

The Mental Health Index by LifeWorks™

United States of America | June 2022



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What you need to know for June 2022

1. The mental health of working Americans improved modestly in June 2022 yet continues to show strain.

- At 69.9, the mental health of Americans improved modestly from the prior month.
- 25% of working Americans have a high mental health risk, 40% have a moderate mental health risk, and 35% have a low mental health risk.
- Optimism and general psychological health have declined from May to June 2022.
- Mental health scores improved in all regions apart from the Western United States.
- The mental health score of non-managers has fallen below that of managers and the national average for the second time since February 2022.

2. Only eight percent of working Americans believe that people with mental health conditions are not treated differently.

- 89% believe mental health conditions can be treated.
- 32% do not feel comfortable talking about mental health with their manager.

- 32% do not feel comfortable talking about mental health with colleagues.
- 14% 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. Americans 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 six points higher than the national average and nearly 13 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.
- 31% of employers whose employees felt supported promoted services and resources for mental health.
- 21% of employers whose employees felt supported offered days off to take care of mental health.

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. Levels of personal and work stress are relatively equal among working Americans.

- The mental health scores of those who indicate that conflict is their primary source of work stress is nine points lower than the national average.
- The impact of stress includes the following: 25% are having difficulty sleeping, 23% are unable to relax, and 23% 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 Americans experienced some benefit because of the pandemic.

- 17% have prioritized their physical health.
- 16% have prioritized hobbies or personal interests.
- 15% have an improved relationship with their partner.
- 13% have an improved financial position.
- Parents and younger people (under 40) are more likely to indicate an improved relationship with their partner than other groups.

63%

are feeling
the impact of work
and/or personal stress

32%

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

51%

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

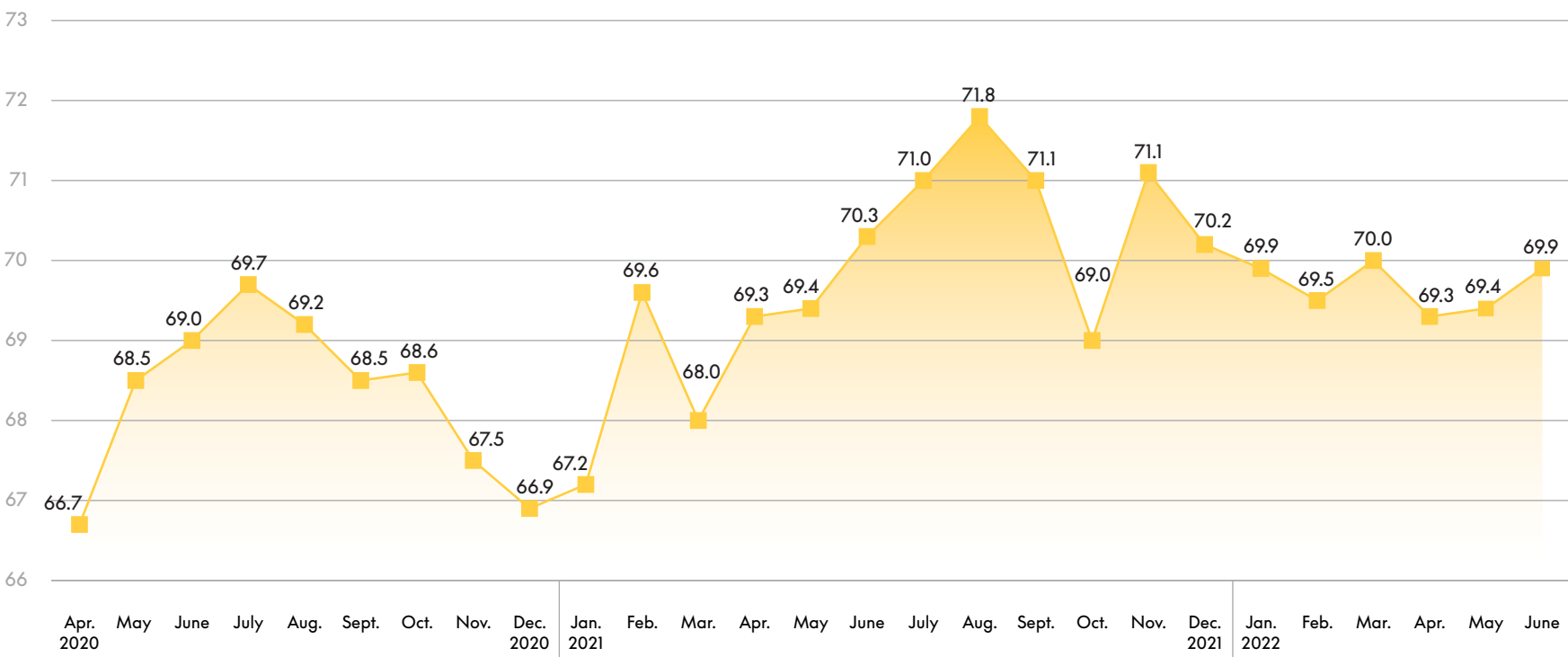
8%

believe that people with
mental health conditions are
not treated differently

The Mental Health Index™

The overall Mental Health Index for June 2022 is 69.9 points¹.

A modest improvement in the mental health scores of Americans is observed compared to the prior month.



MHI Current Month
June 2022

69.9

May 2022

69.4

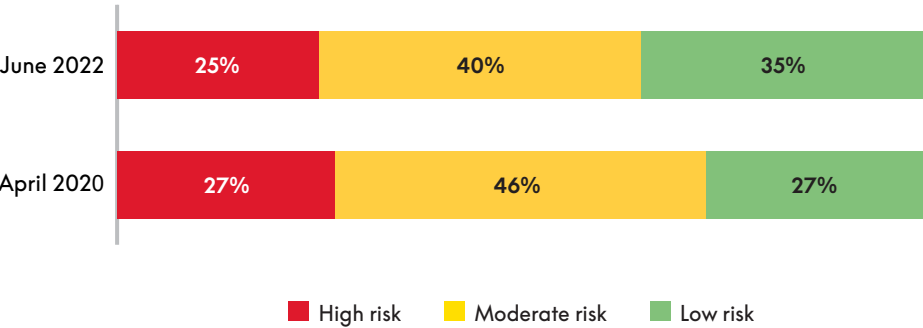
- Distressed 0-49
- Strained 50-79
- Optimal 80-100

¹ 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.

