

The Mental Health Index by LifeWorks™

United States of America | March 2022



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The top 5 things you need to know for March 2022

1. Since April 2020, the mental health of Americans has been three points or lower than the pre-2020 benchmark.

- After three months of declines, the mental health score improved modestly to -4.8 in March 2022.
- Depression, anxiety, and work productivity scores declined from February to March 2022.
- With a nearly one-point improvement this month, the strongest sub-score continues to be financial risk, representing an improvement in the level of emergency savings compared to 2019.
- The mental health in the Midwest continues to decline while the South, West and Northeastern United States improved in March.
- After two months of improvement, the mental health score of managers declined nearly two points from February and is lower than the mental health of non-managers and the national average.

2. More than one-third of Americans end their workday feeling mentally and/or physically exhausted.

- 37% end their workday feeling mentally and/or physically exhausted, and this group has a mental health score 15 points below the national average.
- 29% are finding it increasingly more difficult to be motivated to do their work.
- 24% 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 in five Americans are unable to disconnect from work after usual work hours.

- 48% have too much work to do during their workday.
- 28% report their manager contacts them after work hours.
- 23% say their co-workers contact them after work hours.

4. One in five employed Americans are concerned, or are unsure, about their drinking or drug use.

- 14% are concerned about their drinking or drug use, and a further 6% are unsure.
- Those who are concerned about their drinking or drug use have a mental health score nearly 18 points below the national average.
- Younger employees (under 40), parents, and managers are more likely to be concerned about their drinking or drug use.
- 20% are concerned about the drinking or drug use of someone in their household, and a further 8% are unsure.
- 50% would be concerned about the career impact of a substance use issue.

35%

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

37%

leave work feeling
mentally and/or
physically exhausted

29%

are unmotivated
to do their work

21%

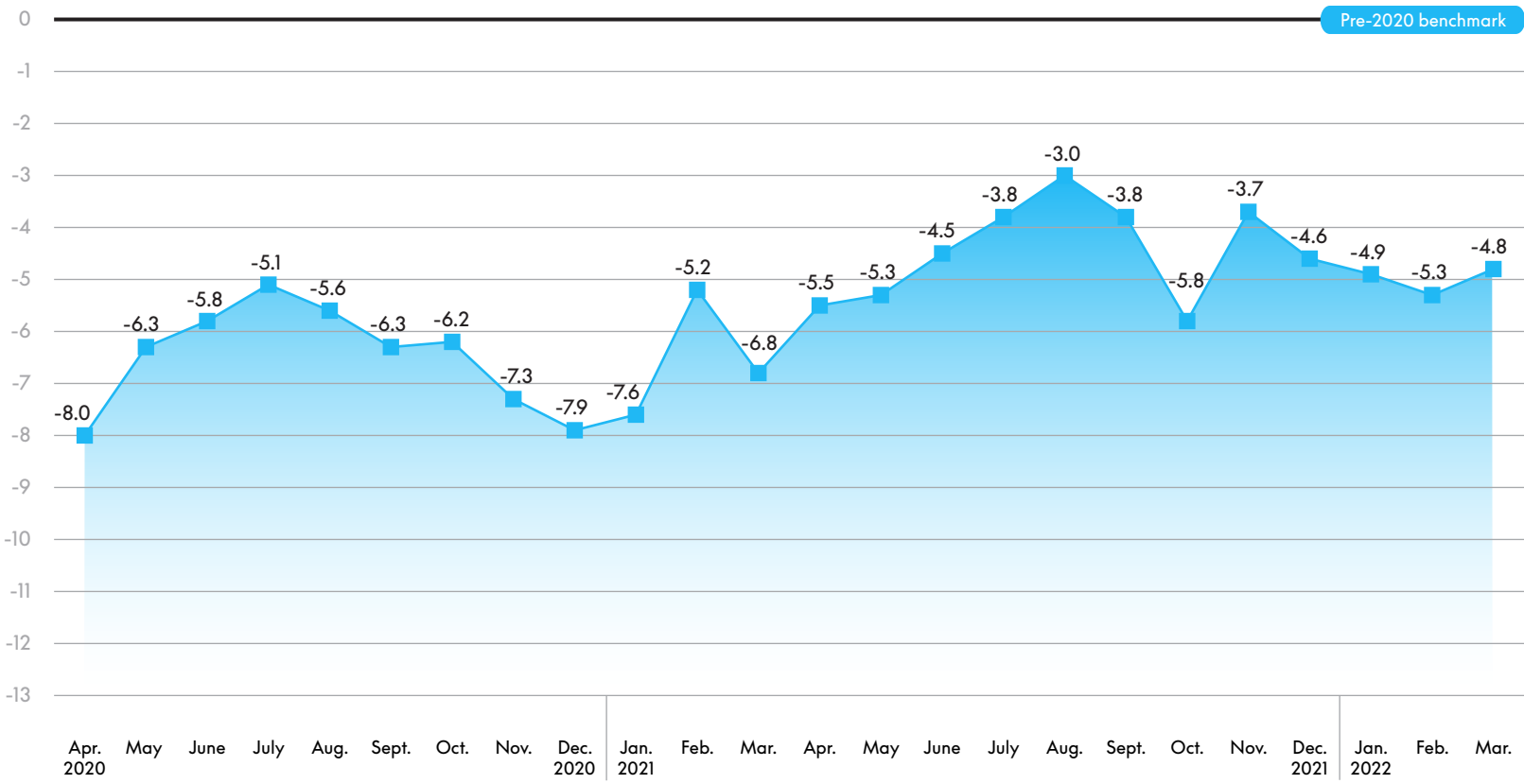
are unable to disconnect
from work after hours

5. More than one-third of Americans would not know, or are unsure, where to go for support if they had a substance use issue.

- 9% would not know where to go for support if they had a substance use issue, and a further 25% are unsure.
- Nearly one-third (31%) of employed Americans do not know whether their workplace offers addiction support programs.
- 35% of managers do not know, or are unsure, what to look for if they suspect an employee has a substance use issue.
- 37% of managers would not know, or are unsure, what to do if they had an employee with a substance use issue.
- 25% of managers have had employees with substance use issues in the last two years. A further 19% are unsure.

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 March 2022 is -4.8 points.** A five-point decrease from the pre-2020 benchmark reflects a population whose mental health is similar to the most distressed 31st percent of the benchmark population.



MHI Current Month
March 2022

-4.8

February 2022

-5.3

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 depression (-6.8), followed by work productivity (-6.5), anxiety (-6.2), isolation (-5.7), and optimism (-4.6). General psychological health (3.3) and financial risk (8.6) are the only two sub-scores above the benchmark.

