



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

Pan-Europe | January 2023



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# What you need to know for January 2023.

## 1. Despite two consecutive periods of improvement, the mental health of working Europeans continues to be significantly strained.

- At 62.1, the mental health of Europeans improved 1.5 points from the prior period
- For the second consecutive period, the lowest mental health score is in Poland and the highest score is in the Netherlands
- 36% of Europeans have a high mental health risk, 44% have a moderate mental health risk, and 20% have a low mental health risk
- Though all mental health sub-scores have improved from the prior period, anxiety remains the lowest and is the most significantly impacted score
- The mental health score of managers is higher than the score of non-managers and the national average

## 2. Nearly one-quarter of Europeans avoid being with or interacting with others and this behaviour largely started or worsened since the pandemic.

- The mental health score of respondents who avoid being with or interacting with others is more than 14 points below the national average
- 60% say their avoidance started or worsened since the pandemic began
- 25% have difficulty controlling their emotions, and the mental health score of this group is more than 16 points below the national average
- 56% say difficulty controlling their emotions started or worsened since the pandemic began
- Younger respondents (under 40 years of age) are nearly twice as likely to avoid being with or interacting with others and to have difficulty controlling their emotions



**of parents**  
would most value flexible work for their children under 18 years old.



**avoid being with**  
or interacting with others and this started or worsened since the pandemic.



**have cut back on**  
**health-related expenses**  
because of inflation.



**say financial pressure**  
is the reason for relationship decline.

### 3. One in five working Europeans have cut back on health-related expenses due to inflation.

- 50% have cut back on discretionary spending
- 34% are staying home more
- 20% have cut back on expenses related to their health
- 8% have cut back on prescription medication
- Parents are nearly 50% more likely than non-parents to cut back on expenses related to their health
- Individuals without emergency savings are nearly twice as likely to cut back on prescription medication than individuals with emergency savings
- The mental health score of respondents who cut back on prescription medications is more than 11 points below the national average; respondents who cut back on expenses related to their health have a mental health score more than 10 points below the national average

### 4. Nearly one in five Europeans say financial pressure is the reason for a decline in their marital/partner relationship.

- 13% report a decline in their marital/personal relationships since the pandemic began
- 19% say financial pressure is the reason for a decline in their marital/partner relationship
- The mental health score of respondents indicating that their marital/partner relationship has declined because of financial pressure is more than 17 points below the national average
- Parents are 70 per cent more likely than non-parents to report financial pressure as the reason for a decline in their relationship

### 5. Nearly one in six parents would most value mental health support for their children 18 years of age and older.

- 23% of parents with children under 18 years of age are concerned about their children's behaviour; among them, 60% say the behaviour started or worsened since the pandemic.
- 15% of parents with children 18 years of age and older are concerned about their children's behaviour; among them, 57% say the behaviour started or worsened since the pandemic
- The mental health and work productivity scores of parents concerned about their children's behaviour are lower than parents not concerned about their children's behaviour
- 39% of parents with children under 18 years of age and 28% of parents with children 18 years of age and older say flexible work is the most valued support from their employer as it relates to the wellbeing of their children
- 16% of parents with children 18 years of age and older and 14% of parents with children under 18 years of age most value mental health support for their children



# Country spotlights

## France

MHI Current Month  
January 2023

64.3

At 64.3, the mental health of the working population in France improved 0.7-points from September 2022 but continues to show significant strain.



## Germany

MHI Current Month  
January 2023

64.3

At 64.3, the mental health of the working population in Germany improved 2.4-points from September 2022 but continues to show significant strain.



## Italy

MHI Current Month  
January 2023

59.1

At 59.1, the mental health of the working population in Italy improved modestly (0.3 points) from September 2022 yet continues to show significant strain.

42%

are feeling  
anxious

36%

are feeling  
depressed

32%

are feeling  
isolated

27%

are not feeling  
optimistic about  
their future

26%

say their mental  
health is negatively  
impacting work  
productivity

26%

do not have  
emergency  
savings to cover  
basic needs

23%

avoid being with  
or interacting with  
others; 64% say this  
started or worsened  
since the pandemic

28%

often have difficulties  
in controlling their  
emotions; 62% say this  
started or worsened  
since the pandemic

78%

can work flexibly  
some or all the time

14%

report a decline  
in marital/partner  
relationships  
compared to before  
the pandemic

## Netherlands

MHI Current Month  
January 2023

69.4

At 69.4, the mental health of the working population in the Netherlands improved 1.4 points from September 2022 and is the highest compared to other European countries in this report.