Mental health risk

In June 2022, 25 percent of Americans have a high mental health risk, 40 percent have a moderate mental health risk, and 35 percent have a low mental health risk. Approximately 30 percent of people in the high-risk group report diagnosed anxiety or depression, seven percent report diagnosed anxiety or depression in the moderate-risk group, and one percent 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, 27 percent of Americans had a high mental health risk, 46 percent had a moderate mental health risk, and 27 percent 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 (63.1), followed by isolation (65.9), work productivity (67.8), depression (69.2), optimism (71.6), and financial risk (73.5). The most favorable mental health sub-score is general psychological health (77.2).

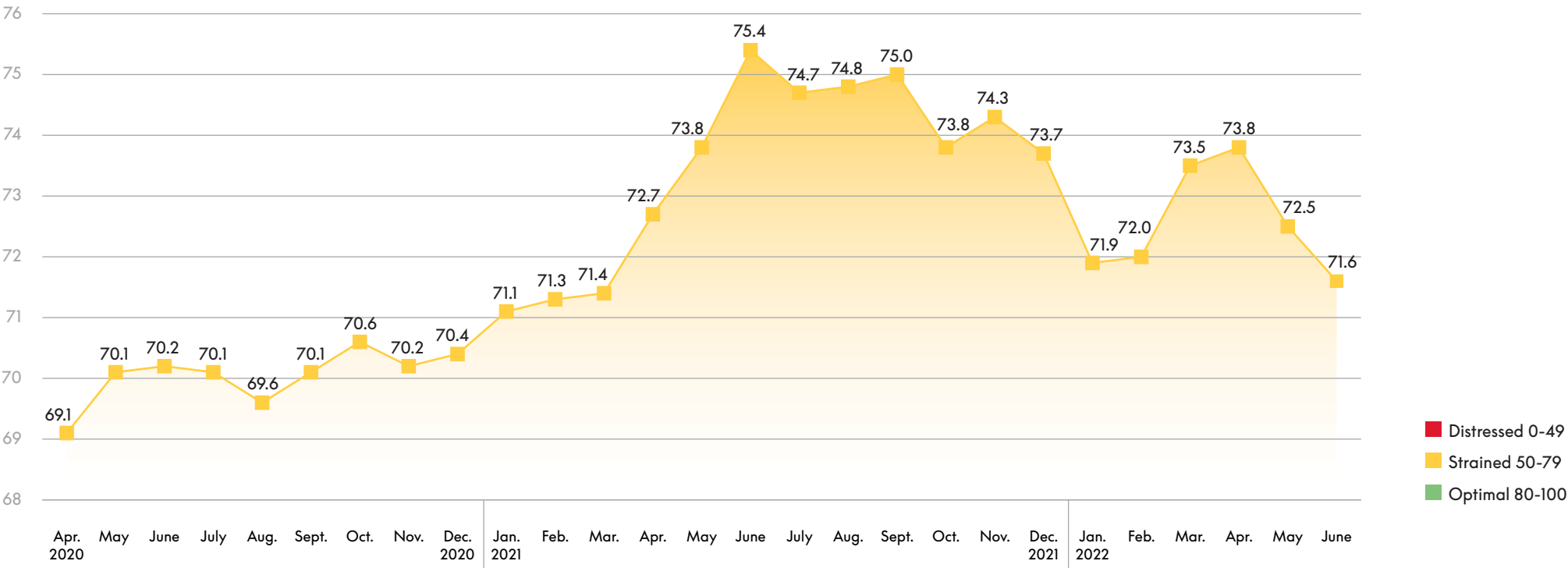
- Optimism and general psychological health sub-scores have declined compared to the prior month.
- With a 2.0-point increase, work productivity has seen the greatest improvement since last month.
- Despite a modest decline from May, general psychological health is the strongest of all sub-scores.

Mental Health Index™ Sub-scores ² 2022	June	May
Anxiety	63.1	61.7
Isolation	65.9	65.3
Work productivity	67.8	65.8
Depression	69.2	67.8
Optimism	71.6	72.5
Financial risk	73.5	72.7
Psychological health	77.2	77.4

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

Optimism

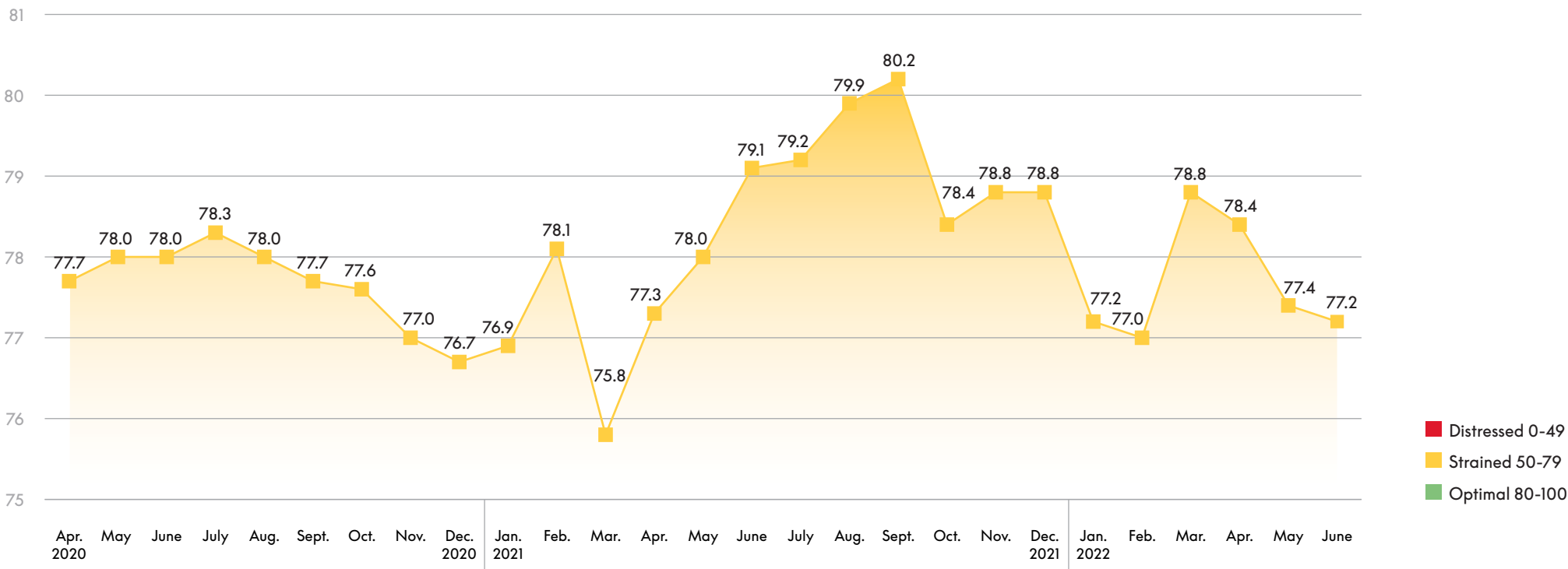
Optimism scores increased from April 2020 to June 2021 and then followed a declining trend from July 2021 to January 2022. From February through April 2022, the optimism sub-score increased but fell 1.3 points in May and a further one point in June 2022 to 71.6, the lowest score in 15 months.



