

The Mental Health Index by LifeWorks™

United States of America | April 2022



Table of contents

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

2 The Mental Health Index™ **5**

Mental Health Index™ sub-scores	6
Optimism	7
General psychological health	8
Financial risk	9
Managers compared to non-managers	10
Demographics	11
Employment	11
Emergency savings	11

3 Mental Health Index™ (regional) **12**

4 Mental Health Index™ (industry) **14**

5 Spotlight **15**

Pandemic impact on mental health	15
Stress	16
Professional support for mental health	18
Likelihood of reaching out for professional help	18
Most important factor in choosing a mental health professional	19
Conflict in Ukraine	20

6 Overview of the Mental Health Index by LifeWorks™ **22**

Methodology	22
Calculations	22
Additional data and analyses	22

The top 5 things you need to know for April 2022

1. The mental health of Americans is at the lowest point in six months.

- At -5.5, the current mental health score has declined more than a half-point from the prior month.
- All mental health sub-scores apart from optimism have declined from March to April 2022.
- Despite a significant decline of 1.8 points, and falling to the lowest score in one year, the strongest sub-score continues to be financial risk.
- Mental health scores improved in the West United States while the Northeast, Midwest, and South saw declines in mental health.
- The mental health score of managers is 1.5 points below non-managers and one point below the national average.

2. More than one-third of Americans say the pandemic has had a negative impact on their ongoing mental health.

- 35% indicate the pandemic has had a negative impact on their ongoing mental health and this group has a mental health score ten points below the national average.
- Americans without emergency savings are 40 percent more likely to report the pandemic has negatively impacted their ongoing mental health.

- There are no significant differences in the gender, age, or income profile of respondents who report a negative impact of the pandemic on their ongoing mental health.

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

- 61% are likely to reach out for professional help and this group has a mental health score one-point higher than the national average.
- 15% are unlikely to reach out for professional help and this group has a mental health score more than four points below the national average.

4. More than two in five Americans are feeling more sensitive to stress.

- 42% are feeling more sensitive to stress compared to before the pandemic and this group has a mental health score more than 10 points below the national average.
- Younger employees (under 40) are 80 per cent more likely to feel more sensitive to stress compared to before the pandemic.
- 44% notice their colleagues are more sensitive to stress compared to before the pandemic.

61%

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

42%

are feeling more sensitive to stress compared to before the pandemic

35%

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

36%

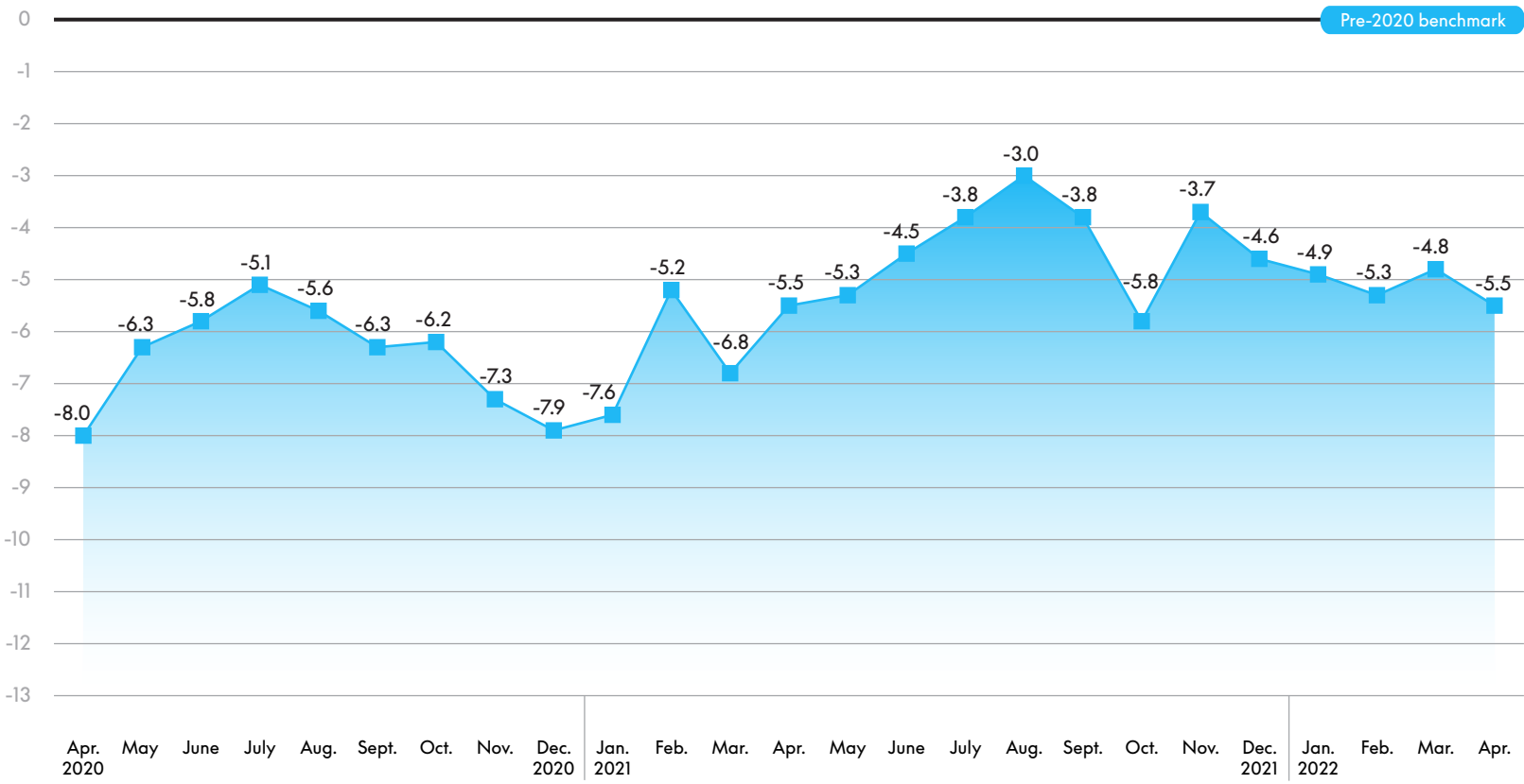
say the conflict in Ukraine is negatively impacting them

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

- Those who indicate that the conflict is impacting them personally have the lowest mental health scores.
- 36% report the conflict in Ukraine is negatively impacting them.
- 34% are most concerned about long-term disruption and suffering of those involved.
- 28% are most concerned about the economic impact of the conflict in Ukraine.
- 26% are most concerned about the escalation and broadening of conflict.

