

# The Mental Health Index by LifeWorks™

United Kingdom | March 2022



# Table of contents

## **1 The top 5 things you need to know for March 2022 3**

## **2 The Mental Health Index™ 5**

Mental Health Index™ sub-scores	6
Optimism	7
General psychological health	8
Financial risk	9
Demographics	10
Employment	10
Emergency savings	10

## **3 Mental Health Index™ (regional) 11**

## **4 Mental Health Index™ (industry) 13**

## **5 The Mental Stress Change score 14**

## **6 Mental Stress Change (percentages) 15**

Demographics	16
Geography	16
Employment	16

## **7 The Mental Stress Change (industry) 18**

## **8 Spotlight 19**

Burnout	19
Mental and/or physical exhaustion	19
Motivation to work	20
Concentrating at work	21
Disconnecting from work	22
Substance use	24
Personal drinking or drug use	24
Household member's drinking or drug use	25
Career stigma	26
Support for substance use	27
Workplace-sponsored addiction support programs	28
People leader view of substance use issues	29
Pandemic restrictions	30
Lifting of restrictions at the workplace	30
Lifting of restrictions in the community	31

## **9 Overview of the Mental Health Index by LifeWorks™ 32**

Methodology	32
Calculations	32
Additional data and analyses	32

# The top 5 things you need to know for March 2022

## 1. Since April 2020, the mental health of Britons has been 10 points or lower than the pre-2020 benchmark.

- The current mental health score is -11.4, falling from its high in January for the second consecutive month.
- All mental health sub-scores apart from general psychological health have declined in March.
- The optimism and depression sub-scores saw the declines of nearly two points from February to March.
- Despite a modest decline this month, the strongest sub-score continues to be financial risk, representing an improvement in the level of emergency savings compared to 2019.
- Wales is the only region with an increase in mental health; England and Scotland had modest declines while the mental health in Northern Ireland fell nearly five points this month.

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

- 43% end their workday feeling mentally and/or physically exhausted, and this group has a mental health score nearly 13 points below the national average.
- 37% are finding it increasingly more difficult to be motivated to do their work.
- 29% are finding it more difficult to concentrate on their work.

- Younger employees (under 40) are more likely to feel mentally and/or physically exhausted at the end of their workday, less motivated to do their work, and more likely to have difficulty concentrating on their work.
- Managers are more likely to have difficulty concentrating on their work.

## 3. More than one-quarter of Britons are unable to disconnect from work after usual work hours.

- 48% have too much work to do during their workday.
- 26% report their manager contacts them after work hours.
- 26% say their co-workers contact them after work hours.

## 4. Nearly one-quarter of Britons are concerned, or are unsure, about their drinking or drug use.

- 14% are concerned about their drinking or drug use, and a further 9% are unsure. Those who are concerned about their drinking or drug use have a mental health score more than 16 points below the national average.
- Younger employees (under 40), parents, and managers are more likely to be concerned about their drinking or drug use.
- 17% are concerned about the drinking or drug use of someone in their household, and a further 9% are unsure.
- More than half (53%) would be concerned about the career impact of a substance use issue.

53%

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

43%

leave work feeling mentally and/or physically exhausted

37%

are unmotivated to do their work

27%

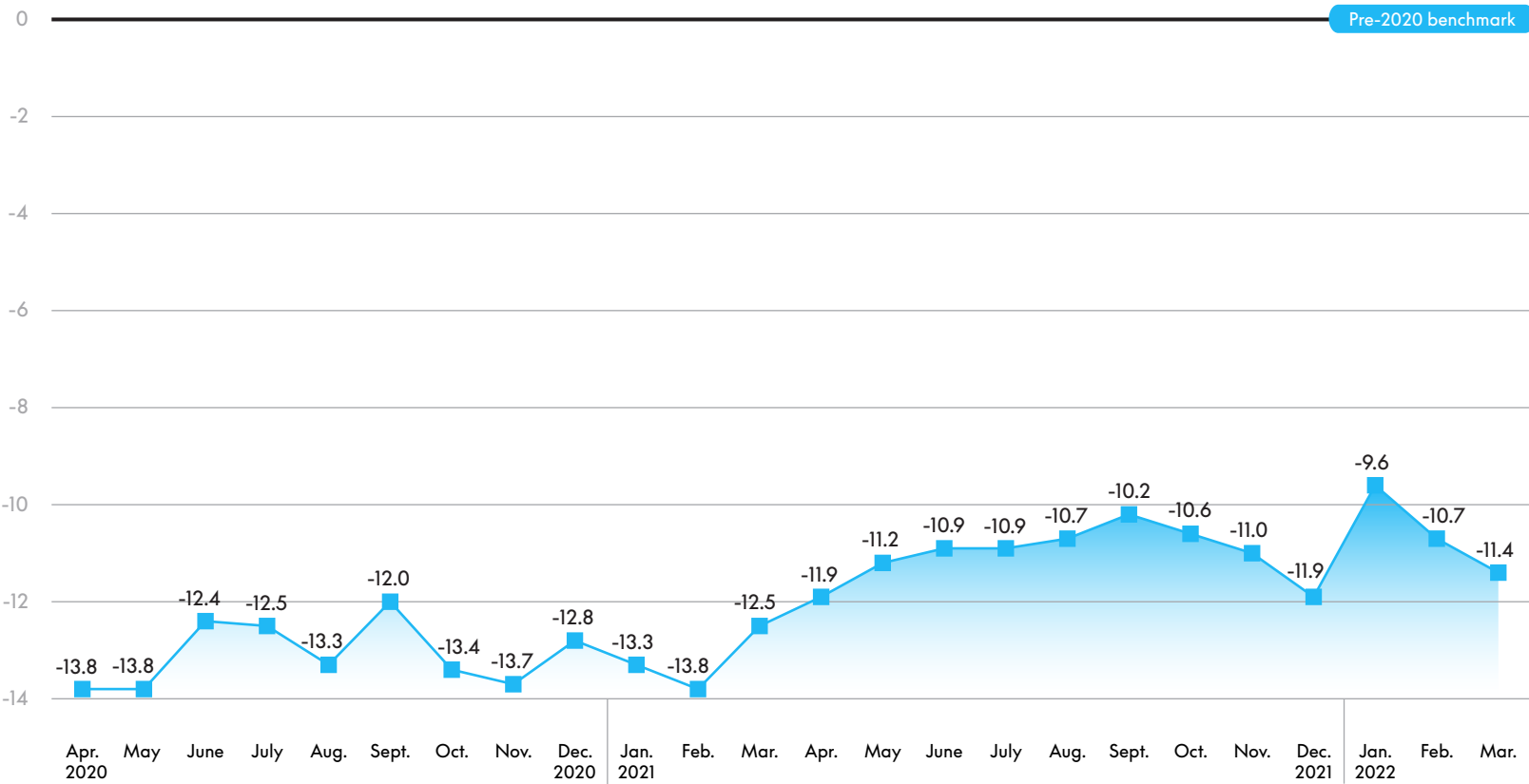
are unable to disconnect from work after hours

## **5. Half of Britons would not know, or are unsure, where to go for support if they had a substance use issue.**

- 16% would not know where to go for support if they had a substance use issue, and a further 35% are unsure.
- Nearly two in five (39%) employed Britons do not know whether their workplace offers addiction support programs.
- 53% of managers do not know, or are unsure, what to look for if they suspect an employee has a substance use issue.
- 57% of managers would not know, or are unsure, what to do if they had an employee with a substance use issue.

# The Mental Health Index™

The Mental Health Index™ (MHI) is a measure of deviation from the benchmark<sup>1</sup> of mental health and risk. **The overall Mental Health Index for March 2022 is -11.4 points.** A nearly 11-point decrease from the pre-2020 benchmark reflects a population whose mental health is similar to the most distressed one per cent of the benchmark population.



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

MHI Current Month  
March 2022

-11.4

February 2022

-10.7

## Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score is for the risk measure of optimism (-14.9), followed by depression (-14.1), anxiety (-12.8), work productivity (-11.1), isolation (-10.6), and general psychological health (-2.9). The best sub-score, and the only measure above the historical benchmark, continues to be financial risk (5.3).

