

The Mental Health Index by LifeWorks™

United Kingdom | February 2022



Table of contents

1 The top 5 things you need to know for February 2022	3
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2 The Mental Health Index™	4
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Mental Health Index™ sub-scores	5
Optimism	6
General psychological health	7
Financial risk	8
Demographics	9
Employment	9
Emergency savings	9

3 Mental Health Index™ (regional)	10
--	-----------

4 Mental Health Index™ (industry)	12
--	-----------

5 The Mental Stress Change score	13
---	-----------

6 Mental Stress Change (percentages)	14
---	-----------

Demographics	15
Geography	15
Employment	15

7 The Mental Stress Change (industry)	17
--	-----------

8 Spotlight	18
--------------------	-----------

Feeling valued	18
Value of work to my employer	19
Control	20
Being myself at work	21
Career goals	22
Career change	23
Career change due to the pandemic	23
Career change unrelated to the pandemic	24
Career changes being considered	25
Social interaction	26
Absenteeism	27

9 Overview of the Mental Health Index by LifeWorks™	28
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Methodology	28
Calculations	28
Additional data and analyses	28

The top 5 things you need to know for February 2022

1. Following the largest single month improvement in January, the mental health of Britons declined in February.

- The current score is -10.7, a decline of more than one point from January 2022.
- All mental health sub-scales declined from January to February 2022.
- The strongest sub-score continues to be financial risk, representing an improvement in the level of emergency savings compared to 2019.
- For the first time since the launch of the Index, following a 3.9-point improvement, Northern Ireland has the highest mental health score in the country.

2. More than two-thirds of Britons are comfortable with less social interaction than they had before the pandemic.

- 68% are comfortable going forward with less social interaction than before the pandemic and this group has a mental health score two points better than the national average.
- Those who are uncomfortable with less social interaction have a lower mental health score than the national average.

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

- 62% feel valued for the work they do, while 19% do not, and 19% are unsure.
- The lowest mental health score (-30.9) is among those who do not believe they can be themselves at work.
- 80% believe the work they do is important to their employer.

- 70% are satisfied with the amount of control they have over their work.
- Younger employees are more likely to believe their work is not important to their employer.

4. More than half of Britons are, or possibly are, rethinking their career goals because of the pandemic.

- Younger people and managers are more likely to say that their career goals have changed because of the pandemic.
- 33% say their career goals have changed due to the pandemic and another 19% are unsure.
- 15% will make a career change because of the pandemic and another 20% are unsure.
- 27% are considering retraining for a different career.
- 24% are considering resigning and moving to a different role.
- 23% are considering retiring.
- Employees whose career goals have changed due to the pandemic, and those who will be making a career change, have lower mental health scores than the national average.

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

- Employees with mental health scores more than 10 points above the pre-2020 benchmark had an average of 1.2 sick days in 2021.
- As absenteeism rates increase, mental health scores decrease.

68%

are comfortable with less social interaction

62%

feel valued by their employer

33%

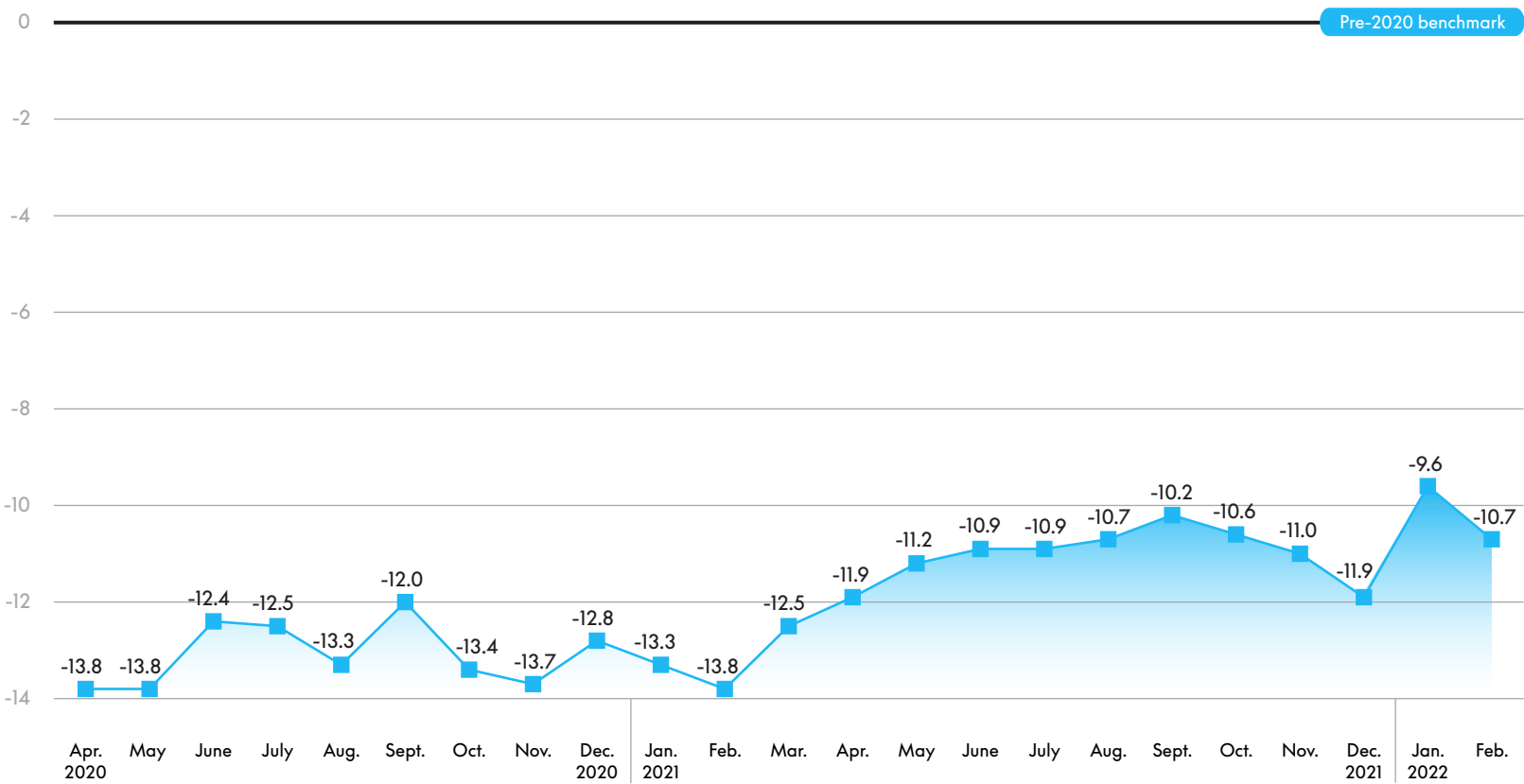
say career goals have changed

Lowest mental health scores

are among those who do not feel they can be themselves

The Mental Health Index™

The Mental Health Index™ (MHI) is a measure of deviation from the benchmark¹ of mental health and risk. **The overall Mental Health Index for February 2022 is -10.7 points.** A nearly 11-point decrease from the pre-2020 benchmark reflects a population whose mental health is similar to the most distressed three per cent of the benchmark population.