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 80.2 in September 2021. A sharp decline of nearly two points occurred in October and after three months of stability, the general psychological health score fell in January and February 2022 to the lowest score in ten months. A sharp increase was observed in March 2022, but the score fell in April and continues its decline in June to 77.2, a modest reduction from the prior month.



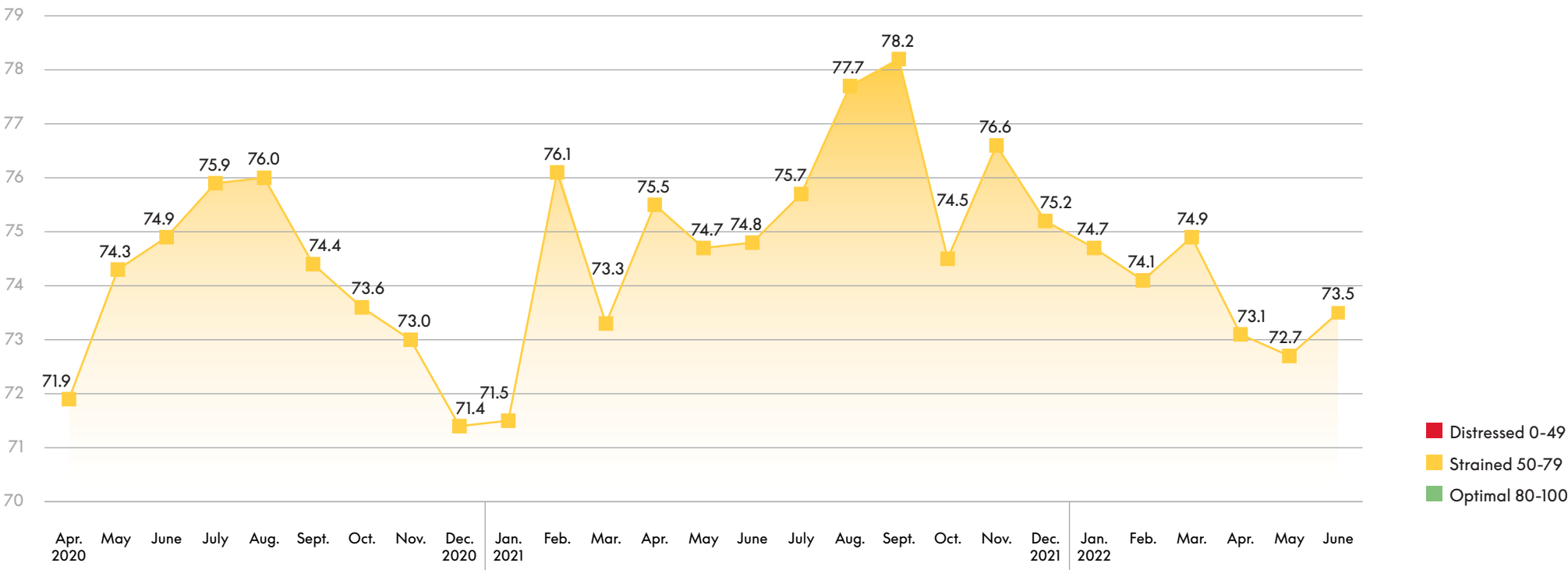
Financial risk

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

The financial risk sub-score has been inconsistent since the launch of the Index in April 2020. Increases and decreases

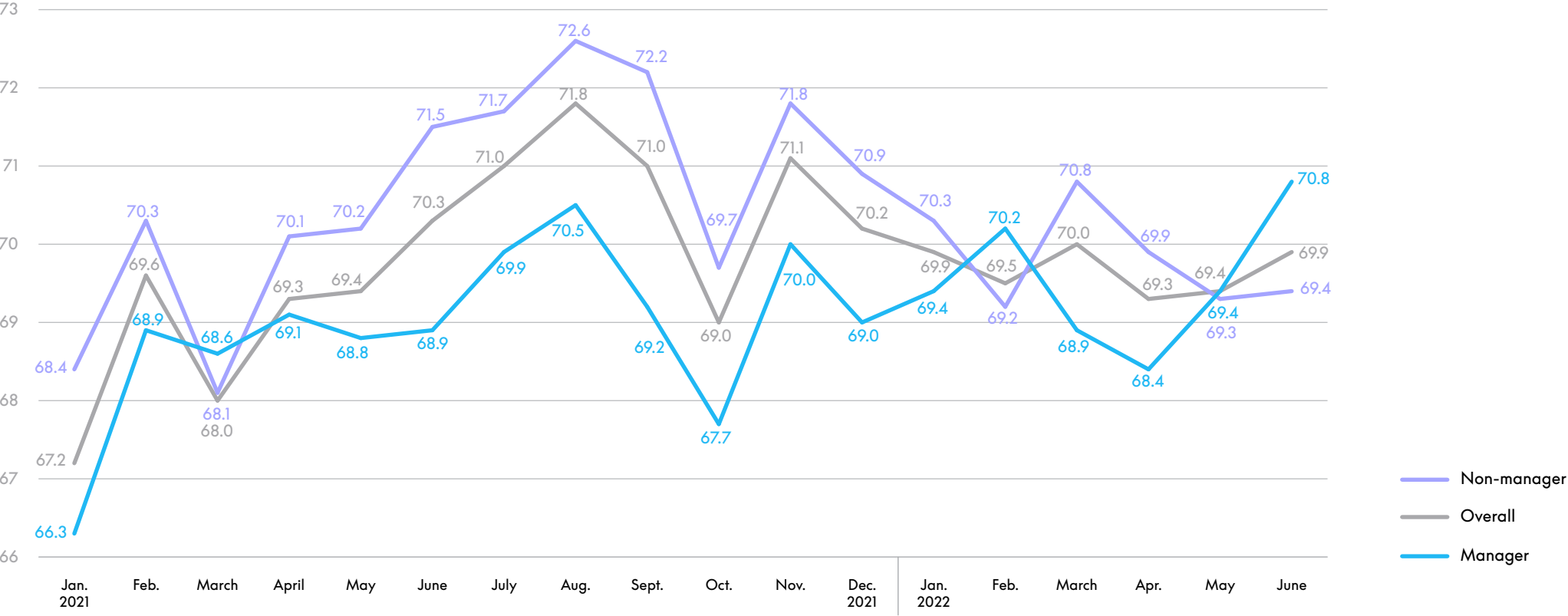
Following a high of 78.2 in September 2021, the financial risk score declined sharply, then rebounded slightly, before

