

The Mental Health Index by LifeWorks™

United Kingdom | June 2022



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What you need to know for June 2022

1. After a modest improvement in April 2022, the mental health of working Britons has declined in June 2022.

- At 64.2, the mental health of Britons remains nearly unchanged from the prior period.
- 35% of working Britons have a high mental health risk, 40% have a moderate mental health risk, and 25% have a low mental health risk.
- Optimism and general psychological health sub-scores have declined from April to June 2022.
- Mental health scores declined in all regions apart from Wales.

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

- 83% believe mental health conditions can be treated.
- 31% do not feel comfortable talking about mental health with their manager.
- 30% do not feel comfortable talking about mental health with colleagues.

- 18% do not feel comfortable talking about mental health with friends and family.

- Those who are comfortable speaking about mental health have higher mental health scores.

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

- The mental health score of those who felt supported by their employer during the pandemic is more than seven points higher than the national average and nearly 14 points higher than those who did not feel that their mental health was supported by their employer.
- 46% of employers whose employees felt supported offered work flexibility.
- 36% of employers whose employees felt supported promoted services and resources for mental health.
- 23% of employers whose employees felt supported offered increased mental health services and resources.

From April 2020 to April 2022

the Mental Health Index by

LifeWorks™ reflected the deviation

from the pre-pandemic benchmark

data collected from 2017-2019.

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

0-49 = Distressed

50-79 = Strained

and 80-100 = Optimal

4. Nearly one-third of Britons indicate that work is their primary source of stress.

- 32% indicate that volume of work is the source of their work stress.
- The impact of stress includes the following: 30% are unable to relax, 29% are having difficulty sleeping, and 24% have experienced emotional changes.
- Personal and/or work stress is having a greater impact on parents and younger people (under 40) than other groups.

5. Nearly half of Britons experienced some benefit because of the pandemic.

- 16% prioritized hobbies or personal interests.
- 14% have an improved financial position.
- 13% have an improved relationship with their partner.
- 13% have an improved relationship with their children.
- Parents and younger people (under 40) are more likely to indicate an improved relationship with their partner than other groups.

67%

are feeling
the impact of work
and/or personal stress

41%

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

31%

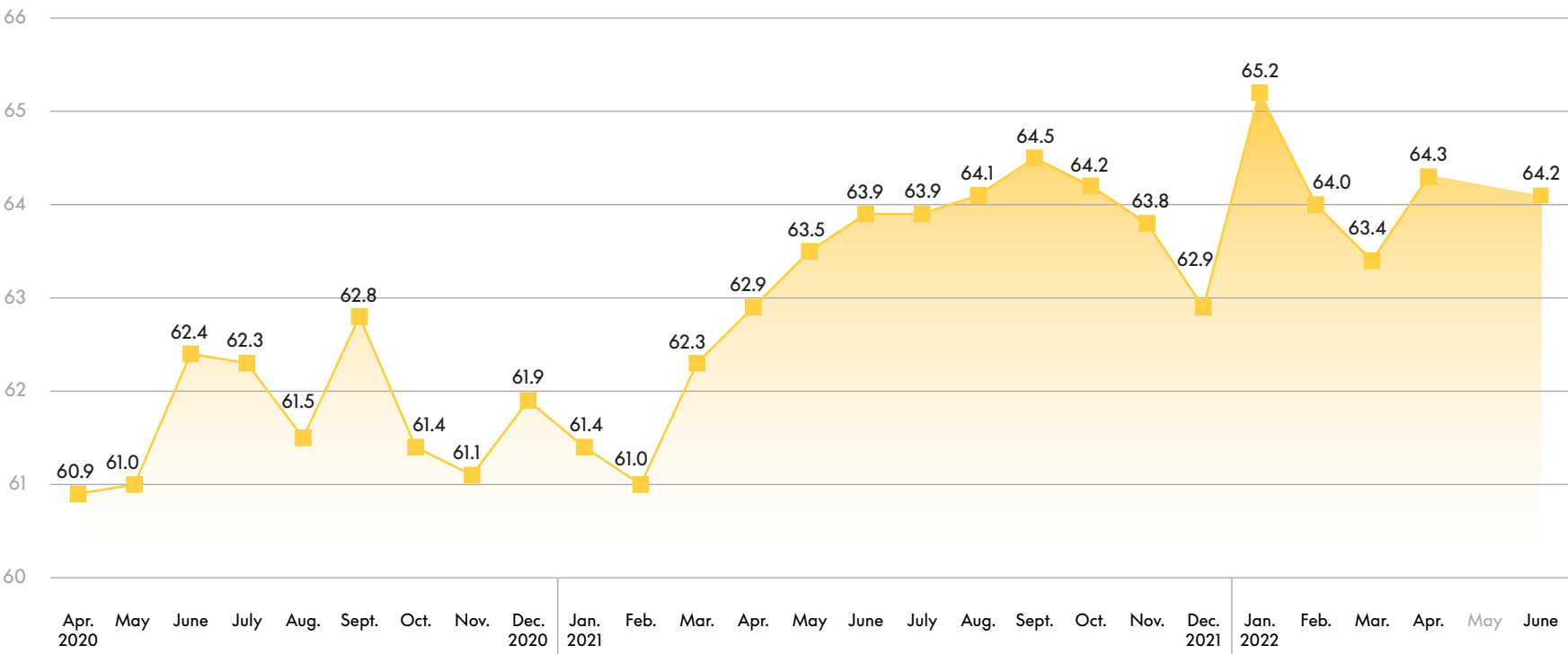
do not feel comfortable
talking about their mental
health with their manager

9%

believe that people with
mental health conditions are
not treated differently

The Mental Health Index™

The overall Mental Health Index for June 2022 is 64.2 points¹.
The mental health of Britons remains nearly unchanged from the prior period.



