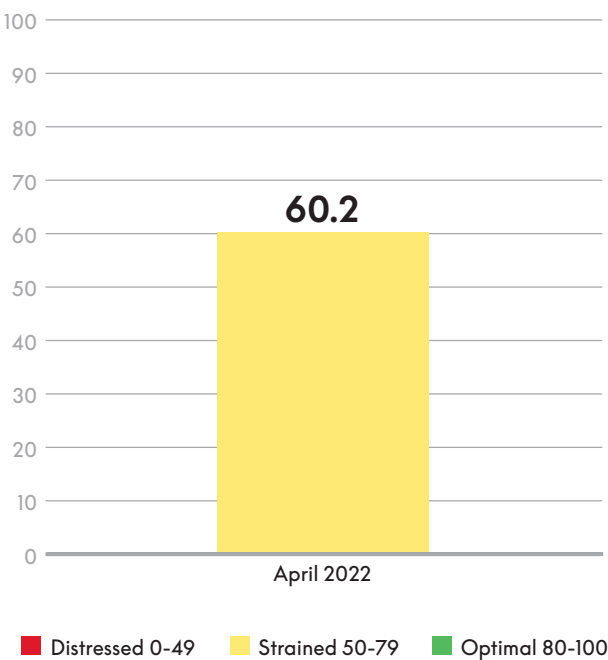
In April 2022, 39 per cent of Singaporeans are high risk 46 per cent are moderate risk, and 14 per cent are low risk.

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% of people in the low-risk group report diagnosed anxiety or depression.

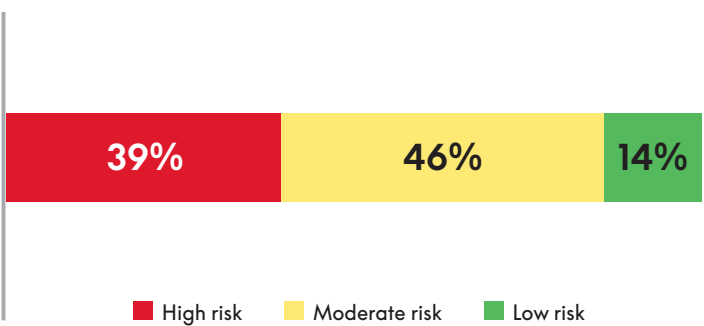
MHI Current Month
April 2022

60.2

Mental Health Index



Mental health risk profiles



Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score is for the risk measure of anxiety (51.3), followed by work productivity (52.0), isolation (53.8), depression (54.9), optimism (64.1), and general psychological health (69.7). The financial risk sub-score, a measure of the level of emergency savings, is the most favourable mental health sub-score (69.8).

Mental Health Index™ Sub-scores ¹ 2022	April
Anxiety	51.3
Work productivity	52.0
Isolation	53.8
Depression	54.9
Optimism	64.1
Psychological health	69.7
Financial risk	69.8

¹ The demographic breakdown of sub-scores is available upon request.

Mental Health Index™ (regional)

The mental health scores across all regions in Singapore are significantly strained. The lowest mental health score is among respondents living in the North Region (58.4), followed by those in the North-East Region (58.8), and the West Region (59.6). Respondents living in regions where the mental health scores were comparatively better, are still showing strain. These include the East Region (63.2), and the Central Region (61.6).



Demographics

- Women have a lower mental health score than men.
In April 2022, the mental health score of women is 59.5 compared to 60.9 for men.
- Mental health scores improve substantially with age.

Employment

- Overall, two per cent of respondents are unemployed³ and nine per cent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (49.5), followed by those working fewer hours (56.9), those with no change to salary or hours (60.9), and those not currently employed (61.1).
- Managers have a higher mental health score (61.2) than non-managers (58.9).
- Individuals working for employers with 1,001-5,000 employees have the highest mental health score (62.5).
- Respondents working for companies with 501-1,000 employees have the lowest mental health score (57.4).

Emergency savings

- Those without emergency savings have a lower mental health score (46.9) than the overall group (60.2). Individuals with emergency savings have a mental health score of 65.2.