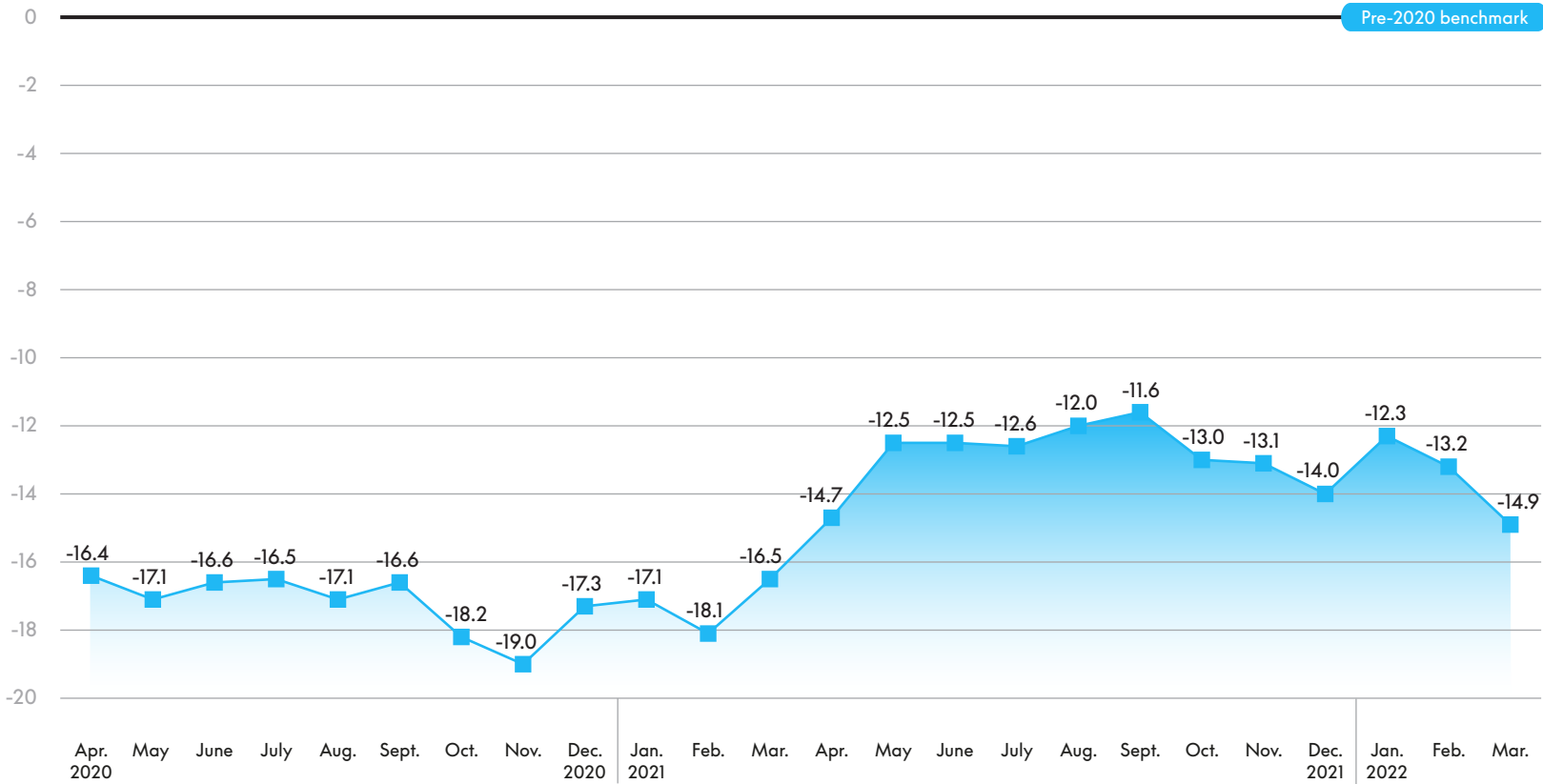
- All mental health sub-scores apart from general psychological health have declined from February 2022.
- The optimism and depression sub-scores have the most significant declines (1.7 and 1.6 points respectively) in March 2022.
- Despite a modest decline, the financial risk sub-score continues to be the strongest of all sub-scores and, at 5.3, is above the pre-2020 benchmark.

Mental Health Index™ Sub-scores <sup>2</sup> 2022	March	February
Optimism	-14.9	-13.2
Depression	-14.1	-12.5
Anxiety	-12.8	-12.2
Work productivity	-11.1	-9.5
Isolation	-10.6	-10.1
Psychological health	-2.9	-3.8
Financial risk	5.3	5.5

<sup>2</sup> The demographic breakdown of sub-scores is available upon request.

# Optimism

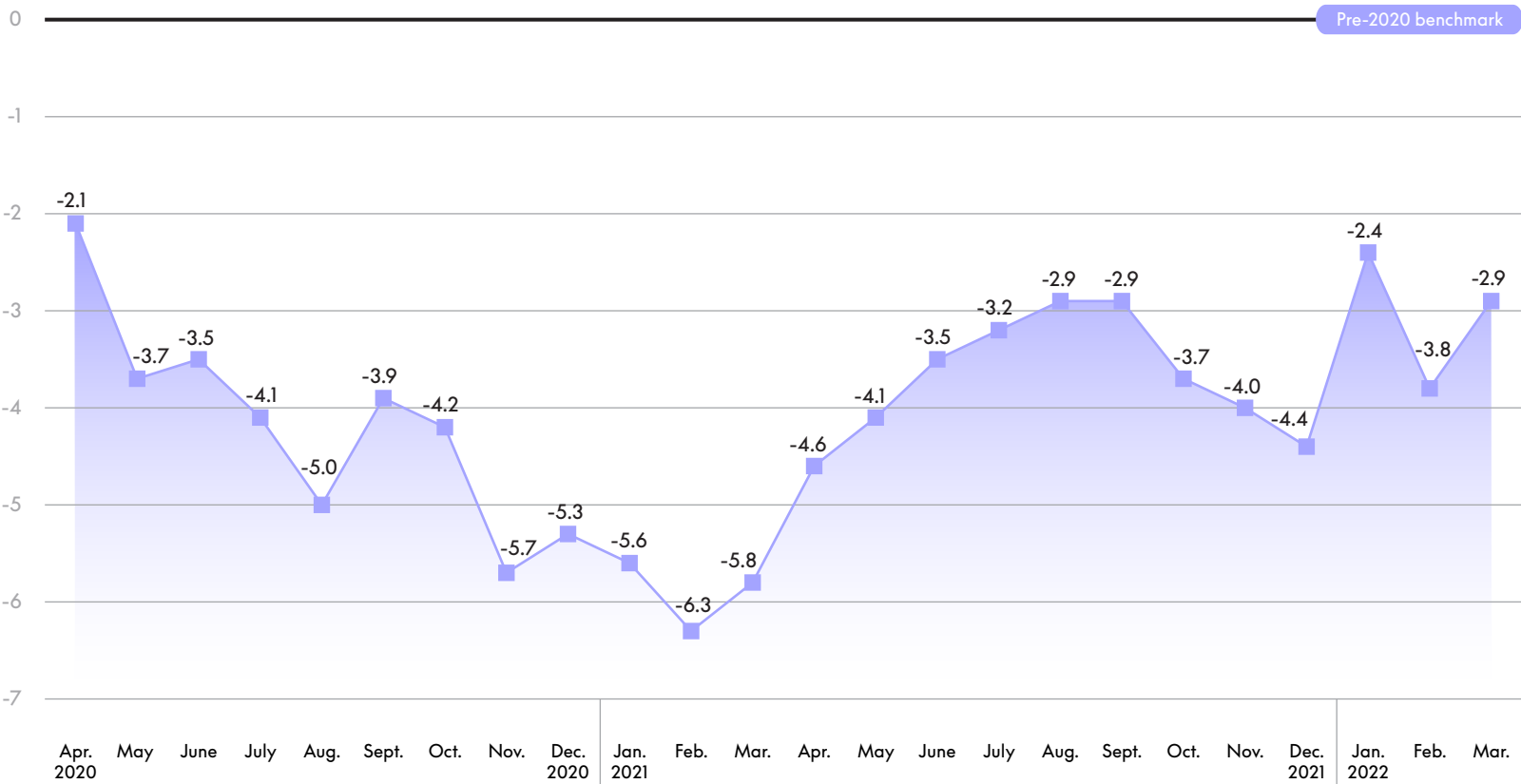
Since April 2020, optimism sub-scores have remained significantly below the benchmark however, beginning in March 2021, scores improved to a high of -11.6 in September. After seven months of improvement, the optimism sub-score in the United Kingdom fell 1.4-points to -13.0 in October 2021. In December, the optimism score declined but with a nearly two-point improvement in January 2022, the optimism sub-score increased to -12.3. In March 2022, the optimism score continues to decline, falling a further 1.7 points from February 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, 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 score fell 1.4 but rebounded one point in March to -2.9 points below the pre-2020 benchmark.