following a downward trend since December 2021. In June 2022, the financial risk score improved nearly one point to 73.5.



Managers compared to non-managers

Since January 2021, the mental health scores of managers have typically been lower than those of non-managers and the overall American average. In February 2022, a reversal of this trend was noted as the mental health score of non-managers declined along with the overall American average, whereas an improvement was observed in the mental health score of managers. In March 2022, the trend of managers having lower mental health scores than non-managers returned and both groups had nearly equal mental health scores in May. In June 2022, managers have a modestly better mental health score (70.8) than the national average (69.9) and the mental health of non-managers (69.4).



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 66.8 compared to 73.6 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 (64.6) than those without children (72.0).

Employment

- Overall, five percent of respondents are unemployed³ and seven percent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (52.9), followed by those working fewer hours (59.2), those not currently employed (69.6), and those with no change to salary or hours (70.9).
- Managers have a modestly better mental health score (70.8) than non-managers (69.4).
- Individuals working for organizations with more than 10,000 employees have the highest mental health score (72.5).
- Respondents working for companies with 51-100 employees have the lowest mental health score (65.6).

Emergency savings

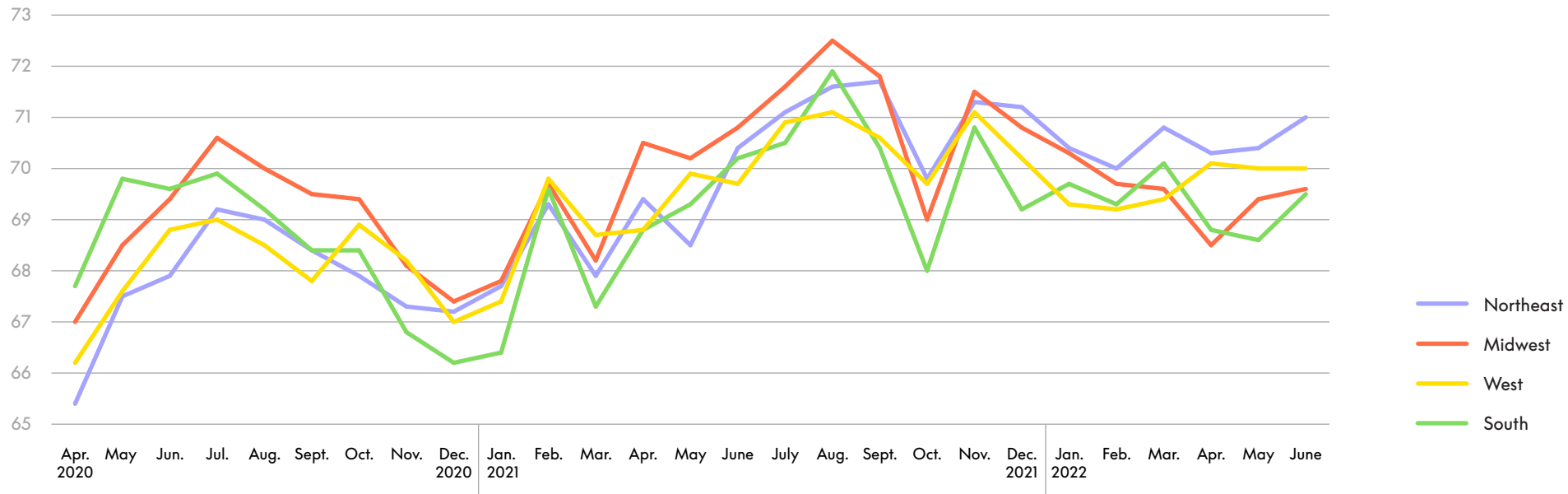
- Those without emergency savings continue to experience a lower mental health score (52.2) than the overall group (69.9). Individuals with emergency savings have a mental health score of 75.7.

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 mental health were seen in all regions of the United States. Variability in mental health scores is ongoing since February 2022. In June 2022, the mental health of Americans declined in the Western United States while improvements were observed in the South, Northeast and Midwest..

- The mental health score in the Northeast continues to be the strongest (71.0) for the seventh consecutive month.
- Despite a one-point increase, the mental health score in the South remains the lowest (69.5) for the second consecutive month.



Employment status	June 2022	May 2022
Employed (no change in hours/salary)	70.9	70.4
Employed (fewer hours compared to last month)	59.2	58.0
Employed (reduced salary compared to last month)	52.9	57.9
Not currently employed	69.6	69.9
Age group	June 2022	May 2022
Age 20-29	56.3	56.0
Age 30-39	62.4	64.0
Age 40-49	66.4	67.3
Age 50-59	72.8	71.7
Age 60-69	78.1	78.0
Number of children	June 2022	May 2022
No children in household	72.0	71.4
1 child	63.7	64.4
2 children	65.9	65.2
3 children or more	64.2	67.5

Region	June 2022	May 2022
Northeast	71.0	70.4
Midwest	69.6	69.4
South	69.5	68.6
West	70.0	70.0
Gender	June 2022	May 2022
Men	73.6	72.2
Women	66.8	67.0
Household income	June 2022	May 2022
<\$30K/annum	57.4	56.7
\$30K to <\$60K/annum	65.3	64.8
\$60K to <\$100K	70.0	69.9
\$100K to <\$150K	73.2	73.5
\$150K or more	79.3	78.1

Employer size	June 2022	May 2022
Self-employed/sole proprietor	69.4	69.1
2-50 employees	70.6	69.3
51-100 employees	65.6	64.6
101-500 employees	70.1	68.9
501-1,000 employees	67.7	70.0
1,001-5,000 employees	70.8	68.6
5,001-10,000 employees	70.2	71.3
More than 10,000 employees	72.5	72.1
Manager	June 2022	May 2022
Manager	70.8	69.4
Non-manager	69.4	69.3

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)

Full-time post-secondary students have the lowest mental health score (56.1) in June 2022, followed by individuals employed in Food Services (61.1), and individuals in Wholesale Trade (63.9).