MHI Current Month
June 2022

64.2

April 2022

64.3

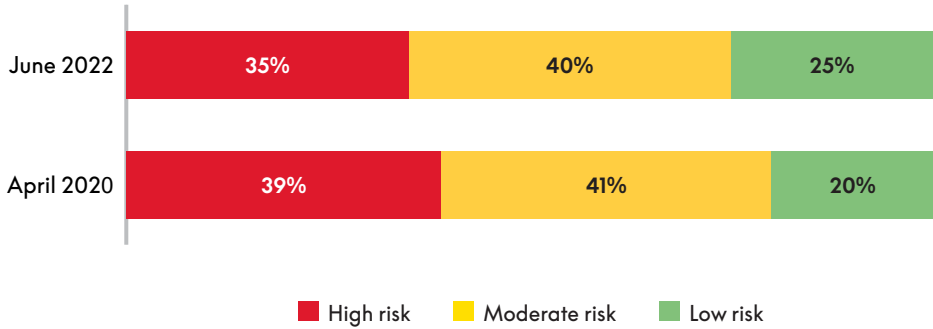
- Distressed 0-49
- Strained 50-79
- Optimal 80-100

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

Mental health risk

In June 2022, 35 per cent of Britons have a high mental health risk, 40 per cent have a moderate mental health risk, and 25 per cent have a low mental health risk. Approximately 30 per cent of people in the high-risk group report diagnosed anxiety or depression, seven per cent report diagnosed anxiety or depression in the moderate-risk group, and one per cent of people in the low-risk group report diagnosed anxiety or depression.

In contrast, in April 2020, at the launch of the Index and near the onset of the COVID-19 pandemic, 39 per cent of Britons had a high mental health risk, 41 per cent had a moderate mental health risk, and 20 per cent had a low mental health risk.



Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score is for the risk measure of anxiety (56.5), followed by isolation (61.4), depression (61.6), work productivity (62.9), optimism (63.0), and general psychological health (72.1). Financial risk (72.5) is the strongest mental health measure in June 2022.

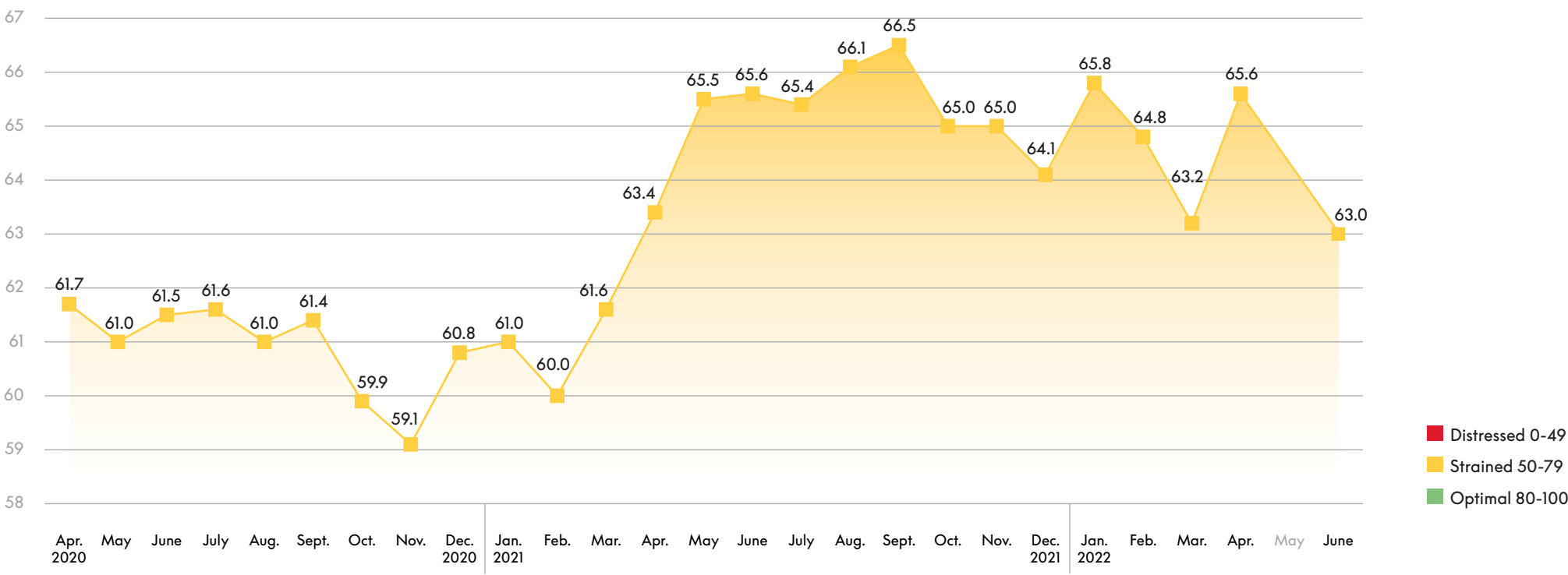
- Optimism and general psychological health sub-scores have declined from the prior period.
- The financial risk score improved 1.6 points from the prior period and is the most favourable mental health sub-score.

Mental Health Index™ Sub-scores ² 2022	June	April
Anxiety	56.5	56.0
Isolation	61.4	61.0
Depression	61.6	61.5
Work productivity	62.9	60.8
Optimism	63.0	65.6
Psychological health	72.1	72.7
Financial risk	72.5	70.9

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

Optimism

Since April 2020, optimism sub-scores have been significantly strained. After seven months of improvement from March to September 2021, the optimism sub-score in the United Kingdom fell through December 2021. Following three months of declines, the optimism score rebounded in January 2022 but fell again through March. The score rebounded but has fallen 2.6 points in June 2022 to a low not seen since April 2021.