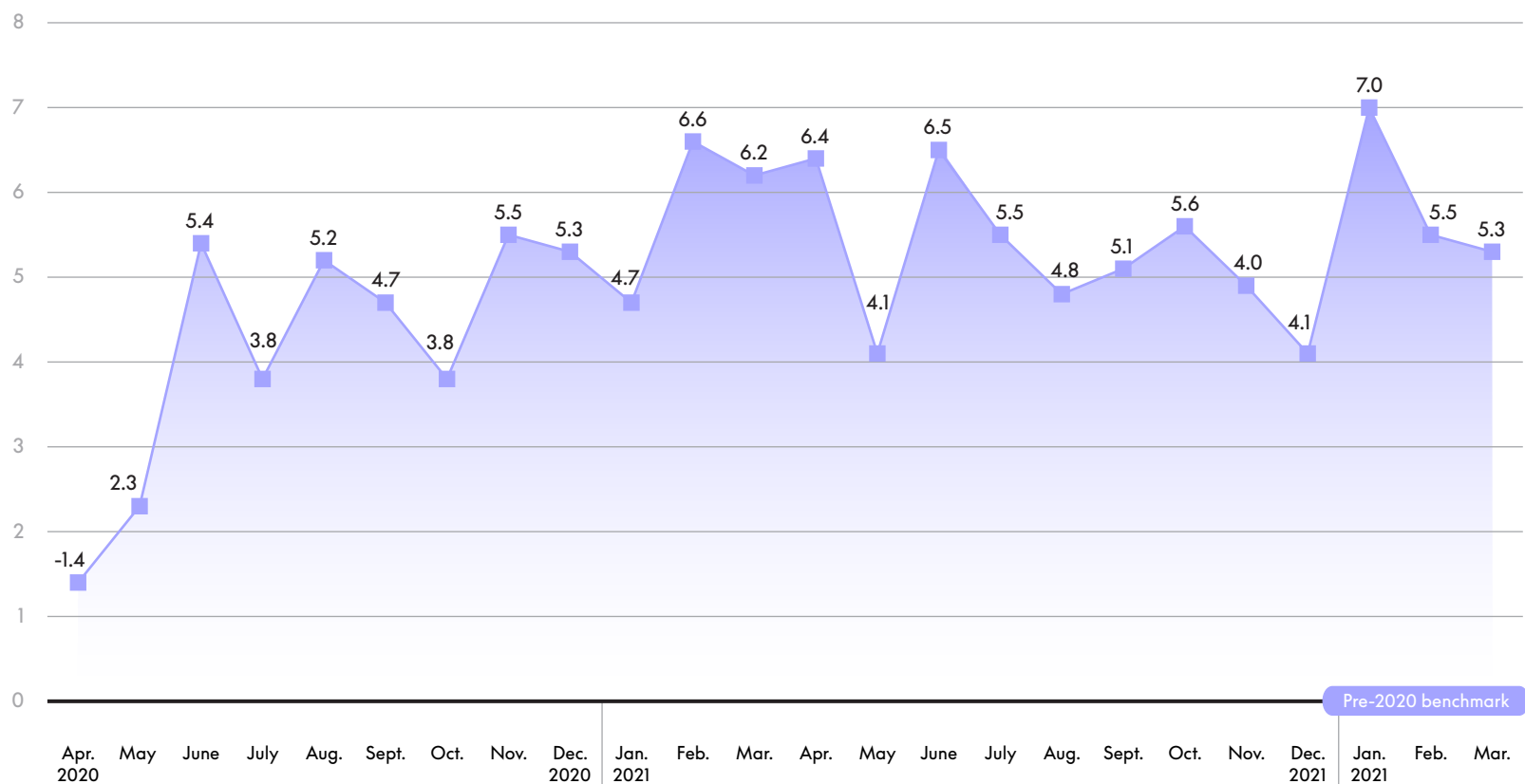




# Financial risk

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 was observed in February 2022 and while a further decrease is observed in March, the financial risk sub-score remains the strongest of all sub-scores at 5.3 points above the pre-2020 benchmark.



## Demographics

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In March 2022, the mental health score of women is -13.9 compared to -9.3 for men.
- In each of the past 24 months, mental health scores improve with age.
- Differences in mental health scores between those with and without children have been reported since the launch of the Index in April 2020. Two years later, this pattern continues with a lower score for those with at least one child (-15.5) than those without children (-9.2).

## Employment

- Overall, two per cent of respondents are unemployed<sup>3</sup> 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 (-23.8), followed by those reporting fewer hours (-21.8), and those not currently employed (-15.0).
- Managers have a lower mental health score (-11.8) than non-managers (-11.0).
- Individuals working for employers with 5,001-10,000 employees have the highest mental health score (-8.0).
- Respondents working for companies with 51-100 employees have the lowest mental health score (-15.9).

## Emergency savings

- Those without emergency savings continue to experience a lower mental health score (-26.7) than the overall group (-11.4). Individuals with emergency savings have a mental health score of -5.8.

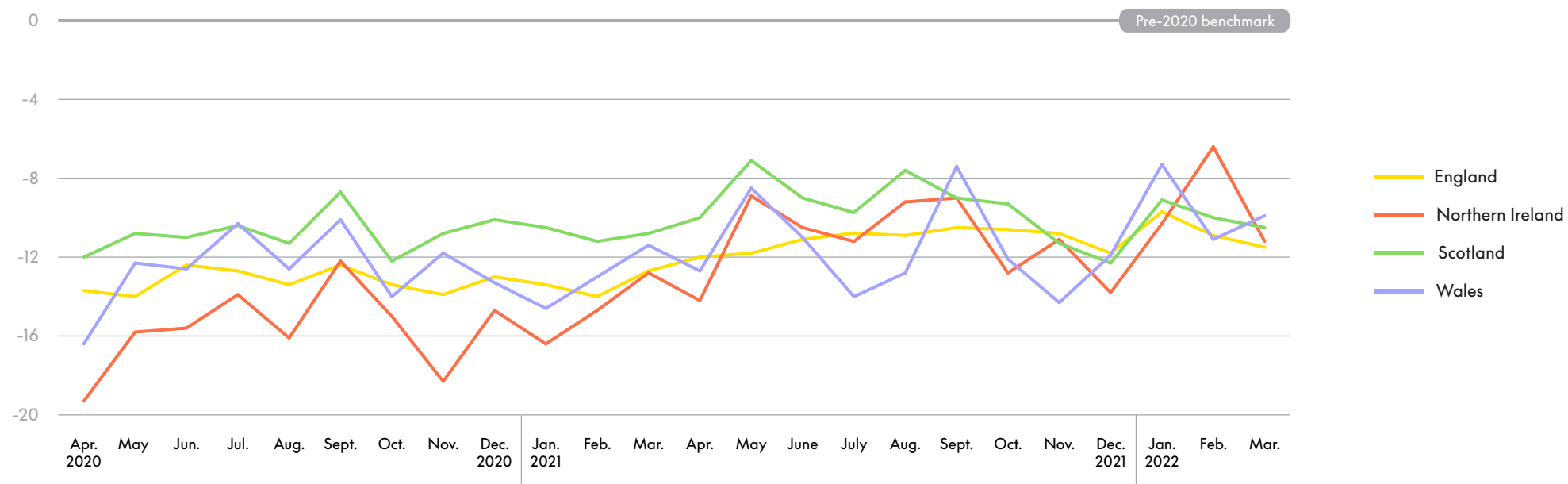
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3 MHI respondents who have been employed in the past six months are included in the poll.