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

MHI Current Month
February 2022

-10.7

January 2022

-9.6

Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score is for the risk measure of optimism (-13.2), followed by depression (-12.5), anxiety (-12.2), isolation (-10.1), work productivity (-9.5), and general psychological health (-3.8).

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

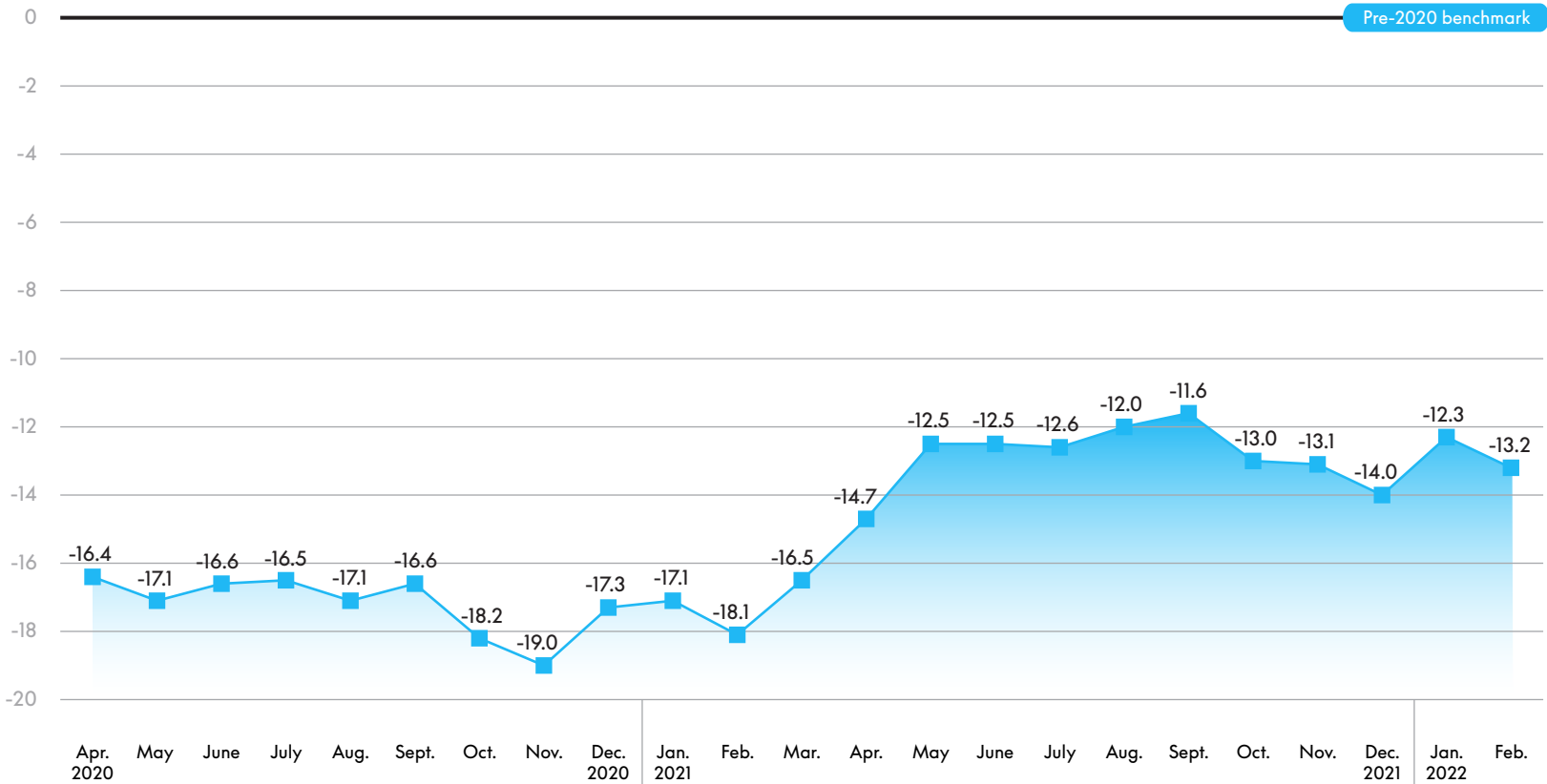
- All mental health sub-scores have declined from January 2022.
- Despite a 1.5-point decline, the financial risk sub-score continues to be the strongest of all sub-scores and is above the pre-2020 benchmark.

Mental Health Index™ Sub-scores ²	February 2022	January 2022
Optimism	-13.2	-12.3
Depression	-12.5	-11.0
Anxiety	-12.2	-11.2
Isolation	-10.1	-9.2
Work productivity	-9.5	-8.7
Psychological health	-3.8	-2.4
Financial risk	5.5	7.0

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

Optimism

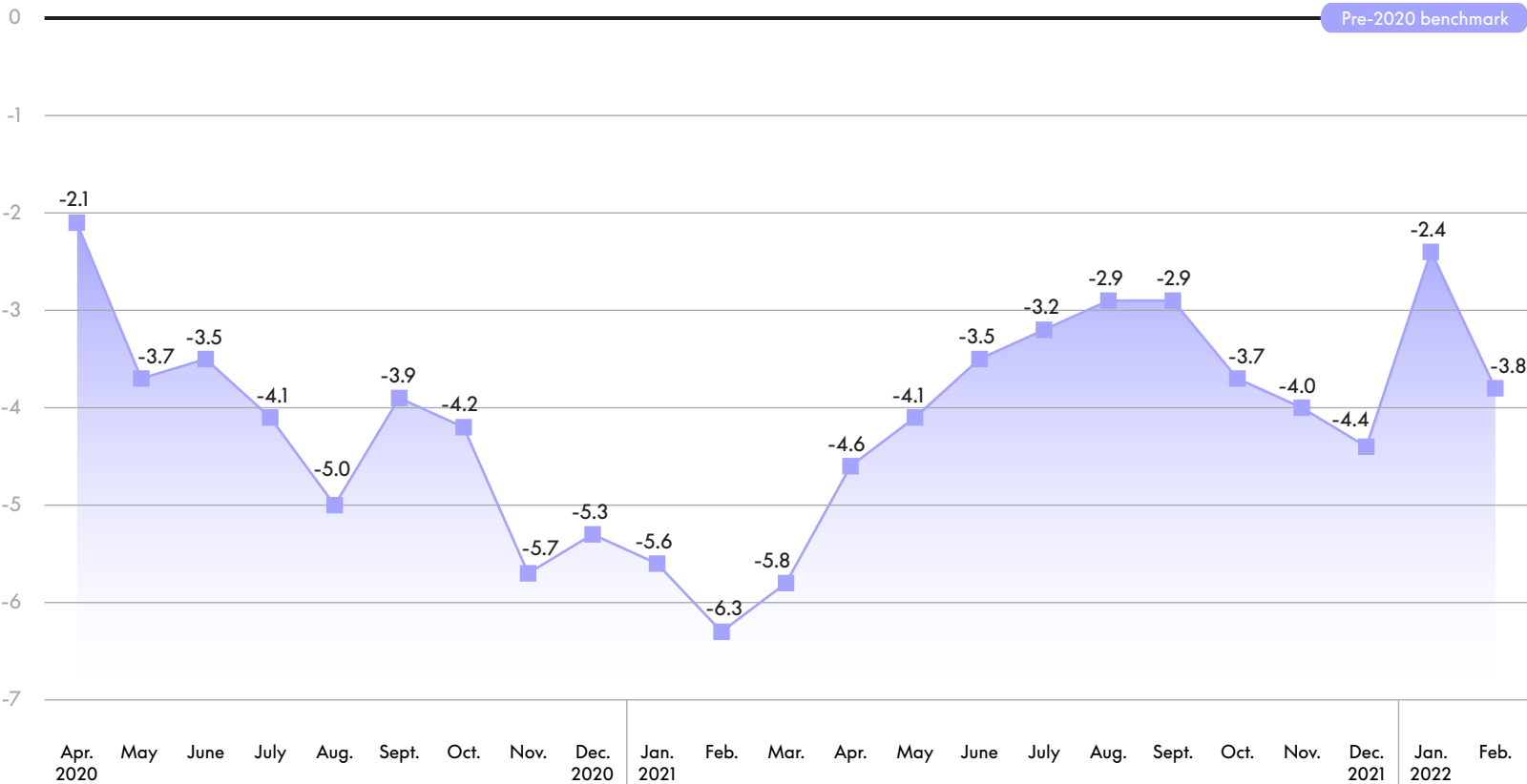
Since April 2020, optimism sub-scores have remained significantly below the benchmark however, beginning in March 2021, scores improved to a high of -11.6 in September. After seven months of improvement, the optimism sub-score in the United Kingdom fell 1.4-points to -13.0 in October 2021. In December, the optimism score declined but with a nearly two-point improvement in January 2022, the optimism sub-score increased to -12.3. In February 2022, the optimism score fell nearly one point to more than 13 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.