Those employed in Public Administration (75.6), Professional, Scientific and Technical Services (75.0), and Manufacturing (74.7) have the highest mental health scores this month.

Changes from the prior month are shown in the table.

Industry	June 2022	May 2022	Change
Utilities	73.1	64.1	9.0
Manufacturing	74.7	71.5	3.1
Arts, Entertainment and Recreation	68.6	66.1	2.6
Professional, Scientific and Technical Services	75.0	73.3	1.7
Other services (except Public Administration)	72.3	70.6	1.7
Food Services	61.1	59.4	1.6
Management of Companies and Enterprises	68.9	67.6	1.2
Educational Services	72.3	71.3	1.0
Administrative and Support services	64.3	63.3	0.9
Public Administration	75.6	74.8	0.8
Construction	70.0	69.2	0.7
Retail Trade	67.2	66.5	0.7
Finance and Insurance	71.1	70.4	0.7
Information and Cultural Industries	64.6	65.1	-0.5
Other	68.5	69.1	-0.6
Health Care and Social Assistance	68.1	68.8	-0.7
Real Estate, Rental and Leasing	73.1	73.8	-0.7
Transportation and Warehousing	71.2	72.4	-1.2
Wholesale Trade	63.9	65.7	-1.8
Accommodation	65.8	69.3	-3.5
Agriculture, Forestry, Fishing and Hunting	66.9	71.6	-4.7
I am a student	56.1	63.0	-6.9

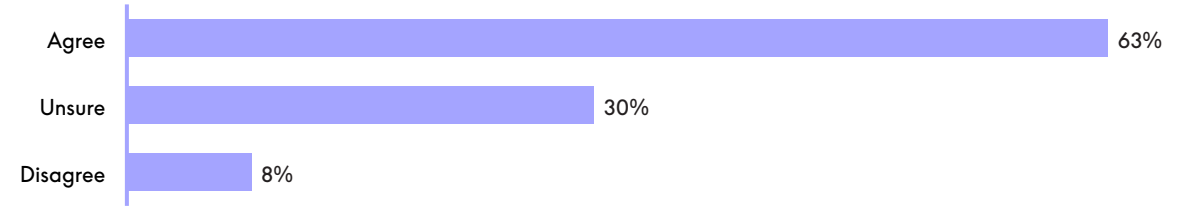
Spotlight

Perception of mental health

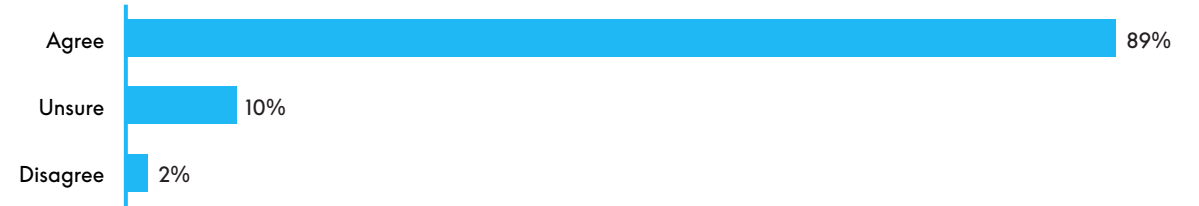
Nearly two-thirds (63 percent) of Americans believe that people with mental health conditions are treated differently

Nearly nine in ten Americans (89 percent) 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

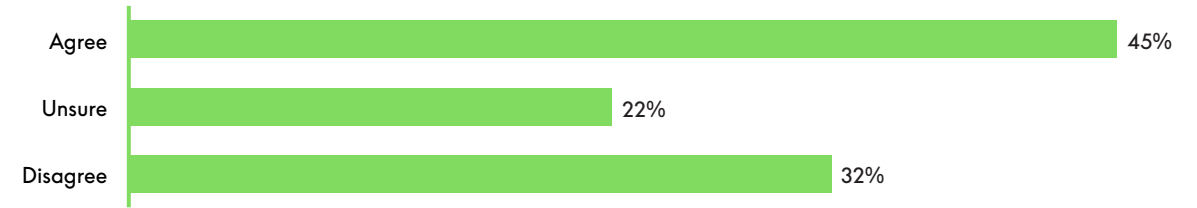
Americans were asked whether they feel comfortable talking openly about mental health with their manager.

- Nearly half (45 percent) feel comfortable talking about mental health with their manager and this group has the most favorable mental health score (74.4).
- Nearly one-third (32 percent) does not feel comfortable talking about mental health with their manager and this group has the lowest mental health score (63.4).

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

- Nearly half (45 percent) feel comfortable talking about mental health with their colleagues and this group has the most favourable mental health score (74.3).
- Nearly one-third (32 percent) do not feel comfortable talking about mental health with their colleagues and this group has the lowest mental health score (63.5).

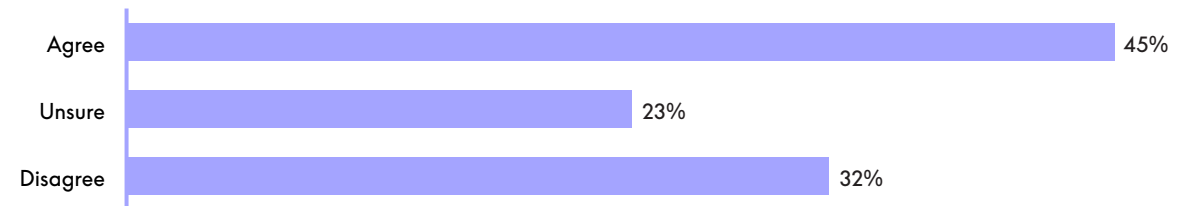
I feel comfortable talking openly about mental health with my manager



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



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

- Two-thirds (67 percent) feel comfortable talking about mental health with their friends and family and this group has the most favorable mental health score (73.7).
- Fourteen percent do not feel comfortable talking about mental health with their friends and family and this group has the lowest mental health score (57.4).