# Mental Health Index™ (regional)

Since April 2020, regional mental health scores have fluctuated. In March 2022, the mental health scores in all regions apart from Wales declined from the prior month.

- With a significant 1.2-point increase, Wales is the only region with an improvement in March and has the highest mental health score in the country (-9.9).
- Northern Ireland had the most significant decline in March, falling nearly five points to -11.2.
- The mental health score in England is lowest, declining for the second consecutive month to -11.5.



Employment status	March 2022	Feb. 2022
Employed (no change in hours/salary)	-10.4	-9.9
Employed (fewer hours compared to last month)	-21.8	-18.5
Employed (reduced salary compared to last month)	-23.8	-27.3
Not currently employed	-15.0	-13.1
Age group	March 2022	Feb. 2022
Age 20-29	-23.4	-22.5
Age 30-39	-18.6	-16.6
Age 40-49	-14.5	-14.7
Age 50-59	-8.4	-7.3
Age 60-69	-3.8	-3.2
Number of children	March 2022	Feb. 2022
No children in household	-9.2	-8.7
1 child	-15.4	-13.9
2 children	-16.1	-16.1
3 children or more	-13.3	-13.8

Region	March 2022	Feb. 2022
England	-11.5	-10.9
Northern Ireland	-11.2	-6.4
Scotland	-10.5	-10.0
Wales	-9.9	-11.1
Gender	March 2022	Feb. 2022
Men	-9.3	-9.0
Women	-13.9	-12.9
Household income	March 2022	Feb. 2022
<£15K/annum	-19.6	-19.0
£15K to <£30K/annum	-16.6	-15.9
£30k to <£60K	-10.6	-9.9
£60k to <£100K	-6.7	-5.5
£100K and over	-3.7	-2.6

Employer size	March 2022	Feb. 2022
Self-employed/sole proprietor	-8.8	-8.9
2-50 employees	-10.4	-8.6
51-100 employees	-15.9	-14.8
101-500 employees	-11.5	-12.2
501-1,000 employees	-14.4	-12.9
1,001-5,000 employees	-13.4	-12.1
5,001-10,000 employees	-8.0	-8.9
More than 10,000 employees	-8.9	-8.9
Manager	March 2022	Feb. 2022
Manager	-11.8	-10.0
Non-manager	-11.0	-11.2

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 Arts, Entertainment and Recreation have the lowest mental health score (-17.1) in March 2022, followed by those working in Information and Cultural Industries (-15.7), and Retail Trade (-14.8).

Those employed in Real Estate, Rental and Leasing (-3.6), and Professional, Scientific and Technical Services (-5.0) have the highest mental health scores this month.

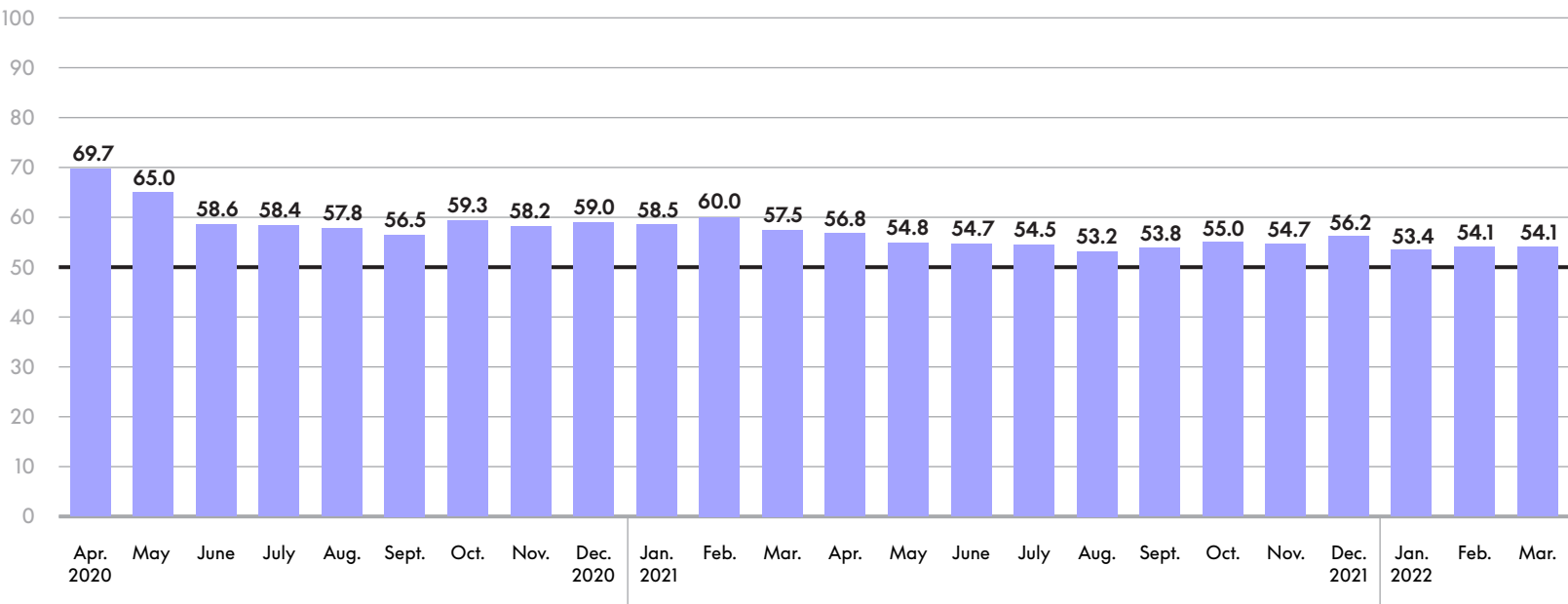
Changes from the prior month are shown in the table.

Industry	March 2022	February 2022	Change
Information and Cultural Industries	-15.7	-21.3	5.6
Food Services	-12.4	-15.7	3.3
Wholesale Trade	-14.3	-17.3	3.0
Public Administration	-9.9	-12.5	2.7
Finance and Insurance	-8.9	-10.2	1.2
Construction	-10.4	-11.4	1.0
Educational Services	-10.6	-11.4	0.8
Manufacturing	-7.5	-8.1	0.5
Health Care and Social Assistance	-13.4	-13.9	0.5
Professional, Scientific and Technical Services	-5.0	-4.9	-0.1
Transportation and Warehousing	-10.9	-9.4	-1.5
Administrative and Support services	-14.5	-13.0	-1.5
Other	-12.8	-10.2	-2.6
Other services (except Public Administration)	-9.9	-5.7	-4.2
Retail Trade	-14.8	-10.3	-4.6
Real Estate, Rental and Leasing	-3.6	1.4	-5.0
Arts, Entertainment and Recreation	-17.1	-12.0	-5.1

# 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 March 2022 is 56.8.** This reflects a net increase in mental stress compared to the prior month.

The current score indicates that 21 per cent of the population is experiencing more mental stress compared to the prior month, with seven per cent experiencing less. A continued increase in mental stress since April 2020 indicates a significant accumulation of strain in the British population.