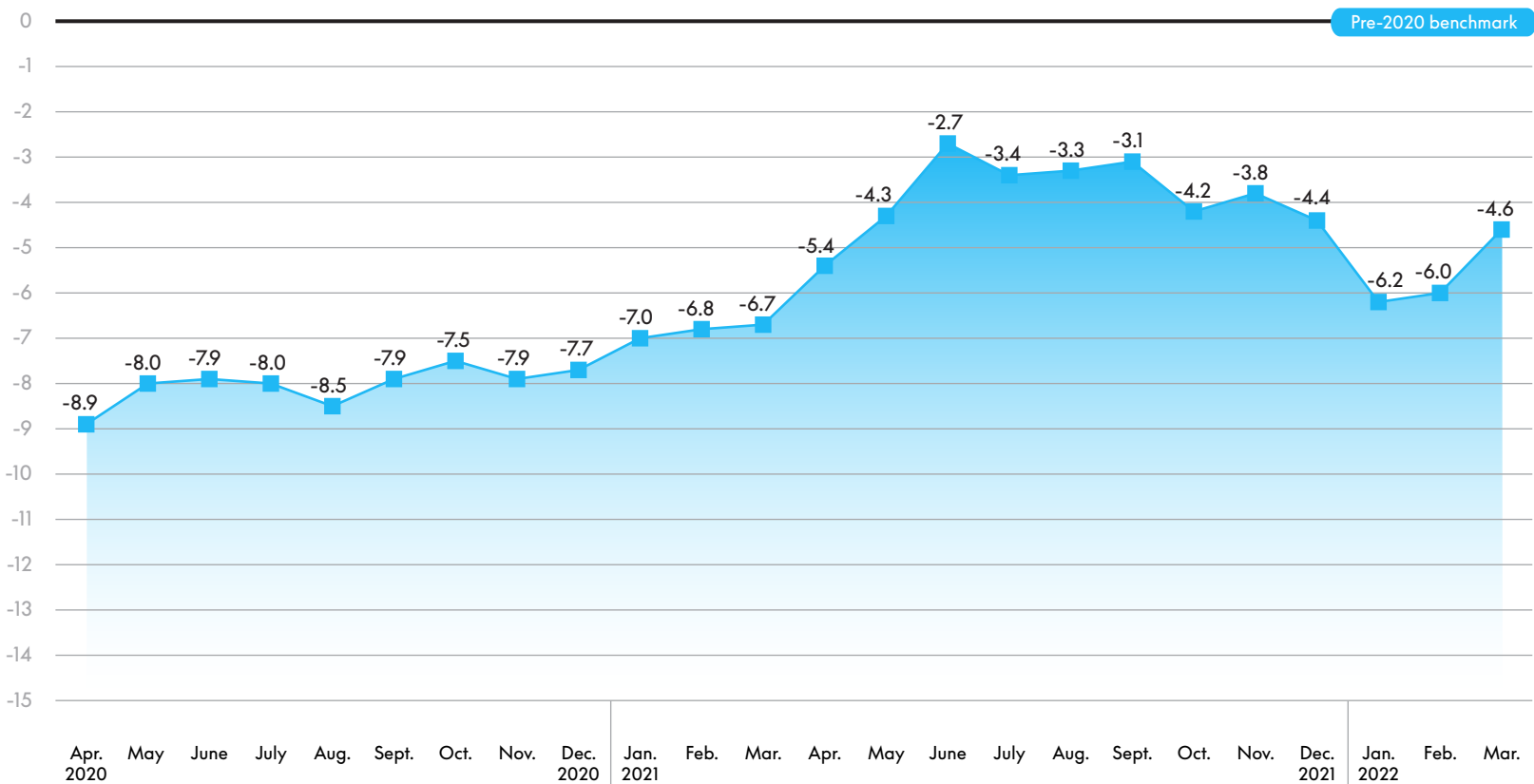
- Depression, work productivity, and anxiety sub-scores have declined from the prior month.
- Work productivity had the most significant decrease with a 1.5-point decline from February 2022.
- The general psychological health score improved nearly two points in March 2022.
- With a 0.8-point increase, the financial risk score continues to be the strongest of all sub-scores and is nearly nine points above the pre-2020 benchmark.

| Mental Health Index™ Sub-scores ² 2022 | March | February |
|---|-------|----------|
| Depression | -6.8 | -5.8 |
| Work productivity | -6.5 | -5.0 |
| Anxiety | -6.2 | -6.1 |
| Isolation | -5.7 | -5.7 |
| Optimism | -4.6 | -6.0 |
| Psychological health | 3.3 | 1.5 |
| Financial risk | 8.6 | 7.9 |

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

Optimism

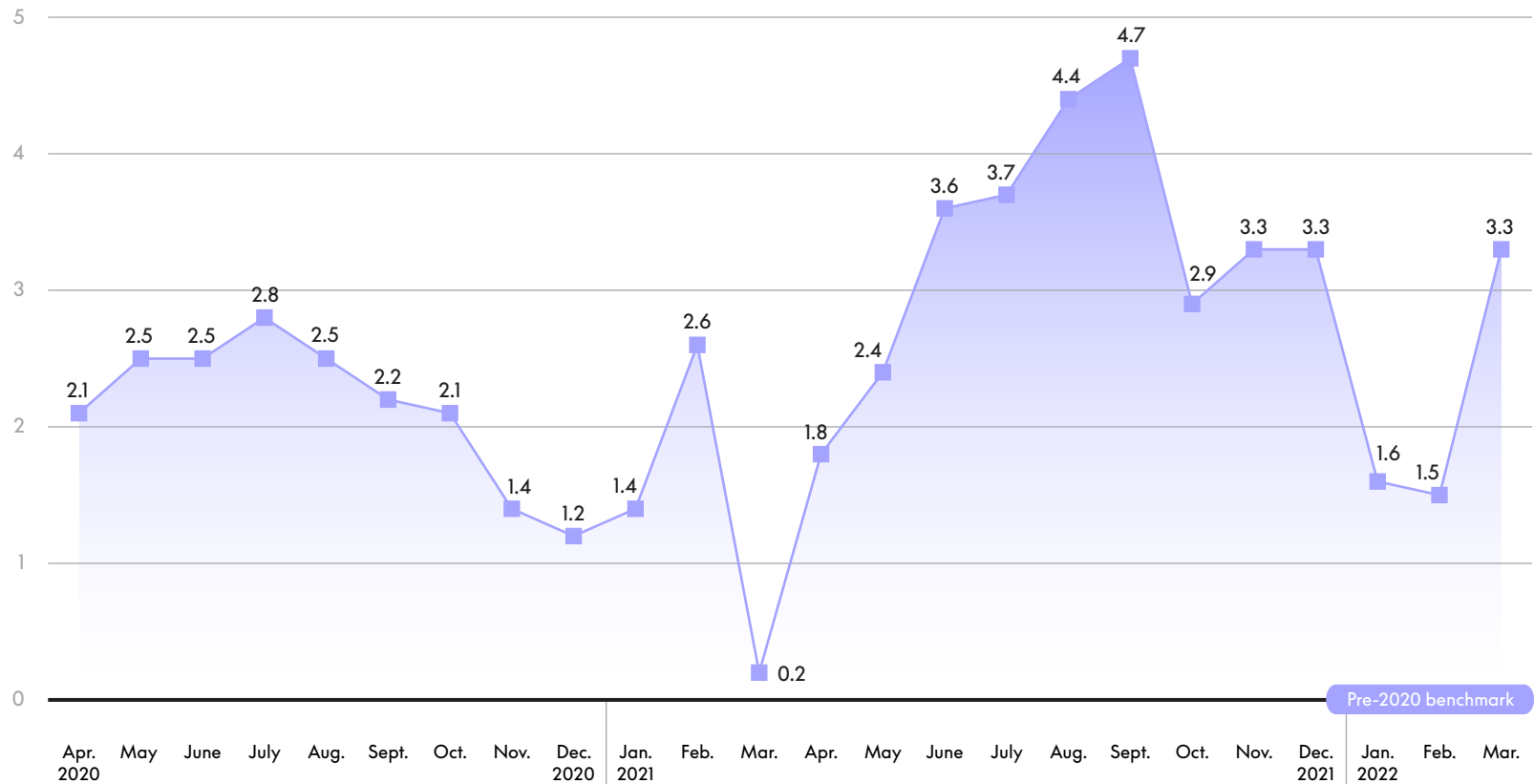
For two years, since the launch of the MHI in April 2020, optimism scores have remained significantly below the benchmark. Since April 2021, the optimism scores have improved meaningfully and in June 2021, the score (-2.7) was approaching the pre-2020 benchmark. In July 2021, the score fell nearly one-point and remained stable in August and September. In October, a decline of 1.2-points was observed, falling to its lowest point in five months. While a slight improvement was seen in November, the optimism score declined modestly in December and fell nearly two additional points to -6.2 in January 2022. In March 2022, a significant improvement is observed, leading to a score of -4.6, nearly five points below the pre-2020 benchmark.