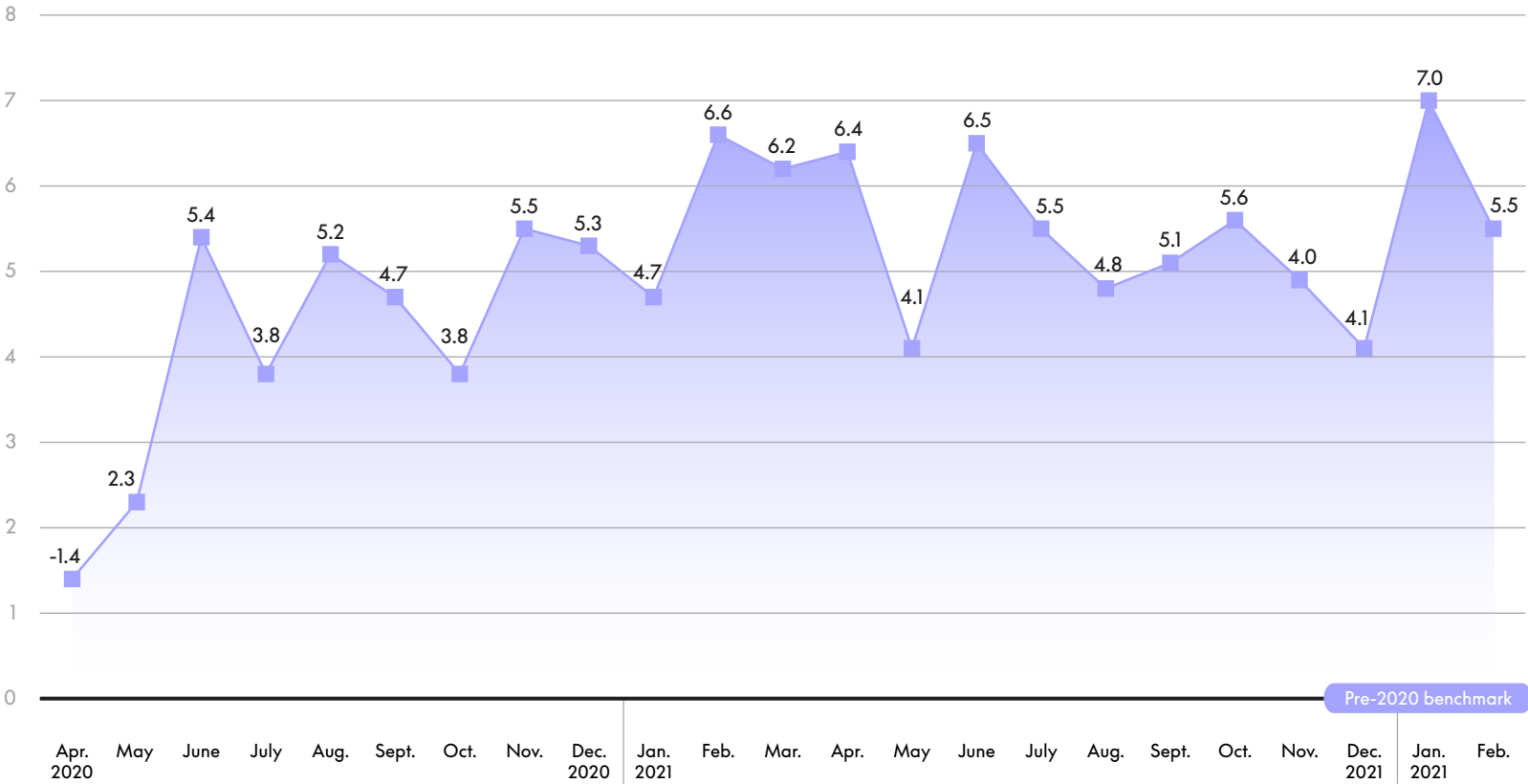
From the launch of the MHI in April 2020 to February 2021, the general psychological health of Britons declined to a low of 6.3 points below the pre-2020 benchmark. Since March 2021, scores have increased, reaching -2.9 in August. After six months of improvement, the psychological health of Britons fell nearly one point to -3.7 in October. The decline continued in November and December but improved two points in January 2022 to -2.4, the highest score since April 2020. In February 2022, the general psychological health of Britons declined 1.4 points to nearly four points below the pre-2020 benchmark.



Financial risk

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

The financial risk score of Britons remains the strongest of all sub-scores. Since the launch of the Index in April 2020, the financial risk sub-score has been above the pre-2020 benchmark. Following two consecutive months of declines in July and August, the financial risk score recovered in October to 5.6 points however, a significant 1.6-point decline was seen in November and remained nearly unchanged in December. In January 2022, the financial risk sub-score improved nearly three points to its highest score since the launch of the Index. A sharp decline is observed in February 2022 and while the score decreased, it remains the strongest of all sub-scores at 5.5 points above the pre-2020 benchmark.



Demographics

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In February 2022, the mental health score of women is -12.9 compared to -9.0 for men.
- In each of the past 23 months, mental health scores improve with age.
- Differences in mental health scores between those with and without children have been reported since the launch of the Index in April 2020. Nearly two years later, this pattern continues with a lower score for those with at least one child (-14.7) than those without children (-8.7).

