



The Mental Health Index by TELUS Health (formerly LifeWorks).

Canada | March 2023



What you need to know for March 2023.

1. Following a sharp drop in February, the mental health of workers in Canada rebounded in March.

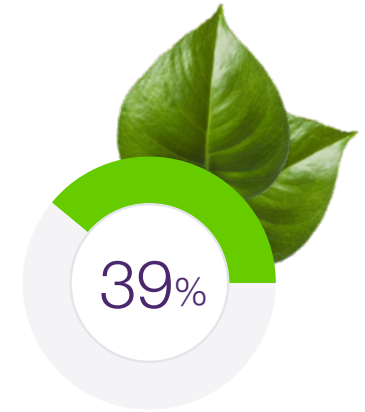
- At 64.3, the mental health of workers improved 1.4 points from February 2023
- 33 per cent of workers have a high mental health risk, 44 per cent have a moderate mental health risk, and 23 per cent have a low mental health risk
- 8 per cent of workers in Canada indicate that their mental health is in crisis
- All mental health sub-scores improved from February to March 2023; the work productivity sub-score improved two points from the prior month
- Anxiety, isolation, and work productivity have been the lowest mental sub-scores for 11 consecutive months
- Mental health scores improved in all provinces; despite a two-point increase, the mental health score in the Maritimes remains lowest
- The mental health score of managers is higher than that of non-managers and the national average

2. Employees under 40 are more than twice as likely as employees over 50 to rate their mental health and self-esteem as low.

- 57 per cent do not know, or are unsure, whether there is someone that perceives their mental health the same way they do
- Workers without emergency savings are eight times more likely than workers with emergency savings to rate their mental health as very low or in crisis
- Individuals rating their mental health low and who are perceived to have similar mental health by their co-workers, friends/family, and managers have work productivity scores more than 37 points lower than the national average



often struggle to start or finish important tasks



have experienced a traumatic event that has a lasting impact on their mental health



who experienced a traumatic event **report a significant impact** on their mental health



do not have at least one person they can turn to in times of distress

3. Two in five workers have experienced a traumatic event that has a lasting negative impact on their mental health.

- The mental health score of individuals who have experienced a traumatic event is more than 11 points lower than the national average and more than 18 points lower than those who have not experienced a traumatic event
- 50 per cent of workers who experienced a traumatic event report a significant impact on their mental health
- Women are 50 per cent more likely than men to have experienced a traumatic event that has had a lasting negative effect on their mental health
- Employees under 40 are 60 per cent more likely to report a significant impact on their mental health

4. Workers under 40 are more likely to have difficulty with organization, tasks, and taking in new information.

- 49 per cent have felt disorganised in the past month and the mental health score of this group is eight points below the national average and 19 points below employees not having felt disorganised
- 42 per cent often struggled to start or finish important tasks and the mental health score of this group is 10 points or more below the national average and 19 points or more below employees not struggling to start or finish important tasks
- 37 per cent have had trouble taking in new information in the past month and the mental health score of this group is 12 points or more below the national average and 21 points or more below employees not having had difficulty taking in new information
- The productivity impact of employees having felt disorganised, having had difficulty taking in new information, and having struggled to start or finish important tasks is four times greater than employees not having experienced these issues

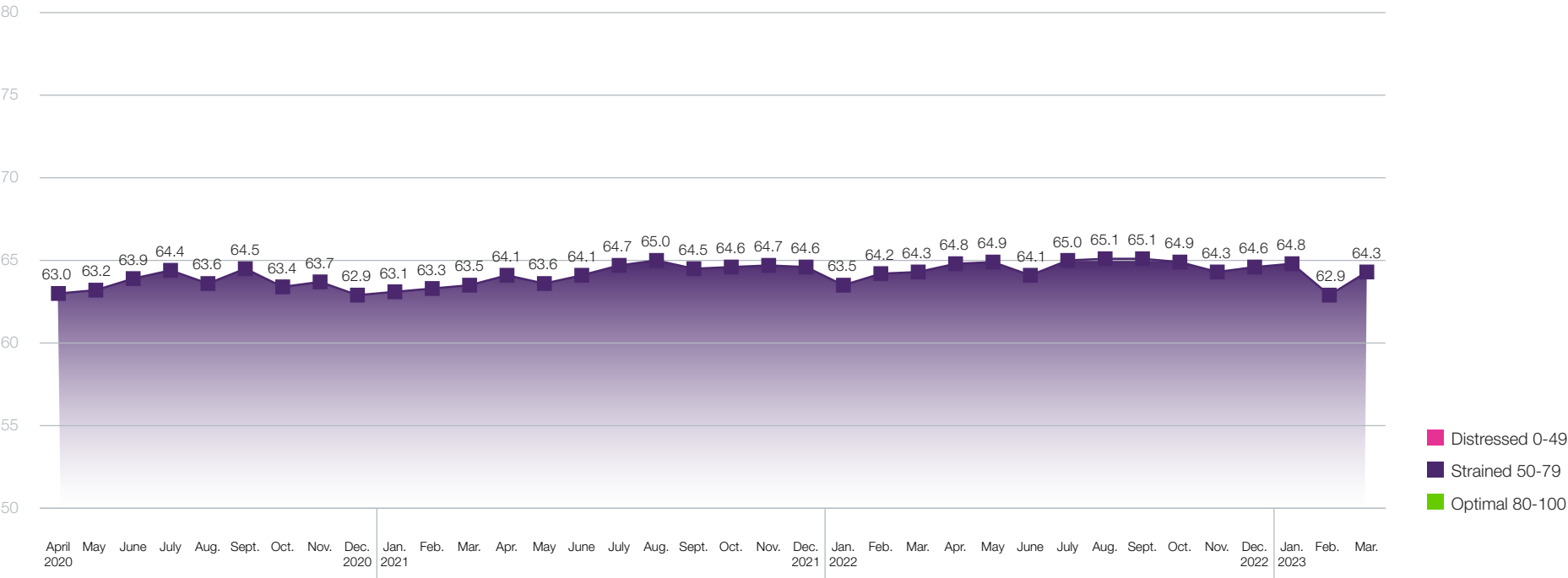
5. According to workers, family and friends, co-workers, and managers tend to perceive their mental health as better than how they experience it themselves.

- Approximately one-third of workers who self-assess as having poor mental health (rating of 1-crisis or 2) believe their friends, family, co-workers and managers perceive their mental health to be strong (4 or 5-optimal)
- Individuals rating their mental health 1 (in crisis) or 2 and who are perceived to have similar mental health by their co-workers, friends/family, and managers have work productivity scores more than 37 points below the national average
- 18 per cent do not have at least one person they can turn to in times of distress and the mental health score of this group is 14 points lower than the national average and 17 points lower than the group with a person to turn to in times of distress
- 29 per cent do not have close friends at work and the mental health of this group is seven points lower than the national average and 12 points lower than the group with close friends at work
- Managers are more likely than non-managers to have close friends at work

The Mental Health Index.

The overall Mental Health Index (MHI) for March 2023 is 64.3. Following a sharp decline in February, the mental health score recovered 1.4 points in March.

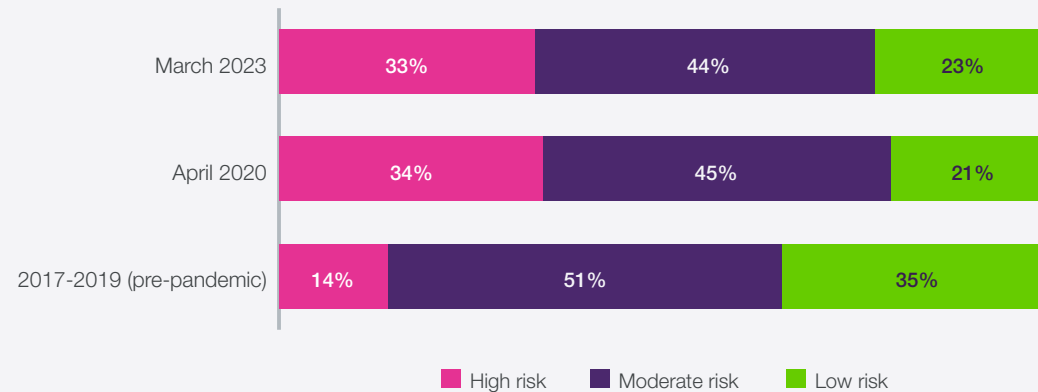
MHI Current Month March 2023	February 2023
64.3	62.9





Mental health risk.