General psychological health

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

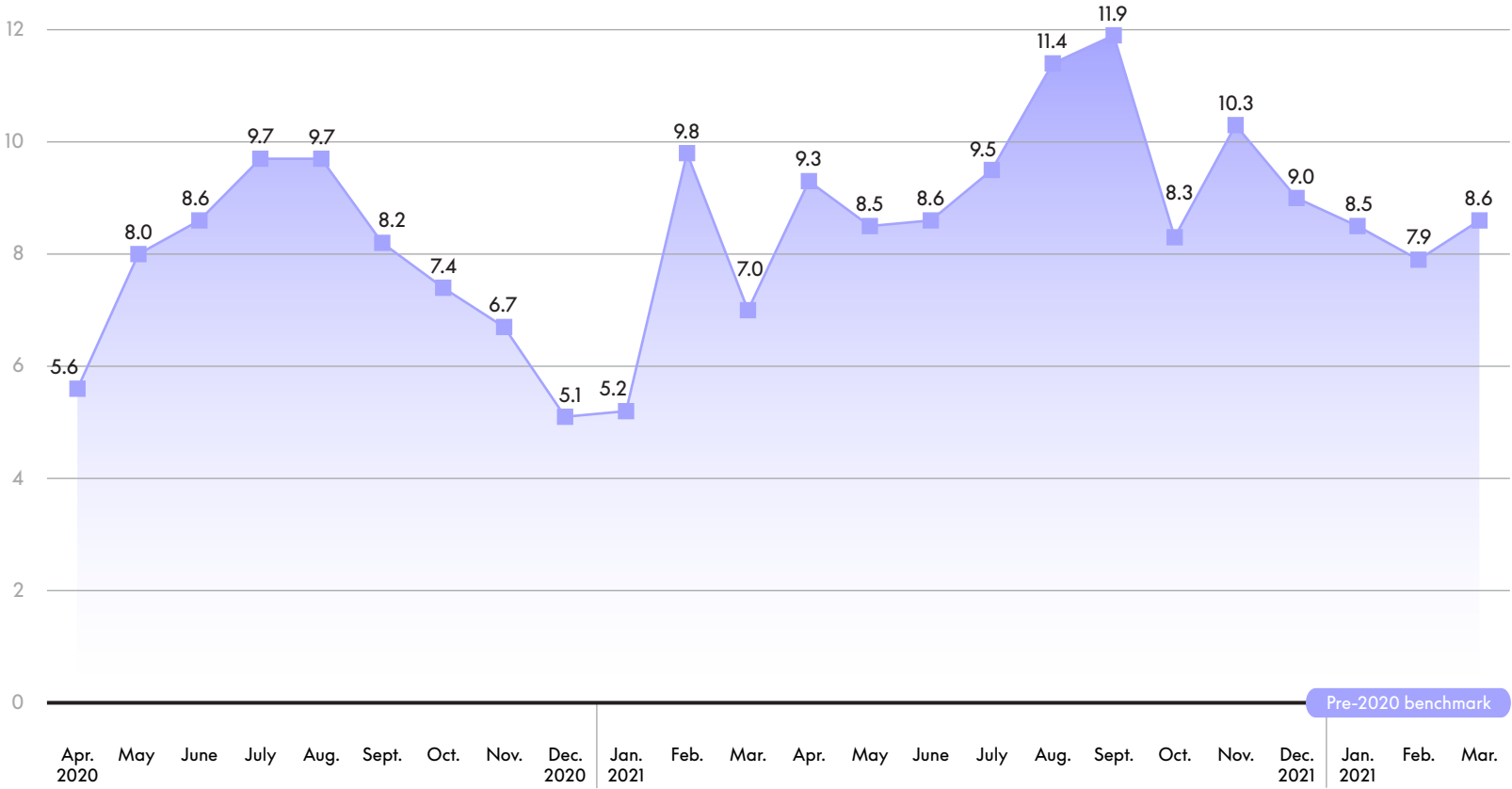
While modest improvements to general psychological health were observed from April 2020 to July 2020 and from December 2020 to February 2021, the psychological health score of Americans dropped dramatically in March 2021 (0.2). Since March 2021, psychological health sub-scores had shown seven continuous 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 is observed in March 2022, bringing the psychological health sub-score in the United States back up to 3.3 points above the pre-2020 benchmark.



Financial risk

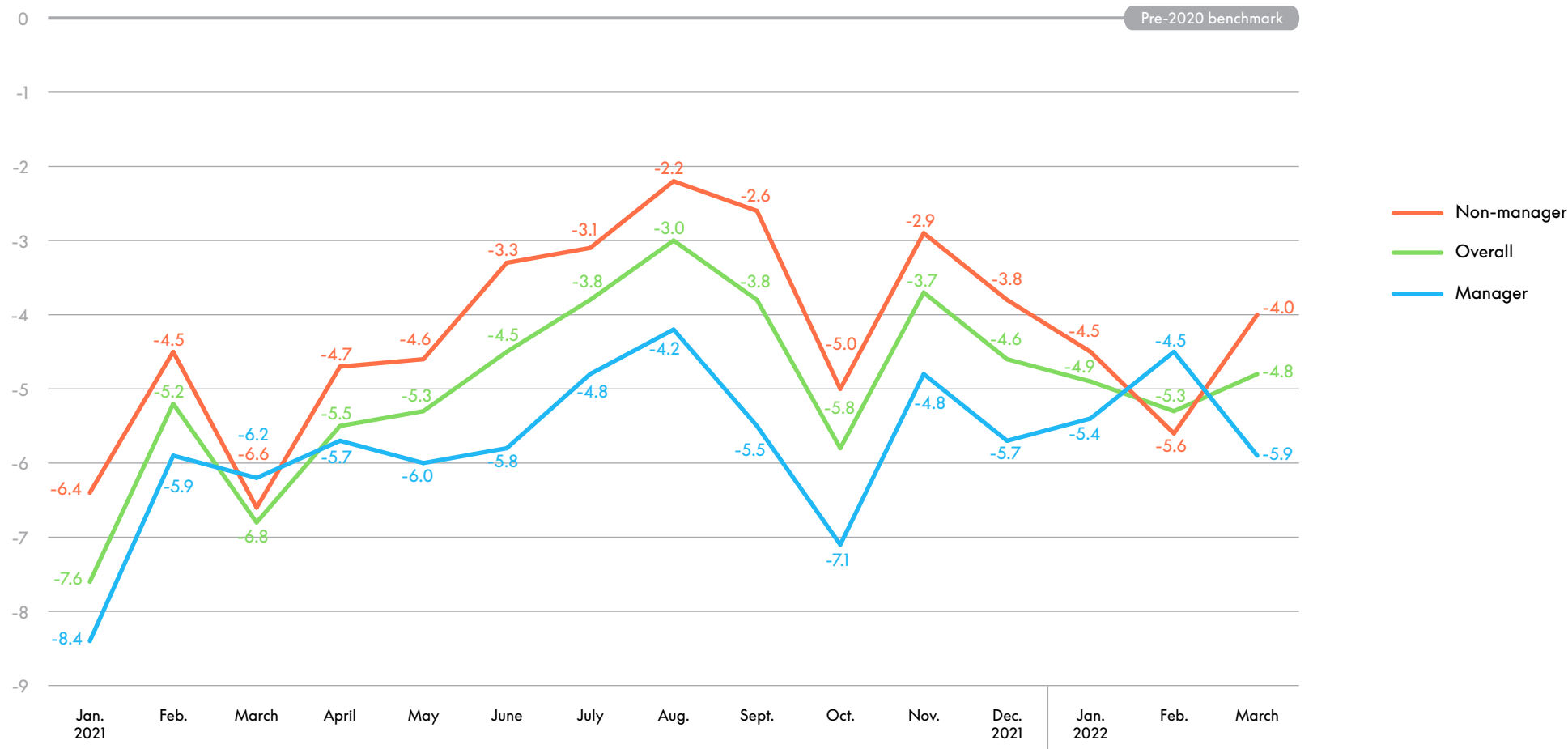
The financial risk sub-score measures the level of individuals' emergency savings.

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. At nearly nine 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 2022 to a low not seen in five months while the mental health of non-managers improved 1.6 points to -4.0.



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 -6.6 compared to -2.9 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 (-10.1) than those without children (-2.3).

Employment

- Overall, three percent of respondents are unemployed³ and eight percent report reduced hours or reduced salary.
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (-22.0), followed by those reporting fewer hours (-14.8), and those not currently employed (-4.4).
- Managers have a lower mental health score (-5.9) than non-managers (-4.0).
- Individuals working for organizations with more than 10,000 employees have the highest mental health score (-1.7).
- Respondents working for companies with 51-100 employees have the lowest mental health score (-8.6).