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)	60.9
Employed (fewer hours compared to last month)	56.9
Employed (reduced salary compared to last month)	49.5
Not currently employed	61.1
Age group	April 2022
Age 20-29	53.3
Age 30-39	57.9
Age 40-49	59.0
Age 50-59	67.1
Age 60-69	70.4
Number of children	April 2022
No children in household	59.9
1 child	59.7
2 children	62.0
3 children or more	58.3

Province	April 2022
Central Region	61.6
East Region	62.3
North Region	58.4
North-East Region	58.8
West Region	59.6
Gender	April 2022
Men	60.9
Women	59.5
Household income	April 2022
S\$50K/annum	56.2
S\$50K to <S\$100K/annum	58.7
S\$100k to <S\$150K	62.1
S\$150K to S\$200K	60.9
S\$200K and over	67.6

Employer size	April 2022
Self-employed/sole proprietor	59.4
2-50 employees	60.0
51-100 employees	59.1
101-500 employees	60.6
501-1,000 employees	57.4
1,001-5,000 employees	62.5
5,001-10,000 employees	60.4
More than 10,000 employees	60.8
Manager	April 2022
Manager	61.2
Non-manager	58.9

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

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

Mental Health Index™ (industry)

The lowest mental health score in April 2022 is among individuals employed in Administrative and Support Service Activities (53.8), followed by those working in Health and Social Services (55.1), and Information and Communication (59.2).

Those employed in Manufacturing (63.0), Education (63.0), and Real Estate Activities (62.5) have the highest mental health scores in April 2022.

Industry	April 2022
Manufacturing	63.0
Education	63.0
Real Estate Activities	62.5
Other Service Activities	62.3
Financial and Insurance Activities	62.0
Professional, Scientific and Technical Activities	61.9
Public Administration and Defence	60.7
Construction	60.4
Wholesale and Retail Trade	60.3
Accommodation and Food Service Activities	60.2
Transportation and Storage	59.3
Information and Communication	59.2
Health and Social Services	55.1
Administrative and Support Service Activities	53.8

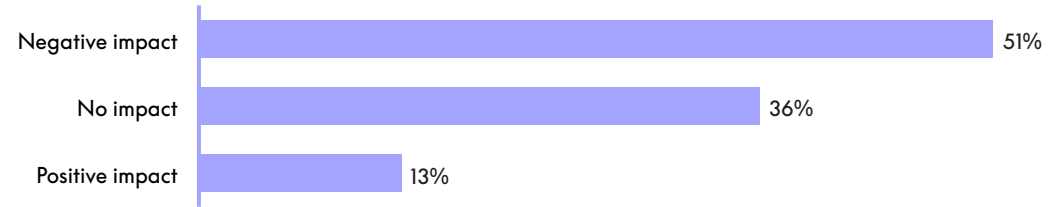
Spotlight

Pandemic impact on mental health

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

- More than half of working Singaporeans (51 per cent) report the pandemic has had a negative impact on their ongoing mental health. This group has the lowest mental health score (55.3), five points below the national average (60.2).
- More than one-third (36 per cent) report the pandemic has had no impact on their ongoing mental health, and this group has the highest mental health score (66.7), more than six points above the national average (60.2).

The pandemic has impacted my ongoing mental health



MHI score by pandemic has impacted my ongoing mental health

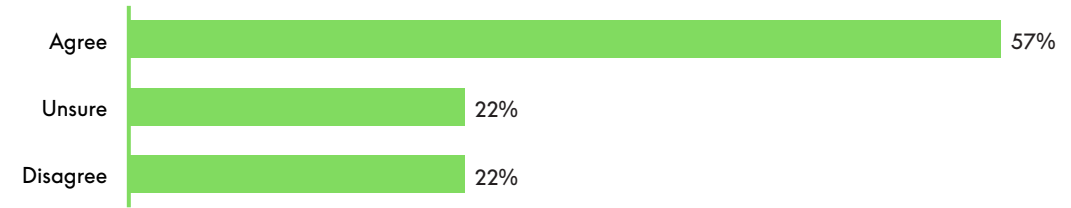


Stress

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

- Nearly three in five (57 per cent) are feeling more sensitive to stress compared to before the pandemic, and this group has the lowest mental health score (54.7), more than five points below the national average (60.2).
- The highest mental health score (74.4) is among 22 per cent who do not feel more sensitive to stress compared to before the pandemic.
- Respondents younger than 40 are 70 per cent more likely than respondents 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



Singaporeans were asked whether they notice their colleagues are more sensitive to stress compared to before the pandemic.