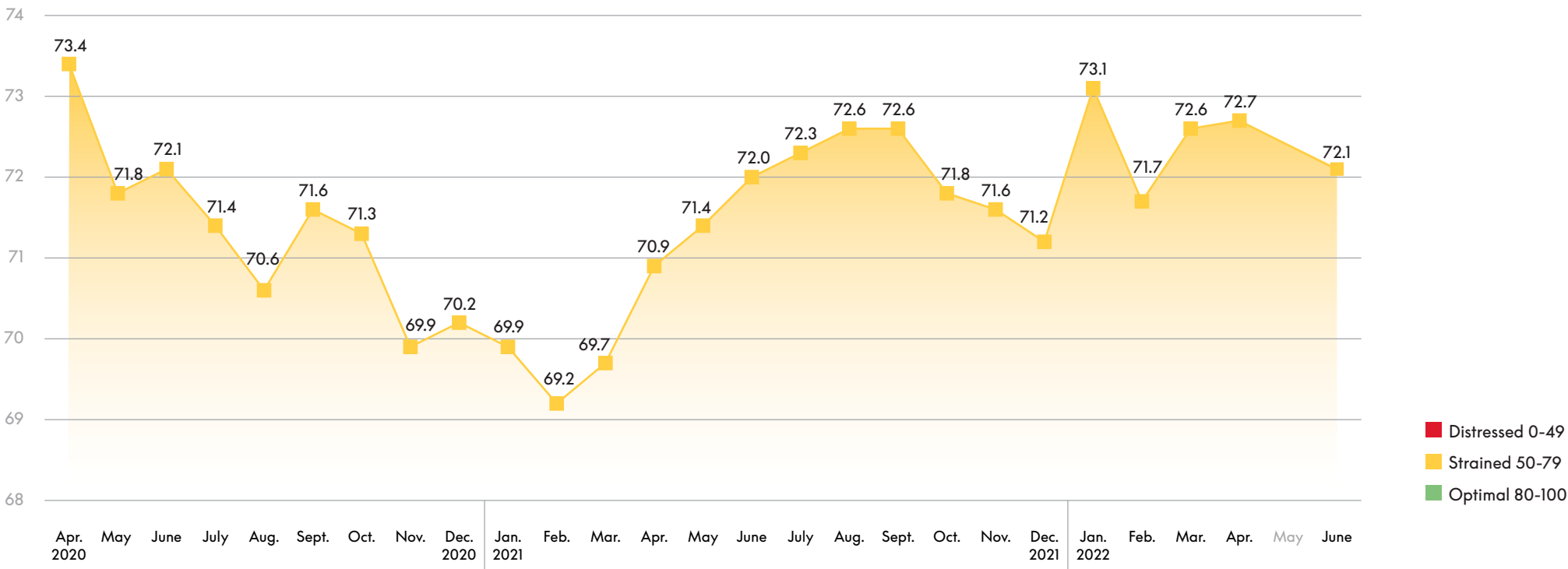


General psychological health

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, general psychological health declined to a low of 69.2.

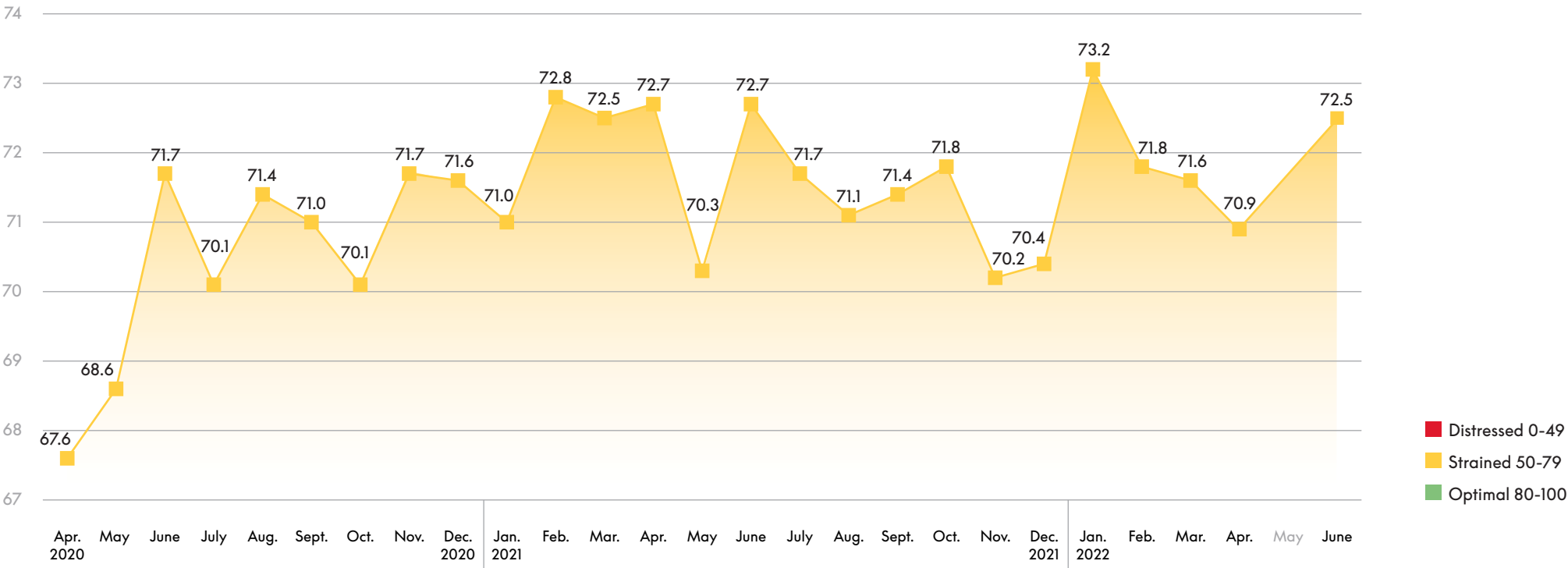
From March to September 2021 scores increased before falling through December. A sharp improvement was observed in January 2022, the highest score since April 2020. Scores have fluctuated since January 2022 and in June, the general psychological health sub-score fell modestly from the prior period to 72.1.



Financial risk

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

Since the launch of the Index in April 2020, the financial risk sub-score has fluctuated modestly. In January 2022, the financial risk sub-score reached its peak but declined for three consecutive months thereafter. The score has rebounded 1.6 points in June 2022 and remains the strongest of all mental health sub-scores.