In March 2023, 33 per cent of workers in Canada have a high mental health risk, 44 per cent have a moderate mental health risk, and 23 per cent have a low mental health risk. In contrast, in April 2020, at the launch of the Index and near the onset of the COVID-19 pandemic, 34 per cent of workers in Canada had a high mental health risk, 45 per cent had a moderate mental health risk, and 21 per cent had a low mental health risk.



Approximately 30 per cent of people in the high-risk group report diagnosed anxiety or depression, seven per cent report diagnosed anxiety or depression in the moderate-risk group, and one per cent of people in the low-risk group report diagnosed anxiety or depression.

Mental Health Index sub-scores.

For eleven consecutive months, the lowest Mental Health Index sub-score is for the risk measure of anxiety (57.6). Isolation (60.6), work productivity (62.5), depression (62.8), optimism (65.9), and financial risk (68.3) follow. General psychological health (71.5) continues to be the most favourable mental health measure in March 2023.

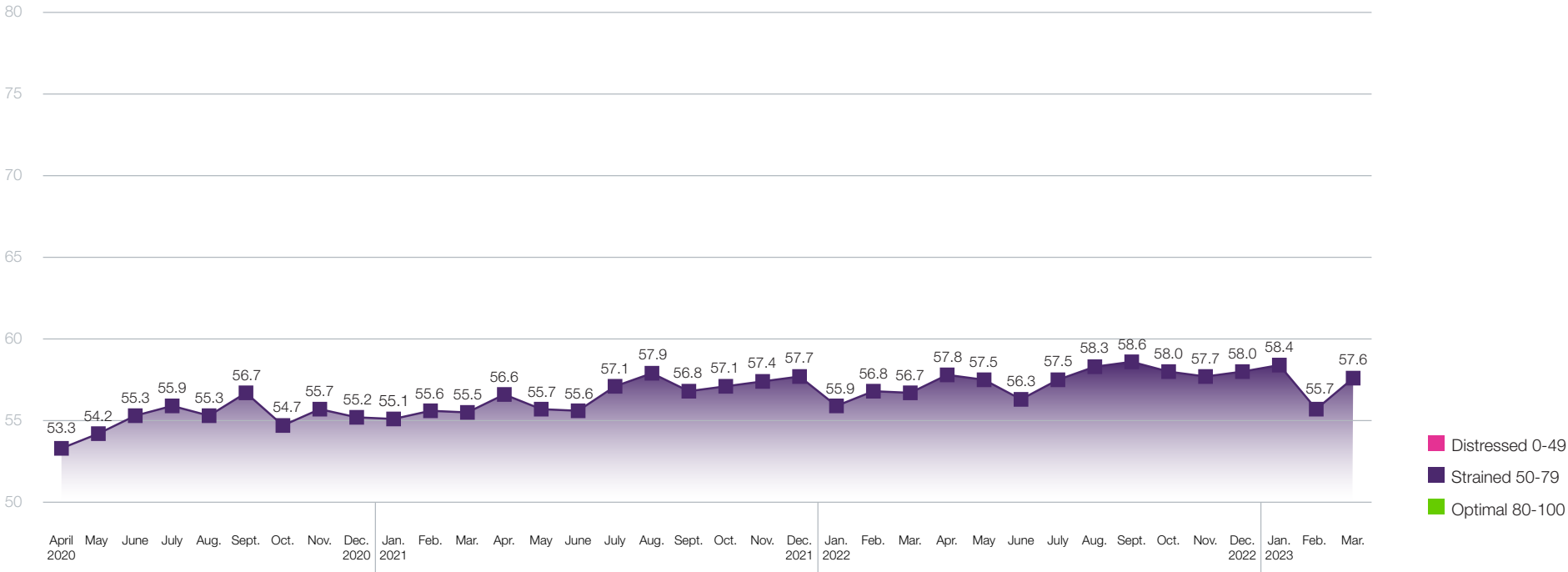
- Anxiety, isolation, and work productivity have been the lowest mental health sub-scores for 11 consecutive months
- All mental health sub-scores have improved compared to the prior month
- The greatest improvement is observed in the work productivity sub-score, increasing by 2.0 points from February 2023

Mental Health Index Sub-scores	March 2023	February 2023
Anxiety	57.6	55.7
Isolation	60.6	59.1
Work productivity	62.5	60.5
Depression	62.8	61.2
Optimism	65.9	65.3
Financial risk	68.3	66.7
Psychological health	71.5	70.5



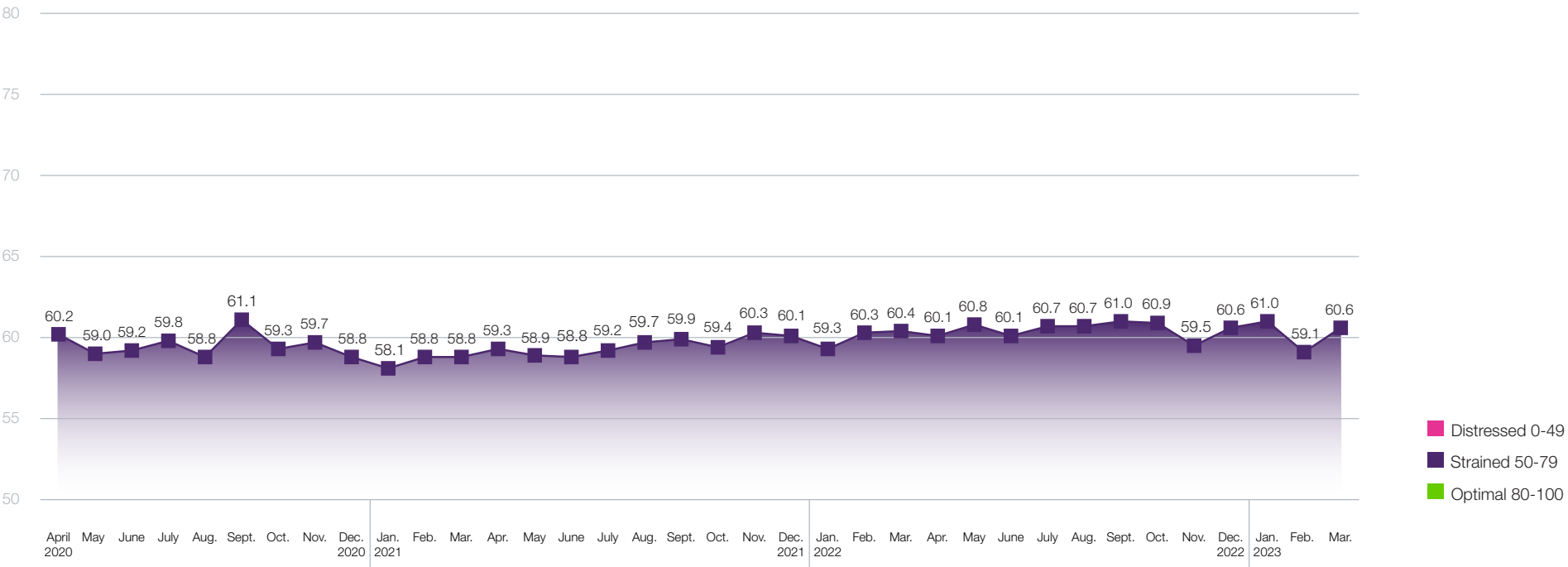
Anxiety

The anxiety sub-score has fluctuated since the launch of the Index in April 2020. After reaching its high in September 2022, the anxiety score declined through November. Following two months of modest improvements, the anxiety sub-score declined in February 2023. A significant 1.9-point improvement is observed in March 2023. Despite this notable improvement, the anxiety sub-score continues to be the lowest across all mental health sub-scores for the 11th consecutive month.