- More than half (51 per cent) notice their colleagues are more sensitive to stress compared to before the pandemic, and this group has the lowest mental health score (57.8), more than two points below the national average (60.2).

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



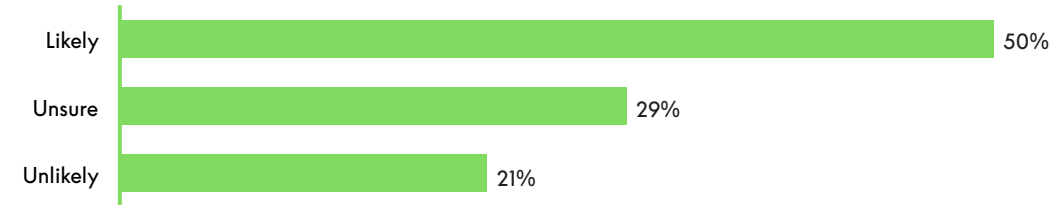
Professional support for mental health

Reaching out for professional help

Singaporeans were asked how likely they would be to reach out for professional help if they were struggling with stress or a mental health issue.

- Half (50 per cent) are likely to reach out for professional help if struggling with stress or a mental health issue, and this group has the best mental health score (62.3), more than two points above the national average (60.2).
- More than one in five (21 per cent) are unlikely to reach out for professional help if struggling with stress or a mental health issue, and this group has a mental health score (58.2) nearly two points below the national average.

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

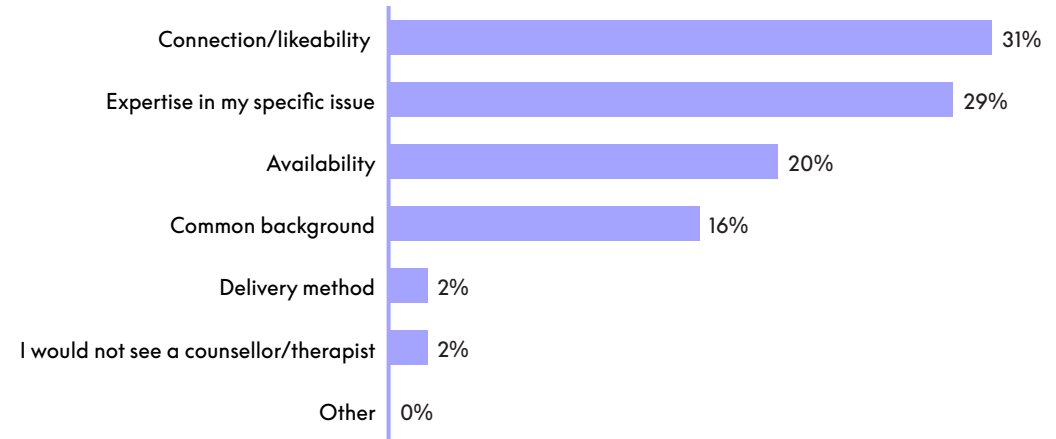


Most important factor in choosing a mental health professional

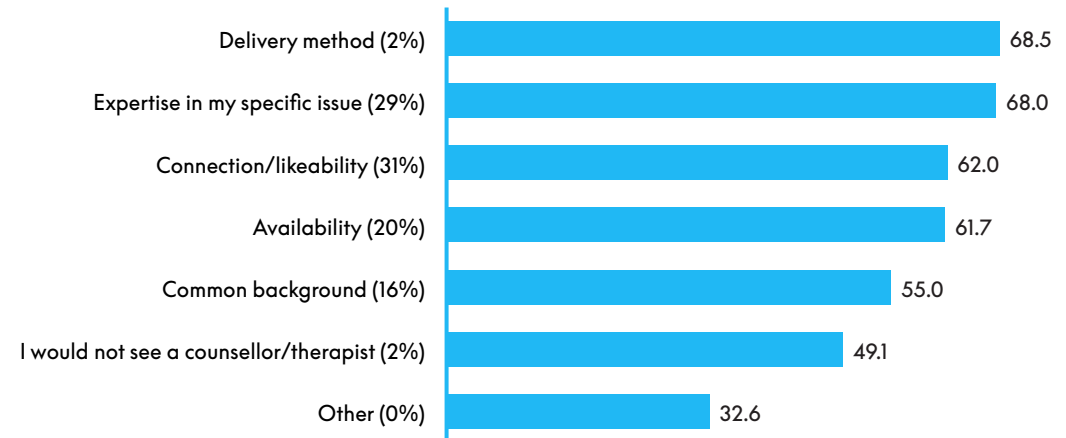
Singaporeans who indicated that they would be likely to reach out for professional mental health support if struggling with stress or a mental health issue were asked about the most important factor (assuming the counsellor/therapist has appropriate experience) when choosing a mental health professional.