Employment

- Overall, three per cent of respondents are unemployed³ and seven per cent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (-27.3), followed by those reporting fewer hours (-18.5), and those not currently employed (-13.1).
- Managers have a higher mental health score (-10.0) than non-managers (-11.2).
- Individuals working for employers with 2-50 have the highest mental health score (-8.6).
- Respondents working for companies with 51-100 employees have the lowest mental health score (-14.8).

Emergency savings

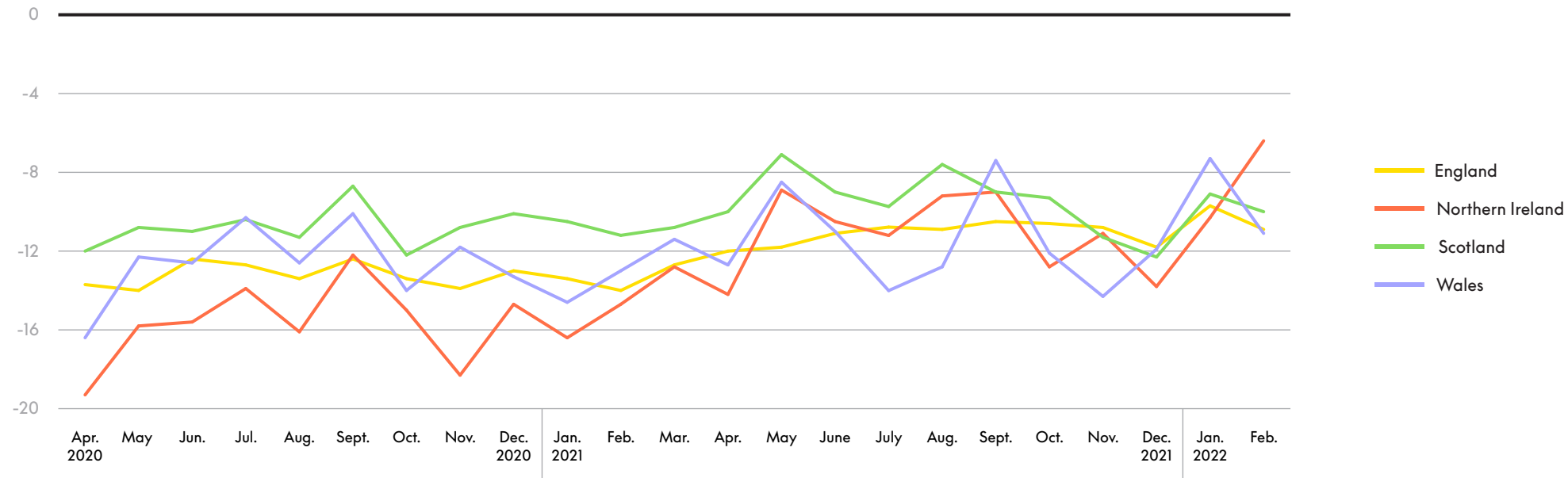
- Those without emergency savings continue to experience a lower mental health score (-26.9) than the overall group (-10.7). Individuals with emergency savings have a mental health score of -5.

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

Mental Health Index™ (regional)

Since April 2020, regional mental health scores have fluctuated. In February 2022, the mental health scores in all regions apart from Northern Ireland declined from January.

- With a significant 3.9-point increase, Northern Ireland has the greatest improvement in mental health in February (-6.4) and has the highest mental health score in the country.
- Despite a 3.8-point increase in February, Wales has the lowest mental health score (-11.1).



Employment status	Feb. 2022	Jan. 2022
Employed (no change in hours/salary)	-9.9	-8.7
Employed (fewer hours compared to last month)	-18.5	-18.4
Employed (reduced salary compared to last month)	-27.3	-24.3
Not currently employed	-13.1	-14.8
Age group	Feb. 2022	Jan. 2022
Age 20-29	-22.5	-17.8
Age 30-39	-16.6	-15.2
Age 40-49	-14.7	-13.1
Age 50-59	-7.3	-7.1
Age 60-69	-3.2	-3.1
Number of children	Feb. 2022	Jan. 2022
No children in household	-8.7	-7.5
1 child	-13.9	-13.0
2 children	-16.1	-14.2
3 children or more	-13.8	-14.4

Region	Feb. 2022	Jan. 2022
England	-10.9	-9.7
Northern Ireland	-6.4	-10.3
Scotland	-10.0	-9.1
Wales	-11.1	-7.3
Gender	Feb. 2022	Jan. 2022
Men	-9.0	-7.6
Women	-12.9	-11.9
Household income	Feb. 2022	Jan. 2022
Household Income <£15K/annum	-19.0	-18.1
£15K to <£30K/annum	-15.9	-14.6
£30k to <£60K	-9.9	-8.7
£60k to <£100K	-5.5	-4.8
£100K and over	-2.6	-0.9

Employer size	Feb. 2022	Jan. 2022
Self-employed/sole proprietor	-8.9	-6.5
2-50 employees	-8.6	-6.8
51-100 employees	-14.8	-16.5
101-500 employees	-12.2	-10.5
501-1,000 employees	-12.9	-11.0
1,001-5,000 employees	-12.1	-8.7
5,001-10,000 employees	-8.9	-7.2
More than 10,000 employees	-8.9	-9.2
Manager	Feb. 2022	Jan. 2022
Manager	-10.0	-9.4
Non-manager	-11.2	-9.3

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)

Individuals working in Information and Cultural Industries have the lowest mental health score (-21.3) in February 2022, followed by those working in Wholesale Trade (-17.3), and Food Services (-15.7).

Those employed in Real Estate, Rental and Leasing (1.4), and Professional, Scientific and Technical Services (-4.9) have the highest mental health scores this month.