Demographics

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In June 2022, the mental health score of women is 61.6 compared to 66.3 for men.
- Since April 2020, mental health scores have improved with age.
- Differences in mental health scores between those with and without children have been reported since the launch of the Index in April 2020. More than two years later, this pattern continues with a lower score for those with at least one child (60.4) than those without children (66.0).

Employment

- Overall, three per cent of respondents are unemployed³ and six per cent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (50.3), followed by those working fewer hours (55.4), those not currently employed (62.6), and those with no change to salary or hours (64.8).
- Managers have a higher mental health score (65.3) than non-managers (63.3).
- Individuals working for organizations with 2-50 employees have the highest mental health score (66.0)
- Respondents working for companies with 51-100 employees have the lowest mental health score (59.5).

Emergency savings

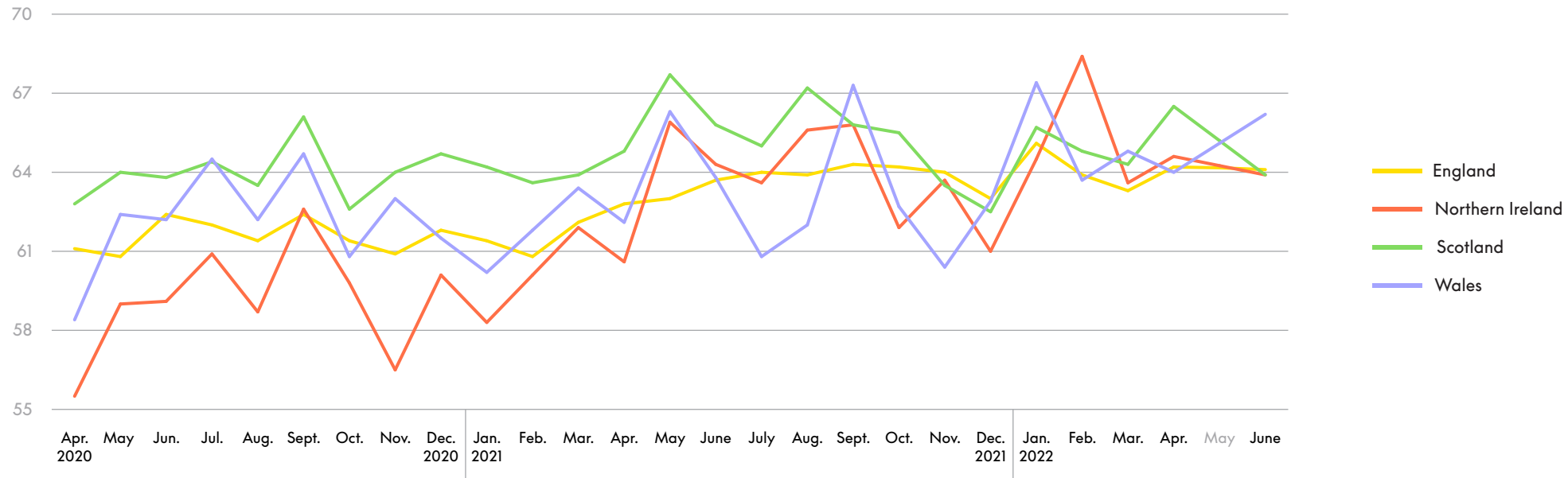
- Those without emergency savings continue to experience a lower mental health score (48.6) than the overall group (64.2). Individuals with emergency savings have a mental health score of 69.1.

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 June 2022, the mental health scores in all regions apart from Wales declined from the prior period.

- With a significant 2.2-point increase, Wales has the most significant improvement in June and has the highest mental health score in the country (66.2).
- The mental health score in Scotland fell 2.6 points in June and is tied with Northern Ireland for the lowest mental health score (63.9).



Employment status	June 2022	May 2022
Employed (no change in hours/salary)	64.8	65.1
Employed (fewer hours compared to last month)	55.4	56.1
Employed (reduced salary compared to last month)	50.3	49.2
Not currently employed	62.6	65.5
Age group	June 2022	May 2022
Age 20-29	55.0	55.1
Age 30-39	56.9	59.1
Age 40-49	60.9	61.0
Age 50-59	66.7	67.5
Age 60-69	71.1	71.5
Number of children	June 2022	May 2022
No children in household	66.0	66.4
1 child	59.6	60.6
2 children	62.1	60.9
3 children or more	58.3	58.2

Region	June 2022	May 2022
England	64.1	64.2
Northern Ireland	63.9	64.6
Scotland	63.9	66.5
Wales	66.2	64.0
Gender	June 2022	May 2022
Men	66.3	66.2
Women	61.6	62.1
Household income	June 2022	May 2022
<\$30K/annum	58.1	57.9
\$30K to <\$60K/annum	57.9	59.2
\$60K to <\$100K	65.6	65.1
\$100K to <\$150K	68.2	67.3
\$150K or more	73.7	73.0

Employer size	June 2022	May 2022
Self-employed/sole proprietor	65.2	67.4
2-50 employees	66.0	66.4
51-100 employees	59.5	60.9
101-500 employees	65.2	64.2
501-1,000 employees	59.6	61.2
1,001-5,000 employees	63.2	63.3
5,001-10,000 employees	64.9	63.3
More than 10,000 employees	65.3	65.4
Manager	June 2022	May 2022
Manager	65.3	63.6
Non-manager	63.3	64.9

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 June 2022 is among individuals employed in Information and Cultural Industries (55.5), followed by those working in Administrative and Support services (57.6), and Health Care and Social Assistance (60.8).

Those employed in Real Estate, Rental and Leasing (70.9), Utilities (69.6), and Finance and Insurance (68.2) have the highest mental health scores this month.

Changes from the prior month are shown in the table.