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 April 2022 is -5.5 points.** A 5.5-point decrease from the pre-2020 benchmark reflects a population whose mental health is similar to the most distressed 27 percent of the benchmark population.



MHI Current Month
April 2022

-5.5

March 2022

-4.8

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

Mental Health Index™ sub-scores

The lowest Mental Health Index™ sub-score is for the risk measure of work productivity (-8.0), followed by depression (-7.3), anxiety (-7.1), isolation (-7.0), and optimism (-4.3). General psychological health (2.9) and financial risk (6.8) are the only two sub-scores above the benchmark.

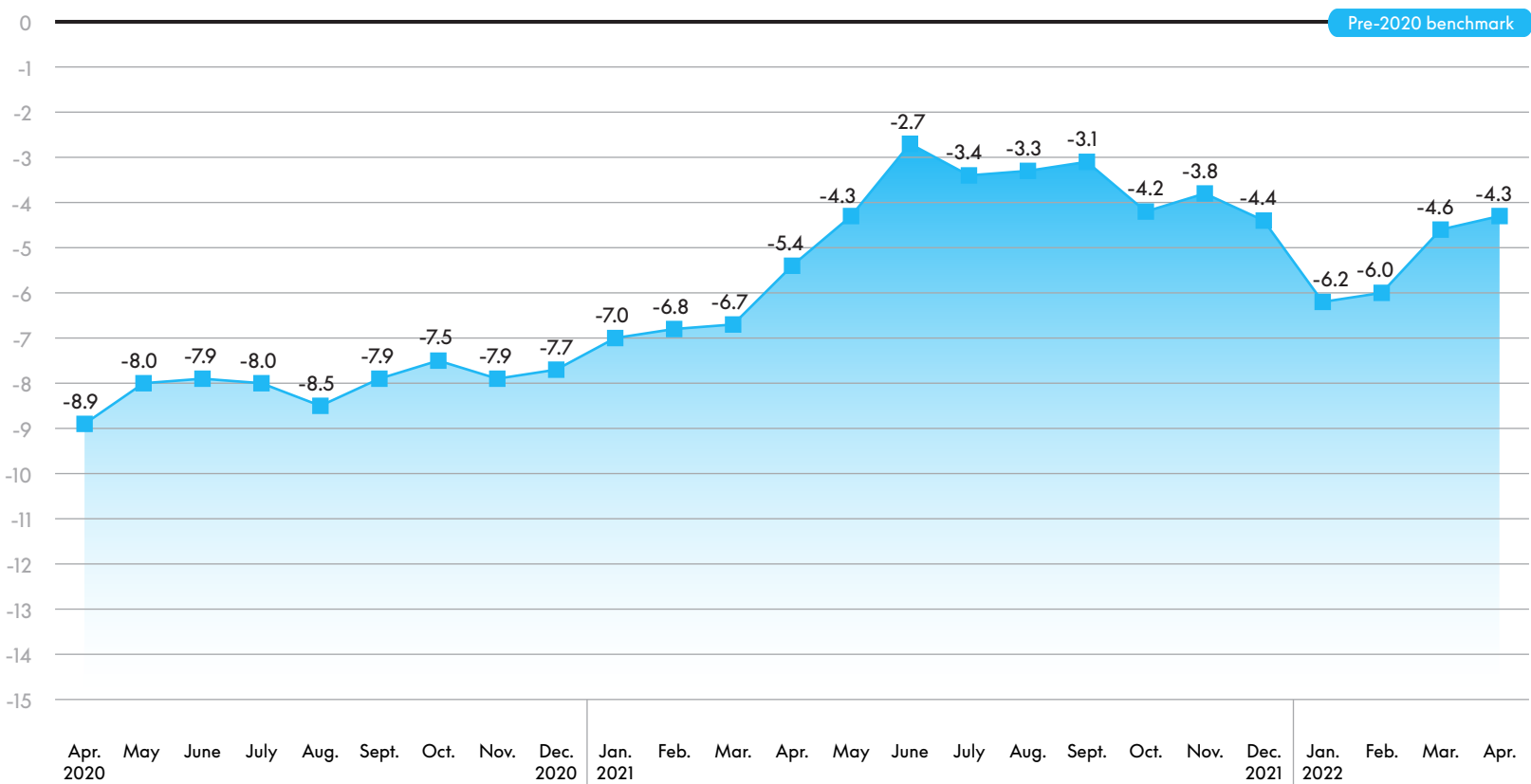
- All mental health sub-scores apart from optimism have declined from the prior month.
- Despite a 1.8-point decrease, the financial risk score continues to be the strongest of all sub-scores and is nearly seven points above the pre-2020 benchmark.