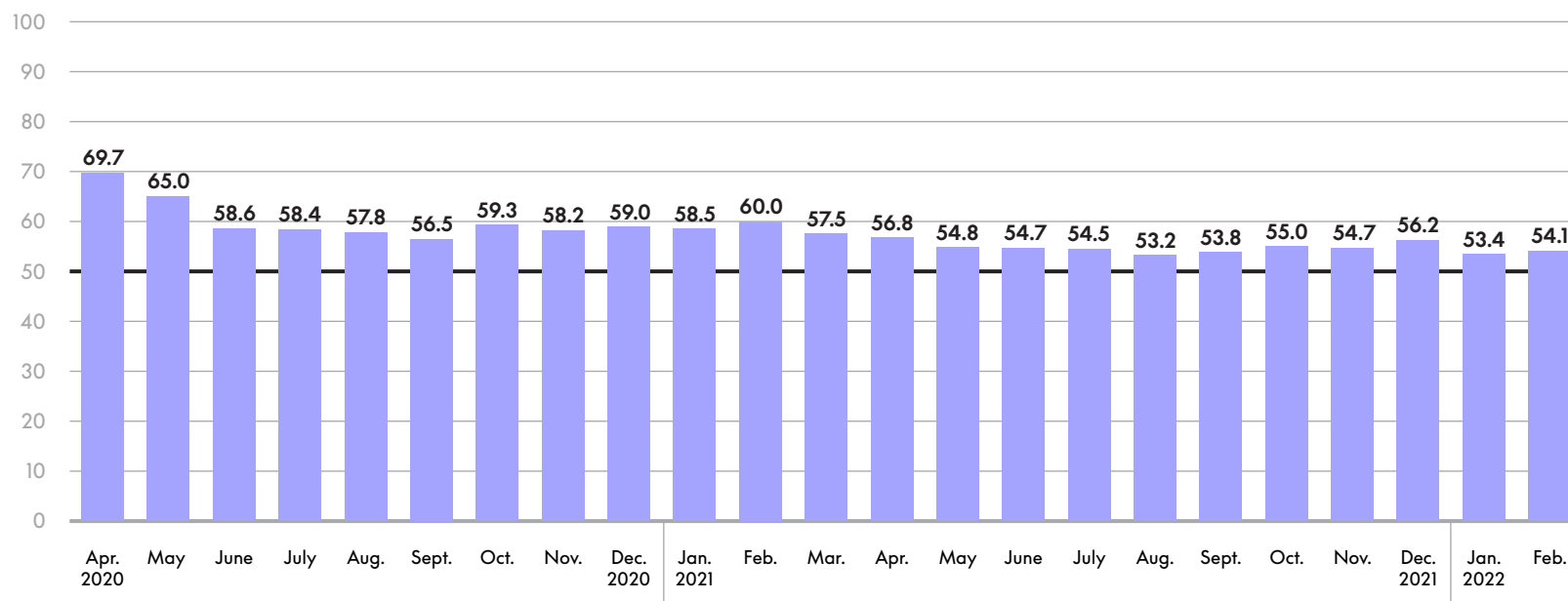
Changes from the prior month are shown in the table.

Industry	February 2022	January 2022	Change
Retail Trade	-10.3	-13.3	3.0
Professional, Scientific and Technical Services	-4.9	-6.8	1.8
Arts, Entertainment and Recreation	-12.0	-13.3	1.3
Real Estate, Rental and Leasing	1.4	0.1	1.3
Other services (except Public Administration)	-5.7	-5.6	-0.1
Administrative and Support services	-13.0	-12.8	-0.2
Manufacturing	-8.1	-7.2	-0.8
Food Services	-15.7	-14.8	-1.1
Information and Cultural Industries	-21.3	-19.9	-1.3
Other	-10.2	-8.9	-1.3
Educational Services	-11.4	-9.9	-1.5
Transportation and Warehousing	-9.4	-7.3	-2.2
Wholesale Trade	-17.3	-14.9	-2.4
Finance and Insurance	-10.2	-7.5	-2.6
Public Administration	-12.5	-9.0	-3.6
Health Care and Social Assistance	-13.9	-10.4	-3.6
Construction	-11.4	-5.3	-6.1

The Mental Stress Change score

The Mental Stress Change score (MStressChg) is a measure of the level of reported mental stress compared to the prior month. **The Mental Stress Change score for February 2022 is 54.1.** This reflects a net increase in mental stress compared to the prior month.

The current score indicates that 16 per cent of the population is experiencing more mental stress compared to the prior month, with eight per cent experiencing less. A continued increase in mental stress since April 2020 indicates a significant accumulation of strain in the British population.



▲ More mental stress

50 = No change from prior month

▼ Less mental stress

MStressChg
Current Month—
February 2022

54.1

MStressChg
January 2022

53.4

Mental Stress Change (percentages)

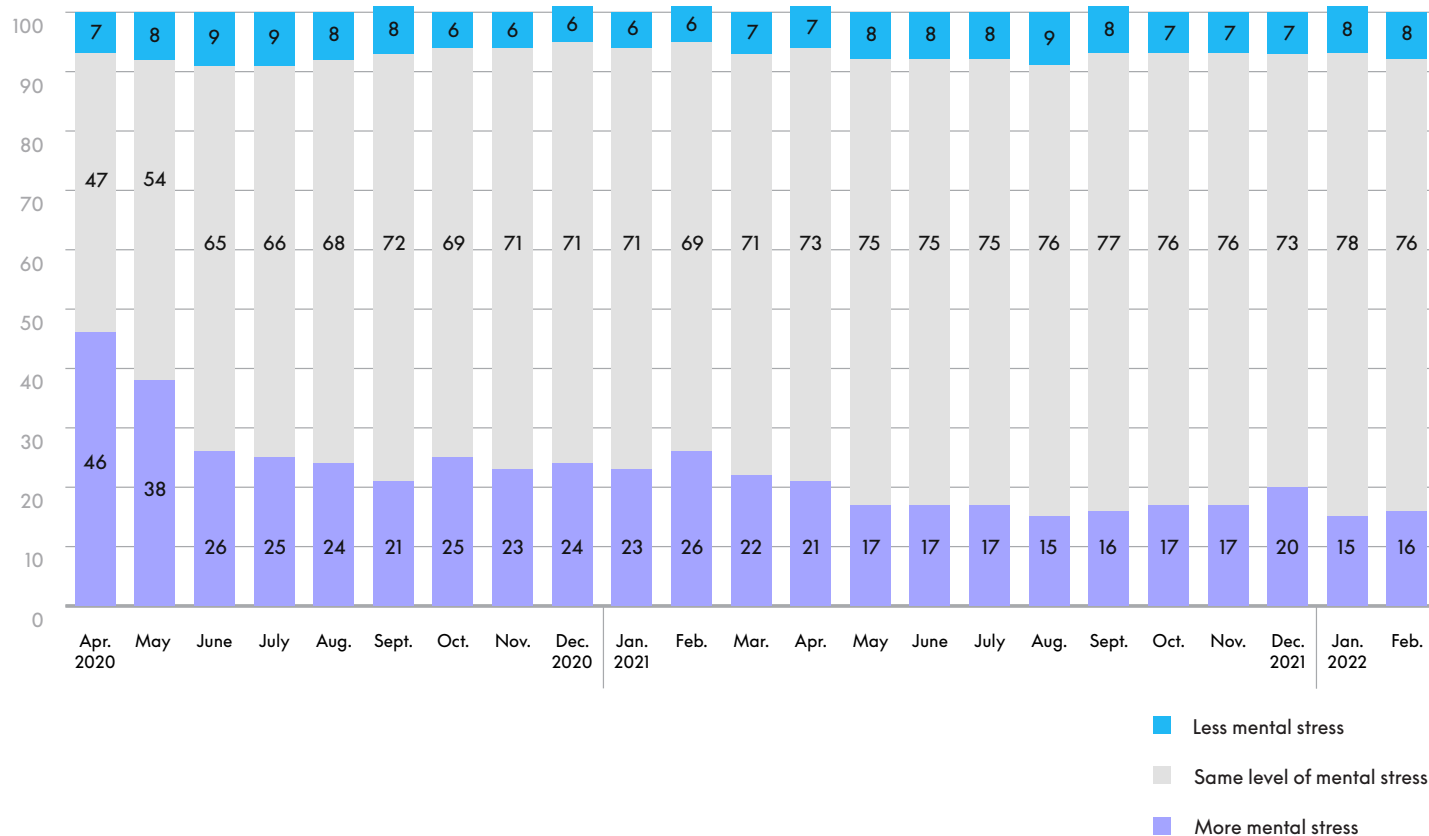
Mental Stress Change tracks stress changes each month.