Industry	June 2022	April 2022	Change
Wholesale Trade	62.9	56.9	6.0
Arts, Entertainment and Recreation	61.5	58.4	3.1
Utilities	69.6	67.4	2.2
Retail Trade	63.6	62.2	1.4
Finance and Insurance	68.2	67.7	0.5
Food Services	63.3	62.9	0.4
Health Care and Social Assistance	60.8	60.4	0.4
Educational Services	66.8	66.7	0.1
Transportation and Warehousing	62.9	63.1	-0.2
Professional, Scientific and Technical Services	66.7	67.3	-0.6
Construction	64.6	65.4	-0.8
Public Administration	63.6	64.5	-0.9
Real Estate, Rental and Leasing	70.9	72.2	-1.3
Administrative and Support services	57.6	59.2	-1.6
Other	62.5	64.3	-1.7
Manufacturing	67.4	69.8	-2.4
Other services (except Public Administration)	66.5	71.2	-4.7
Information and Cultural Industries	55.5	63.9	-8.4

Spotlight

Perception of mental health

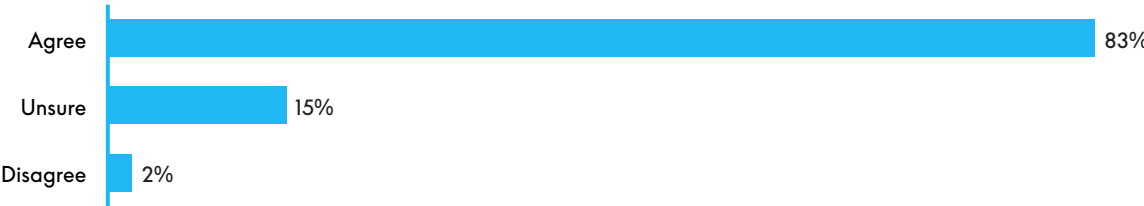
More than half (55 per cent) of Britons believe that people with mental health conditions are treated differently.

More than four in five Britons (83 per cent) believe that mental health conditions can be treated.

People with mental health conditions are generally treated differently



Mental health conditions can be treated



Discussing mental health

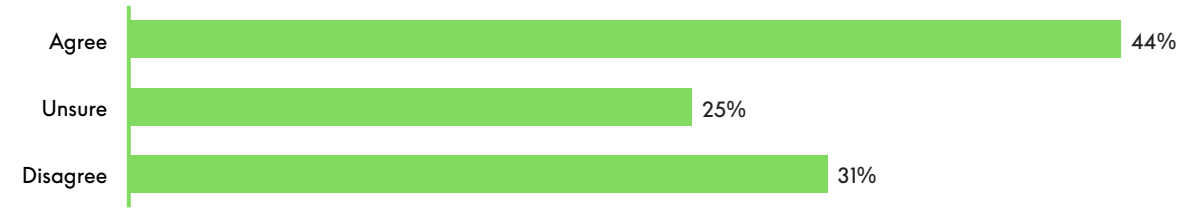
Britons were asked whether they feel comfortable talking openly about mental health with their manager.

- More than two in five (44 per cent) feel comfortable talking about mental health with their manager and this group has the most favourable mental health score (68.7).
- Nearly one-third (31 per cent) do not feel comfortable talking about mental health with their manager and this group has the lowest mental health score (57.6).

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

- Nearly half (46 per cent) feel comfortable talking about mental health with their colleagues and this group has the most favourable mental health score (68.9).
- Nearly one-third (30 per cent) do not feel comfortable talking about mental health with their colleagues and this group has the lowest mental health score (57.2).

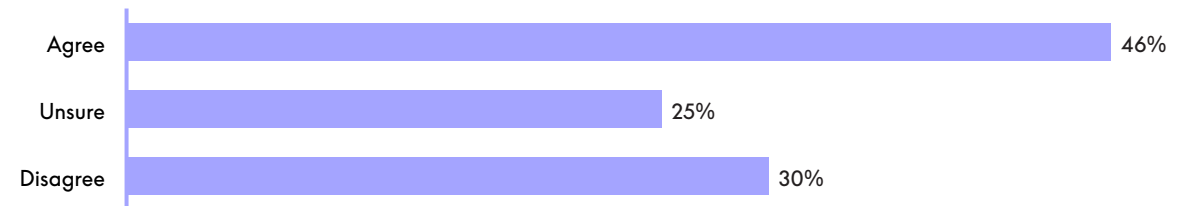
I feel comfortable talking openly about mental health with my manager



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



I feel comfortable talking openly about mental health with colleagues



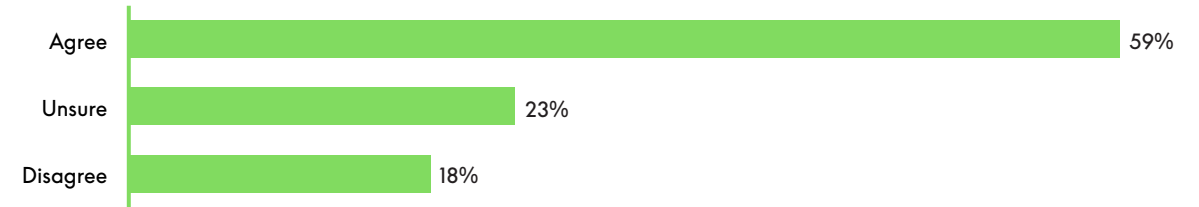
MHI score by I feel comfortable talking openly about mental health with colleagues



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

- Nearly three in five (59 per cent) feel comfortable talking about mental health with their friends and family and this group has the most favourable mental health score (68.1).
- Nearly one in five (18 per cent) do not feel comfortable talking about mental health with their friends and family and this group has the lowest mental health score (54.5).

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



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



Mental health support

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

- More than two in five (41 per cent) feel that their mental wellbeing was supported by their employer during the pandemic and this group has the most favourable mental health score (71.8), more than seven points higher than the national average (64.2).
- Nearly one-third (32 per cent) do not feel that their mental wellbeing was supported by their employer during the pandemic and this group has the lowest mental health score (58.0), more than six points below the national average (64.2).