Mental Health Index™ Sub-scores ² 2022	April	March
Work productivity	-8.0	-6.5
Depression	-7.3	-6.8
Anxiety	-7.1	-6.2
Isolation	-7.0	-5.7
Optimism	-4.3	-4.6
Psychological health	2.9	3.3
Financial risk	6.8	8.6

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

Optimism

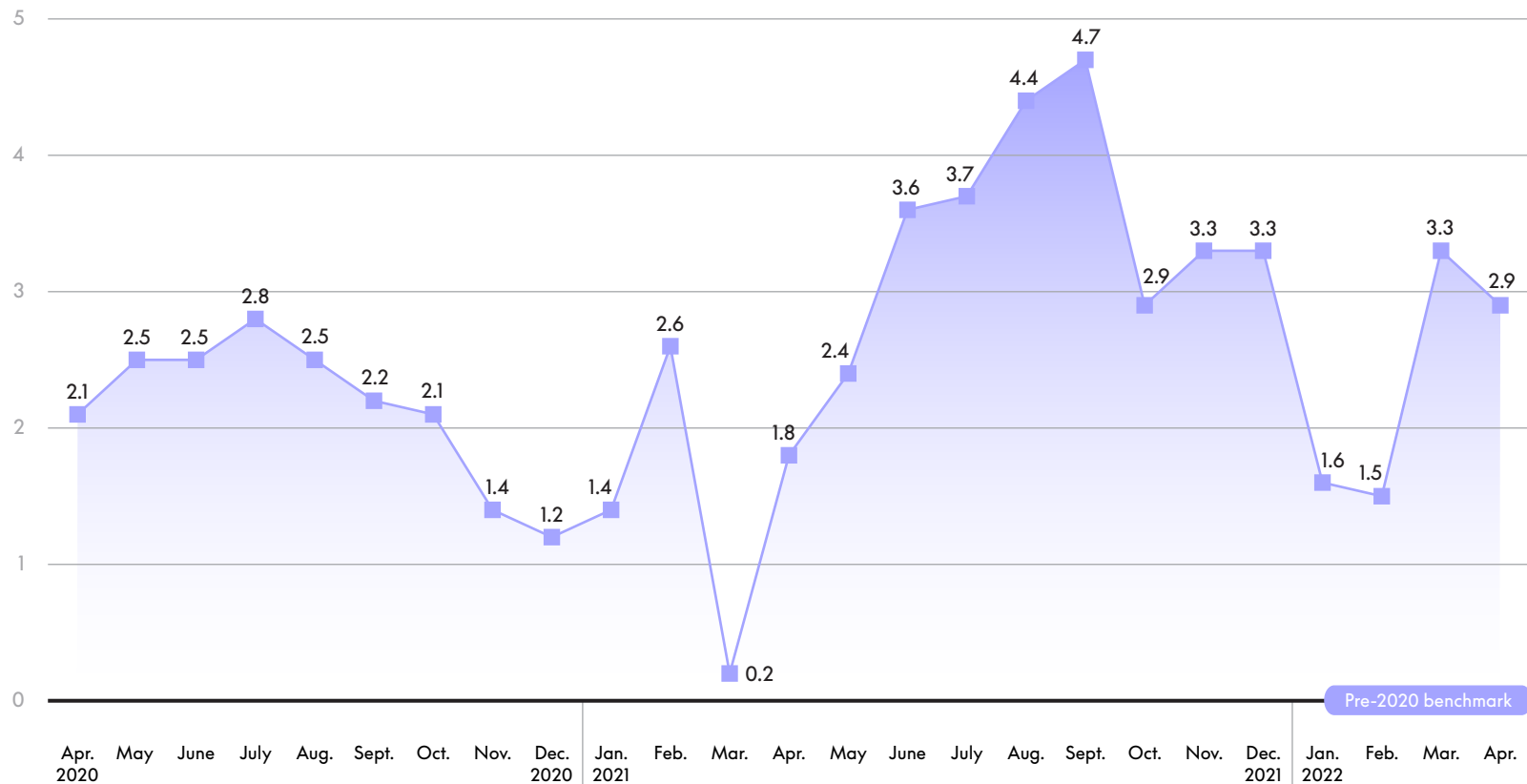
For two years, since the launch of the MHI in April 2020, optimism scores have remained significantly below the benchmark. Since April 2021, the optimism scores have improved meaningfully and in June 2021, the score was approaching the pre-2020 benchmark. Modest fluctuations had been observed from July to December 2021. In January 2022, a sharp decline was observed, and the optimism score has continued to improve since then. The optimism score is -4.3 in April 2022.



General psychological health

The psychological health sub-score assesses individuals' self-perception of their overall level of psychological health.