Isolation

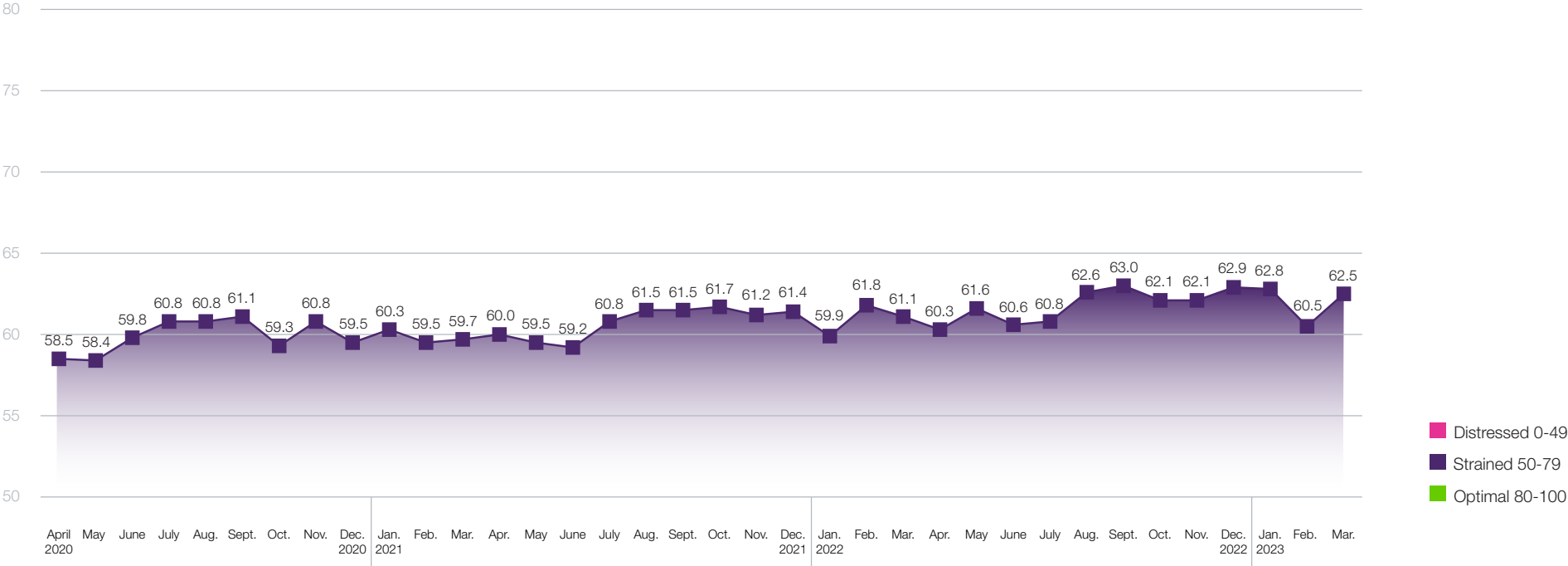
With only one notable increase in September 2020, the isolation sub-score has made incremental improvements. Following a one-point decline in November, the isolation sub-score rebounded through January 2023. Following a sharp 1.9-point decline in February, the isolation score rebounded strongly in March 2023.



Work productivity

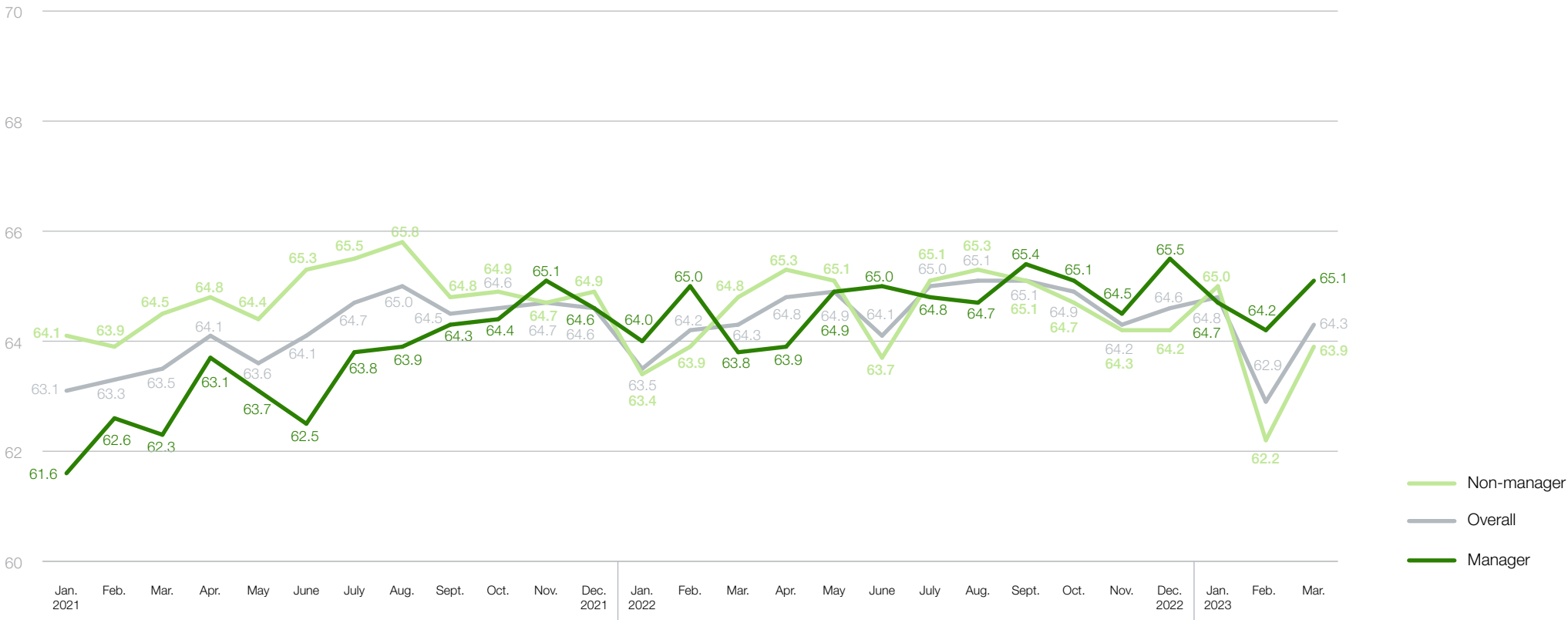
The work productivity sub-score measures the impact of mental health on work productivity and goals.

With multiple periods of improvement followed by declines, the work productivity score has been inconsistent from month to month since the launch of the MHI reports in April 2020. Overall, the impact of mental health on work productivity has shown general improvement. Similar to other sub-scores, the work productivity score declined sharply in February 2023 but recovered by two points in March.



Managers compared to non-managers.

From January to October 2021, the mental health scores of managers were lower than non-managers and lower than the Canadian average. In November 2021, this trend reversed with managers reporting a slightly higher average mental health score than non-managers. From March through May 2022, the mental health score of managers was lower than that of non-managers; however, this trend reversed again in June. Since July 2022, managers and non-managers have reported similar mental health scores. In February 2023, the mental health of managers and non-managers declined; however, the mental health score of managers and non-mangers has improved in March. Managers have a mental health score of 65.1 compared to 63.9 for non-managers and 64.3 for the national average.



Mental health by gender and age.

- Since the launch of the MHI, women have a significantly lower mental health score than men. In March 2023, the mental health score of women is 61.6 compared to 67.0 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between individuals with and without children have been reported since the launch of the Index in April 2020. Nearly three years later, this pattern continues with a lower score for individuals with at least one child (61.3) than individuals without children (65.5)

Mental health by employment status.