27%

say their mental  
health is negatively  
impacting work  
productivity

25%

are feeling  
anxious

22%

do not have  
emergency  
savings to cover  
basic needs

20%

are feeling  
isolated

17%

are feeling  
depressed

12%

are not feeling  
optimistic about  
their future

18%

avoid being with  
or interacting with  
others; 56% say this  
started or worsened  
since the pandemic

17%

often have difficulty  
controlling their  
emotions; 59% say this  
started/ worsened s  
ince the pandemic

74%

can work flexibly  
some or all the time

7%

report a decline  
in marital/partner  
relationships  
compared to before  
the pandemic

# Poland

MHI Current Month  
January 2023

56.5

At 56.5, the mental health of the working population in Poland improved 3.0 points from September 2022 yet it is the most strained compared to other European countries in this report.



# Spain

MHI Current Month  
January 2023

58.9

At 58.9, the mental health of the working population in Spain improved modestly (0.8 points) from September 2022 yet it is the second lowest mental health score among countries included in this report.



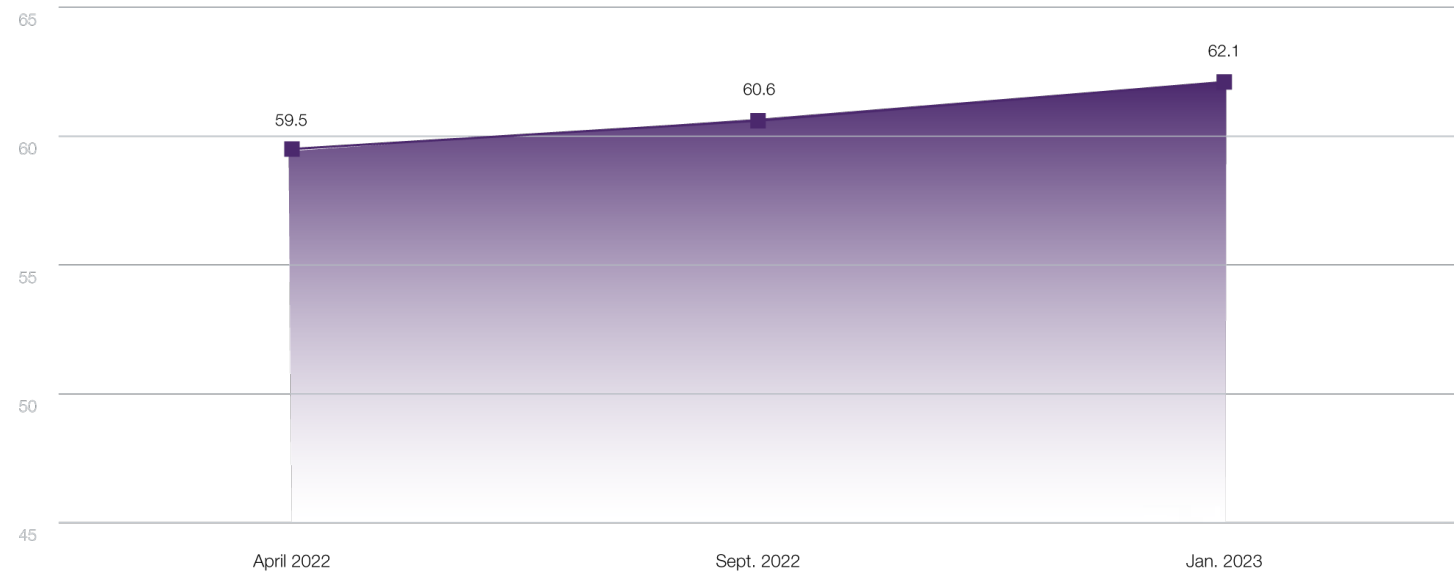


## The Mental Health Index.

The overall Mental Health Index for January 2023 is 62.1. While a significant 1.5-point improvement is observed over the prior period, the mental health of Europeans continues to show significant strain.