My mental wellbeing was supported by my employer during the pandemic



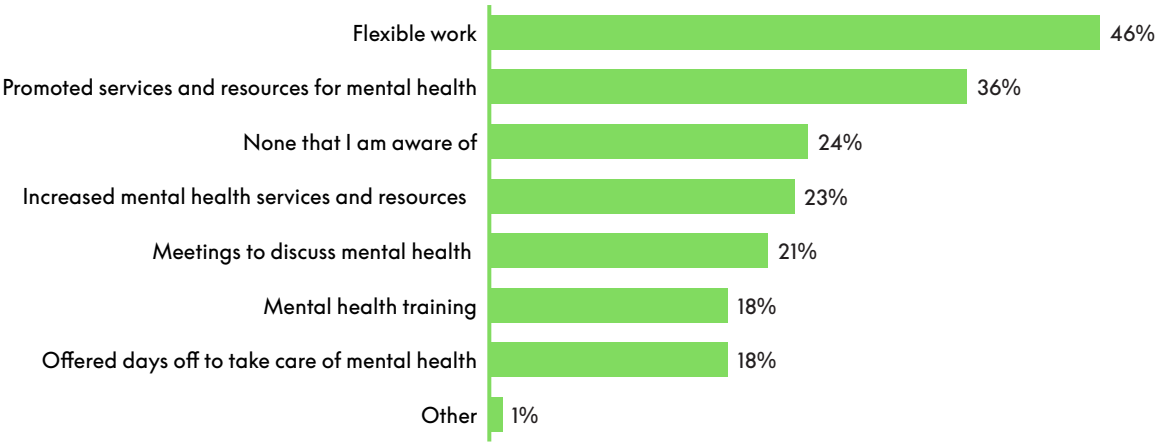
MHI score by My mental wellbeing was supported by my employer during the pandemic



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

- Nearly half (46 per cent) indicate that work flexibility has been offered by their employer, followed by 36 per cent promoting services and resources for mental health.
- Managers are nearly twice as likely as non-managers to report that days off have been offered by their employer to take care of mental health.

Actions taken by my employer to support mental health



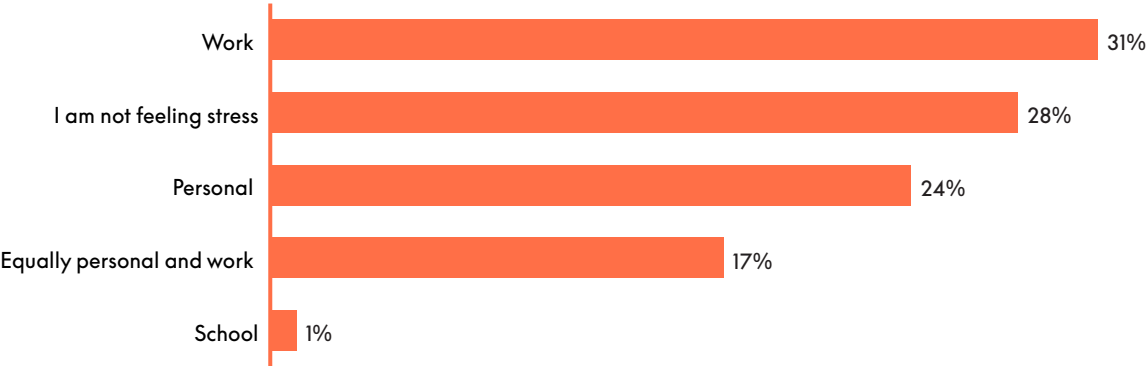
Stress

Primary source of stress

Britons were asked about their primary source of stress.

- Nearly three-quarters (72 per cent) indicate that personal and/or work stressors are their primary source of stress.
- Respondents under the age of 40 are 40 per cent more likely than those older than 50 to indicate that work is their primary source of stress.