- Overall, four per cent of respondents are unemployed¹ and eight per cent report reduced hours or reduced salary
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (51.1), followed by individuals working fewer hours (55.1), individuals not currently employed (62.1), and individuals with no change to salary or hours (65.3)
- Managers have a better mental health score (65.1) than non-managers (63.9)
- Self-employed/sole proprietors have the highest mental health score (67.5)
- Respondents working for companies with 5,001-10,000 employees have the lowest mental health score (59.7)

Emergency savings

- Individuals without emergency savings continue to experience a lower score in mental health (42.1) than the overall group (64.3). Individuals with emergency savings have a mental health score of 74.6

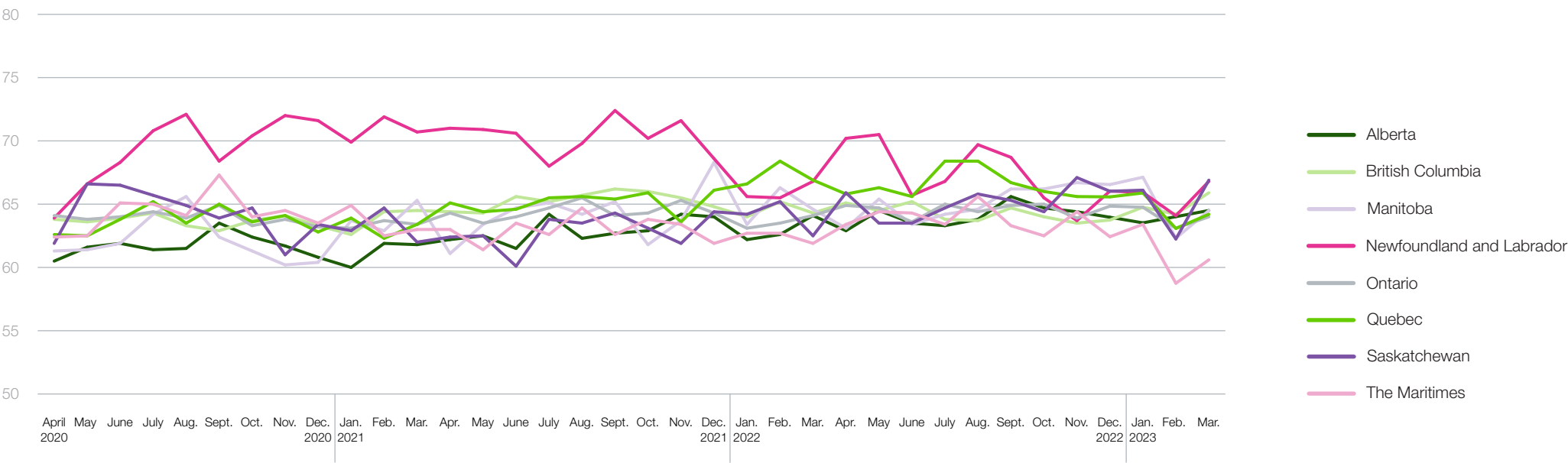


¹ MHI respondents who have been employed in the past six months are included in the poll.

Mental Health Index (provincial).

Since April 2020, provincial mental health scores have fluctuated. Apart from Newfoundland and Labrador, the fluctuation patterns for the provinces were similar through July 2021. Since September 2022, mental health scores in Alberta, Quebec and Newfoundland and Labrador have shown a declining trend while scores in Saskatchewan and Manitoba have shown modest improvement. In March 2023, the mental health scores in all provinces have improved from the prior month.

- Saskatchewan has the greatest improvement in mental health, up 4.7 points from February 2023
- The Maritimes continues to have the lowest mental health score (60.6), despite 1.9-point increase from the prior month



Employment status	March 2023	Feb. 2023
Employed (no change in hours/salary)	65.3	64.2
Employed (fewer hours compared to last month)	55.1	51.9
Employed (reduced salary compared to last month)	51.1	54.2
Not currently employed	62.1	60.1

Age group	March 2023	Feb. 2023
Age 20-29	53.7	52.8
Age 30-39	58.5	59.1
Age 40-49	61.4	60.6
Age 50-59	65.8	65.2
Age 60-69	71.7	70.3

Number of children	March 2023	Feb. 2023
No children in household	65.5	64.1
1 child	61.1	61.0
2 children	61.0	61.1
3 children or more	64.8	54.4

Province	March 2023	Feb. 2023
Alberta	64.5	64.0
British Columbia	65.9	64.2
Manitoba	64.5	62.3
Newfoundland and Labrador	66.8	64.1
The Maritimes	60.6	58.7
Quebec	64.2	63.1
Ontario	64.0	63.1
Saskatchewan	66.9	62.2

Gender	March 2023	Feb. 2023
Men	67.0	65.3
Women	61.6	60.8

Household income	March 2023	Feb. 2023
<\$30K/annum	54.0	52.0
\$30K to <\$60K/annum	59.1	58.7
\$60K to <\$100K	63.8	62.3
\$100K to <\$150K	66.7	65.4
\$150K or more	71.2	70.0

Employer size	March 2023	Feb. 2023
Self-employed/sole proprietor	67.5	64.9
2-50 employees	64.0	61.9
51-100 employees	62.7	60.8
101-500 employees	64.4	65.1
501-1,000 employees	61.6	60.7
1,001-5,000 employees	66.9	64.9
5,001-10,000 employees	59.7	60.0
More than 10,000 employees	65.7	63.5

Manager	March 2023	Feb. 2023
Manager	65.1	64.2
Non-manager	63.9	62.2

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

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

Mental Health Index (industry).

Employees working in Utilities have the lowest mental health score (58.8) in March 2023, followed by individuals working in Warehousing (59.4), and Administrative and Support services (59.6).

Respondents employed in Transportation (69.9), Professional, Scientific and Technical Services (69.7), and Management of Companies and Enterprises (68.7) have the highest mental health scores this month.

Changes from the prior month are shown in the table.



Industry	March 2023	February 2023	Change
Management of Companies and Enterprises	68.7	62.0	6.7
Food Services	61.4	55.9	5.5
Administrative and Support services	59.6	54.7	4.9
Real Estate, Rental and Leasing	66.8	62.4	4.4
Technology	64.6	61.8	2.8
Agriculture, Forestry, Fishing and Hunting	63.0	60.3	2.7
Manufacturing	67.0	64.6	2.4
Information and Cultural Industries	64.3	62.1	2.2
Retail Trade	63.0	61.2	1.8
Other services (except Public Administration)	63.4	61.6	1.8
Finance and Insurance	66.0	64.3	1.6
Automotive Industry	67.5	65.9	1.6
Wholesale Trade	65.5	63.9	1.6
Educational Services	65.6	64.3	1.3
Professional, Scientific and Technical Services	69.7	68.5	1.2
Arts, Entertainment and Recreation	63.6	62.4	1.2
Transportation	69.9	68.8	1.1
Other	62.1	61.4	0.8
Construction	63.1	63.2	-0.1
Health Care and Social Assistance	61.3	61.7	-0.5
Public Administration	66.4	67.0	-0.6
Accommodation	62.6	63.6	-0.9
Media and Telecommunications	61.8	65.3	-3.6
Mining, Quarrying, and Oil and Gas Extraction	66.2	71.1	-4.9
Utilities	58.8	64.3	-5.6
Warehousing	59.4	66.2	-6.8

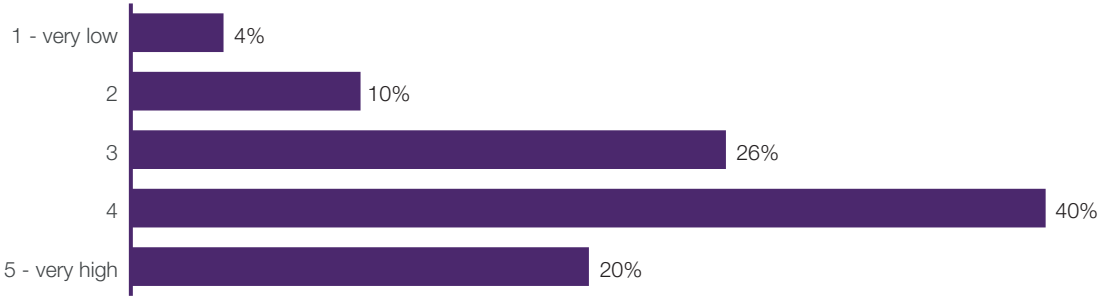
Spotlight

Self-esteem

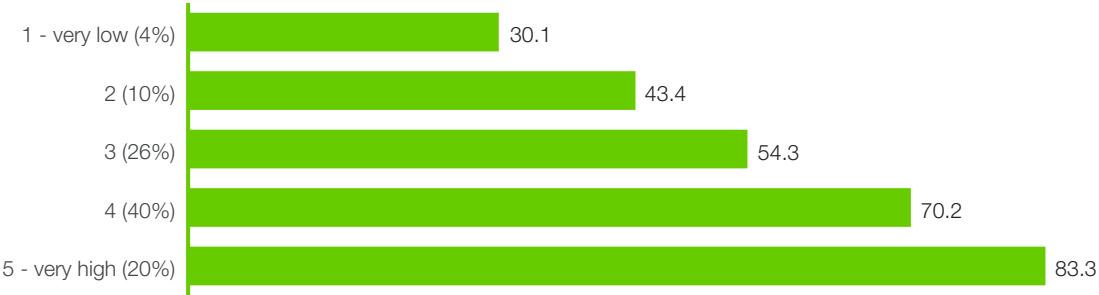
Workers in Canada were asked to rate their self-esteem on a scale from 1 to 5, with 1 being very low, and 5 being very high.