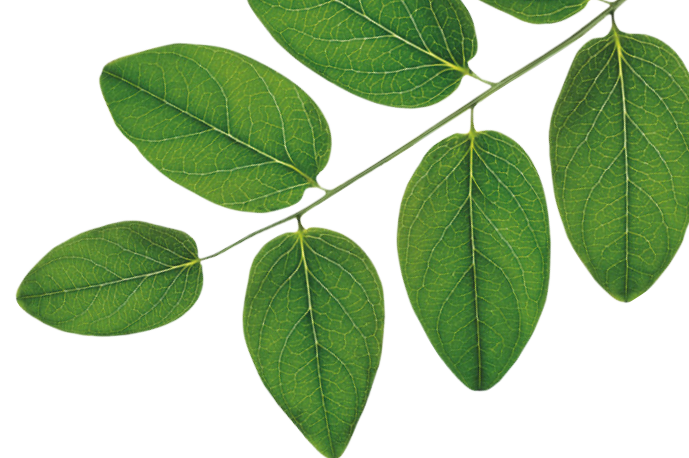
MHI Current Month  
January 2023

62.1



# Country MHI scores

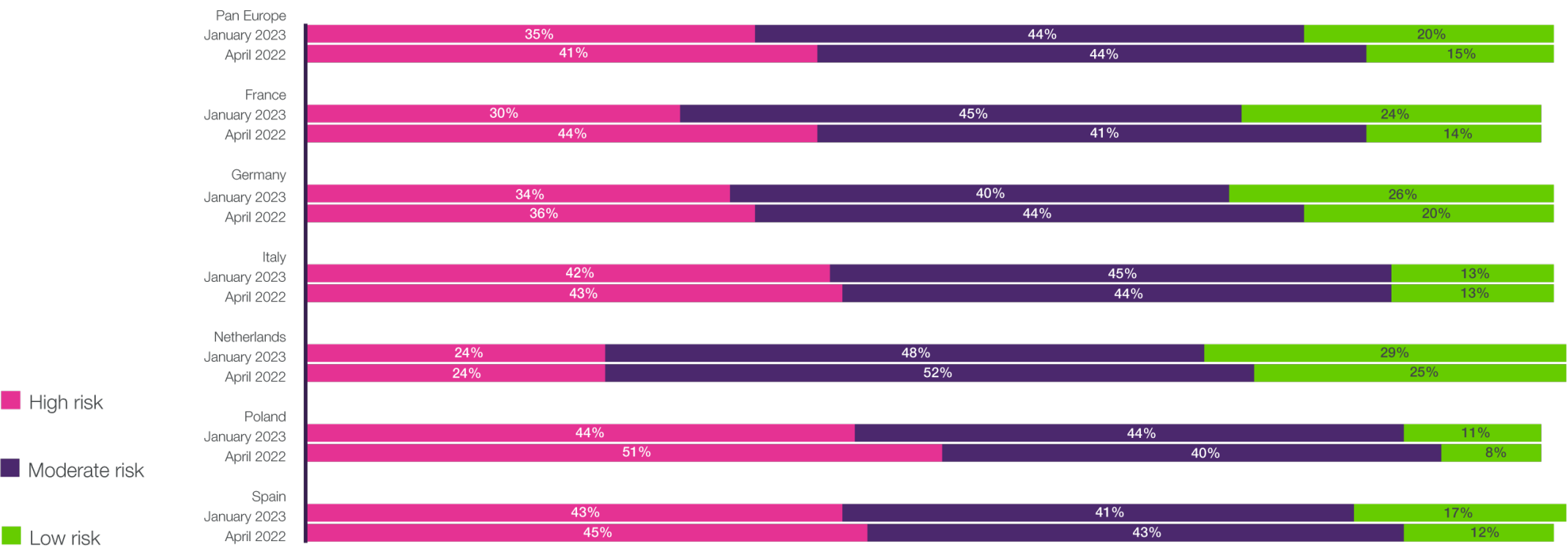
The lowest mental health score is in Poland (56.5), followed by Spain (58.9), Italy (59.1), Germany (64.3), France (64.3), and the Netherlands (69.4). Improvements in mental health are observed in all countries; however, the country with the greatest increase over the prior period is Poland with a three-point improvement.



Mental health risk.

In January 2023, 36 per cent of Europeans are high risk, 44 per cent are moderate risk, and 20 per cent are low 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.

The greatest proportion of high-risk individuals is found in Poland (44 per cent), followed by Spain (43 per cent), and Italy (42 per cent). The Netherlands has the lowest proportion (24 per cent) of high-risk individuals and the highest proportion (29 per cent) of individuals at low risk.



**Mental Health Index sub-scores.**

The lowest Mental Health Index sub-score in Pan-Europe is the risk measure of anxiety (51.9), followed by depression (58.6), isolation (60.2), optimism (61.8), work productivity (61.8), and financial risk (68.1). General psychological health (73.3) continues to be the most favourable mental health measure in January 2023.