- Nearly one-third (31 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 20 per cent reporting availability as the most important factor.
- Managers are 80 per cent more likely than non-managers to indicate that a common background is the most important factor when choosing a mental health professional.
- Parents are 40 per cent more likely than non-parents to indicate that availability 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

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

- More than one-third (34 per cent) report the conflict in Ukraine is negatively impacting them, and this group has a mental health score (58.3), nearly two points below the national average (60.2).

The conflict in Ukraine is negatively impacting me



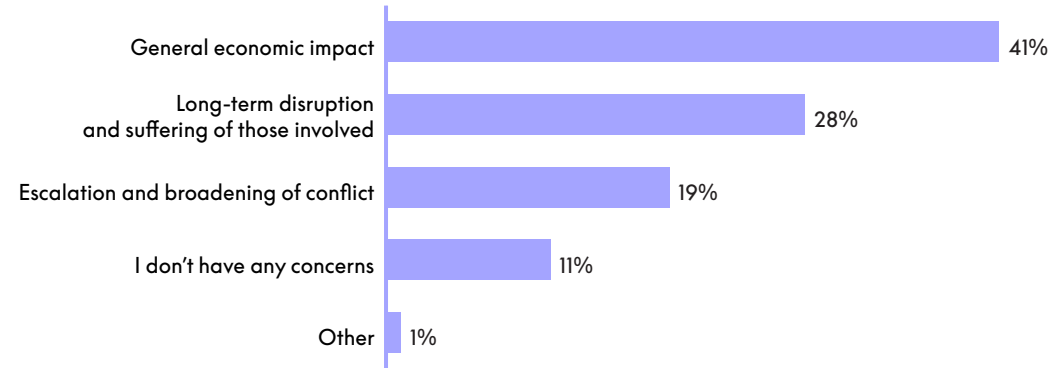
MHI score by the conflict in Ukraine is negatively impacting me



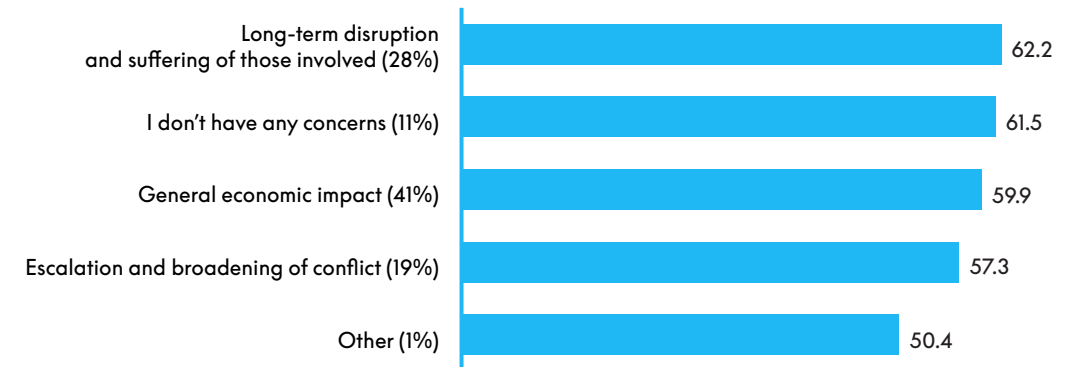
Singaporeans were asked about their greatest concern regarding the conflict in Ukraine.

- More than two in five (41 per cent) report general economic impact as their greatest concern, 28 per cent are most concerned about the long-term disruption and suffering of those involved, and 19 per cent are most concerned about the escalation and broadening of conflict.

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).
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 1,000 people who live in Singapore 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 Singapore. 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



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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