- Three in five (60 per cent) rate their self-esteem 4 or 5 (high), and the mental health score of this group is six to 19 points higher than the national average (64.3)
- More than one in ten (14 per cent) rate their self-esteem 1 or 2 (low). This group has the lowest mental health score, more than 21 points below the national average (64.3) and 27 or more points below workers rating their self-esteem as high
- Employees under 40 are more than twice as likely as employees over 50 to rate their self-esteem as 1 or 2 (low)
- Individuals without emergency savings are more than five times as likely as individuals with emergency savings to rate their self-esteem as 1 or 2 (low)

Self-esteem rating



MHI score by “Self-esteem rating”



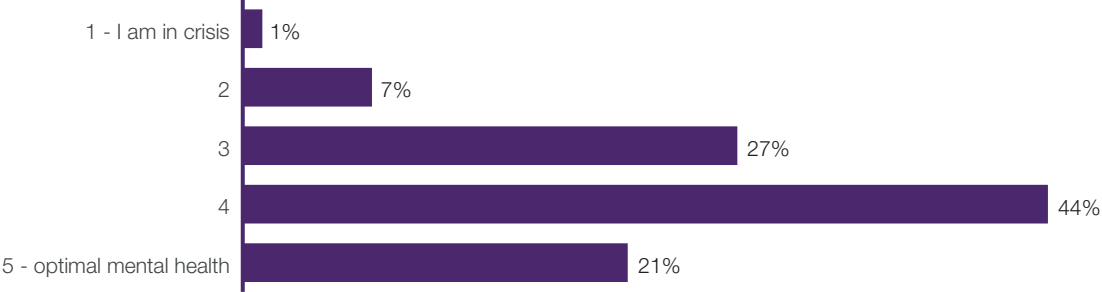
Perception of mental health.

Workers in Canada were asked to rate their mental health on a scale from 1 to 5, with 1 being in crisis, and 5 being optimal mental health.

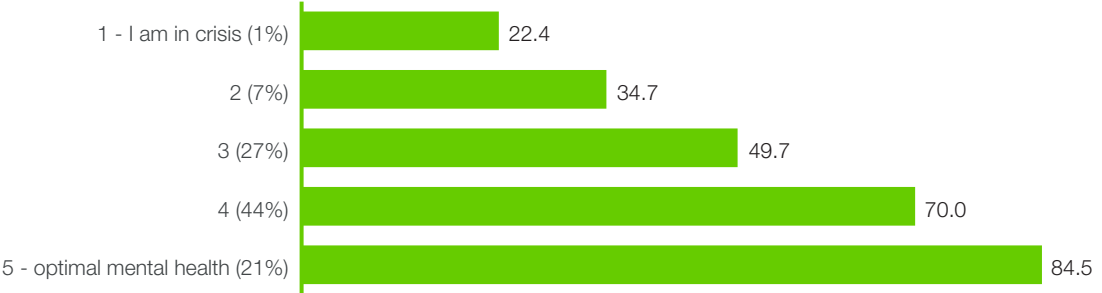
- Nearly two-thirds (65 per cent) rate their mental health 4 or 5 (optimal mental health), and the mental health score of this group is six or more points higher than the national average (64.3)
- Nearly one in ten (8 per cent) rate their mental health 1 (in crisis) or 2. This group has the lowest mental health score, more than 30 points below the national average (64.3) and 30 or more points lower than employees rating their mental health as optimal
- Employees under 40 are more than twice as likely as employees over 50 to rate their mental health 1 (in crisis) or 2
- Individuals without emergency savings are nearly eight times more likely than individuals with emergency savings to rate their mental health as 1 (in crisis) or 2



Mental health rating



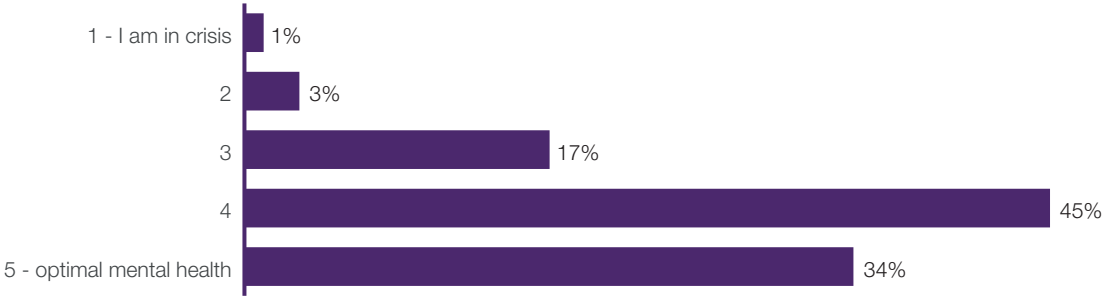
MHI score by “Mental health rating”



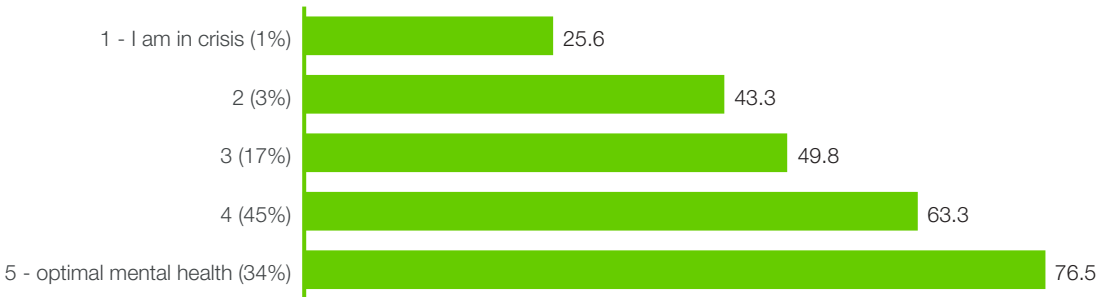
Workers in Canada were asked to rate how co-workers perceive their mental health, with 1 being in crisis, and 5 being optimal mental health.

- Nearly four in five (79 per cent) rate the perception of mental health by co-workers 4 or 5 (optimal mental health). This group has a mental health score in line with, or higher, than the national average (64.3)
- Fewer than five per cent rate the mental health perceived by their co-workers as 1 (in crisis) or 2, and the mental health score of this group is more than 21 points below the national average (64.3), and 20 or more points lower than employees rating the perception of mental health by co-workers as optimal
- Employees under 40 are nearly four times more likely than employees over 50 to rate the perception of mental health by co-workers as 1 (in crisis) or 2

Perception of mental health by co-workers



MHI score by “Perception of mental health by co-workers”

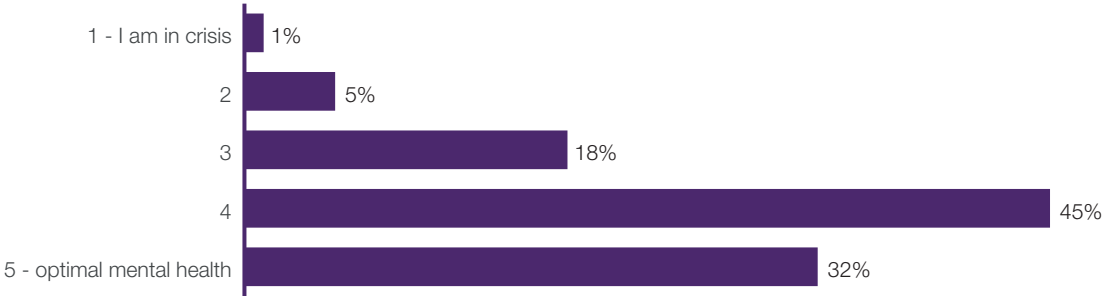


Workers in Canada were asked to rate how friends/family perceive their mental health, with 1 being in crisis, and 5 being optimal mental health.