Primary source of stress



MHI score by Primary source of stress

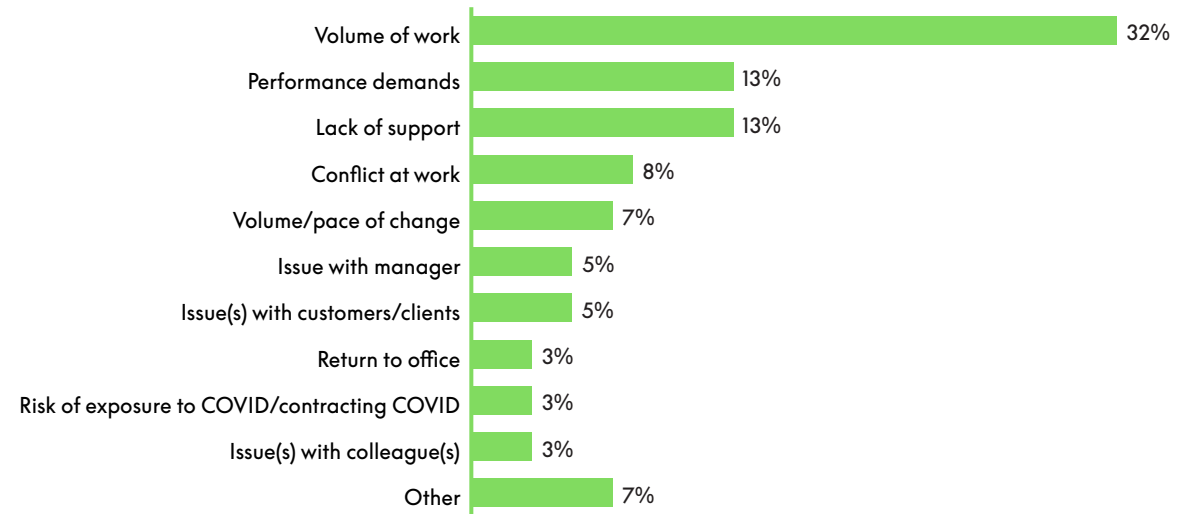


Work-related stress

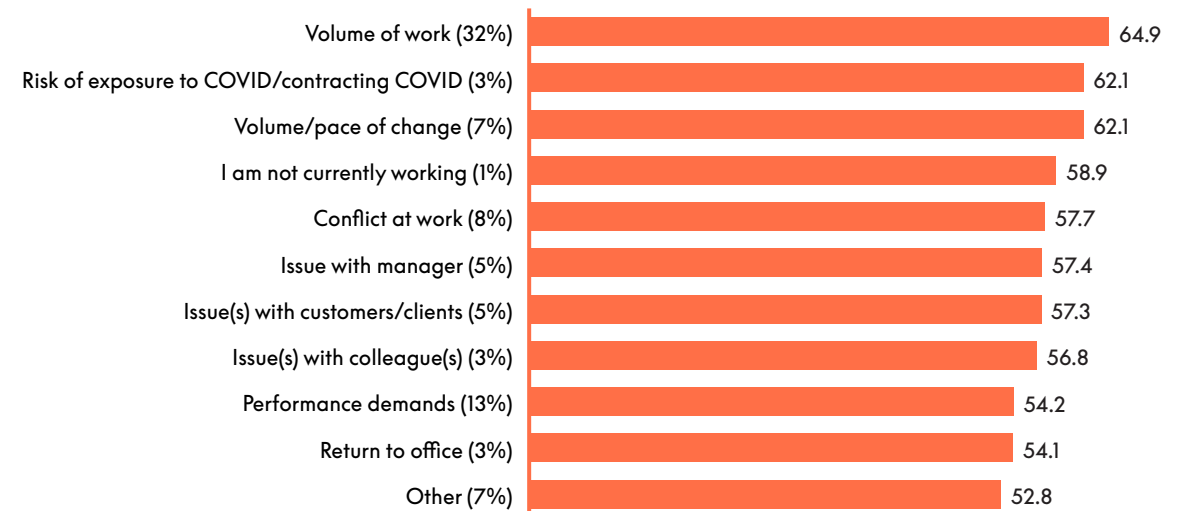
Britons reporting that work is a primary source of stress were asked about the specific type of work stress.

- Nearly one-third (32 per cent) indicate that volume of work is the primary source of work stress, 13 per cent report performance demands, and 13 per cent report lack of support as the primary source of work stress.
- Managers are 45 per cent more likely than non-managers to indicate that volume of work is their primary source of work stress.
- Employees under the age of 40 are more than twice as likely as those older than 50 to report lack of support as their primary source of work stress.

Primary source of work stress



MHI score by Primary source of work stress

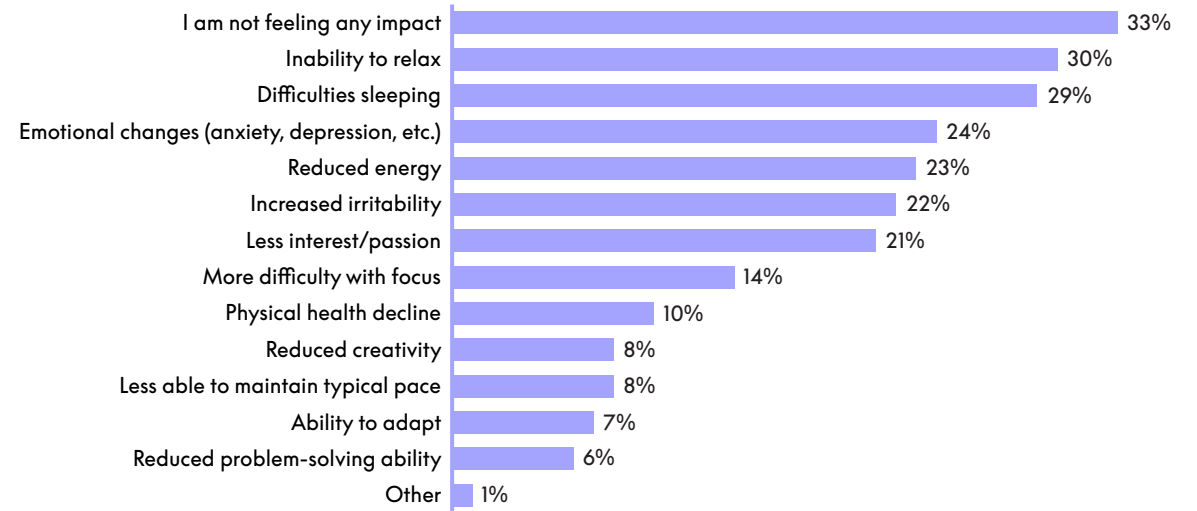


Impact of stress

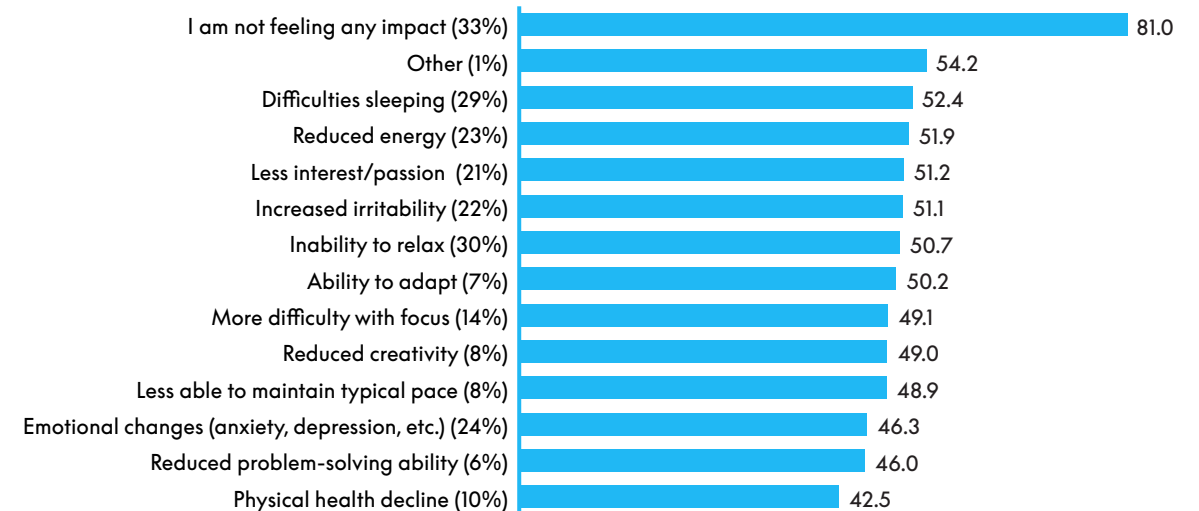
Britons were asked to what extent personal and/or work-related stressors have impacted them.