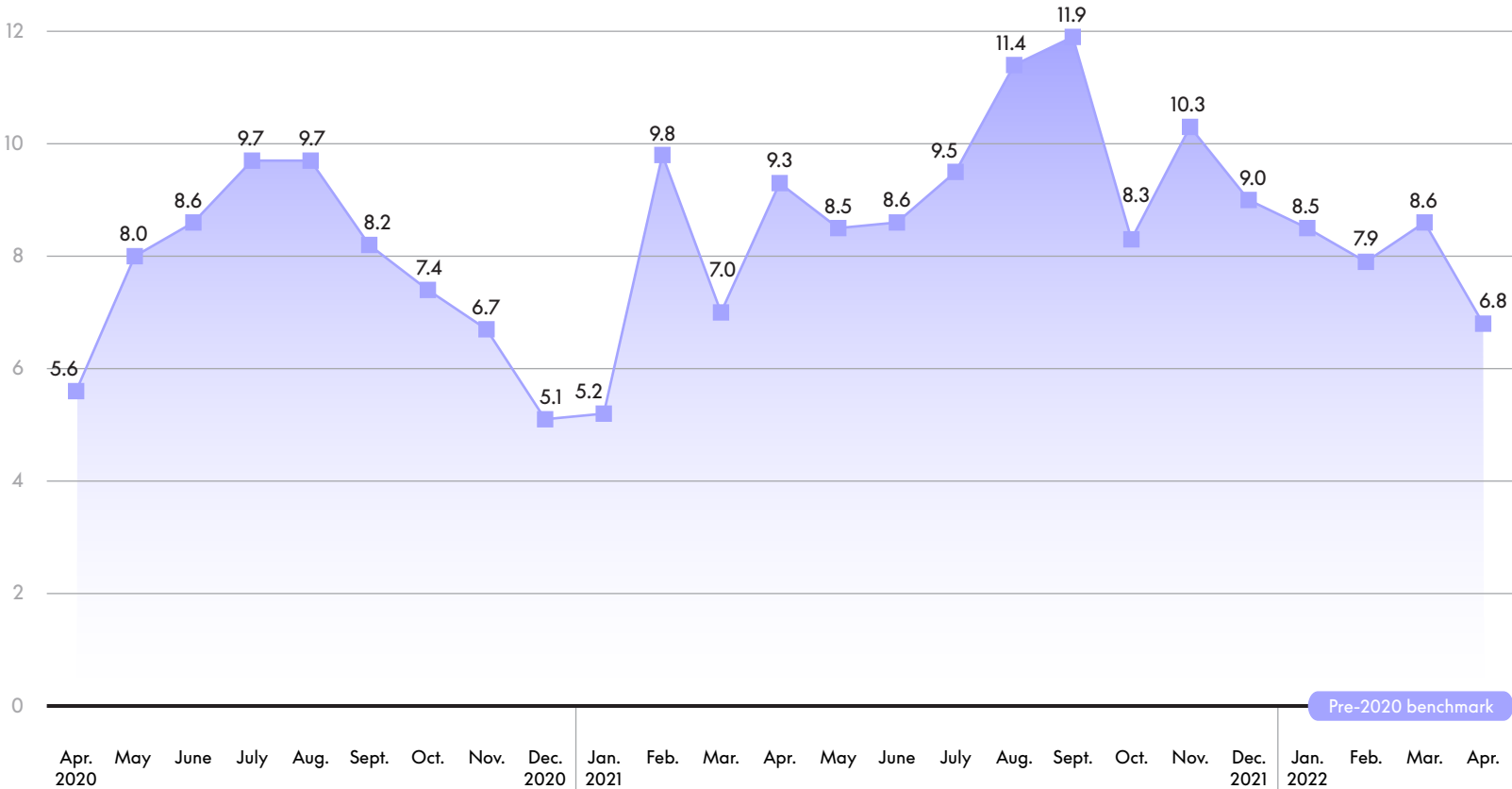
While modest improvements to general psychological health were observed from April 2020 to July 2020 and from December 2020 to February 2021, the psychological health score of Americans dropped dramatically in March 2021. Since March 2021, psychological health sub-scores showed seven continuous months of improvement, reaching a high of 4.7 in September 2021. In October 2021, a sharp decline of nearly two points was observed, falling to the lowest score in four months. After three months of stability, the general psychological health score fell in both January and February 2022 to the lowest score in ten months (1.5). A sharp increase was observed in March 2022, bringing the psychological health sub-score in the United States up to 3.3 points but fell modestly in April 2022 to 2.9 points above the pre-2020 benchmark.



Financial risk

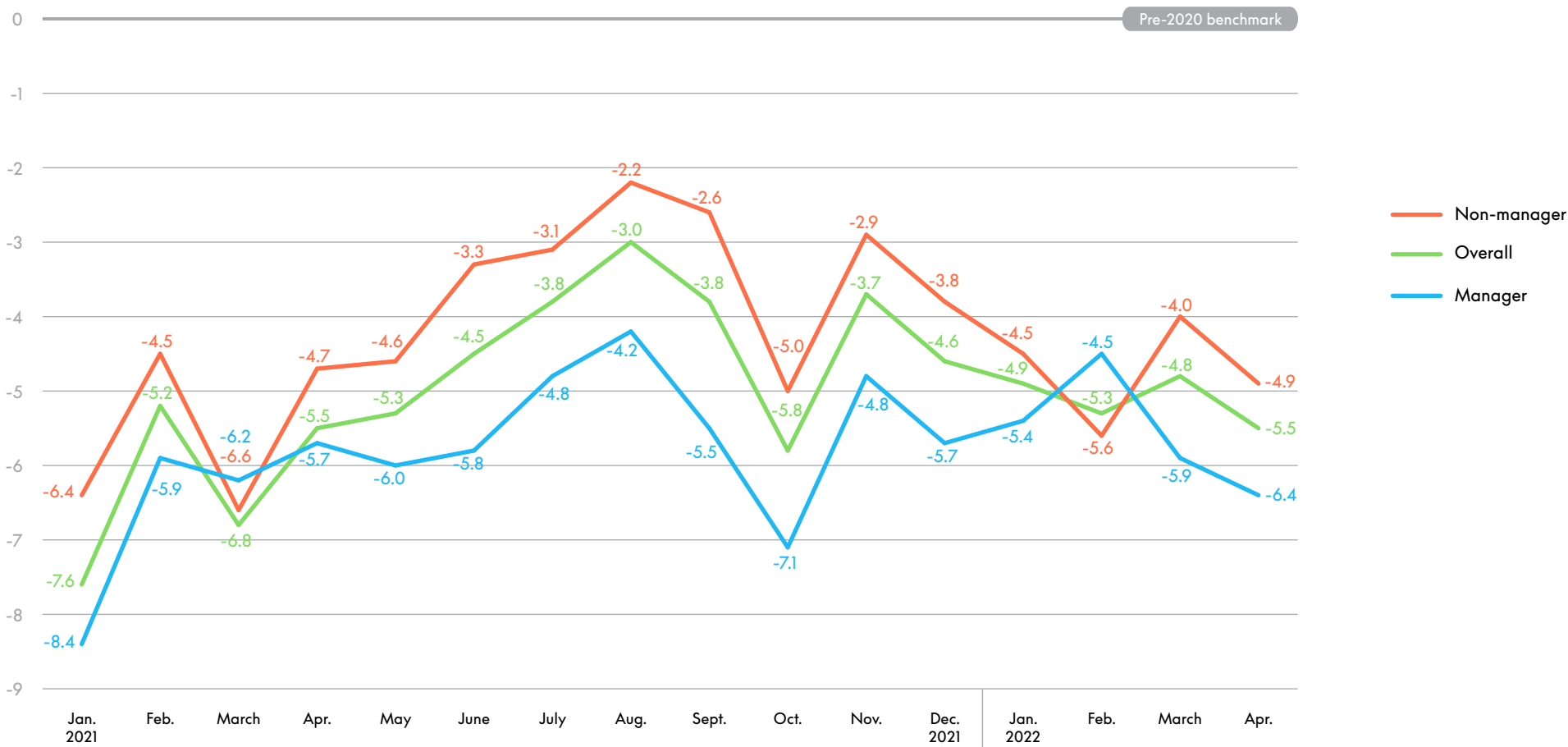
The financial risk sub-score measures the level of individuals' emergency savings.