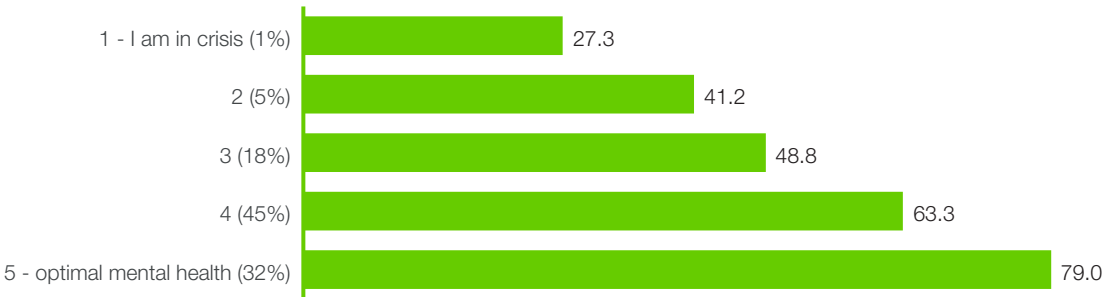
- Nearly four in five (77 per cent) rate the perception of mental health by their friends/family as 4 or 5 (optimal mental health). This group has a mental health score in line with, or higher, than the national average (64.3)
- Six per cent rate the mental health perceived by their friends/family 1 (in crisis) or 2, and the mental health score of this group is more than 23 points below the national average (64.3), and 22 or more points lower than employees rating the perception of mental health by friends/family as optimal
- Employees under 40 years are two and a half times more likely than employees over 50 to rate the perception of mental health by friends/family as 1 (in crisis) or 2



Perception of mental health by friends/family



MHI score by “Perception of mental health by friends/family”

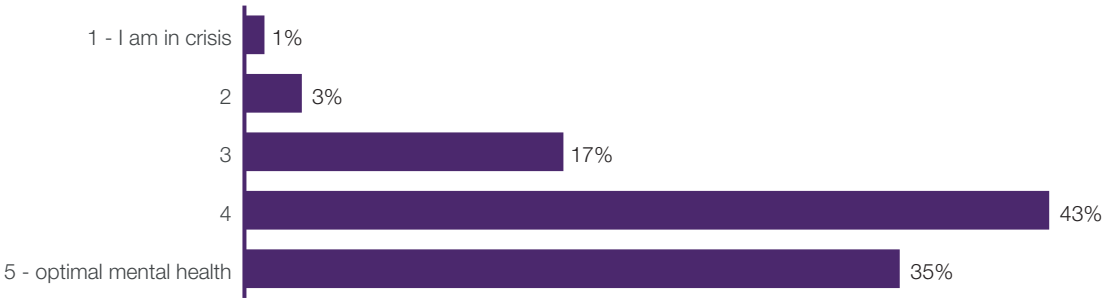


Workers in Canada were asked to rate how their manager perceives their mental health, with 1 being in crisis, and 5 being optimal mental health.

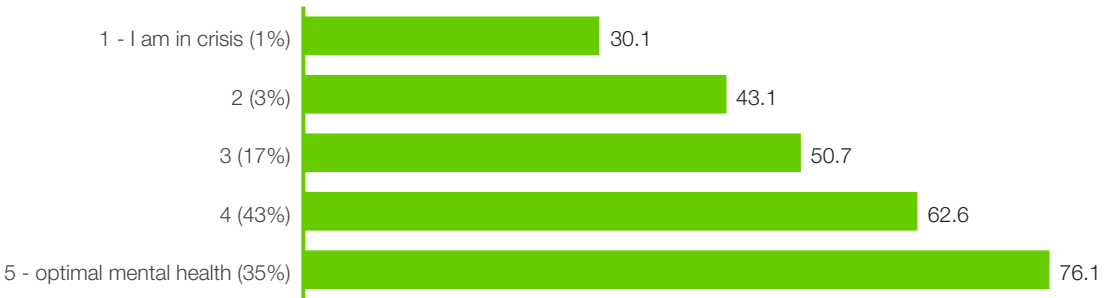
- Nearly four in five (78 per cent) rate the perception of mental health perceived by their manager 4 or 5 (optimal mental health)
- Four per cent rate the perception of mental health by their manager 1 (in crisis) or 2, and the mental health score of this group is more than 21 points below the national average (64.3), and 20 or more points lower than employees rating the perception of mental health by their manager as optimal
- Employees under 40 are nearly two times more likely than employees over 50 to rate the perception of mental health by their manager as 1 (in crisis) or 2



Perception of mental health by manager



MHI score by “Perception of mental health by manager”



Workers in Canada were asked whether there is anyone that perceives their mental health the same way they do.

- More than half (57 per cent) are either unsure or do not have someone that perceives their mental health the same way they do. The mental health score of this group is more than four points below the national average (64.3)
- More than two in five (42 per cent) have someone that perceives their mental health the same way they do. This group has a mental health score (72.2) nearly eight points above the national average (64.3) and 18 points higher than those who do not have someone that perceives their mental health the same way they do

Is there anyone that perceives your mental health the same way you do?



MHI score by “Is there anyone that perceives your mental health the same way you do?”

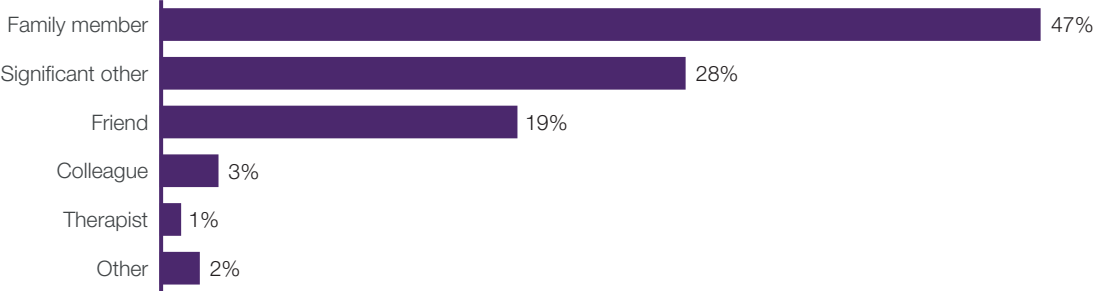


Workers in Canada reporting having someone that perceives their mental health the same way they do were asked who that person is.

- Nearly half (47 per cent) report a family member perceives their mental health the same way they do, 28 per cent report a significant other, and 19 per cent report a friend perceives their mental health the same way they do
- The lowest mental health score (47.3) is among one per cent reporting a therapist as the person who perceives their mental health the same way they do



Who perceives your mental health the same way you do?

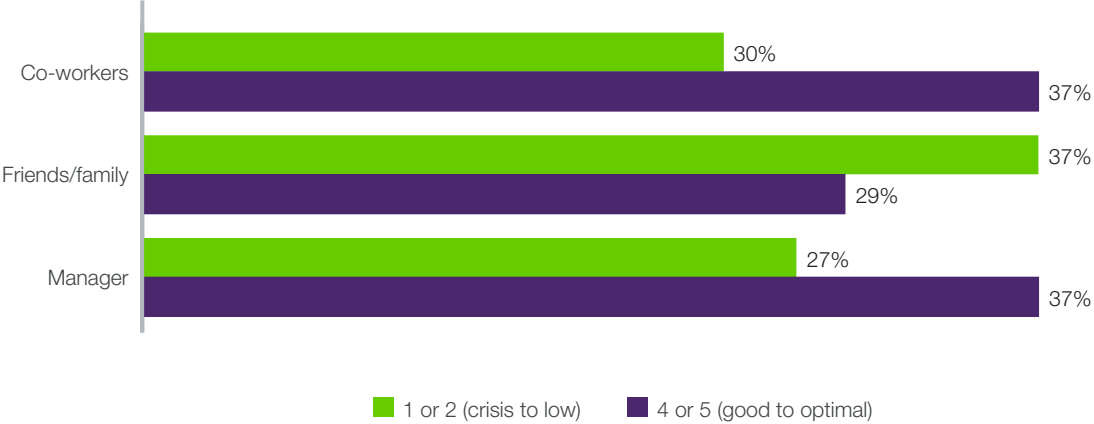


MHI score by “Who perceives your mental health the same way you do?”