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

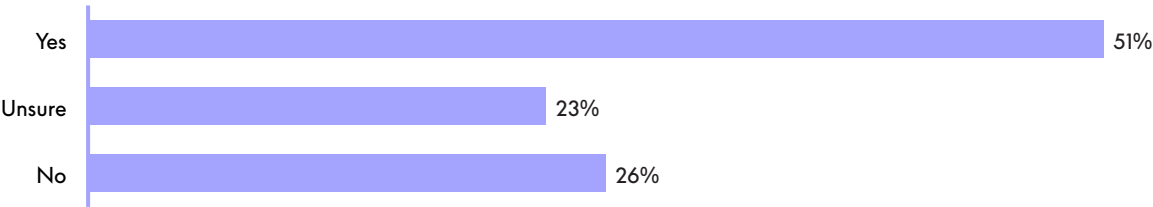


Mental health support

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

- More than half (51 percent) feel that their mental wellbeing was supported by their employer during the pandemic and this group has the most favorable mental health score (76.1), more than six points higher than the national average (69.9).
- More than one-quarter (26 percent) do not feel that their mental wellbeing was supported by their employer during the pandemic and this group has the lowest mental health score (63.3), more than six points below the national average (69.9).

My mental wellbeing was supported by my employer during the pandemic



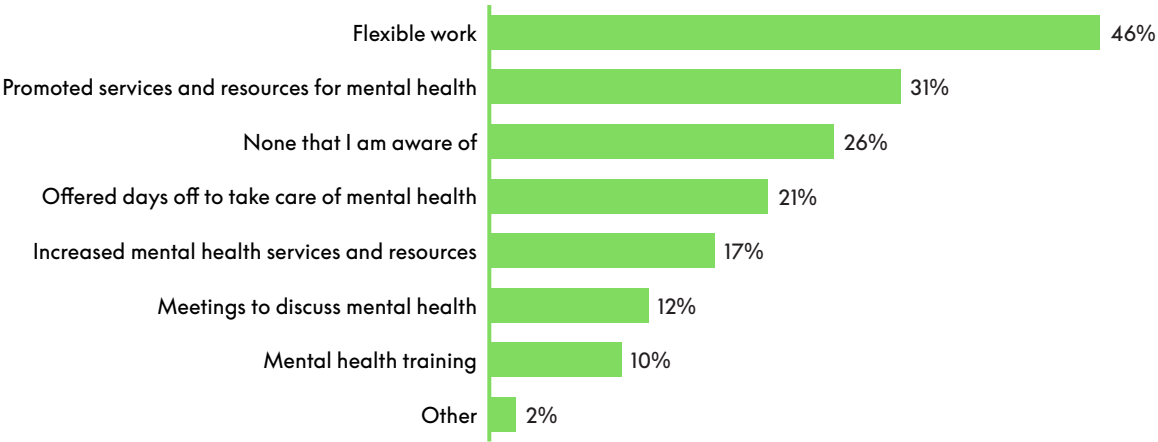
MHI score by My mental wellbeing was supported by my employer during the pandemic



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

- Nearly half (46 percent) indicate that work flexibility has been offered by their employer, followed by 31 percent promoting services and resources for mental health.
- Managers are more than twice as likely as non-managers to report that work flexibility has been offered by their employer.

Actions taken by my employer to support mental health



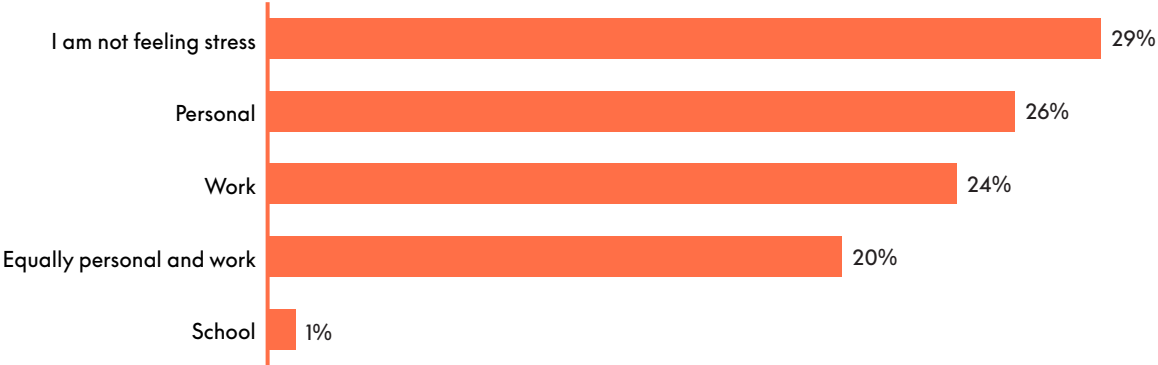
Stress

Primary source of stress

Americans were asked about their primary source of stress.

- More than two-thirds (70 percent) indicate that personal and/or work stressors are their primary source of stress.
- Respondents under the age of 40 are 40 percent more likely than those older than 50 to indicate that work is their primary source of stress.
- Managers are 50 percent more likely than non-managers to indicate that work is their primary source of stress.