Emergency savings

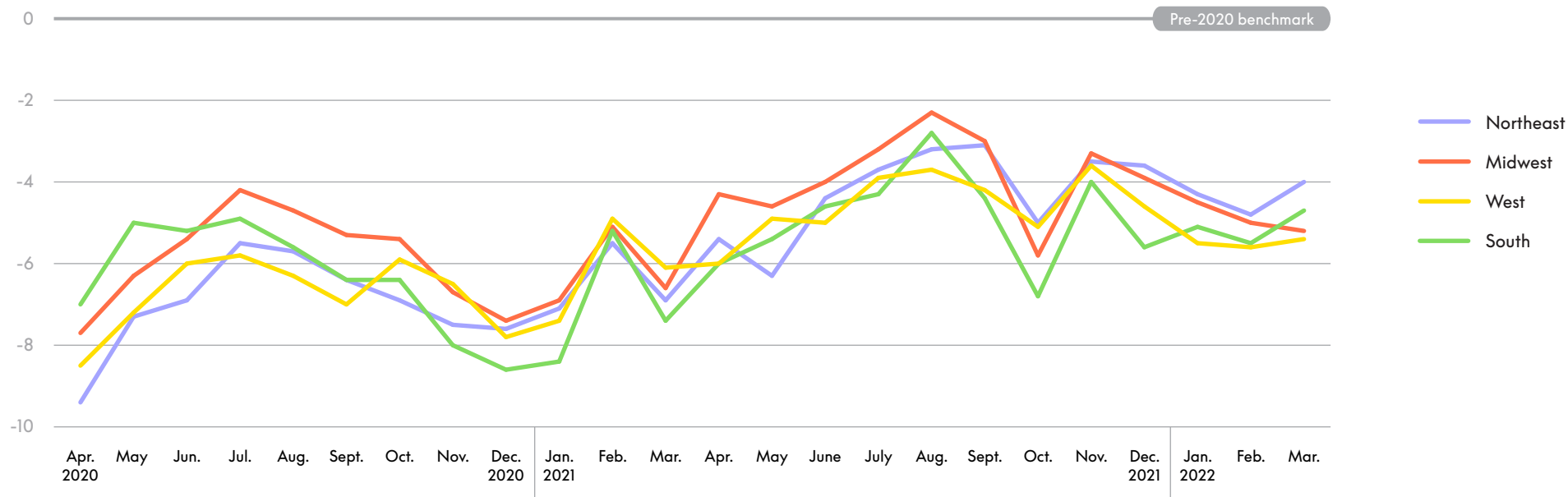
- Those without emergency savings continue to experience a lower mental health score (-21.9) than the overall group (-4.8). Individuals with emergency savings have a mental health score of 0.2.

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

Mental Health Index™ (regional)

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 March 2022, the mental health of Americans continues its decline in the Midwest while improvements are seen in the South, West, and Northeastern United States.

- The mental health score in the Western United States remains lowest for the third consecutive month (-5.4).
- With a 0.8-point improvement, the mental health score in the Northeast continues to be highest (-4.0).



| Employment status | March 2022 | Feb. 2022 |
|---|------------|-----------|
| Employed (no change in hours/salary) | -3.8 | -4.0 |
| Employed (fewer hours compared to last month) | -14.8 | -15.7 |
| Employed (reduced salary compared to last month) | -22.0 | -21.2 |
| Not currently employed | -4.4 | -9.2 |
| Age group | March 2022 | Feb. 2022 |
| Age 20-29 | -19.5 | -19.3 |
| Age 30-39 | -11.2 | -12.5 |
| Age 40-49 | -7.8 | -8.1 |
| Age 50-59 | -2.1 | -1.8 |
| Age 60-69 | 3.2 | 2.7 |
| Number of children | March 2022 | Feb. 2022 |
| No children in household | -2.3 | -3.2 |
| 1 child | -10.4 | -10.1 |
| 2 children | -9.4 | -9.6 |
| 3 children or more | -10.7 | -11.9 |

| Region | March 2022 | Feb. 2022 |
|-----------------------|------------|-----------|
| Northeast | -4.0 | -4.8 |
| Midwest | -5.2 | -5.0 |
| South | -4.7 | -5.5 |
| West | -5.4 | -5.6 |
| Gender | March 2022 | Feb. 2022 |
| Men | -2.9 | -2.4 |
| Women | -6.6 | -7.8 |
| Household income | March 2022 | Feb. 2022 |
| <\$30K/annum | -14.7 | -16.3 |
| \$30K to <\$60K/annum | -10.2 | -10.6 |
| \$60K to <\$100K | -4.2 | -4.4 |
| \$100K to <\$150K | -1.9 | -1.8 |
| \$150K or more | 2.2 | 3.6 |

| Employer size | March 2022 | Feb. 2022 |
|-------------------------------|------------|-----------|
| Self-employed/sole proprietor | -4.8 | -6.2 |
| 2-50 employees | -4.1 | -4.8 |
| 51-100 employees | -8.6 | -9.7 |
| 101-500 employees | -6.2 | -6.6 |
| 501-1,000 employees | -6.1 | -6.8 |
| 1,001-5,000 employees | -3.1 | -3.2 |
| 5,001-10,000 employees | -5.3 | -2.9 |
| More than 10,000 employees | -1.7 | -2.4 |
| Manager | March 2022 | Feb. 2022 |
| Manager | -5.9 | -4.5 |
| Non-manager | -4.0 | -5.6 |

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

Mental Health Index™ (industry)

The highest mental health scores this month are observed among individuals employed in Other services (except Public Administration) (0.2), Manufacturing (0.2), and Public Administration (-1.1).

Despite a 7-point improvement in March 2022, for the 24th consecutive month, full-time post-secondary students have the lowest mental health score (-15.5). This score is lower than the next lowest scores: individuals employed in Food Services (-15.2), and Management of Companies and Enterprises (-13.5).

Individuals employed in Manufacturing (0.2) and Public Administration (-1.1) have the highest mental health scores this month.

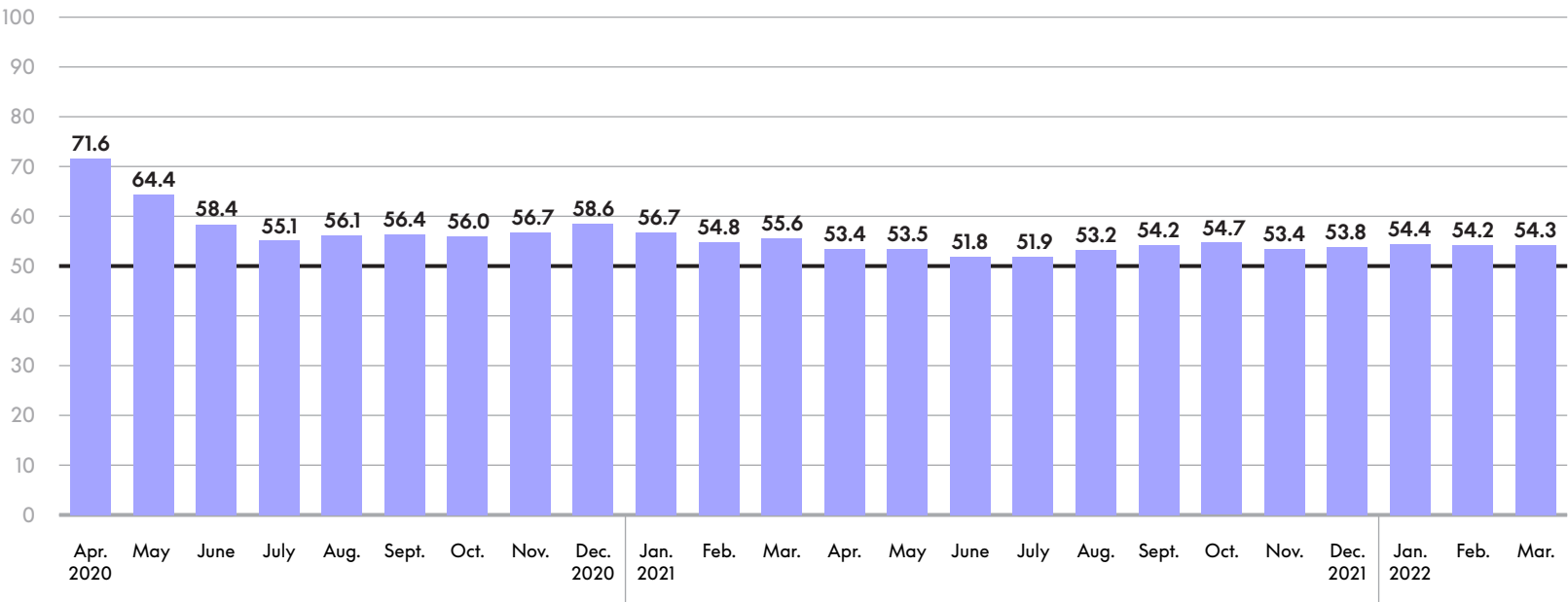
Changes from the prior month are shown in the table.