- ▲ More mental stress
- 50 = No change from prior month
- ▼ Less mental stress

MStressChg  
Current Month—  
March 2022

56.8

MStressChg  
February 2022

54.1

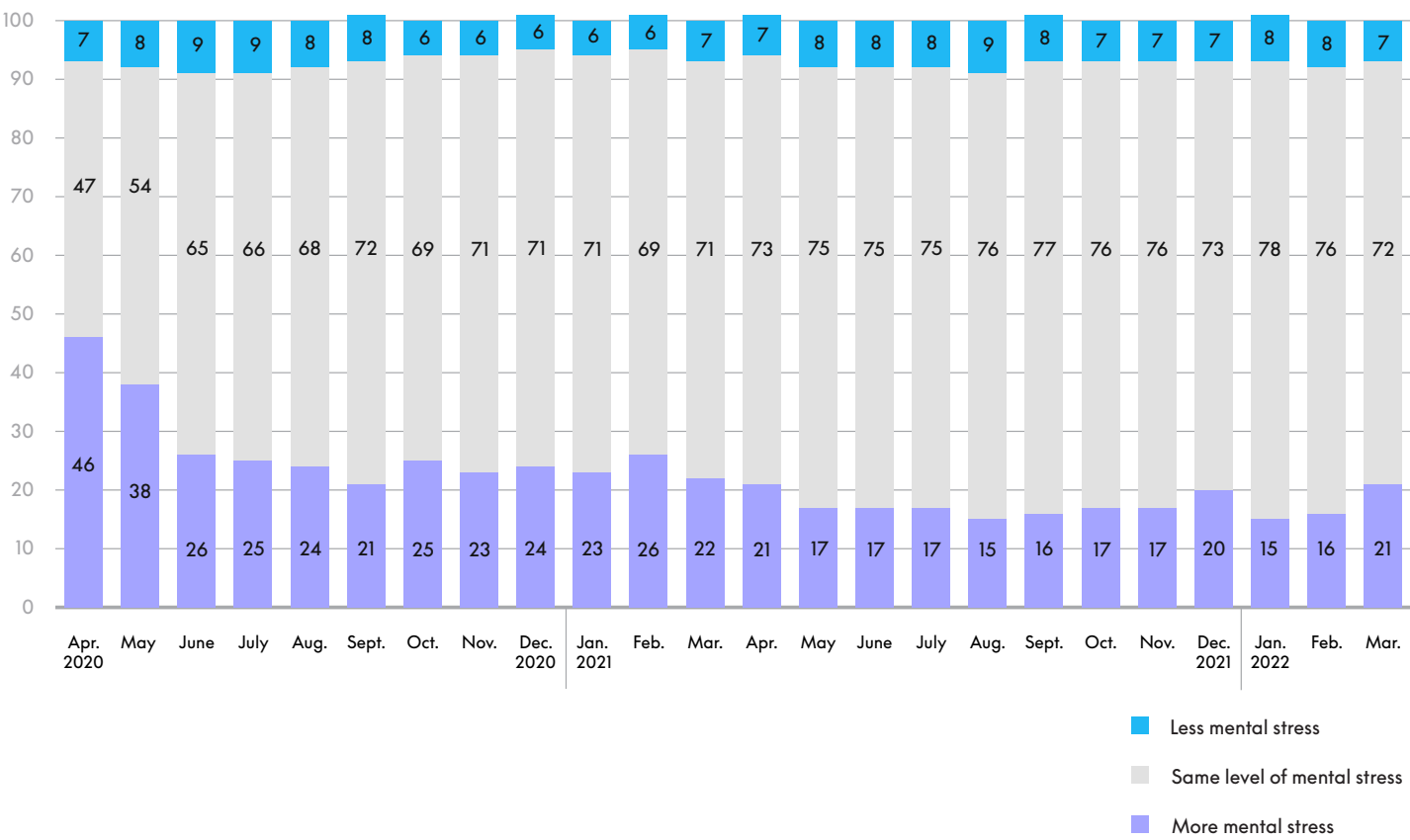
# Mental Stress Change (percentages)

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

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

In April 2020, 46 per cent of individuals reported an increase in mental stress. The number of respondents reporting increased month-over-month mental stress is 21 per cent in March 2022, while 72 per cent of respondents report the same level of mental stress and seven per cent report a decrease in mental stress.

Mental Stress Change by month



## Demographics

- Since the launch of the MHI in April 2020, younger people have experienced a greater increase in mental stress month over month compared to older respondents.
- Since April 2020, women have had larger increases in mental stress compared to men. In March 2022, the mental stress change score for women is 58.0 compared to 55.7 for men.

## Geography

- The greatest increase in month-over-month stress is for respondents living in Northern Ireland (60.8), followed by England (56.9), Scotland (55.1), and Wales (54.9).

## Employment

- The greatest increase in mental stress is seen in employed people with reduced salary (70.0), followed by employed people with reduced hours (64.5), unemployed people (58.1), and employed people with no change to salary or hours (56.0).
- Managers have a greater increase in mental stress (57.9) than non-managers (55.9).



Employment status	March 2022	Feb. 2022
Employed (no change in hours/salary)	56.0	53.7
Employed (fewer hours compared to last month)	64.5	58.6
Employed (reduced salary compared to last month)	70.0	62.5
Not currently employed	58.1	53.8
Age group	March 2022	Feb. 2022
Age 20-29	61.6	64.0
Age 30-39	61.1	54.5
Age 40-49	57.9	54.6
Age 50-59	55.3	53.0
Age 60-69	53.2	52.1
Number of children	March 2022	Feb. 2022
No children in household	55.0	52.9
1 child	59.3	57.0
2 children	60.9	56.6
3 children or more	60.3	51.5

Region	March 2022	Feb. 2022
England	56.9	54.2
Northern Ireland	60.8	48.8
Scotland	55.1	51.6
Wales	54.9	58.9
Gender	March 2022	Feb. 2022
Men	55.7	53.7
Women	58.0	54.5
Household income	March 2022	Feb. 2022
<£15K/annum	63.6	57.9
£15K to <£30K/annum	57.9	55.7
£30k to <£60K	56.0	53.9
£60k to <£100K	56.1	51.9
£100K and over	55.0	52.8

Employer size	March 2022	Feb. 2022
Self-employed/sole proprietor	59.4	54.7
2-50 employees	55.3	53.6
51-100 employees	56.7	55.9
101-500 employees	57.5	54.3
501-1,000 employees	58.4	54.1
1,001-5,000 employees	56.4	52.2
5,001-10,000 employees	53.9	55.2
More than 10,000 employees	57.2	54.2
Manager	March 2022	Feb. 2022
Manager	57.9	54.8
Non-manager	55.9	53.6

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

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

#### Available upon request:

Specific cross-correlational and custom analyses

# The Mental Stress Change (industry)

In March 2022, individuals working in Information and Cultural Industries have the most significant increase in mental stress (61.8), followed by individuals employed in Arts, Entertainment and Recreation (61.3), and Finance and Insurance (60.6).

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

Industry	March 2022	February 2022
Professional, Scientific and Technical Services	52.5	53.0
Transportation and Warehousing	53.7	51.3
Manufacturing	54.9	54.1
Public Administration	54.9	54.6
Educational Services	55.7	53.7
Wholesale Trade	55.7	54.5
Other services (except Public Administration)	55.7	52.5
Construction	56.7	51.1
Retail Trade	56.7	53.7
Food Services	57.3	58.5
Real Estate, Rental and Leasing	57.3	45.2
Administrative and Support services	58.2	55.2
Other	58.8	53.2
Health Care and Social Assistance	58.9	57.7
Finance and Insurance	60.6	57.9
Arts, Entertainment and Recreation	61.3	53.7
Information and Cultural Industries	61.8	58.6

# Spotlight

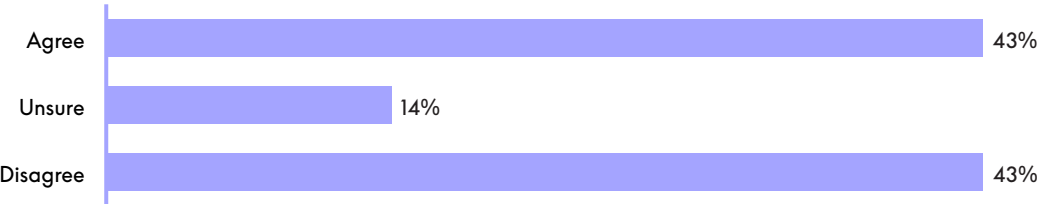
## Burnout

### Mental and/or physical exhaustion

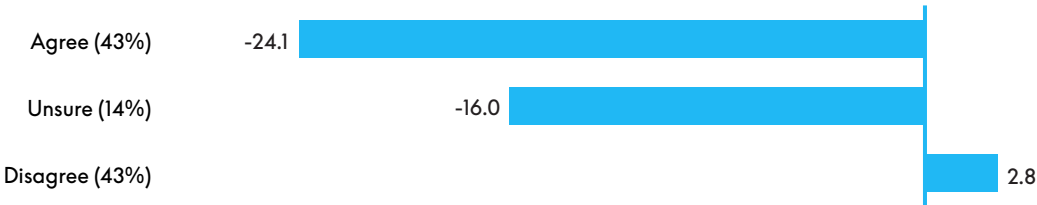
Britons were asked whether they end their workday feeling mentally and/or physically exhausted.