Primary source of stress



MHI score by Primary source of stress

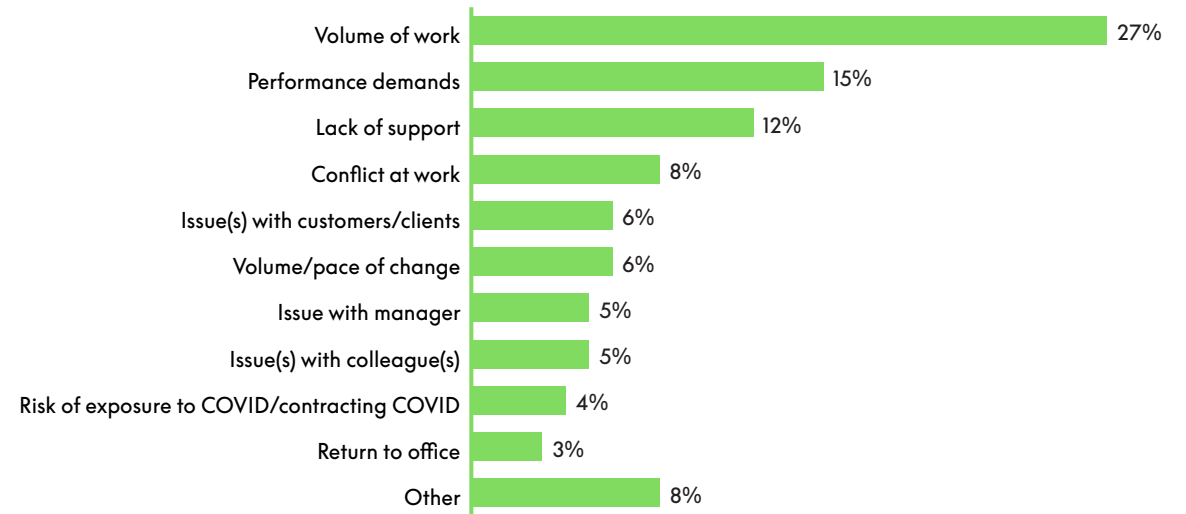


Work-related stress

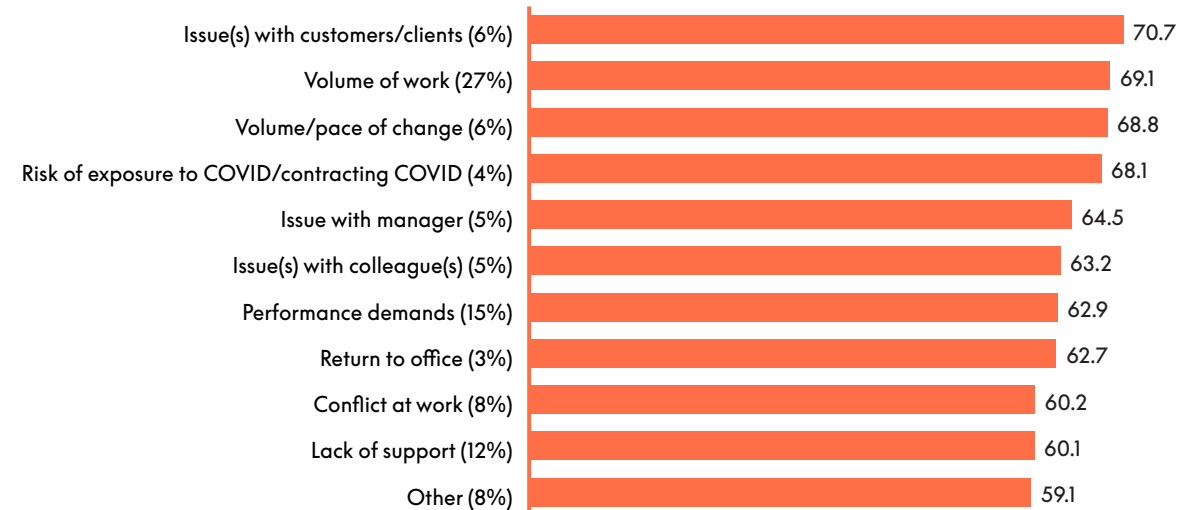
Americans reporting that work is a primary source of stress were asked about the specific type of work stress.

- More than one in four (27 percent) indicate that volume of work is the primary source of work stress, 15 percent report performance demands, and 12 percent report lack of support as the primary source of work stress.
- Nearly one in ten (8 percent) report conflict at work as their primary source of work stress and this group has the least favorable mental health score (60.1), nearly 10 points lower than the national average (69.9).
- Managers are 40 percent 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 80 percent more likely than 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