The financial risk sub-score in September 2021 (11.9) was at the highest point since launch of the Index in April 2020. In October, a decline of nearly four points was observed, with financial risk falling to the lowest score in six months. The financial risk sub-score rebounded two points in November 2021 but declined from December to February 2022. In March 2022, the financial risk score improved nearly one point but fell 1.8 points in April to 6.8, the lowest score in one year. Despite this decline, at nearly seven points above the pre-2020 benchmark, the financial risk sub-score continues to be the strongest of all mental health sub-scores and indicates that people are more likely to maintain emergency savings compared to before the pandemic.



Managers compared to non-managers

Since January 2021, the mental health scores of managers have been lower than non-managers and lower than the overall American average except for March. In February 2022, the mental health scores of non-managers continued to decline while the mental health of managers continued to improve. The mental health of managers fell sharply in March and continues to decline in April to a low not seen in six months.



Demographics

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In April 2022, the mental health score of women is -7.2 compared to -3.7 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 (-10.6) than those without children (-2.8).

Employment

- Overall, three percent of respondents are unemployed³ and six percent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (-20.3), followed by those working fewer hours (-17.5), those with no change to salary or hours (-4.7), and those not currently employed (-3.0).
- Managers have a lower mental health score (-6.4) than non-managers (-4.9).
- Individuals who are self-employed have the highest mental health score (-0.8).
- Respondents working for companies with 51-100 employees have the lowest mental health score (-9.7).

Emergency savings

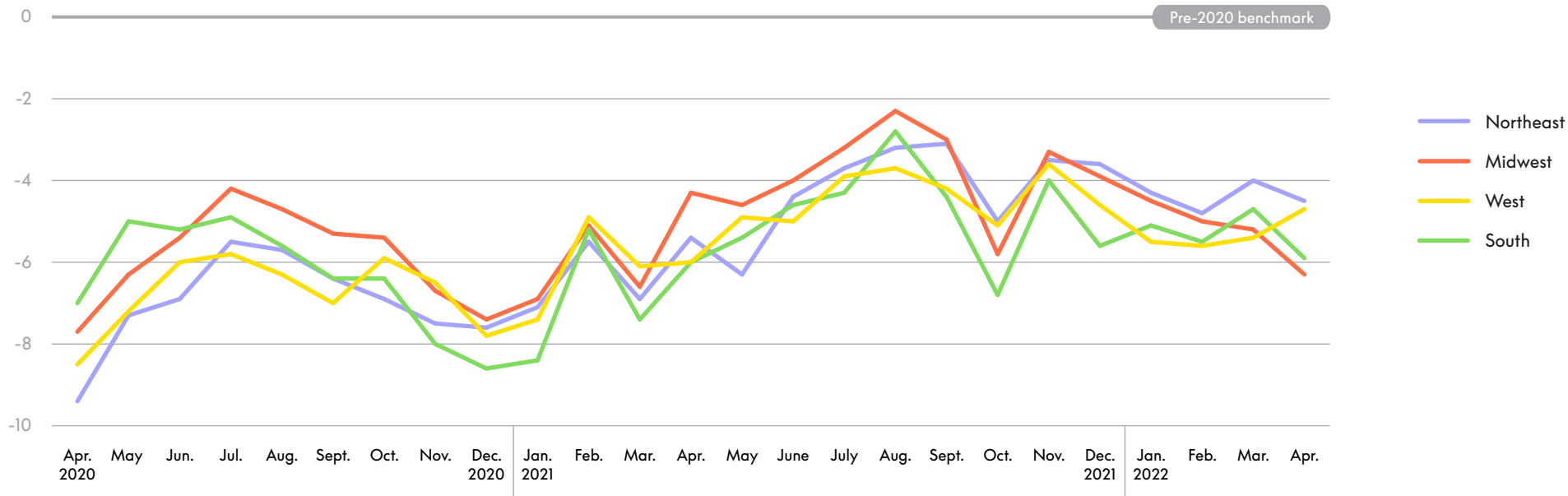
- Those without emergency savings continue to experience a lower mental health score (-21.4) than the overall group (-5.5). Individuals with emergency savings have a mental health score of -0.4.

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 had shown general improvement through July 2020, followed by declines until December 2020. Since January 2021, mental health scores have been inconsistent although the overall trend was improving through August. Following two months of declines, the mental health scores for all regions improved in November 2021. From December 2021 to February 2022, declines in the mental health were seen in all regions of the United States. In April 2022, the mental health of Americans declined in the Northeast, Midwest, and South United States while a modest (+0.3 point) improved is observed in the West.

- The mental health score in the Northeast continues to be strongest (-4.5) for the fifth consecutive month.
- Despite a 1.1-point improvement, the mental health score in the Midwest is lowest (-6.3).