The percentages of those experiencing more stress, the same level of stress, and less stress for each month of the survey are shown in the graph.

For nearly two years, the percentage of those experiencing more mental stress than the previous month has generally decreased; however, the data showing this decline is too insignificant to lower the overall Mental Stress Change score to below 50 (the level at which stress is lower than the previous month). As the proportion of individuals reporting the same level of stress or more stress than the previous month continues to outweigh the proportion reporting less mental stress, the population will continue to feel the effects of significantly increased stress and will not be able to reach a more sustainable and healthy level of stress.

In April 2020, 46 per cent of individuals reported an increase in mental stress. The number of respondents reporting increased month-over-month mental stress is 16 per cent in February 2022, while 76 per cent of respondents report the same level of mental stress and eight per cent report a decrease in mental stress.

Mental Stress Change by month



Demographics

- Since the launch of the MHI in April 2020, younger people have experienced a greater increase in mental stress month over month compared to older respondents.
- Since April 2020, women have had larger increases in mental stress compared to men. In February 2022, the mental stress change score for women is 54.5 compared to 53.7 for men.

Geography

- The greatest increase in month-over-month stress is for respondents living in Wales (58.9), followed by England (54.2), and Scotland (51.6).
- Northern Ireland is the only region in the United Kingdom with a reduction in mental stress (48.8) compared to the prior month.

Employment

- The greatest increase in mental stress is seen in employed people with reduced salary (62.5), followed by employed people with reduced hours (58.6), unemployed people (53.8), and employed people with no change to salary or hours (53.7).
- Managers have a greater increase in mental stress (54.8) than non-managers (53.6).

Employment status	Feb. 2022	Jan. 2022
Employed (no change in hours/salary)	53.7	53.0
Employed (fewer hours compared to last month)	58.6	58.1
Employed (reduced salary compared to last month)	62.5	66.7
Not currently employed	53.8	53.9
Age group	Feb. 2022	Jan. 2022
Age 20-29	64.0	55.7
Age 30-39	54.5	56.2
Age 40-49	54.6	54.7
Age 50-59	53.0	52.0
Age 60-69	52.1	51.7
Number of children	Feb. 2022	Jan. 2022
No children in household	52.9	52.2
1 child	57.0	54.9
2 children	56.6	55.6
3 children or more	51.5	62.7

Region	Feb. 2022	Jan. 2022
England	54.2	53.5
Northern Ireland	48.8	55.3
Scotland	51.6	53.7
Wales	58.9	50.6
Gender	Feb. 2022	Jan. 2022
Men	53.7	52.9
Women	54.5	54.1
Household income	Feb. 2022	Jan. 2022
Household Income <£15K/annum	57.9	57.8
£15K to <£30K/annum	55.7	54.2
£30k to <£60K	53.9	52.9
£60k to <£100K	51.9	53.2
£100K and over	52.8	52.5

Employer size	Feb. 2022	Jan. 2022
Self-employed/sole proprietor	54.7	54.3
2-50 employees	53.6	50.5
51-100 employees	55.9	59.5
101-500 employees	54.3	53.6
501-1,000 employees	54.1	54.2
1,001-5,000 employees	52.2	51.5
5,001-10,000 employees	55.2	55.5
More than 10,000 employees	54.2	53.1
Manager	Feb. 2022	Jan. 2022
Manager	54.8	54.4
Non-manager	53.6	52.7

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

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

Available upon request:

Specific cross-correlational and custom analyses

The Mental Stress Change (industry)

In February 2022, individuals employed in Real Estate, Rental and Leasing report less mental stress than the prior month (45.2).

Individuals working in Information and Cultural Industries have the most significant increase in mental stress (58.6), followed by individuals employed in Food Services (58.5), and Finance and Insurance (57.9).

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

Industry	February 2022	January 2022
Real Estate, Rental and Leasing	45.2	46.3
Construction	51.1	49.5
Transportation and Warehousing	51.3	50.0
Other services (except Public Administration)	52.5	55.3
Professional, Scientific and Technical Services	53.0	55.6
Other	53.2	51.1
Retail Trade	53.7	52.4
Arts, Entertainment and Recreation	53.7	57.6
Educational Services	53.7	53.3
Manufacturing	54.1	53.8
Wholesale Trade	54.5	52.9
Public Administration	54.6	52.6
Administrative and Support services	55.2	57.3
Health Care and Social Assistance	57.7	56.2
Finance and Insurance	57.9	52.6
Food Services	58.5	53.7
Information and Cultural Industries	58.6	61.8

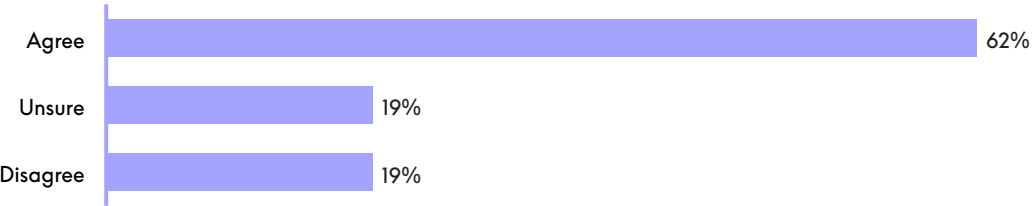
Spotlight

Feeling valued

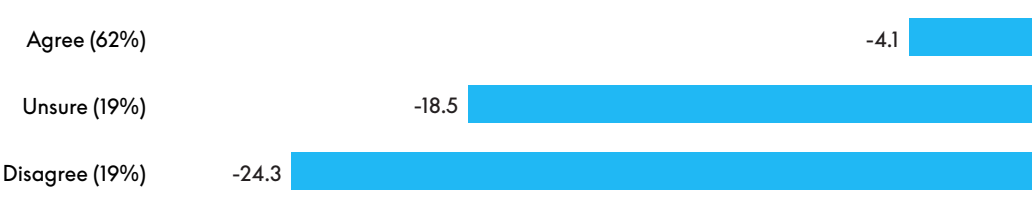
Britons were asked whether they feel valued for the work they do at their organization.

- More than three in five (62 per cent) feel valued for the work they do, and this group has the highest mental health score (-4.1), six points better than the national average (-10.7).
- The lowest mental health score (-24.3) is among 19 per cent who do not feel valued for the work they do, nearly 14 points below the UK average (-10.7).
- Those without emergency savings are more than 40 per cent more likely than those with emergency savings to not feel valued for the work they do.