- All mental health sub-scores have improved from the prior period
- With a 2.0-point increase, the optimism score has the greatest improvement from September 2022

Mental Health Index sub-scores	January 2023	September 2022
Anxiety	51.9	50.4
Depression	58.6	56.7
Isolation	60.2	59.0
Optimism	61.8	59.8
Work productivity	61.8	60.1
Financial risk	68.1	66.3
Psychological health	73.3	73.1

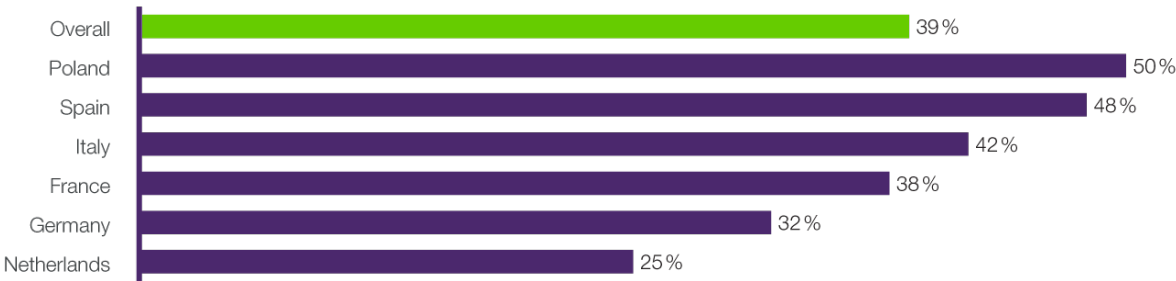


# Anxiety

Survey participants were asked whether they often feel unsettled and nervous.

Overall, 39 per cent often feel unsettled and nervous. Half of the working population in Poland (50 per cent) feel anxious, 48 per cent in Spain, 42 per cent in Italy, 38 per cent in France, 32 per cent in Germany, and 25 per cent in the Netherlands feel the same.

Percentage of people feeling anxious by country

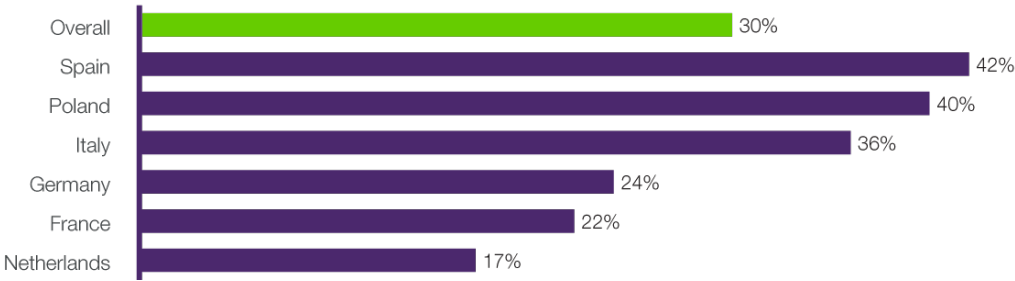


# Depression

Survey participants were asked whether they often feel a sense of helplessness.

Overall, 30 per cent often feel a sense of helplessness. More than two in five of the working population in Spain (42 per cent) feel depressed, 40 per cent in Poland, 36 per cent in Italy, 24 per cent in Germany, 22 per cent in France, and 17 per cent in the Netherlands feel the same.

Percentage of people feeling symptoms of depression by country





## Optimism

Survey participants were asked whether they often feel unsettled and nervous.

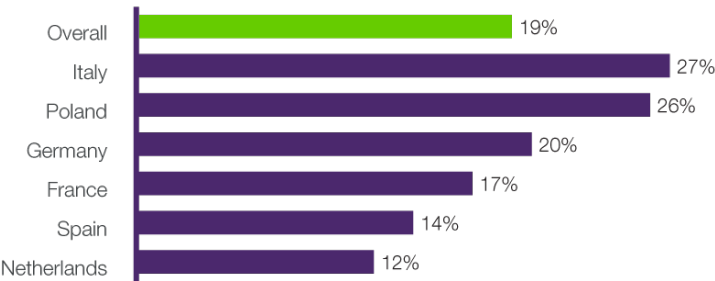
Overall, 39 per cent often feel unsettled and nervous. Half of the working population in Poland (50 per cent) feel anxious, 48 per cent in Spain, 42 per cent in Italy, 38 per cent in France, 32 per cent in Germany, and 25 per cent in the Netherlands feel the same.

## Work productivity

Survey participants were asked whether their current mental health is negatively impacting their work productivity.