Employment status	April 2022	March 2022
Employed (no change in hours/salary)	-4.7	-3.8
Employed (fewer hours compared to last month)	-17.5	-14.8
Employed (reduced salary compared to last month)	-20.3	-22.0
Not currently employed	-3.0	-4.4
Age group	April 2022	March 2022
Age 20-29	-16.7	-19.5
Age 30-39	-12.6	-11.2
Age 40-49	-7.5	-7.8
Age 50-59	-2.8	-2.1
Age 60-69	3.6	3.2
Number of children	April 2022	March 2022
No children in household	-2.8	-2.3
1 child	-11.8	-10.4
2 children	-9.4	-9.4
3 children or more	-9.7	-10.7

Region	April 2022	March 2022
Northeast	-4.5	-4.0
Midwest	-6.3	-5.2
South	-5.9	-4.7
West	-4.7	-5.4
Gender	April 2022	March 2022
Men	-3.7	-2.9
Women	-7.2	-6.6
Household income	April 2022	March 2022
<\$30K/annum	-15.0	-14.7
\$30K to <\$60K/annum	-11.0	-10.2
\$60K to <\$100K	-4.7	-4.2
\$100K to <\$150K	-3.8	-1.9
\$150K or more	2.5	2.2

Employer size	April 2022	March 2022
Self-employed/sole proprietor	-0.8	-4.8
2-50 employees	-5.3	-4.1
51-100 employees	-9.7	-8.6
101-500 employees	-6.2	-6.2
501-1,000 employees	-7.9	-6.1
1,001-5,000 employees	-6.2	-3.1
5,001-10,000 employees	-3.2	-5.3
More than 10,000 employees	-3.1	-1.7
Manager	April 2022	March 2022
Manager	-6.4	-5.9
Non-manager	-4.9	-4.0

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 Management of Companies and Enterprises have the lowest mental health score (-12.6), followed closely by full-time post-secondary students (-12.3).

Individuals employed in Real Estate, Rental and Leasing (-0.1) and Public Administration (-1.3) have the highest mental health scores this month.

Changes from the prior month are shown in the table.

Industry	April 2022	March 2022	Change
Agriculture, Forestry, Fishing and Hunting	-5.5	-11.8	6.4
Food Services	-10.0	-15.2	5.2
I am a student	-12.3	-15.5	3.2
Utilities	-2.8	-5.6	2.8
Real Estate, Rental and Leasing	-0.1	-2.4	2.3
Administrative and Support services	-8.8	-9.9	1.1
Other	-4.6	-5.3	0.7
Public Administration	-1.3	-1.1	-0.2
Finance and Insurance	-5.4	-5.2	-0.2
Arts, Entertainment and Recreation	-7.7	-7.4	-0.3
Accommodation	-7.5	-7.1	-0.3
Transportation and Warehousing	-6.5	-6.0	-0.4
Construction	-6.1	-5.5	-0.6
Retail Trade	-9.0	-8.2	-0.8
Professional, Scientific and Technical Services	-2.3	-1.4	-0.9
Health Care and Social Assistance	-6.0	-4.8	-1.1
Educational Services	-3.2	-1.9	-1.4
Information and Cultural Industries	-12.6	-10.9	-1.8
Management of Companies and Enterprises	-16.5	-13.5	-3.1
Wholesale Trade	-9.3	-6.0	-3.3
Other services (except Public Administration)	-4.3	0.2	-4.5
Manufacturing	-4.6	0.2	-4.8

Spotlight

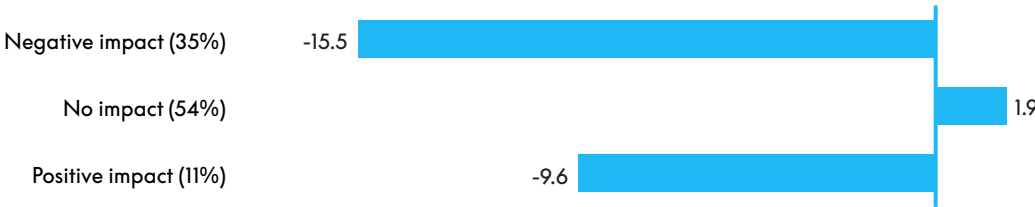
Pandemic impact on mental health

- Americans were asked whether the pandemic has impacted their ongoing mental health.
- More than one-third of working Americans (35 percent) report the pandemic has had a negative impact on their ongoing mental health. This group has the lowest mental health score (-15.5), ten points below the national average (-5.5).
 - More than half (54 percent) report the pandemic has had no impact on their ongoing mental health, and this group has the highest mental health score (1.9), more than seven points higher than the national average (-5.5).
 - Individuals without emergency savings are 40 percent more likely than those with emergency saving to report the pandemic has negatively impacted their ongoing mental health.

The pandemic has impacted my ongoing mental health



MHI score by the pandemic has impacted my ongoing mental health

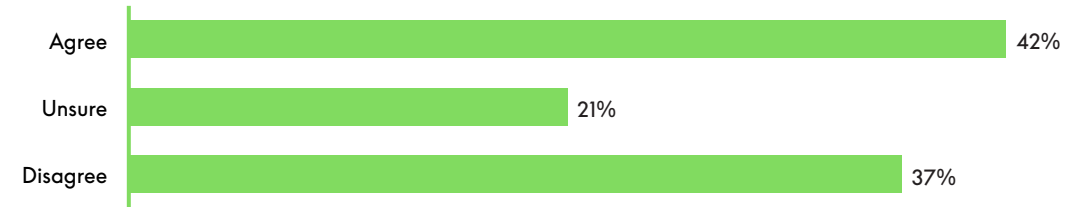


Stress

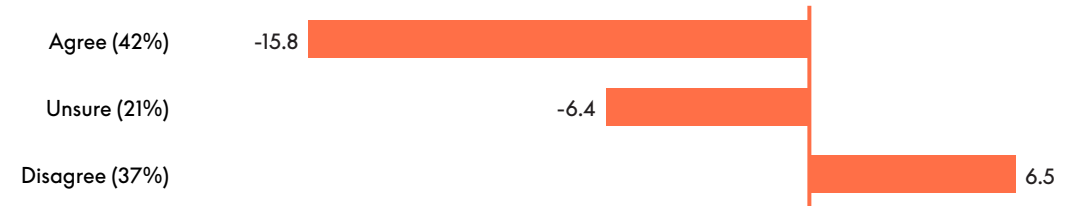
Americans were asked whether they are feeling more sensitive to stress compared to before the pandemic.

- More than two in five (42 percent) are feeling more sensitive to stress compared to before the pandemic, and this group has the lowest mental health score (-15.8), more than ten points below the national average (-5.5).
- The highest mental health score (6.5) is among 37 percent who do not feel more sensitive to stress compared to before the pandemic.
- Respondents younger than 40 are 80 percent more likely than respondents older than 50 to feel more sensitive to stress compared to before the pandemic.
- Individuals employed with reduced salary or fewer hours are 60 percent more likely to feel more sensitive to stress compared to before the pandemic.