| Industry | March 2022 | February 2022 | Change |
|---|------------|---------------|--------|
| Other services (except Public Administration) | 0.2 | -9.0 | 9.2 |
| I am a student | -15.5 | -22.6 | 7.1 |
| Arts, Entertainment and Recreation | -7.4 | -10.0 | 2.6 |
| Utilities | -5.6 | -7.6 | 2.0 |
| Other | -5.3 | -6.9 | 1.6 |
| Health Care and Social Assistance | -4.8 | -6.4 | 1.6 |
| Manufacturing | 0.2 | -1.2 | 1.4 |
| Educational Services | -1.9 | -2.8 | 0.9 |
| Information and Cultural Industries | -10.9 | -11.7 | 0.9 |
| Wholesale Trade | -6.0 | -6.5 | 0.5 |
| Professional, Scientific and Technical Services | -1.4 | -1.8 | 0.3 |
| Construction | -5.5 | -5.1 | -0.4 |
| Transportation and Warehousing | -6.0 | -5.3 | -0.7 |
| Retail Trade | -8.2 | -7.2 | -1.0 |
| Management of Companies and Enterprises | -13.5 | -12.3 | -1.1 |
| Administrative and Support services | -9.9 | -8.0 | -1.9 |
| Public Administration | -1.1 | 1.0 | -2.1 |
| Food Services | -15.2 | -12.7 | -2.5 |
| Finance and Insurance | -5.2 | -2.4 | -2.7 |
| Real Estate, Rental and Leasing | -2.4 | 0.4 | -2.8 |
| Accommodation | -7.1 | -3.0 | -4.1 |
| Agriculture, Forestry, Fishing and Hunting | -11.8 | -2.7 | -9.1 |

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 54.3.** This reflects a net increase in mental stress compared to the prior month.

The current score indicates that 19 percent of the population is experiencing more mental stress compared to the prior month, with eleven percent experiencing less. A continued increase in mental stress since April 2020 indicates a significant accumulation of strain in the American population.



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

MStressChg
Current Month—
March 2022

54.3

MStressChg
February 2022

54.2

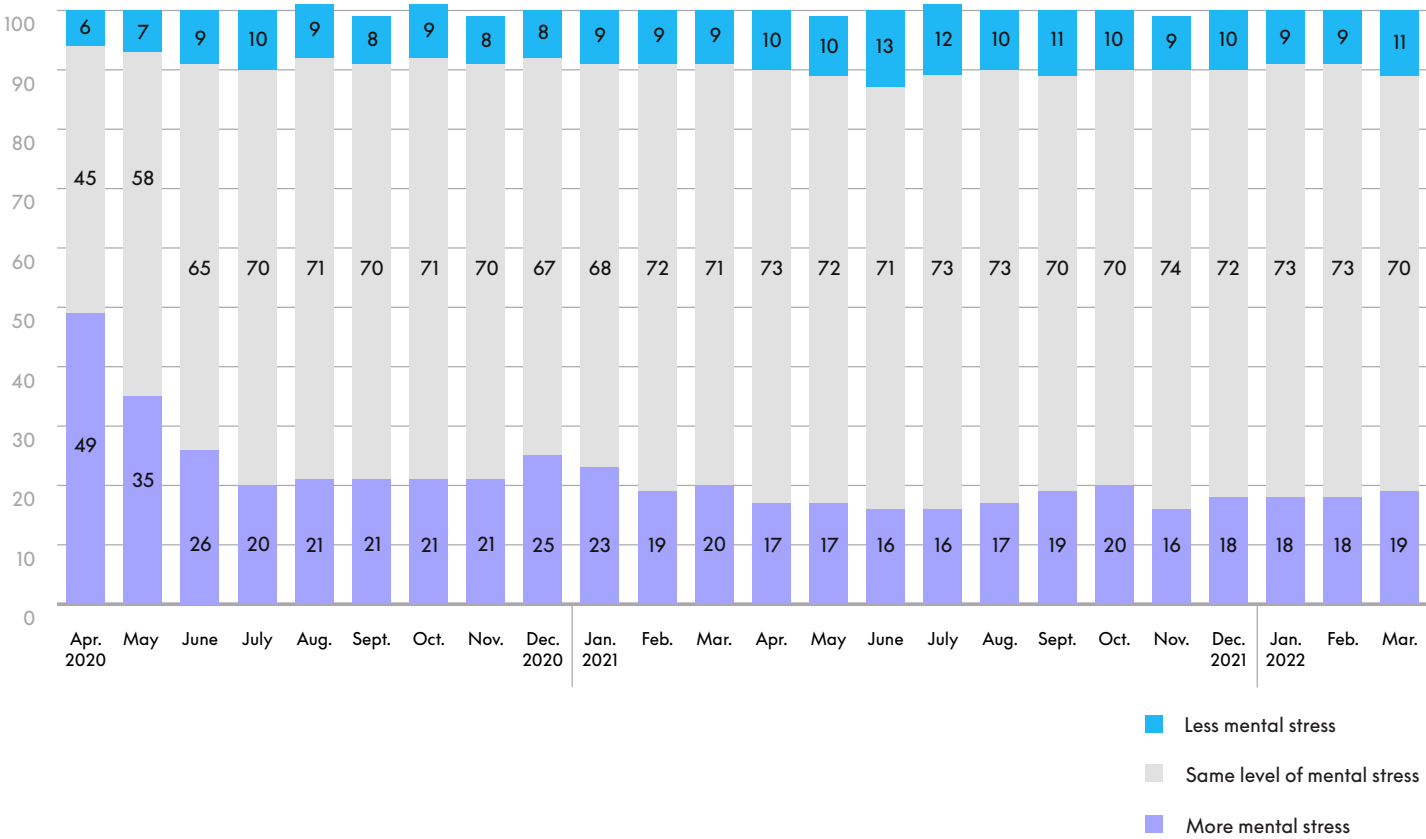
Mental Stress Change (percentages)

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, 49 percent of individuals reported an increase in mental stress. The number of respondents reporting increased month-over-month mental stress is 19 percent in March 2022, while 70 percent of respondents report the same level of mental stress and 11 percent 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 55.4 compared to 53.1 for men.

Geography

- The greatest increase in month-over-month stress is for respondents living in the Midwest (56.2), followed by the Western United States (54.2), the Southern United States (53.9), and the Northeastern United States (52.9).

Employment

- The greatest increase in mental stress is seen in employed people with reduced salary (75.3), followed by employed people with reduced hours (62.7), employed people with no change to salary or hours (53.4), and unemployed people (51.5).
- Managers have a greater increase in mental stress (55.1) than non-managers (53.8).

| Employment status | March 2022 | Feb. 2022 |
|---|------------|-----------|
| Employed (no change in hours/salary) | 53.4 | 53.3 |
| Employed (fewer hours compared to last month) | 62.7 | 63.3 |
| Employed (reduced salary compared to last month) | 75.3 | 68.2 |
| Not currently employed | 51.5 | 51.5 |

| Age group | March 2022 | Feb. 2022 |
|-----------|------------|-----------|
| Age 20-29 | 64.0 | 62.6 |
| Age 30-39 | 56.4 | 56.7 |
| Age 40-49 | 54.8 | 54.4 |
| Age 50-59 | 53.6 | 53.2 |
| Age 60-69 | 50.9 | 51.1 |

| Number of children | March 2022 | Feb. 2022 |
|--------------------------|------------|-----------|
| No children in household | 53.1 | 53.0 |
| 1 child | 58.0 | 57.8 |
| 2 children | 55.7 | 55.1 |
| 3 children or more | 55.5 | 60.4 |

| Region | March 2022 | Feb. 2022 |
|-----------|------------|-----------|
| Northeast | 52.9 | 54.4 |
| Midwest | 56.2 | 54.5 |
| South | 53.9 | 54.3 |
| West | 54.2 | 53.6 |

| Gender | March 2022 | Feb. 2022 |
|--------|------------|-----------|
| Men | 53.1 | 53.0 |
| Women | 55.4 | 55.3 |

| Household income | March 2022 | Feb. 2022 |
|-----------------------|------------|-----------|
| <\$30K/annum | 57.3 | 57.5 |
| \$30K to <\$60K/annum | 55.9 | 56.8 |
| \$60K to <\$100K | 54.1 | 53.3 |
| \$100K to <\$150K | 53.3 | 53.2 |
| \$150K or more | 52.3 | 51.1 |

| Employer size | March 2022 | Feb. 2022 |
|-------------------------------|------------|-----------|
| Self-employed/sole proprietor | 52.8 | 52.6 |
| 2-50 employees | 53.8 | 53.9 |
| 51-100 employees | 53.7 | 55.0 |
| 101-500 employees | 55.5 | 57.1 |
| 501-1,000 employees | 56.7 | 55.0 |
| 1,001-5,000 employees | 53.0 | 53.2 |
| 5,001-10,000 employees | 54.6 | 53.2 |
| More than 10,000 employees | 53.9 | 53.3 |

| Manager | March 2022 | Feb. 2022 |
|-------------|------------|-----------|
| Manager | 55.1 | 55.0 |
| Non-manager | 53.8 | 53.8 |

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 employed in Construction (50.5) and Manufacturing (50.9) report nearly equal mental stress as the prior month.