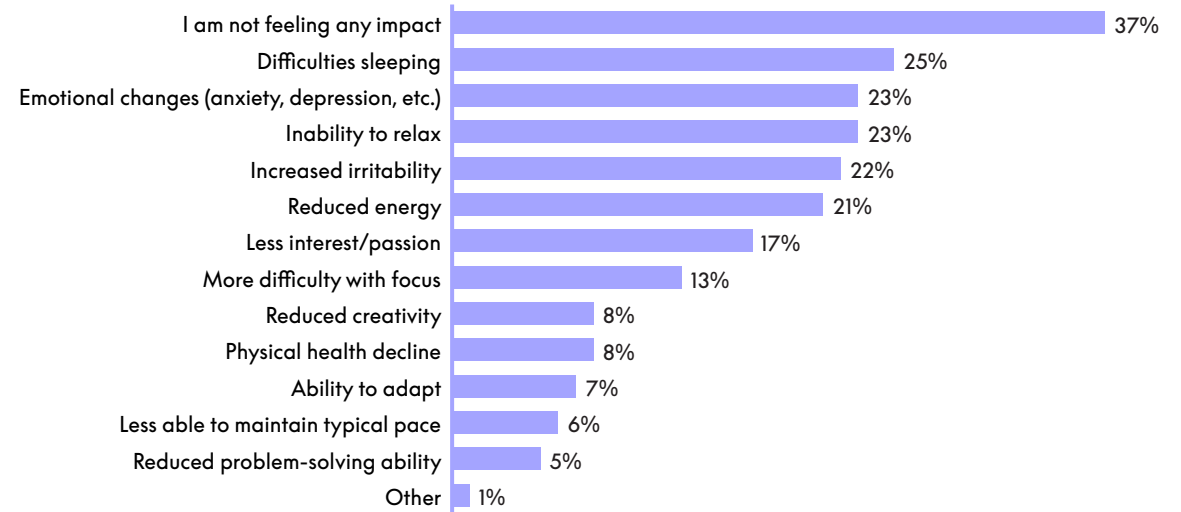


Impact of stress

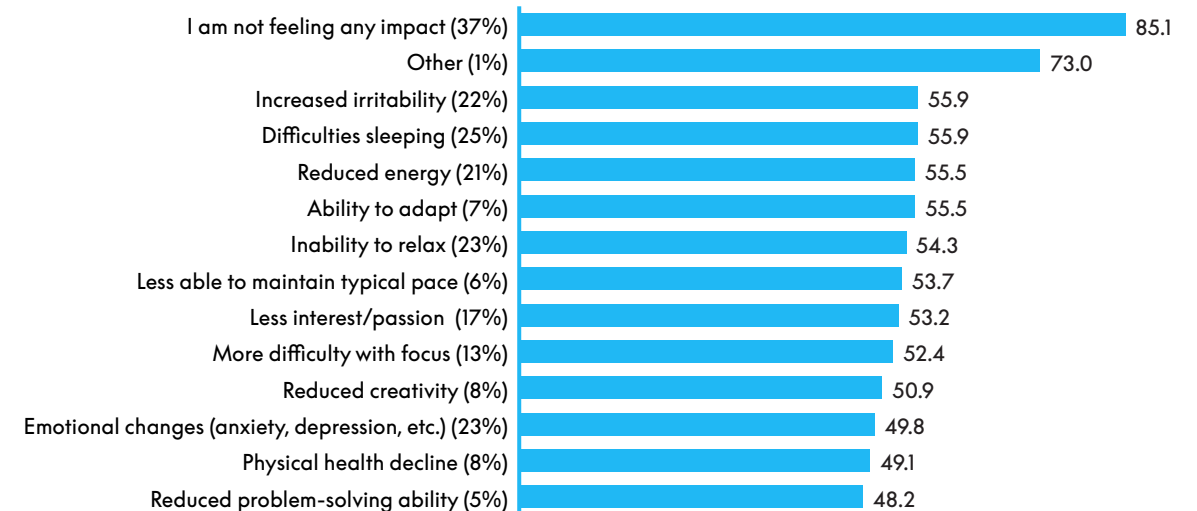
Americans were asked to what extent personal and/or work-related stressors have impacted them.

- More than three in five (63 percent) are feeling some impact of personal and/or work stress.
- One in four (25 percent) have difficulties sleeping, 23 percent are unable to relax, and 23 percent have experienced emotional changes because of stress.
- Individuals without emergency savings are 60 percent more likely than those with emergency savings to have difficulties sleeping because of stress.
- Respondents under the age of 40 are four times more likely than those older than 50 to have difficulty adapting.
- Respondents under the age of 40 are more than twice as likely than those older than 50 to be unable to relax.
- Parents are more than twice as likely as 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

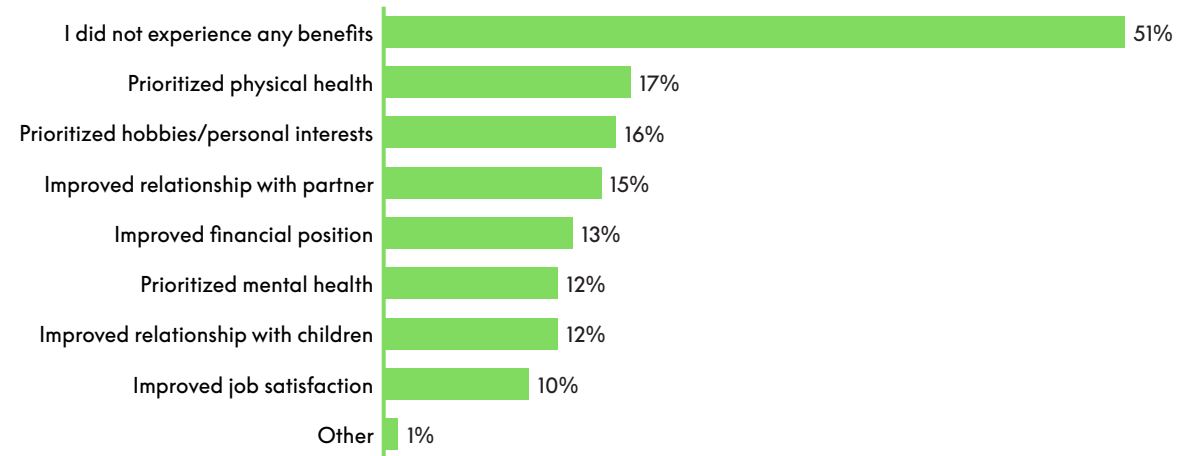


Pandemic silver linings

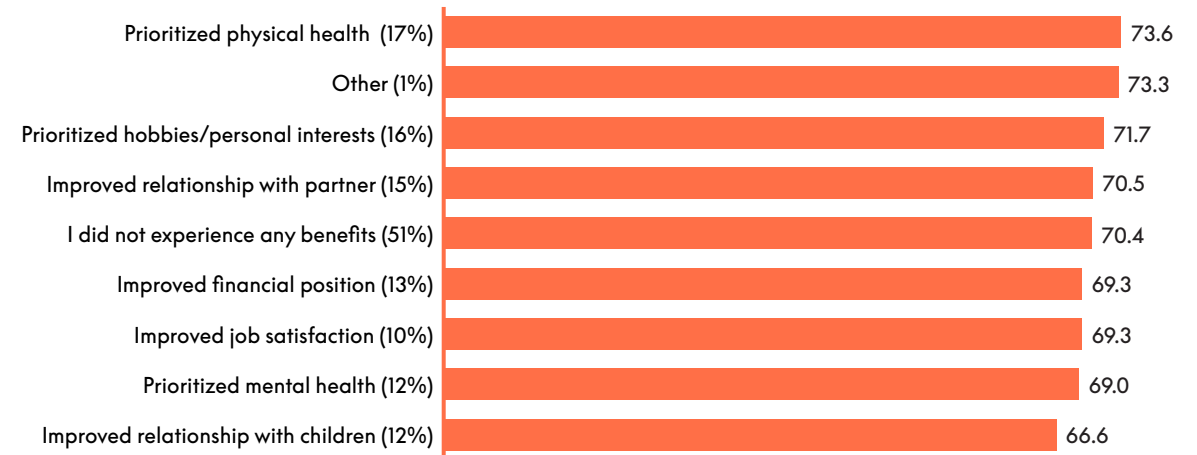
Americans were asked whether they have experienced any benefits because of the pandemic.

- Half (49 percent) have experienced some benefits because of the pandemic.
- Nearly one in five (17 percent) have prioritized physical health, 16 percent prioritized hobbies/personal interests, 15 percent have experienced an improvement in their relationship with a partner, and 13 percent have an improved financial position.
- Respondents under the age of 40 are more than twice as likely than 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 than those 50 and older to report improved job satisfaction.
- Parents are more than two times more likely than non-parents to indicate that their relationship with a partner has improved because of the pandemic.
- Parents are 80 percent more likely than non-parents to report improved job satisfaction.
- Managers are 50 percent 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 5,000 people who live in the United States 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. 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 13, 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:

 LifeWorks.com

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