- Two-thirds (67 per cent) are feeling some impact of personal and/or work stress.
- Nearly one-third (30 per cent) are unable to relax, 29 per cent have difficulties sleeping, and 24 per cent have experienced emotional changes because of stress.
- Individuals without emergency savings are 50 per cent more likely than those with emergency savings to have difficulties sleeping because of stress.
- Respondents under the age of 40 are three times more likely than those older than 50 to have difficulty adapting.
- Respondents under the age of 40 are nearly 60 per cent more likely than those older than 50 to be unable to relax.
- Parents are 40 per cent more likely than non-parents to report personal and/or work-related stress has impacted their ability to adapt.

Impact of personal and/or work related stress



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

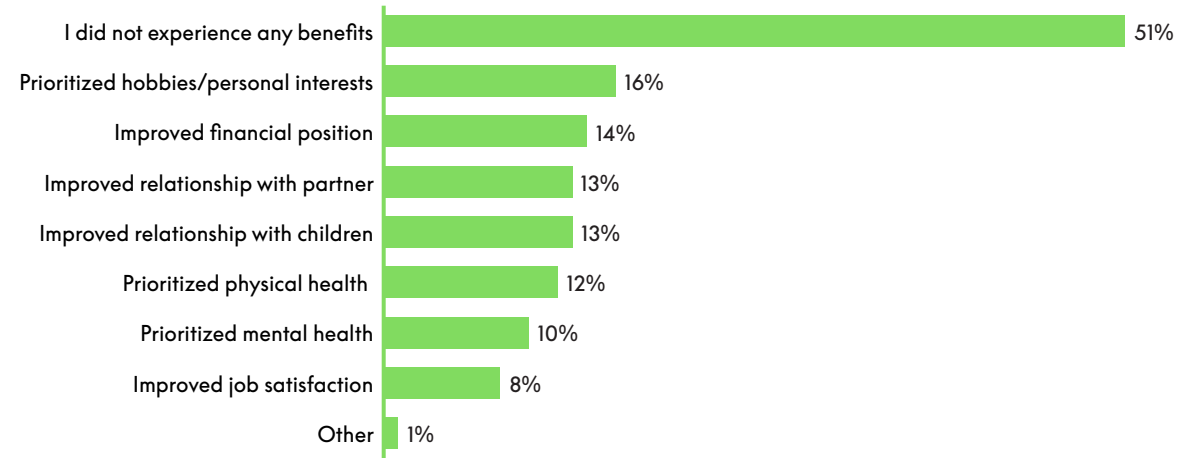


Pandemic silver linings

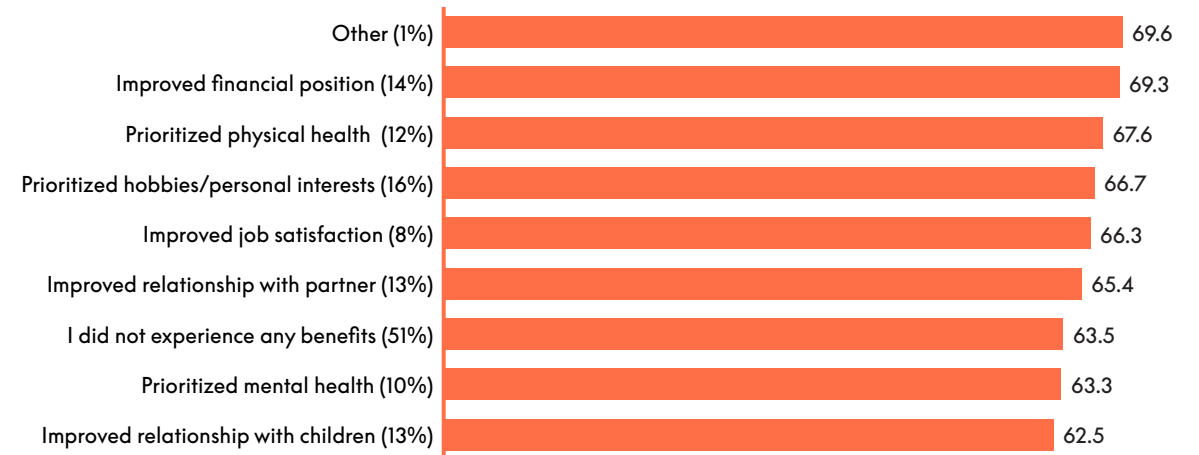
Britons were asked whether they have experienced any benefits because of the pandemic.

- Nearly half (49 per cent) have experienced some benefits because of the pandemic.
- Nearly one in five (16 per cent) have prioritized hobbies/personal interests, 14 per cent have an improved financial position, 13 per cent have experienced an improvement in their relationship with a partner and an equal number have experienced an improvement in their relationship with children.
- Respondents under the age of 40 are twice as likely as those 50 and older to indicate that their relationship with a partner has improved because of the pandemic.
- Respondents under the age of 40 are more than twice as likely as those 50 and older to report improved job satisfaction.
- Parents are more than twice as likely as non-parents to indicate that their relationship with a partner has improved because of the pandemic.
- Parents are 40 per cent more likely than non-parents to report improved job satisfaction.
- Managers are 60 per cent more likely than non-managers to report that their financial position has improved because of the pandemic.

Benefits experienced because of the pandemic



MHI score by Benefits experienced because of the pandemic



Overview of the Mental Health Index by LifeWorks™

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

The Mental Health Index™ report has two parts:

1. The overall Mental Health Index™ (MHI).
2. A spotlight section that reflects the specific impact of current issues in the community.

Methodology

Data for this report is collected through an online survey of 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. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between June 3 to June 12, 2022

Calculations

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

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

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

Additional data and analyses

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



About LifeWorks

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

For more information, visit:

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