I feel valued for the work I do



MHI score by feeling valued for the work I do

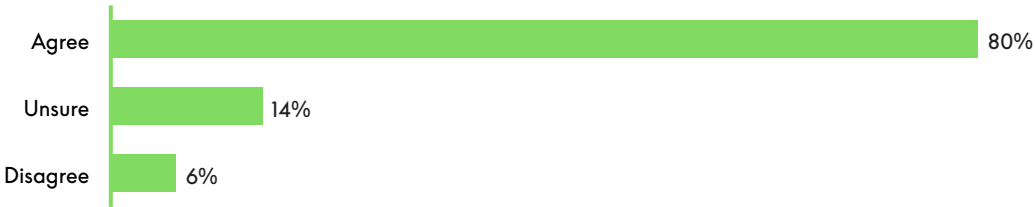


Value of work to my employer

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

- Four in five (80 per cent) believe the work they do is important to their employer and this group has the highest mental health score (-7.7).
- The lowest mental health score (-25.6) is among six per cent who believe their work is not important to their employer, 15 points below the national average (-10.7).
- Individuals younger than 50 are nearly 80 per cent more likely than those 50 and older to believe their work is not important to their employer.
- Those without emergency savings are 60 per cent more likely than those with emergency savings to believe their work is not important to their employer.

The work I do is important to my employer



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



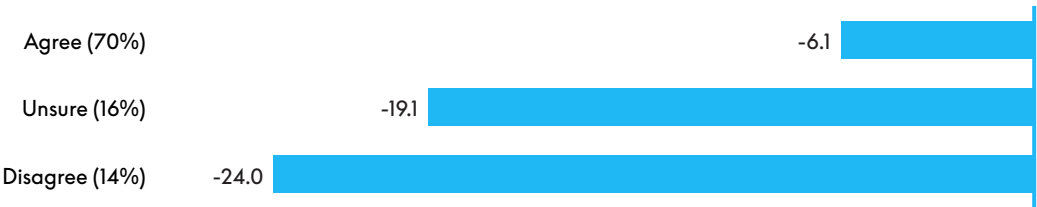
Control

- Britons were asked whether they are satisfied with the amount of control they have over their work.
- Seventy per cent are satisfied with the amount of control they have over their work, and this group has the highest mental health score (-6.1), nearly five points better than the national average (-10.7).
 - The lowest mental health score (-24.0) is among 14 per cent who are dissatisfied with the amount of control they have over their work, 13 points below the UK average (-10.6).

I am satisfied with the amount of control over my work



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



Being myself at work

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

- Four in five (80 per cent) are comfortable being themselves at work, and this group has the highest mental health score (-6.4), more than four points above the national average (-10.7).
- The lowest mental health score (-30.9) is observed among nine per cent who are not comfortable being themselves at work, more than 20 points below the UK average (-10.7).
- Individuals without emergency savings are more than twice as likely as those with emergency savings not feeling comfortable being themselves at work.

I am comfortable being myself at work



MHI score by I am comfortable being myself at work

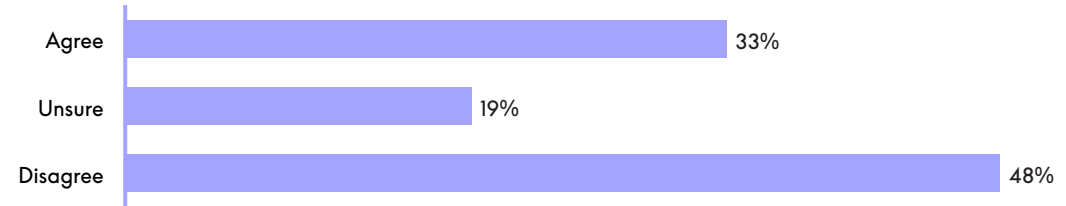


Career goals

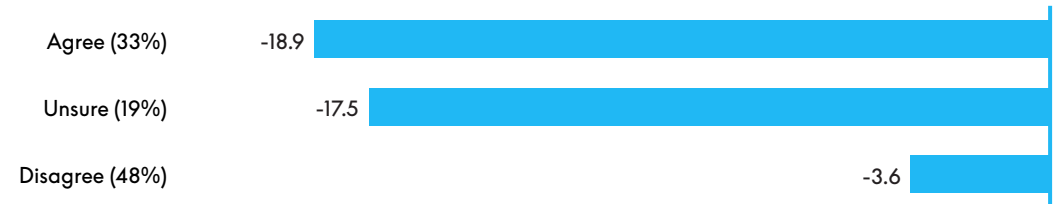
Britons were asked whether their career goals have changed because of the COVID-19 pandemic.

- Nearly half (48 per cent) report their career goals have not changed due to the pandemic and this group has the highest mental health score (-3.6), seven points better than the national average (-10.7).
- One-third (33 per cent) indicate their career goals have changed and this group has the lowest mental health score (-18.9), eight points below the UK average (-10.7).
- Managers are 40 per cent more likely than non-managers to indicate their career goals have changed because of the pandemic.
- Individuals younger than 40 years are twice as likely to report their career goals have changed than those 50 and older.
- Employed Britons with reduced salary or fewer hours are 60 per cent more likely than those with no changes to salary or hours to indicate their career goals have changed due to the pandemic.

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



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



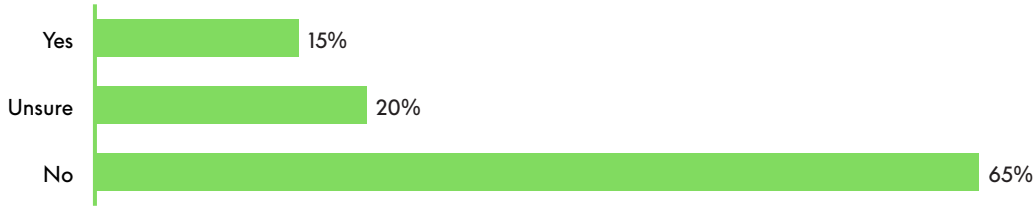
Career change

Career change due to the pandemic

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

- Nearly two-thirds (65 per cent) will not be making a career change because of the pandemic and this group has the highest mental health score (-6.1).
- Fifteen per cent will make a career change because of the pandemic and this group has a mental health score (-19.5) nearly nine points below the national average (-10.7).
- Managers are twice as likely as non-managers to report they will be making a career change because of the pandemic.
- Individuals 40 and younger are more than twice as likely as those 50 and older to report they will be making a career change.

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



MHI score by making a career change because of the pandemic



Career change unrelated to the pandemic

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

- More than two-thirds (71 per cent) will not be making changes to their career, and this group has the highest mental health score (-6.0), nearly five points better than the national average (-10.7).
- Ten per cent plan to make changes to their career and this group has a mental health score (-16.7), six points lower than the UK average (-10.7).