- More than two in five (43 per cent) end their workday feeling mentally and/or physically exhausted, and this group has the lowest mental health score (-24.1), nearly 13 points below the national average (-11.4).
- The highest mental health score (2.8) is among 43 per cent who do not feel mentally and/or physically exhausted at the end of their workday.
- Respondents younger than 40 are 70 per cent more likely than respondents older than 50 to feel mentally and/or physically exhausted at the end of their workday.

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



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



Motivation to work

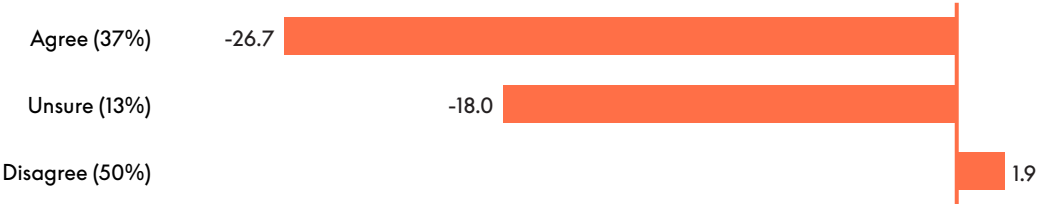
Britons were asked whether they are finding it increasingly more difficult to be motivated to do their work.

- More than one-third (37 per cent) are finding it increasingly more difficult to be motivated to do their work, and this group has the lowest mental health score (-26.7), 15 points below the national average (-11.4).
- Half (50 per cent) are not finding it more difficult to be motivated to do their work. This group has the highest mental health score (1.9), nearly 10 points better than the national average.
- Respondents younger than 40 are nearly twice as likely than respondents older than 50 to find it increasingly more difficult to be motivated to do their work.

I am finding it increasingly more difficult to be motivated to do my work



MHI score by I am finding it increasingly more difficult to be motivated to do my work

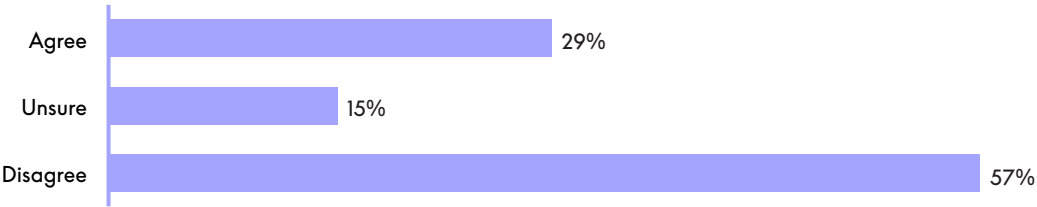


## Concentrating at work

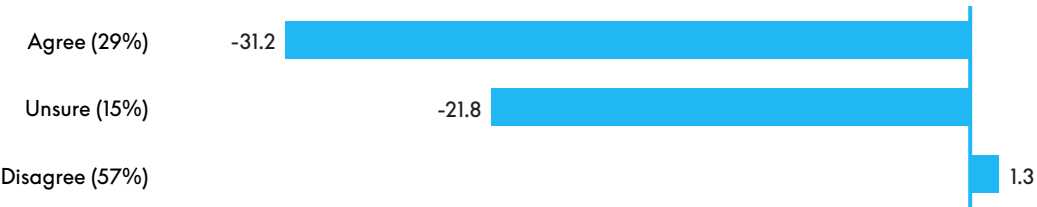
Britons were asked whether they are finding it more difficult to concentrate on their work.

- More than one-quarter (29 per cent) are finding it more difficult to concentrate on their work, and this group has the lowest mental health score (-31.2), nearly 20 points below the national average (-11.4).
- Nearly three in five (57 per cent) are not finding it more difficult to concentrate on their work, and this group has the highest mental health score (1.3).
- Respondents younger than 40 are nearly three times more likely than respondents older than 50 to find it more difficult to concentrate on their work.
- Parents are 75 per cent more likely than non-parents to find it more difficult to concentrate on their work.
- Managers are 50 per cent more likely than non-managers to find it more difficult to concentrate on their work.

## I am finding it more difficult to concentrate on my work



## MHI score by I am finding it more difficult to concentrate on my work

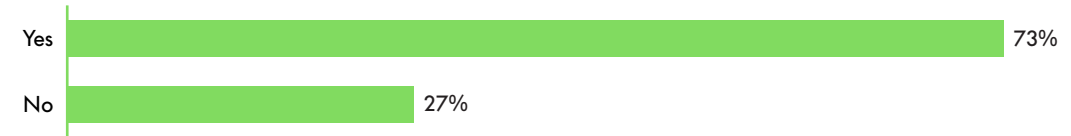


## Disconnecting from work

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

- More than one-quarter (27 per cent) are unable to disconnect from work after usual work hours, and this group has the lowest mental health score (-21.7), 10 points below the national average (-11.4).
- Nearly three-quarters (73 per cent) disconnect from work after usual work hours, and this group has the highest mental health score (-7.2), nearly four points better than the national average (-11.4).
- Respondents younger than 40 are more than 60 per cent more likely than those older than 50 to be unable to disconnect from work after usual work hours.

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

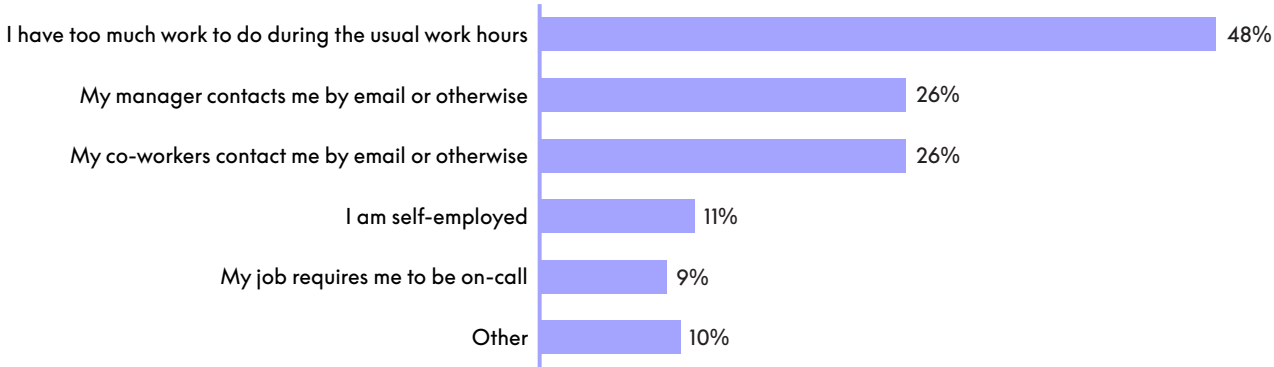


### MHI score by I am typically able to disconnect from work after usual work hours

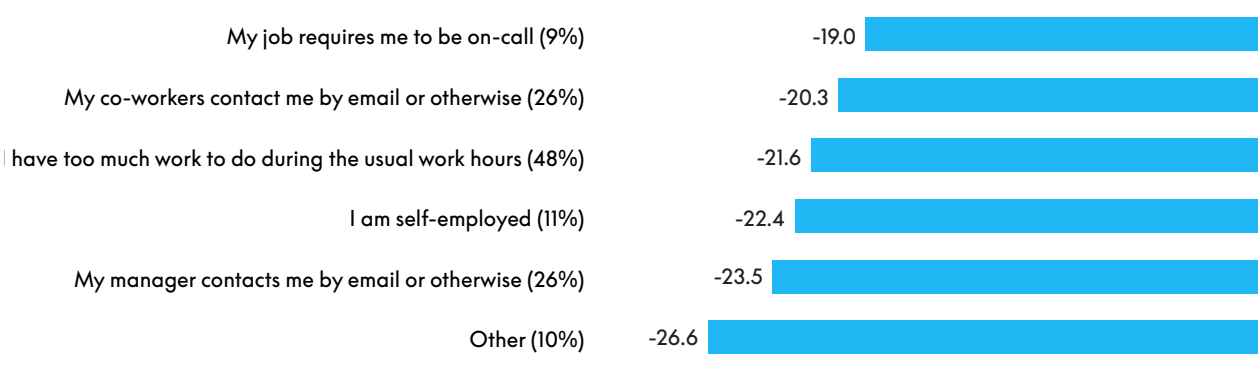


- Nearly half (48 per cent) report too much work to do during usual work hours as the reason they are unable to disconnect from work, and this group has significantly lower mental health scores (-21.6), 10 points lower than the national average (-11.4).
- Managers are 45 per cent more likely than non-managers to report they have too much work to do during usual work hours.