Overall, 29 per cent report that their mental health is negatively impacting their work productivity. The greatest impact of mental health on work productivity is in Poland and France where nearly one-third (32 per cent) indicate that their mental health is negatively impacting their work productivity. More than one in four indicate that mental health is impacting their productivity in Germany (29 per cent), Spain (28 per cent), Netherlands (27 per cent), and Italy (26 per cent).

Percentage of people not feeling optimistic about the future by country



Percentage of people reporting that their mental health is affecting their productivity at work by country

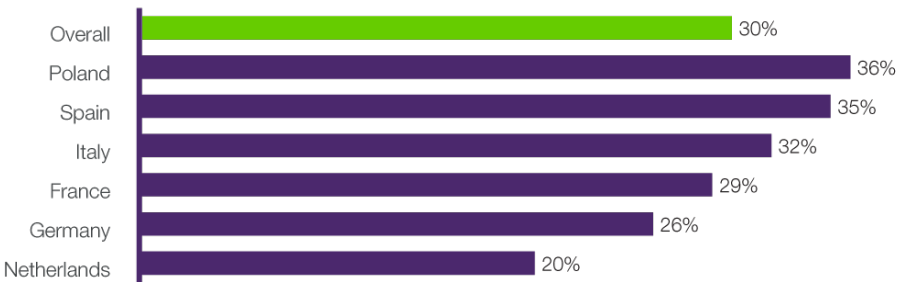


# Isolation

Survey participants were asked whether they often feel alone.

Overall, 30 per cent often feel alone. Isolation is most notable in Poland, where more than one-third (36 per cent) often feel alone. In Spain, 35 per cent often feel alone, 32 per cent in Italy, 29 per cent in France, 26 per cent in Germany, and 20 per cent in the Netherlands feel the same.

Percentage of people feeling isolated by country

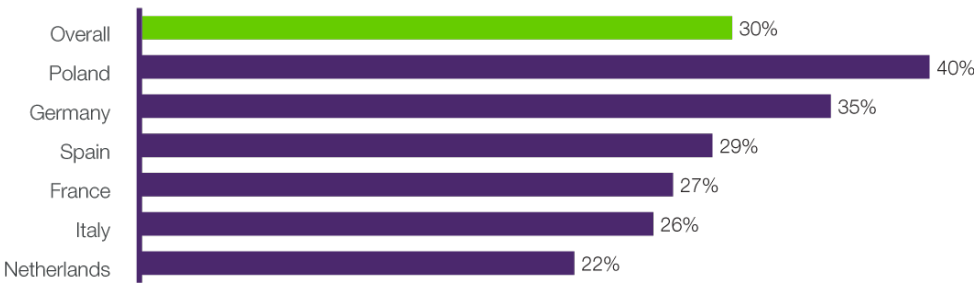


# Financial risk

Survey participants were asked about their level of emergency savings to cover essential expenses.

Overall, 30 per cent do not have emergency savings. Forty per cent of the working population in Poland do not have emergency savings, 35 per cent in Germany, 29 per cent in Spain, 27 per cent in France, 26 per cent in Italy, and 22 per cent in the Netherlands report the same.

Percentage without emergency savings by country

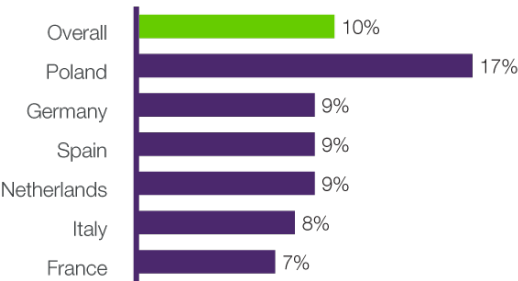


# General psychological health

Survey participants were asked whether they are in good psychological health.

Overall, 10 per cent report they are not in good psychological health. The incidence of poor psychological health is greatest in Poland (17 per cent), followed by Germany (9 per cent), Spain (9 per cent), the Netherlands (9 per cent), Italy (8 per cent), and France (7 per cent).