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



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

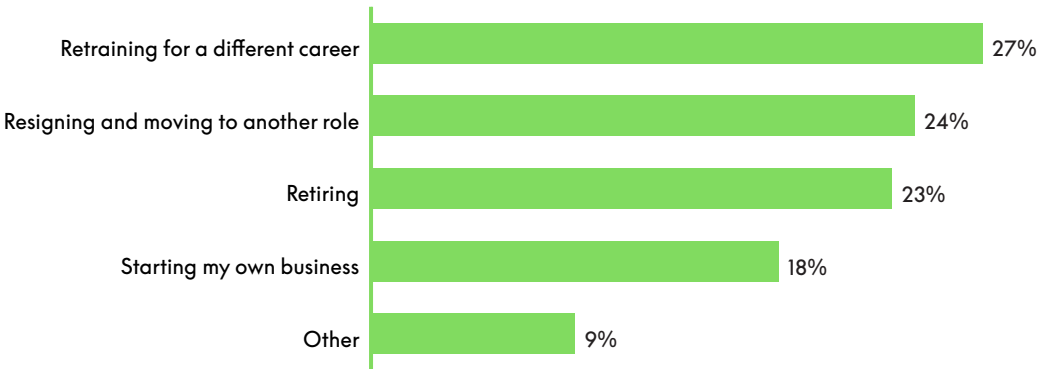


Career changes being considered

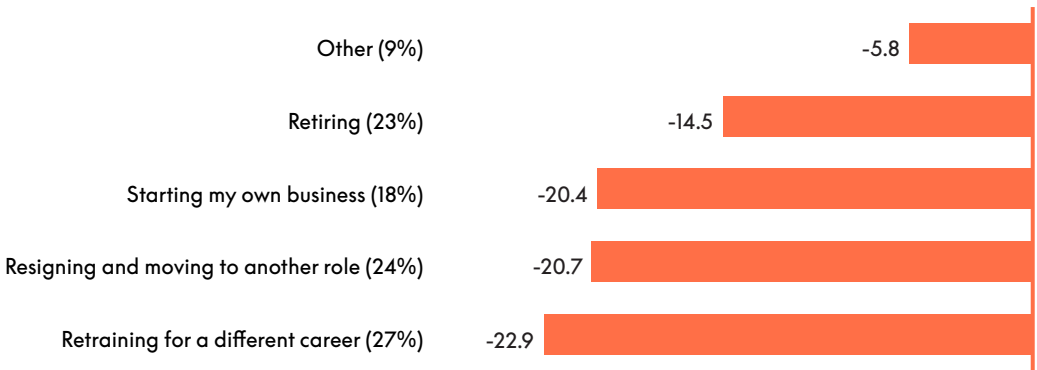
Britons considering a career change either because of the COVID-19 pandemic or unrelated to the pandemic were asked what change they are considering.

- More than one-quarter (27 per cent) are considering retraining for a different career. This group has the lowest mental health score (-22.9), 12 points below the national average (-10.7).
- More than one in five (23 per cent) are considering retiring and this group has the second-highest mental health score (-14.5).
- Managers are three times more likely than non-mangers to consider starting their own business.
- Parents are more than twice as likely as non-parents to consider retraining for a different career.

Career change being considered



MHI score by career change being considered



Social interaction

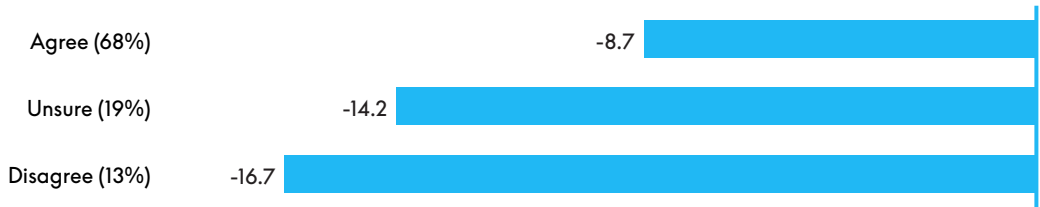
Britons were asked whether they are comfortable going forward with less social interaction than they had before the pandemic.

- More than two-thirds (68 per cent) are comfortable going forward with less social interaction than they had before the pandemic. This group has the highest mental health score (-8.7), two points better than the national average (-10.7).
- Thirteen per cent are not comfortable having less social interaction than they had before the pandemic. This group has the lowest mental health score (-16.7).

I am comfortable with less social interaction than before the pandemic



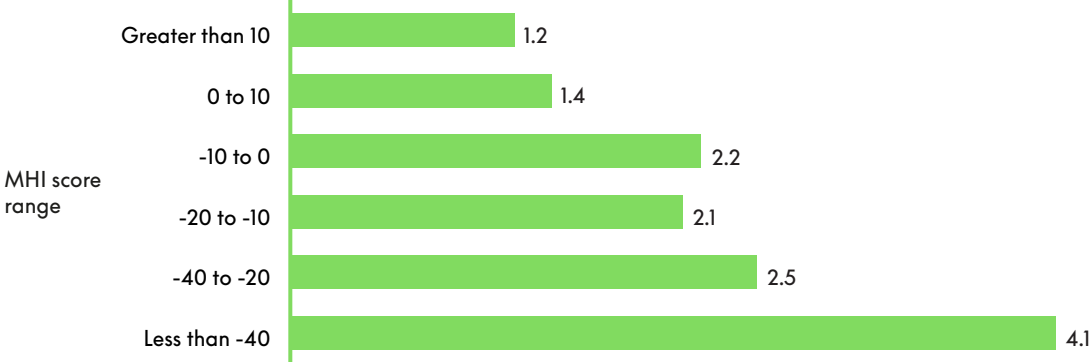
MHI score by comfort with less social interaction than before the pandemic



Absenteeism

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

Average days absent in 2021 by MHI score



Overview of the Mental Health Index by LifeWorks™

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

The Mental Health Index™ report has three parts:

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

Methodology

Data for this report is collected through an online survey of 2,000 people who live in the United Kingdom 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 the United Kingdom.

The same respondents take part each month to remove a sampling bias. Respondents are asked to consider the prior two weeks when answering each question. The Mental Health Index™ has been published monthly since April 2020. Benchmark data was collected in 2017, 2018 and 2019. Data for the current report was collected between February 1 and 8, 2022.

Calculations

To create the Mental Health Index™, the first step leverages a response scoring system turning individual responses to each question into a point value. Higher point values are associated with better mental health and less mental health risk. Everyone's scores are added and then divided by a total number of possible points to get a score out of 100. The raw score is the mathematical mean of the individual scores.

To demonstrate change, the current month's scores are then compared to the benchmark and the prior month. The benchmark comprises data from 2017, 2018 and 2019. This was a period of relative social stability and steady economic growth. **The change compared to the benchmark is the Mental Health Index™. A score of zero in the Mental Health Index™ reflects no change, positive scores reflect improvement, and negative scores reflect decline.**

A Mental Stress Change score is also reported given that increasing and prolonged mental stress is a potential contributor to changes in mental health. It is reported separately and is not part of the calculation of the Mental Health Index™. The Mental Stress Change score is (percentage reporting less mental stress + percentage reporting the same level of mental stress * 0.5) * -1 + 100. The score reflects a comparison of the current to the prior month. **A Mental Stress Change score of 50 reflects no change in mental stress from the prior month. Scores above 50 reflect an increase in mental stress and scores below 50 reflect a decrease in mental stress.** The range is from zero to 100. A succession of scores over 50, month over month, reflects high risk.

Additional data and analyses

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



About LifeWorks

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

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