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



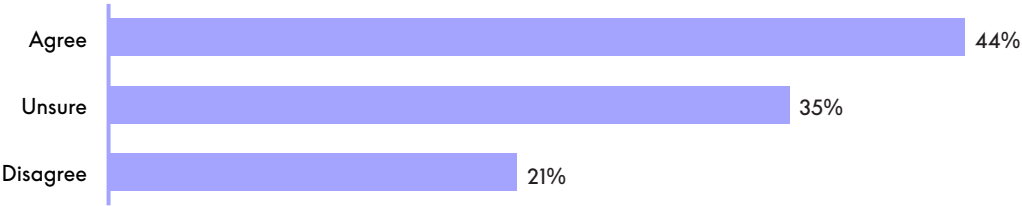
MHI score by I am feeling more sensitive to stress compared to before the pandemic



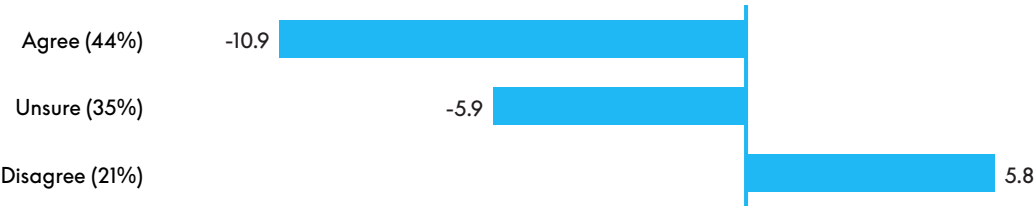
Americans were asked whether they notice their colleagues are more sensitive to stress compared to before the pandemic.

- More than two in five (44 percent) notice their colleagues are more sensitive to stress compared to before the pandemic, and this group has the lowest mental health score (-10.9), more than five points below the national average (-5.5).

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



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



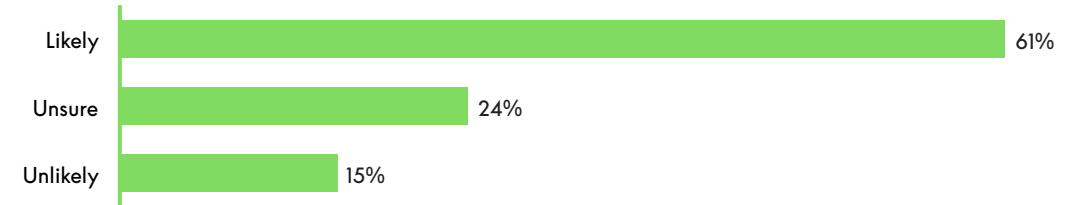
Professional support for mental health

Likelihood of reaching out for professional help

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

- More than three in five (61 percent) are likely to reach out for professional help if struggling with stress or a mental health issue, and this group has the best mental health score (-4.4), nearly one point above the national average (-5.5).
- Nearly one in five (15 percent) are unlikely to reach out for professional help if struggling with stress or a mental health issue, and this group has the lowest mental health score (-9.9), more than four points below the national average.

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



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

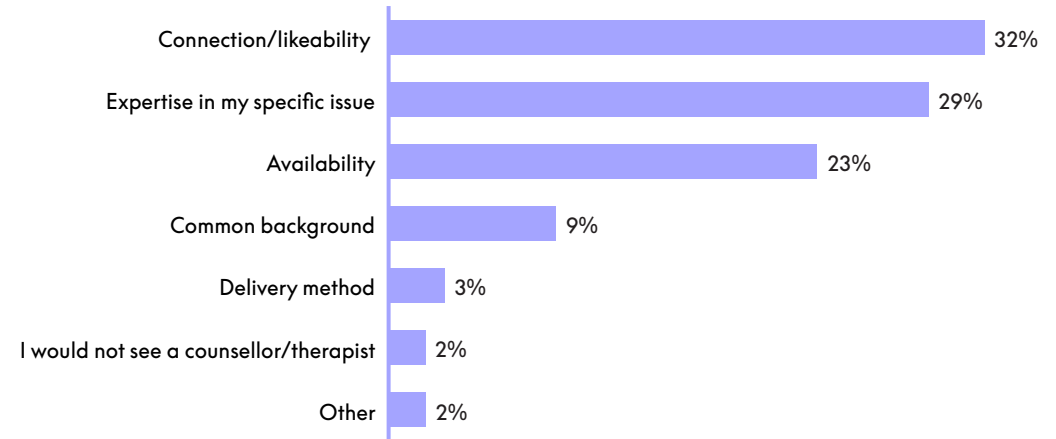


Most important factor in choosing a mental health professional

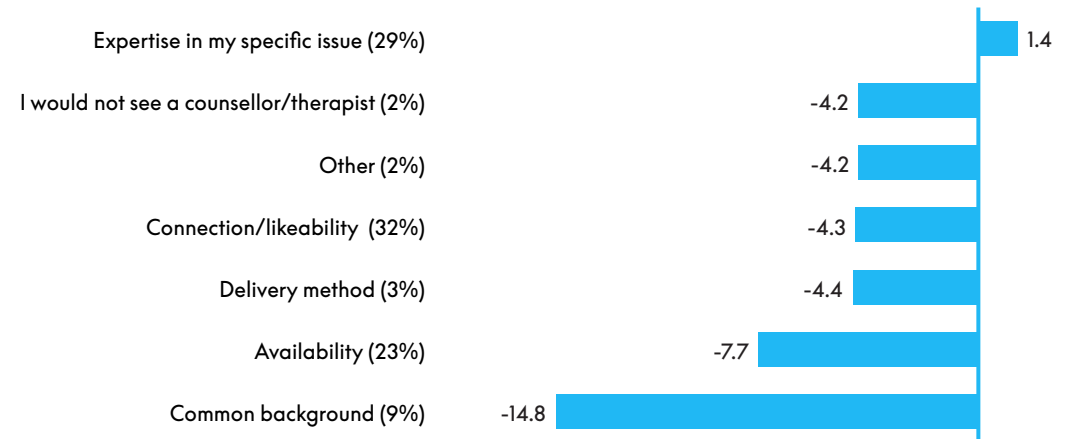
Americans who indicated that they would be likely to reach out for professional mental health support if struggling with stress or mental health challenges were asked about the most important factor (assuming the counsellor/therapist has appropriate experience) when choosing a mental health professional.