### Reasons for being unable to disconnect from work after usual work hours



### MHI score by reasons for being unable to disconnect from work after usual work hours



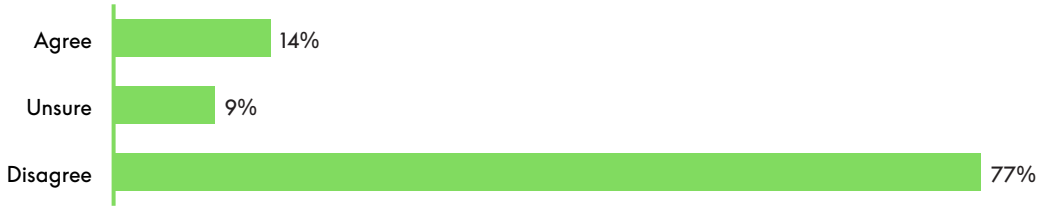
# Substance use

## Personal drinking or drug use

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

- More than one in ten (14 per cent) are concerned about their drinking or drug use, and this group has the lowest mental health score (-27.2), nearly 16 points below the national average (-11.4).
- Seventy-seven per cent are not concerned about their drinking or drug use, and this group has a mental health score (-7.1) more than three points above the national average (-11.4).
- Respondents younger than 40 are three times more likely to be concerned about their drinking or drug use compared to those older than 50.
- Managers are more than twice as likely as non-managers to be concerned about their drinking or drug use.
- Parents are more than twice as likely as non-parents to be concerned about their drinking or drug use.

### I am concerned about my drinking or drug use



### MHI score by I am concerned about my drinking or drug use





## Household member’s drinking or drug use

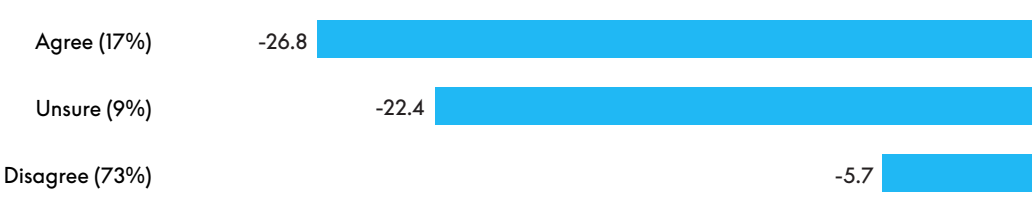
Britons were asked whether they are concerned about the drinking or drug use of someone in their household.

- One in six (17 per cent) are concerned about the drinking or drug use of someone in their household, and this group has the lowest mental health score (-26.8), more than 15 points below the national average (-11.4).
- Seventy-three per cent are not concerned about the drinking or drug use of someone in their household, and this group has the highest mental health score (-5.7), nearly five points higher than the national average (-11.4).
- Managers are more than twice as likely as non-managers to be concerned about the drinking or drug use of someone in their household.
- Parents are twice as likely as non-parents to be concerned about the drinking or drug use of someone in their household.

## I am concerned about the drinking or drug use of someone in my household



## MHI score by concern about the drinking or drug use of someone in household

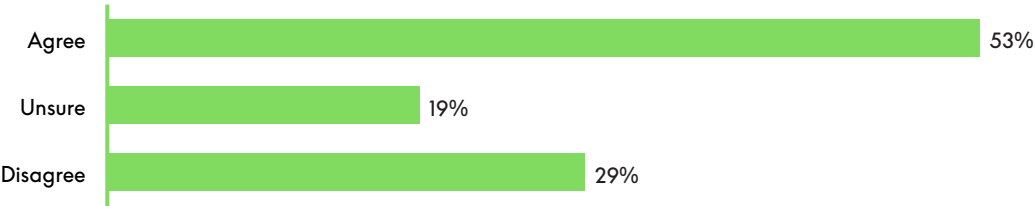


# Career stigma

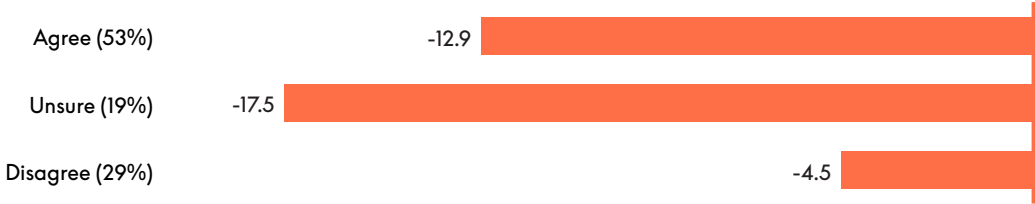
Britons were asked whether they would be concerned that their career options would be limited if they had a substance use issue, and their workplace was aware.

- More than half (53 per cent) would be concerned that their career options would be limited if they had a substance use issue, and their workplace was aware. The mental health score of this group (-12.9) is lower than the national average (-11.4).

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



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

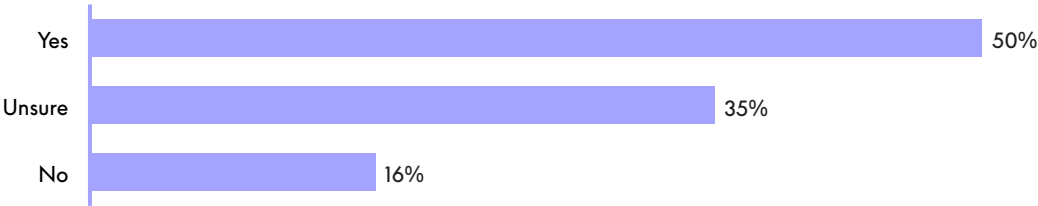


# Support for substance use

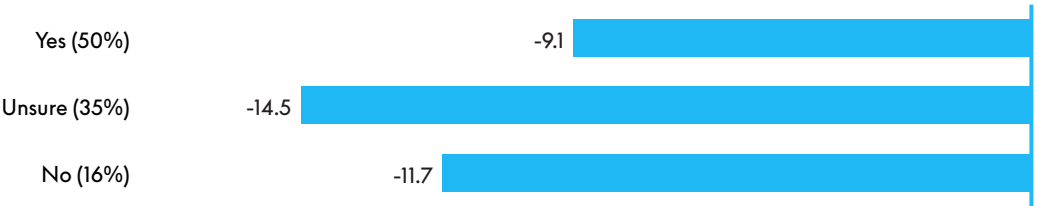
Britons were asked whether they would know where to go for support if they had a substance use issue.

Half (50 per cent) would not know or are unsure where to go for support if they had a substance use issue.

## I would know where to go for support if I had a substance use issue



## MHI score by I know where to go for support if I had a substance use issue

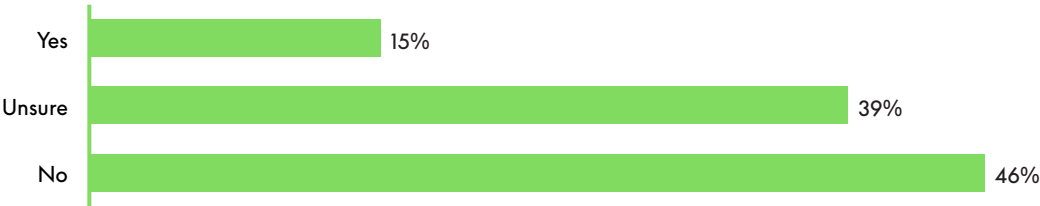


## Workplace-sponsored addiction support programs

Britons were asked whether their workplace offers addiction support programs.