Full-time post-secondary students have the most significant increase in mental stress by a significant margin (73.4), followed by individuals employed in Agriculture, Forestry, Fishing and Hunting (60.0).

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

| Industry | March 2022 | February 2022 |
|---|------------|---------------|
| Other services (except Public Administration) | 50.0 | 58.7 |
| Construction | 50.5 | 53.4 |
| Manufacturing | 50.9 | 51.7 |
| Transportation and Warehousing | 52.0 | 54.2 |
| Public Administration | 52.5 | 51.8 |
| Other | 52.9 | 53.5 |
| Administrative and Support services | 53.9 | 52.8 |
| Professional, Scientific and Technical Services | 54.0 | 50.9 |
| Real Estate, Rental and Leasing | 54.9 | 50.5 |
| Retail Trade | 55.0 | 54.5 |
| Educational Services | 55.0 | 53.8 |
| Arts, Entertainment and Recreation | 55.4 | 54.5 |
| Health Care and Social Assistance | 55.9 | 56.8 |
| Finance and Insurance | 56.2 | 56.4 |
| Information and Cultural Industries | 56.6 | 62.5 |
| Management of Companies and Enterprises | 56.9 | 56.8 |
| Wholesale Trade | 57.5 | 51.3 |
| Accommodation | 57.8 | 47.1 |
| Food Services | 58.0 | 57.6 |
| Utilities | 59.3 | 57.3 |
| Agriculture, Forestry, Fishing and Hunting | 60.0 | 57.1 |
| I am a student | 73.4 | 66.2 |

Spotlight

Burnout

Mental and/or physical exhaustion

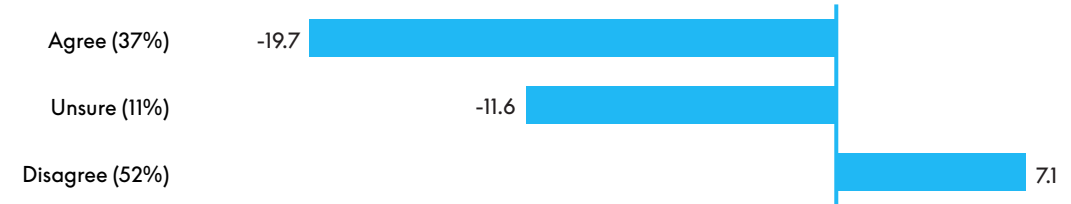
Americans were asked whether they end their workday feeling mentally and/or physically exhausted.

- More than one-third (37 percent) end their workday feeling mentally and/or physically exhausted, and this group has the lowest mental health score (-19.7), 15 points below the national average (-4.8).
- The highest mental health score (7.1) is among 52 percent who do not feel mentally and/or physically exhausted at the end of their workday.
- Respondents younger than 40 are twice as likely as 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

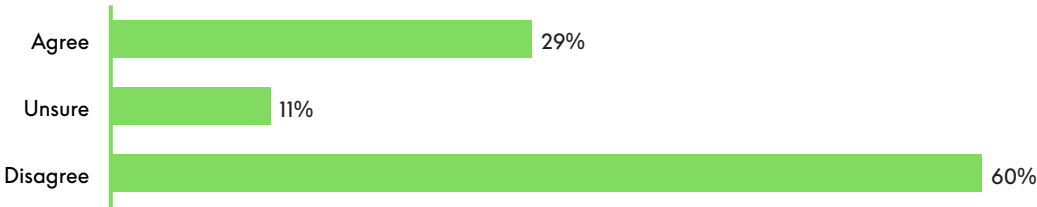


Motivation to work

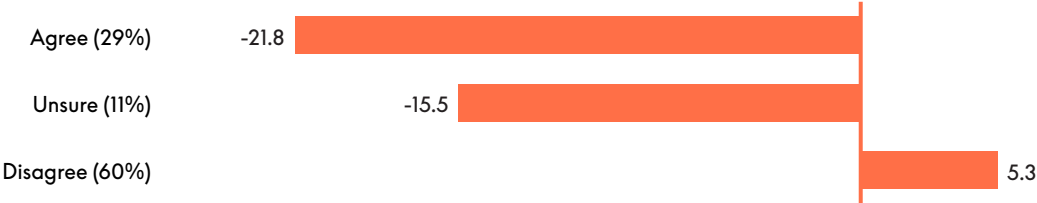
Americans were asked whether they are finding it increasingly more difficult to be motivated to do their work.

- More than one-quarter (29 percent) are finding it increasingly more difficult to be motivated to do their work, and this group has the lowest mental health score (-21.8), 17 points below the national average (-4.8).
- Three in five (60 percent) are not finding it more difficult to be motivated to do their work. This group has the highest mental health score (5.3), ten points better than the national average.
- Respondents younger than 40 are more than twice as likely as 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

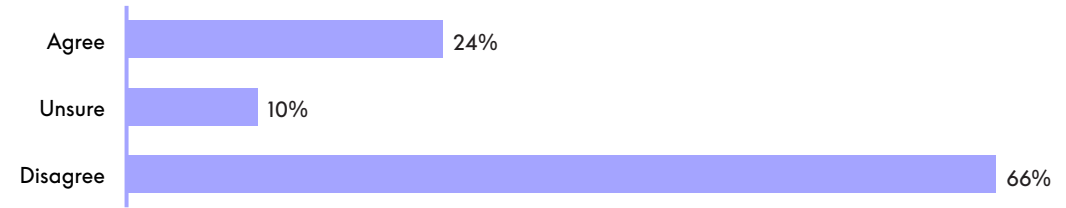


Concentrating at work

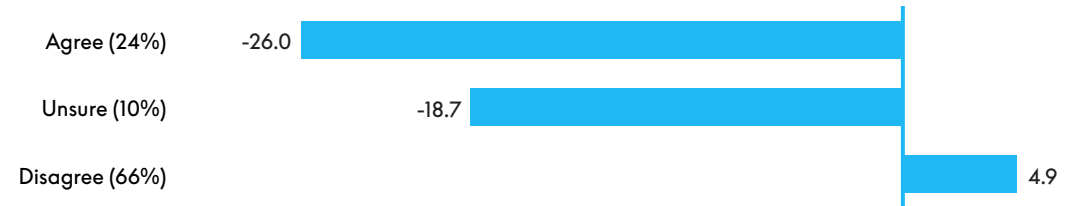
Americans were asked whether they are finding it more difficult to concentrate on their work.

- Nearly one-quarter (24 percent) are finding it more difficult to concentrate on their work, and this group has the lowest mental health score (-26.0), 21 points below the national average (-4.8).
- Two-thirds (66 percent) are not finding it more difficult to concentrate on their work, and this group has the highest mental health score (4.9).
- Respondents younger than 40 are more than three times more likely than respondents older than 50 to find it more difficult to concentrate on their work.
- Parents are more than twice as likely as non-parents to find it more difficult to concentrate on their work.
- Managers are 70 percent 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

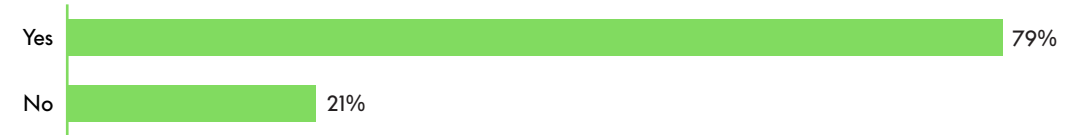


Disconnecting from work

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

- More than one in five (21 percent) are unable to disconnect from work after usual work hours, and this group has the lowest mental health score (-14.9), 10 points below the national average (-4.8).
- Nearly four in five (79 percent) disconnect from work after usual work hours, and this group has the highest mental health score (-2.0), nearly three points better than the national average (-4.8).