- Nearly one-third (32 percent) indicate connection/likeability is the most important factor when choosing a mental health professional, followed by 29 percent indicating expertise in their specific issue is the most important factor.
- Nearly one-quarter (23 percent) report availability as the most important factor when choosing a mental health professional.
- Respondents older than 50 are 55 percent more likely than respondents younger than 40 to indicate that expertise in their specific issue is the most important factor when choosing a mental health professional.
- Parents are nearly twice as likely as non-parents to indicate common background is the most important factor when choosing a mental health professional.

Most important factor in choosing a mental health professional



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



Conflict in Ukraine

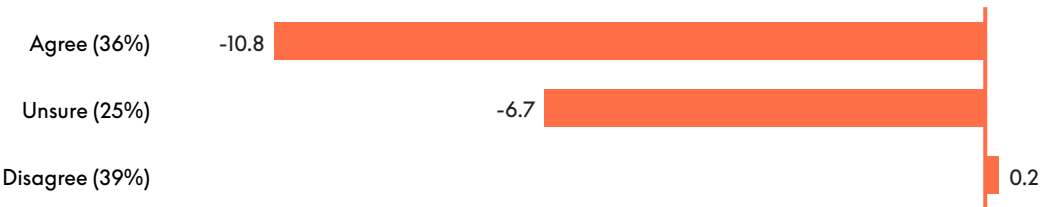
Americans were asked whether the conflict in Ukraine is negatively impacting them.

- More than one-third (36 percent) report the conflict in Ukraine is negatively impacting them, and this group has the lowest mental health score (-10.8), five points below the national average (-5.5).

The conflict in Ukraine is negatively impacting me



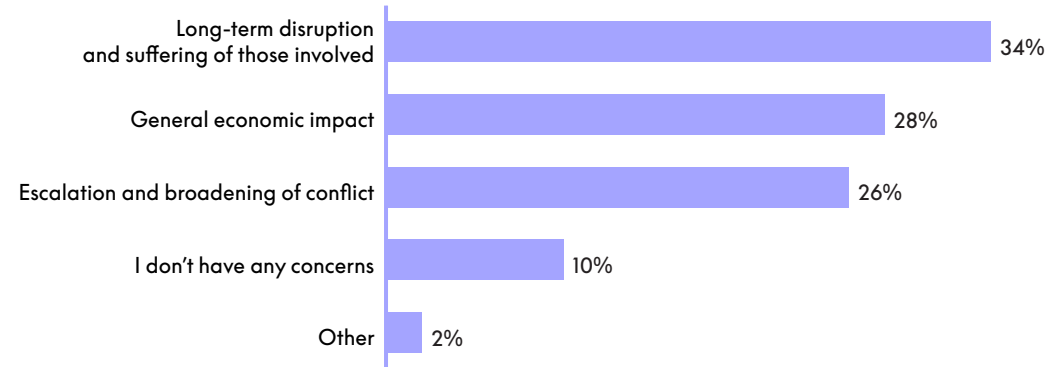
MHI score by the conflict in Ukraine is negatively impacting me



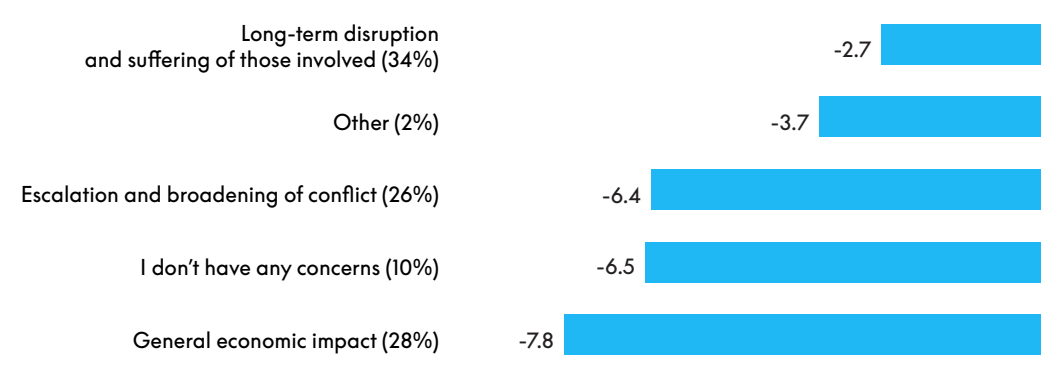
Americans were asked about their greatest concern regarding the conflict in Ukraine.

- More than one-third (34 percent) report long-term disruption and suffering of those involved as their greatest concern, 28 percent are most concerned about the general economic impact and 26 percent are most concerned about the escalation and broadening of conflict.
- Parents are more than 50 percent more likely than non-parents to report general economic impact as their greatest concern regarding the conflict in Ukraine.

Greatest concern regarding the conflict in Ukraine



MHI score by greatest concern regarding the conflict in Ukraine



Overview of the Mental Health Index by LifeWorks™

The mental health and wellbeing of a population is essential to overall health and work productivity. The Mental Health Index™ provides a measure of the current mental health status of employed adults 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 two parts:

1. The overall Mental Health Index™ (MHI), which is a measure of change compared to the benchmark of mental health and risk.
2. A spotlight section that reflects the specific impact of current issues in the community.

Methodology

Data for this report is collected through an online survey of 5,000 Americans 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 States. 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 April 7 to 22, 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.**

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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