Approximately one-third of workers who self-assess as having poor mental health (rating of 1-crisis or 2) believe their friends, family, co-workers and managers perceive their mental health to be strong (4 or 5-optimal).

Individual self-assessment of mental health as “low” or “crisis” compared to how they believe others perceive their mental health



- Individuals rating their mental health 1 (in crisis) or 2 and who are perceived to have similar mental health by their co-workers, friends/family, and managers have work productivity scores more than 37 points lower than the national average
- Individuals rating their mental health 3 to 5 (optimal) and who are perceived to have similar mental health by their co-workers, friends/family, and managers have work productivity scores nearly 2 points higher than the national average
- Individuals rating their mental health 3 to 5 (optimal) but are perceived to have lower mental health by their co-workers, friends/family, and managers have work productivity scores more than 18 points lower than the national average



Work productivity scores of the individuals who rate their mental health as 1 (in crisis) to 2 by perception of co-workers, friends/family, and managers



Work productivity scores of the individuals who rate their mental health 3 to 5 (optimal) by perception of co-workers, friends/family, and managers



Trauma

Workers in Canada were asked whether they have experienced a traumatic event/situation in their life that has had a lasting negative effect on their mental health.

- Nearly two in five (39 per cent) have experienced a traumatic event/situation in their life that has had a lasting negative effect on their mental health. The mental health score of this group (53.2) is more than 11 points lower than the national average (64.3) and more than 18 points lower than those who have not experienced a traumatic event
- More than three in five (61 per cent) have not experienced a traumatic event/situation in their life that has had a lasting negative effect on their mental health and the mental health score of this group (71.5) is more than seven points higher than the national average (64.3)
- Women are 50 per cent more likely than men to have experienced a traumatic event/situation in their life that has had a lasting negative effect on their mental health



I have experienced a traumatic event/situation in my life that has had a lasting negative effect on my mental health



MHI score by “I have experienced a traumatic event/situation in my life that has had a lasting negative effect on my mental health”

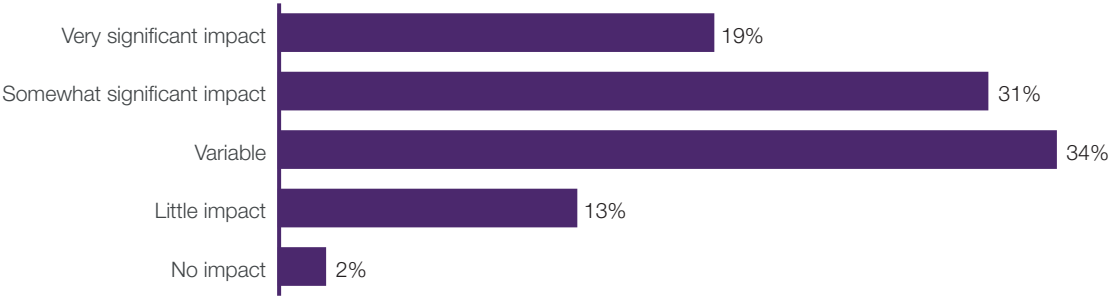


Workers in Canada who have experienced a traumatic event/situation in their life that has had a lasting negative effect on their mental health were asked about the impact of that experience.

- Half (50 per cent) report a significant impact at this time. This group has a mental health score more than 15 points lower than the national average (64.3), and 20 to 36 points lower than those who report little to no impact
- Nearly one in five (15 per cent) report little or no impact and the mental health score of this group is more than four points higher than the national average (64.3)
- Employees under 40 are 60 per cent more likely than employees over 50 to report significant impact
- Parents are 40 per cent more likely than non-parents to report a significant impact



Impact of the traumatic event/situation at this time



MHI score by “Impact of the traumatic event/situation at this time”



Supportive relationships

- Workers in Canada were asked whether they have at least one person they can turn to in times of distress.
- Nearly one in five (18 per cent) do not have at least one person they can turn to in times of distress and the mental health score of this group (50.5) is nearly 14 points below the national average (64.3)
 - More than four in five (82 per cent) have at least one person they can turn to in times of distress and the mental health score of this group (67.2) is three points above the national average (64.3) and nearly 17 points higher than those who do not have a person to turn to in times of distress

- Workers in Canada were asked whether they have close friends at work.
- Nearly half (45 per cent) are unsure or do not have close friends at work and the mental health score of this group is more than five points lower than the national average (64.3)
 - Non-managers are 50 per cent more likely than managers to not have close friends at work
 - More than half (55 per cent) have close friends at work. The mental health score of this group (69.4) is five points higher than the national average (64.3) and 12 points higher than those who do not have close friends at work

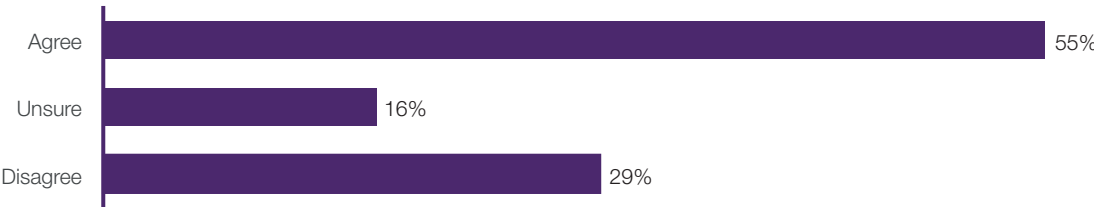
I have at least one person I can turn to in times of distress



MHI score by “I have at least one person I can turn to in times of distress”



I have close friends at work



MHI score by “I have close friends at work”



Workers in Canada were asked whether they have close friends outside of work.

- More than one in five (22 per cent) are either unsure or do not have close friends outside of work and the mental health score of this group is more than 12 points below the national average (64.3)
- Nearly four in five (78 per cent) have close friends outside of work. The mental health score of this group (68.0) is nearly four points higher than the national average (64.3) and more than 17 points higher than those who do not have close friends outside of work

I have close friends outside of work



MHI score by “I have close friends outside of work”



Efficiency and effectiveness.

Workers in Canada were asked how often they have felt disorganized in the past month.

- Nearly half (49 per cent) felt disorganised from several days to nearly every day in the past month and the mental health score of this group is eight to 21 points lower than the national average (64.3) and 19 or more points lower than those who have not felt disorganised
- Individuals who felt disorganized nearly every day are four times more likely to report a negative impact on work productivity than individuals who have not felt disorganised
- Employees over 50 are 70 per cent more likely than employees under 40 to not have felt disorganised
- More than half (51 per cent) have not felt disorganized. The mental health score of this group (74.9) is nearly 11 points higher than the national average (64.3)

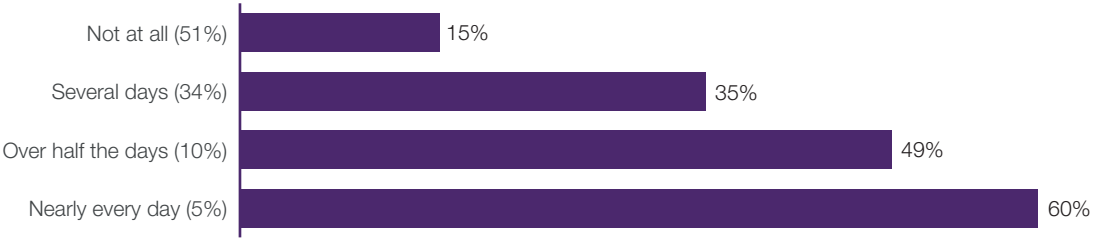
How often have you felt disorganized in the past month?



MHI score by “How often have you felt disorganized in the past month?”