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

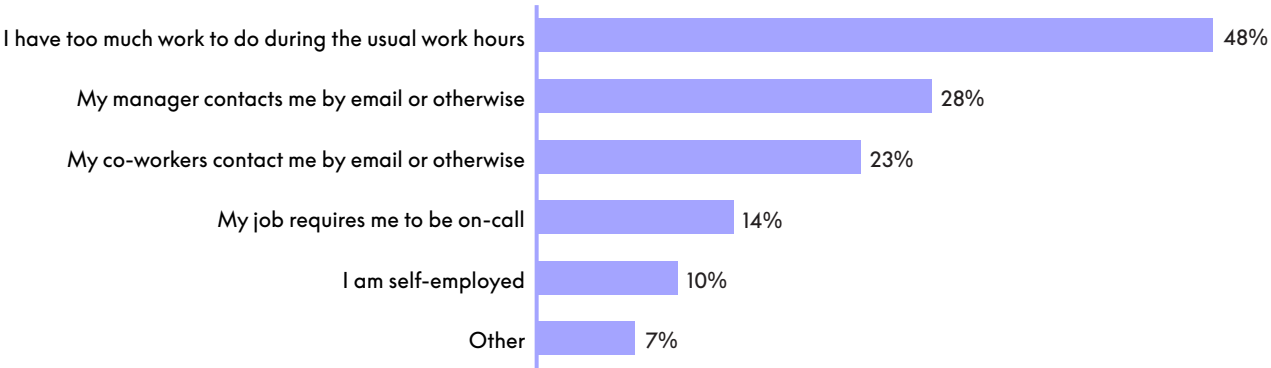


MHI score by I am typically able to disconnect from work after usual work hours

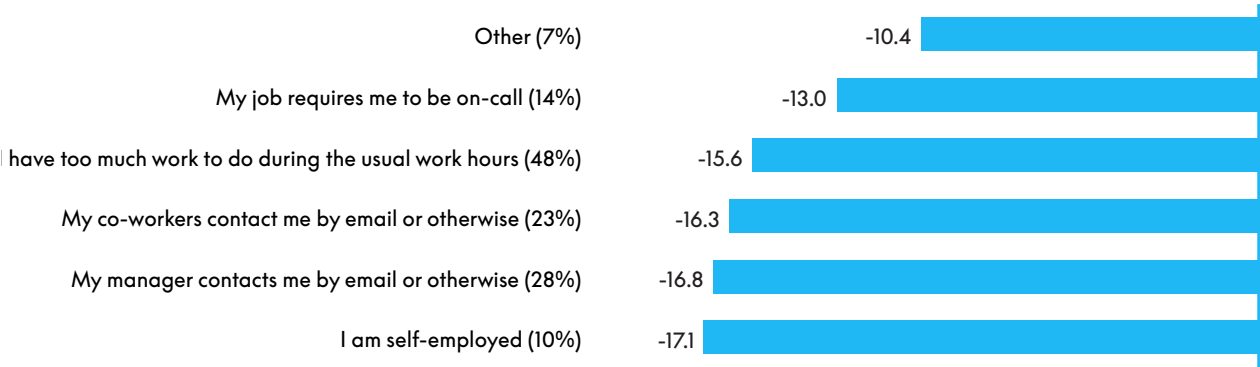


- Nearly half (48 percent) report too much work to do during usual work hours as the reason they are unable to disconnect from work, and this group has a mental health score (-15.6) more than 10 points lower than the national average (-4.8).
- Managers are 50 percent more likely than non-managers to 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



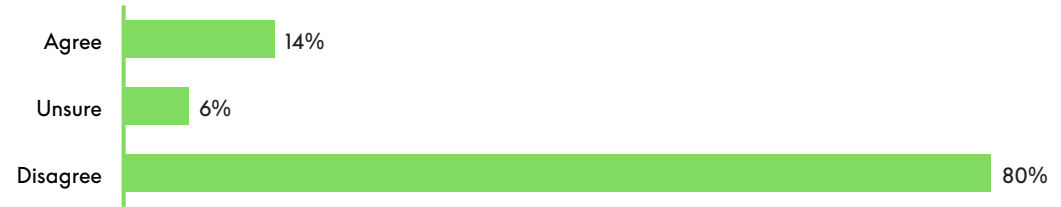
Substance use

Personal drinking or drug use

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

- One in seven (14 percent) are concerned about their drinking or drug use, and this group has the lowest mental health score (-22.6), nearly 18 points below the national average (-4.8).
- Eighty percent are not concerned about their drinking or drug use, and this group has a mental health score (-0.7) more than four points above the national average (-4.8).
- Respondents younger than 50 are six times more likely to be concerned about their drinking or drug use compared to those older than 50.
- Managers are more than three times more likely than non-managers to be concerned about their drinking or drug use.
- Parents are more than four times more likely than 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

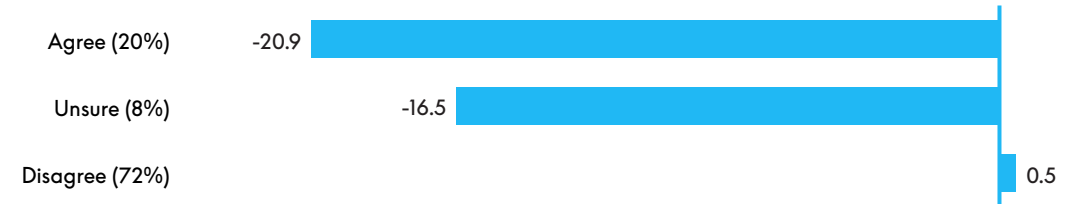
Americans were asked whether they are concerned about the drinking or drug use of someone in their household.

- One in five (20 percent) are concerned about the drinking or drug use of someone in their household, and this group has the lowest mental health score (-20.9), 16 points below the national average (-4.8).
- Seventy-two percent are not concerned about the drinking or drug use of someone in their household, and this group has the highest mental health score (0.5), nearly five points higher than the national average (-4.8).
- Managers are nearly three times more likely than non-managers to be concerned about the drinking or drug use of someone in their household.
- Parents are nearly four times more likely than 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



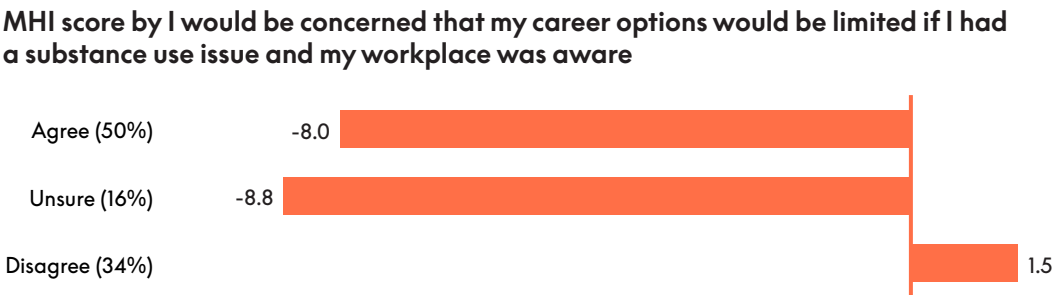
MHI score by concern about the drinking or drug use of someone in household



Career stigma

Americans 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.

Half (50 percent) 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 (-8.0) is three points lower than the national average (-4.8).

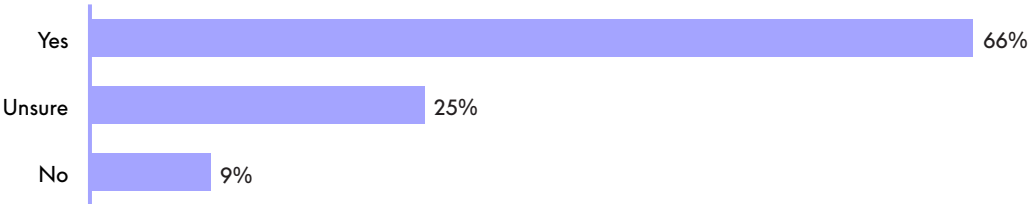


Support for substance use

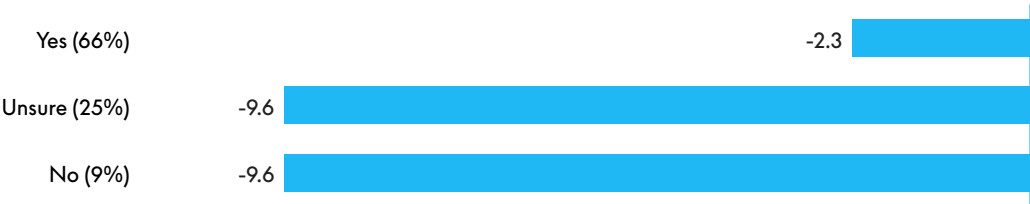
Americans were asked whether they would know where to go for support if they had a substance use issue.