- Fifteen per cent report their workplace offers addiction support programs, and this group has the highest mental health score (-11.5), equal to the national average (-11.4).
- Nearly two in five (39 per cent) do not know whether their workplace offers addiction support programs.

### Does your workplace offer addiction support programs?



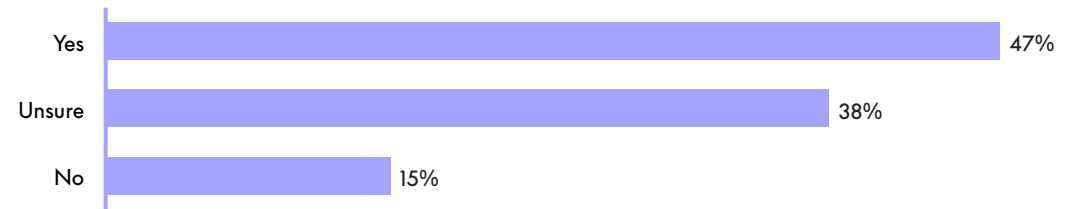
### MHI score by workplace availability of addiction support programs



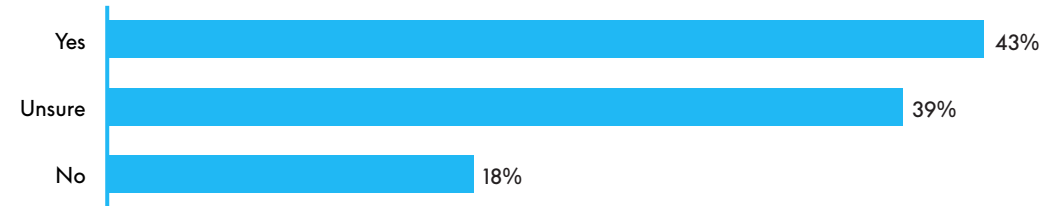
## People leader view of substance use issues

- More than half (53 per cent) of managers do not know, or are unsure, about what to look for if they suspect an employee has a substance use issue.
- Nearly three in five (57 per cent) managers would not know, or are unsure, of what to do if they had an employee with a substance use issue.
- More than one in ten (13 per cent) managers have had employees with substance use issues in the last two years.

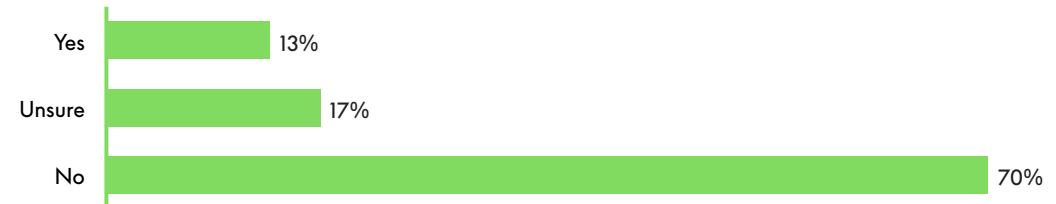
### Would you know what to look for if you suspect an employee has a substance use issue?



### Would you know what to do if you had an employee with a substance use issue?



### In the last two years, have you had any employees with substance use issues?



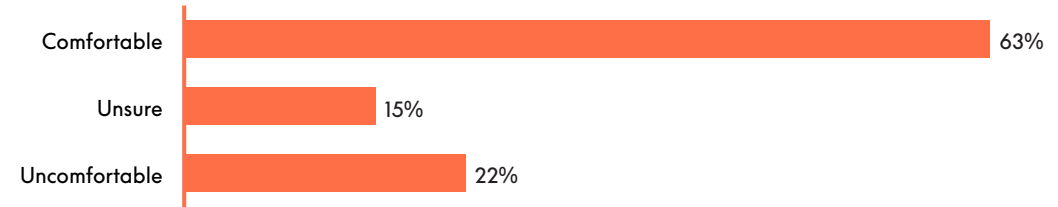
# Pandemic restrictions

## Lifting of restrictions at the workplace

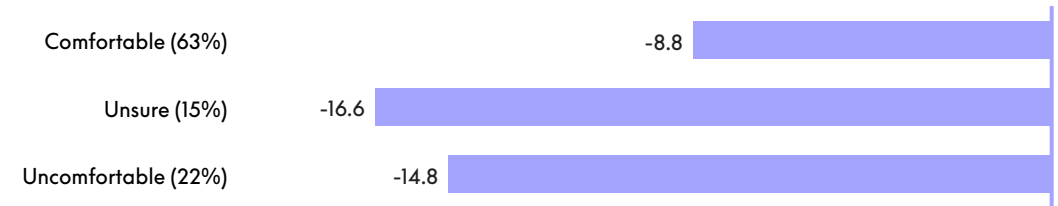
Britons were asked whether they are comfortable with all pandemic restrictions being lifted at their workplace.

- Nearly one-quarter (22 per cent) are uncomfortable with all pandemic restrictions being lifted at their workplace, and a further 15 per cent are unsure. These groups have an average mental health scores below the national average (-11.4).
- More than three in five (63 per cent) are comfortable with all pandemic restrictions being lifted at their workplace, and this group has the highest mental health score (-8.8), more than two points better than the national average (-11.4).

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



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

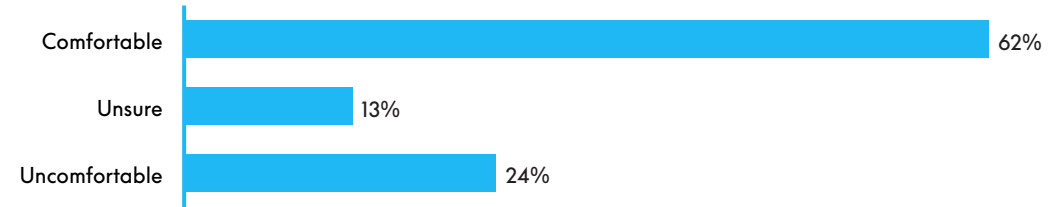


## Lifting of restrictions in the community

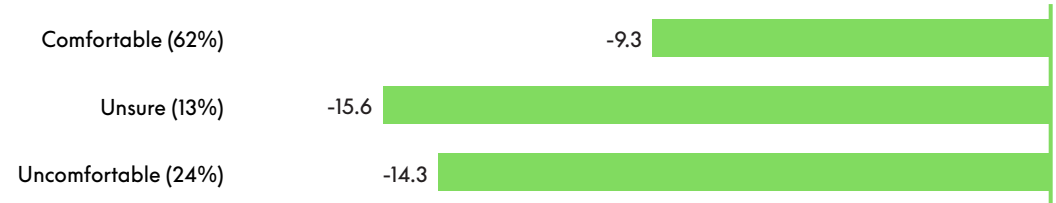
Britons were asked whether they are comfortable with all pandemic restrictions being lifted in their community.

- Nearly one-quarter (24 per cent) are not comfortable with all pandemic restrictions being lifted in their community, and a further 13% are unsure. These groups have mental health scores below the national average (-11.4).
- More than three in five (62 per cent) are comfortable with all pandemic restrictions being lifted in their community, and this group has the highest mental health score (-9.3), two points better than the national average (-11.4).

## Comfort with all pandemic restrictions being lifted in my community



## MHI score by comfort with all pandemic restrictions being lifted in my community



# Overview of the Mental Health Index by LifeWorks™

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

## The Mental Health Index™ report has three parts:

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

## Methodology

Data for this report is collected through an online survey of 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 March 3 to 18, 2022.

## Calculations

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

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

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

## Additional data and analyses

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





## About LifeWorks

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

For more information, visit:

 [LifeWorks.com](https://www.lifeworks.com)

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