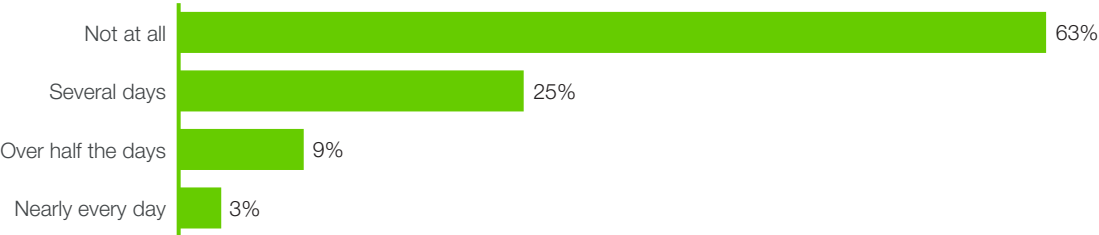
Percentage reporting a negative impact of mental health on work productivity by frequency of feeling disorganized



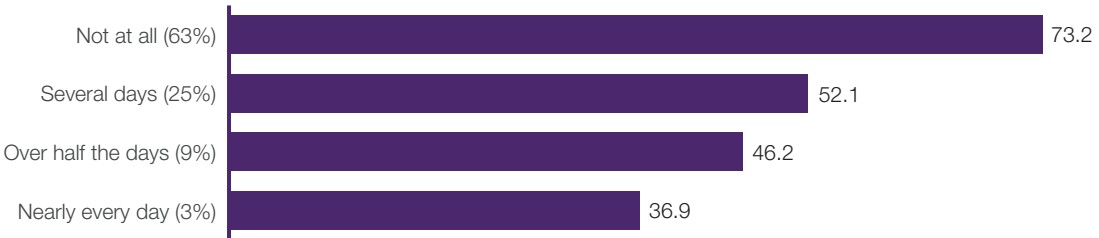
Workers in Canada were asked how often they have had trouble taking in new information in the past month.

- Nearly two in five (37 per cent) have had trouble taking in new information in the past month
- Individuals having had trouble taking in new information nearly every day are more than four times as likely to report a negative impact on work productivity than individuals not having trouble taking in new information
- Employees over 50 are nearly 60 per cent more likely than employees under 40 to not have had trouble taking in new information
- More than three in five (63 per cent) have not had trouble taking in new information. This group has the highest mental health score (73.2), nine points higher than the national average (64.3) and 21 or more points higher than those who have had trouble taking in new information

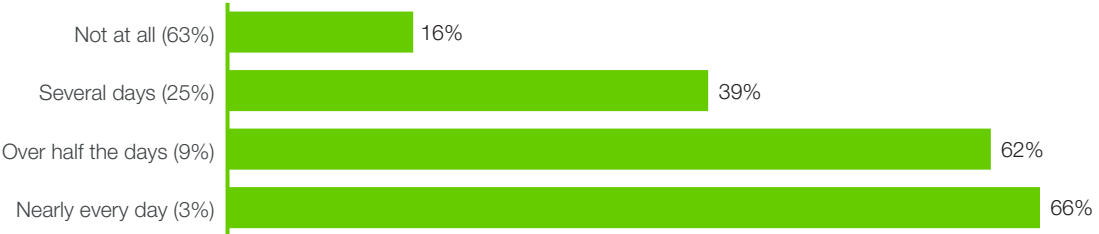
How often have you had trouble taking in new information in the past month?



MHI score by “How often have you had trouble taking in new information in the past month?”



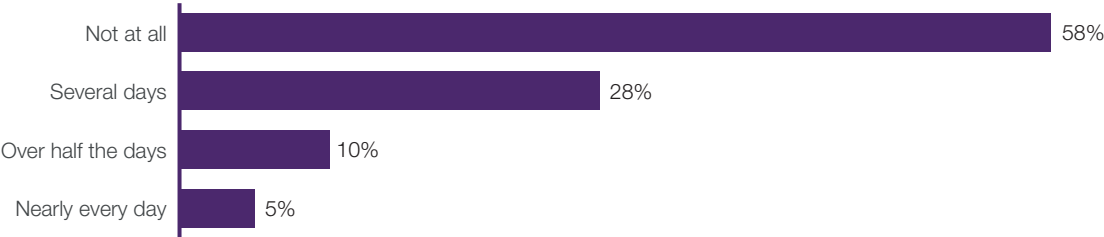
Percentage reporting a negative impact of mental health on work productivity by frequency of those having trouble taking in new information



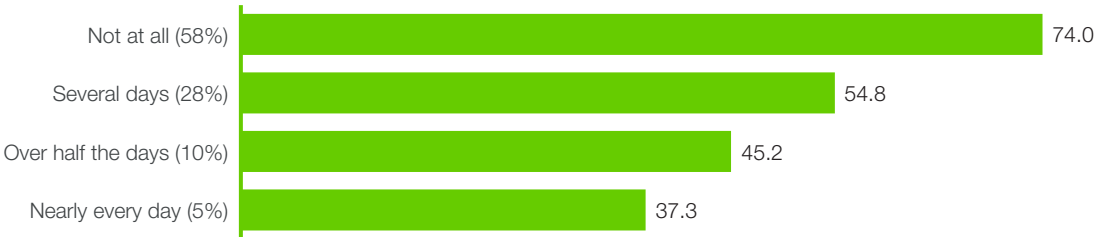
Workers in Canada were asked how often they have struggled to start or finish important tasks in the past month.

- More than two in five (43 per cent) often struggled to start or finish important tasks
- Individuals struggling starting or finishing important tasks nearly every day are four and a half times more likely to report a negative impact on work productivity than individuals not struggling to start or finish important tasks
- Employees over 50 are 60 per cent more likely than employees under 40 to not have struggled starting or finishing important tasks
- Nearly three in five (58 per cent) have not struggled to start or finish important tasks. The mental health score of this group (74.0) is nearly six points higher than the national average (64.3) and 19 or more points higher than those who have struggled to start or finish important tasks

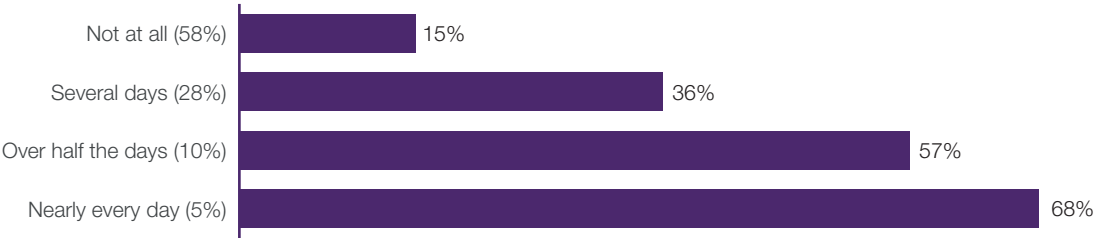
How often have you struggled to start or finish important tasks in the past month?



MHI score by “How often have you struggled to start or finish important tasks in the past month?”



Percentage reporting a negative impact of mental health on work productivity by frequency of those struggling to start or finish important tasks



Personal finances

- Workers in Canada were asked whether they have control/decision-making over personal finances.
- Ninety per cent have control/decision-making over personal finances. This group has a mental health score (66.3) two points higher than the national average (64.3) and 22 points higher than those who do not have control over personal finances
 - Three per cent do not have control/decision-making over personal finances and this group has the lowest mental health score (44.3), 20 points below the national average (64.3)

I have control/decision-making over my personal finances



MHI score by “I have control/decision-making over my personal finances”



Workers in Canada were asked whether they have sufficient financial means to support themselves.

- One in ten (10 per cent) do not have sufficient financial means to support themselves and the mental health score of this group (42.4) is 22 points below the national average (64.3)
- Employees under 40 are 50 per cent more likely than employees over 50 to lack sufficient financial means to support themselves
- Individuals with an annual household income less than \$100,000 are three and a half times more likely than those with an annual household income greater than \$100,000 to lack sufficient financial means to support themselves
- Nearly four in five (76 per cent) have sufficient financial means to support themselves. This group has a mental health score (69.6) more than five points higher than the national average (64.3) and 27 points higher than those who do not have sufficient means to support themselves

I have sufficient financial means to support myself



MHI score by “I have sufficient financial means to support myself”



Overview of the Mental Health Index by TELUS Health (formerly 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 3,000 people who live in Canada 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 Canada. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between March 6 and March 13, 2023.

Calculations

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





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