Thirty-four percent of Americans 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

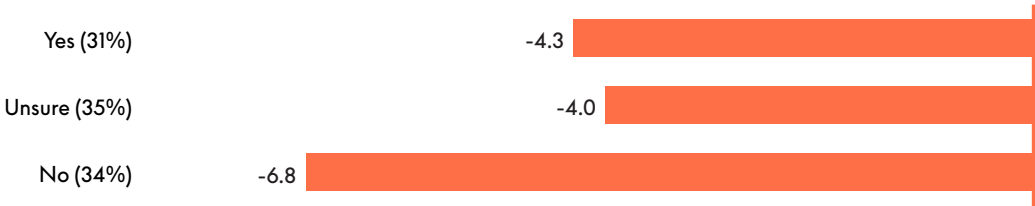
Americans were asked whether their workplace offers addiction support programs.

- Thirty-one percent report their workplace offers addiction support programs, and this group has the highest mental health score (-4.3), in-line to the national average (-4.8).
- More than one-third (34 percent) do not know whether their workplace offers addiction support programs.
- Individuals with household income greater than \$100,000 are nearly twice as likely as those with household income less than \$60,000 to report their workplace offers addiction support programs.

Does your workplace offer addiction support programs?



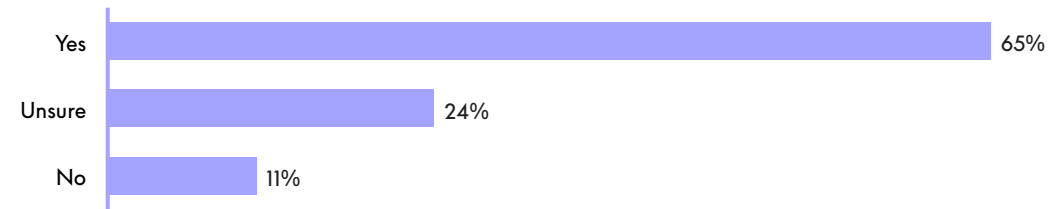
MHI score by workplace availability of addiction support programs



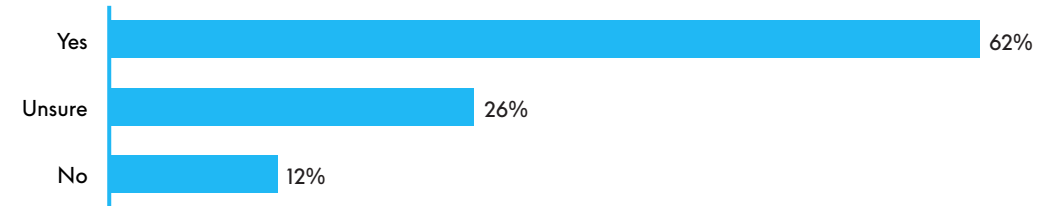
People leader view of substance use issues

- More than one-third (35 percent) of managers do not know, or are unsure, about what to look for if they suspect an employee has a substance use issue.
- Nearly two in five (38 percent) managers would not know, or are unsure, of what to do if they had an employee with a substance use issue.
- One-quarter (25 percent) of managers have had employees with substance use issues in the last two years.

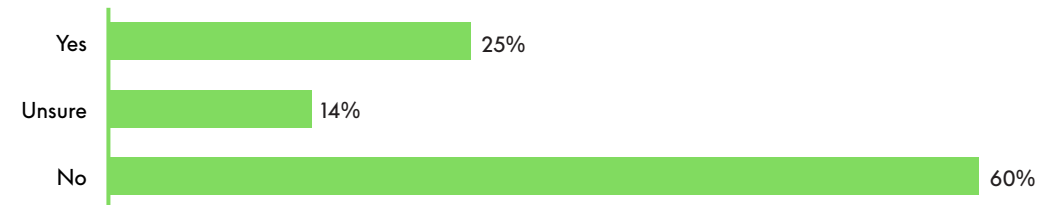
Would you know what to look for if you suspect an employee has a substance use issue?



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?



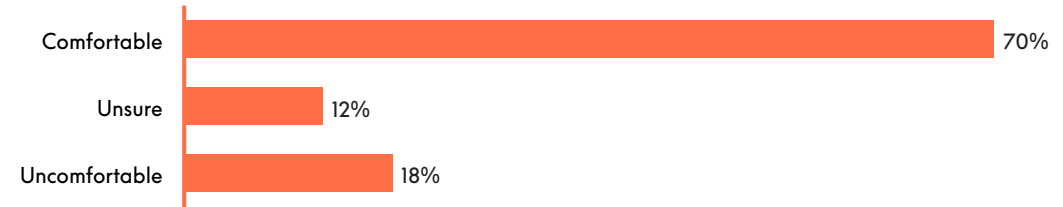
Pandemic restrictions

Lifting of restrictions at the workplace

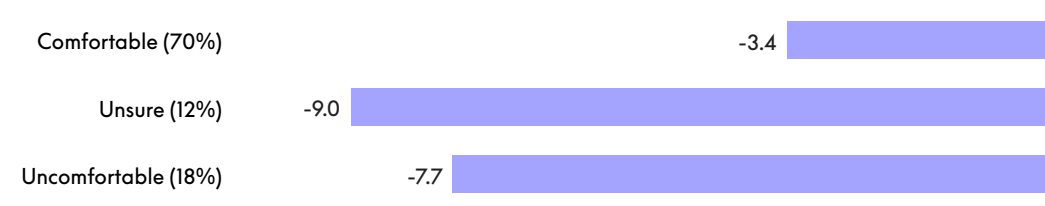
Americans were asked whether they are comfortable with all pandemic restrictions being lifted at their workplace.

- Nearly one in five (18 percent) are not comfortable with all pandemic restrictions being lifted at their workplace, and a further 12 percent are unsure. These groups have mental health scores below the national average (-4.8).
- More than two-thirds (70 percent) are comfortable with all pandemic restrictions being lifted at their workplace, and this group has the highest mental health score (-3.4), 1.4 points better than the national average (-4.8).

Comfort with all pandemic restrictions being lifted at my workplace



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

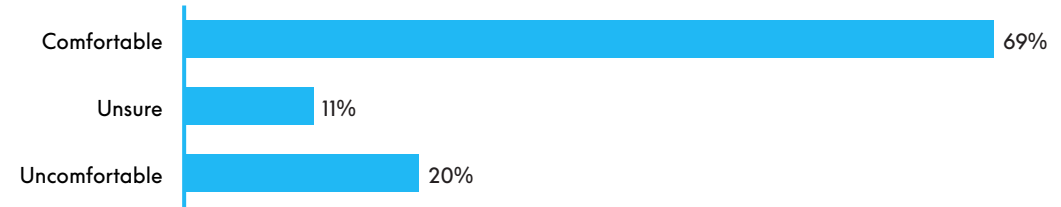


Lifting of restrictions in the community

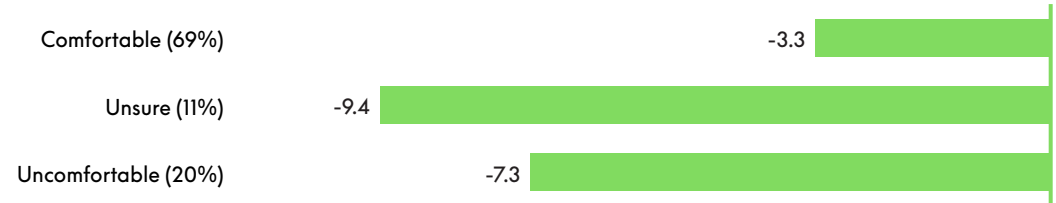
Americans were asked whether they are comfortable with all pandemic restrictions being lifted in their community.

- One in five (20 percent) are not comfortable with all pandemic restrictions being lifted in their community, and a further 11 percent are unsure. These groups have mental health scores below the national average (-4.8).
- More than two-thirds (69 percent) are comfortable with all pandemic restrictions being lifted in their community, and this group has the highest mental health score (-3.3), 1.5 points better than the national average (-4.8).

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 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 March 3 to 23, 2022.

Calculations

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

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

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

Additional data and analyses

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



About LifeWorks

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

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