Percentage of people reporting poor general psychological health by country



## Demographics

- Women have a lower mental health score than men. In January 2023, the mental health score of women is 59.6 compared to 64.2 for men
- Mental health scores improve substantially with age
- The variance in the mental health score between Europeans with and without children has been observed since April 2022. The trend continues in January 2023 wherein Europeans with at least one child have a lower mental health score (59.9) than Europeans without children (63.9)

## Employment

- Overall, two per cent of respondents are unemployed and five per cent report reduced hours or reduced salary
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (44.6), followed by those reporting fewer hours (52.2), those not currently employed (57.8), and those with no change to salary or hours (62.5)
- Managers have a better mental health score (62.8) than non-managers (61.5)
- Individuals working for employers with 5,001-10,000 employees have the highest mental health score (66.6)
- Sole proprietors/self-employed have the lowest mental health score (58.0)

## Emergency savings

- Those without emergency savings have a lower mental health score (49.9) than the overall group (62.1). Individuals with emergency savings have a mental health score of 67.3



Employment status	Jan. 2023	Sep. 2022
Employed (no change in hours/salary)	62.5	61.7
Employed (fewer hours compared to last month)	52.2	48.7
Employed (reduced salary compared to last month)	44.6	48.1
Not currently employed	57.8	53.4

Age group	Jan. 2023	Sep. 2022
Age 20-29	57.0	53.8
Age 30-39	57.5	57.1
Age 40-49	61.0	60.4
Age 50-59	65.2	63.7
Age 60-69	70.6	68.9

Number of children	Jan. 2023	Sep. 2022
No children in household	63.9	62.1
1 child	59.4	58.9
2 children	61.0	59.8
3 children or more	59.4	56.2

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

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

Country	Jan. 2023	Sep. 2022
France	61.4	63.6
Germany	59.7	61.9
Italy	64.1	58.8
Netherlands	63.9	68.0
Poland	58.7	53.5
Spain	62.5	58.1

Gender	Jan. 2023	Sep. 2022
Men	64.2	63.2
Women	59.6	57.6

Income – Rest of Europe	Jan. 2023	Sep. 2022
Household Income under €10K/annum	50.7	57.0
€10K to <€20K/annum	52.1	51.2
€20k to <€30K	57.8	57.5
€30K to €50K	63.2	63.2
€50K to €70K	66.7	65.8
€70K to €100K	72.0	67.7
€100K and over	72.9	72.5

Income – Poland	Jan. 2023	Sep. 2022
Household Income under 15K pln/annum	50.5	57.1
15K pln to <30K pln/annum	41.3	49.5
30k to <60K pln	49.6	46.4
60k to <100K pln	56.3	55.0
100K pln and over	61.8	57.5

Employer size	Jan. 2023	Sep. 2022
Self-employed/sole proprietor	58.0	58.6
2-50 employees	61.9	60.3
51-100 employees	60.1	58.0
101-500 employees	61.8	61.3
501-1,000 employees	61.4	62.5
1,001-5,000 employees	63.4	59.9
5,001-10,000 employees	66.6	65.3
More than 10,000 employees	66.4	63.2

Manager	Jan. 2023	Sep. 2022
Manager	62.8	61.8
Non-manager	61.5	59.9

## Mental Health Index (industry).

The lowest mental health score in January 2023 is among individuals employed in Activities of Households as Employers; Undifferentiated Goods and Services Producing Activities of Households for Own Use have the lowest mental health score (54.9), followed by those working in Accommodation and Food Service Activities (57.3), and Agriculture, Forestry and Fishing (59.6).

Individuals employed in Real Estate Activities (65.7), Transportation and Storage (65.6), and Education (63.2) have the highest mental health scores in January 2023.



Industry	January 2023	September 2022	Change
Agriculture, Forestry and Fishing	59.6	54.7	4.9
Construction	63.0	59.9	3.1
Wholesale and Retail Trade	62.9	60.0	2.8
Arts, Entertainment and Recreation	61.7	59.0	2.8
Real Estate Activities	65.7	63.2	2.5
Other Service Activities	61.2	59.0	2.2
Human Health and Social Work Activities	62.7	60.9	1.8
Electricity, Gas, Steam and Air Conditioning Supply	62.7	61.0	1.7
Education	63.2	61.7	1.5
Activities of Households as Employers; Undifferentiated Goods and Services Producing Activities of Households for Own Use	54.9	53.5	1.4
Administrative and Support Service Activities	61.2	59.9	1.3
Financial and Insurance Activities	62.6	62.1	0.6
Manufacturing	61.6	61.2	0.4
Professional, Scientific and Technical Activities	62.7	63.1	-0.5
Transportation and Storage	65.6	66.1	-0.5
Public Administration and Defence	60.7	61.4	-0.7
Accommodation and Food Service Activities	57.3	59.4	-2.1
Administrative and Support services	54.3	54.3	54.3

Changes from the prior period are shown in the table.

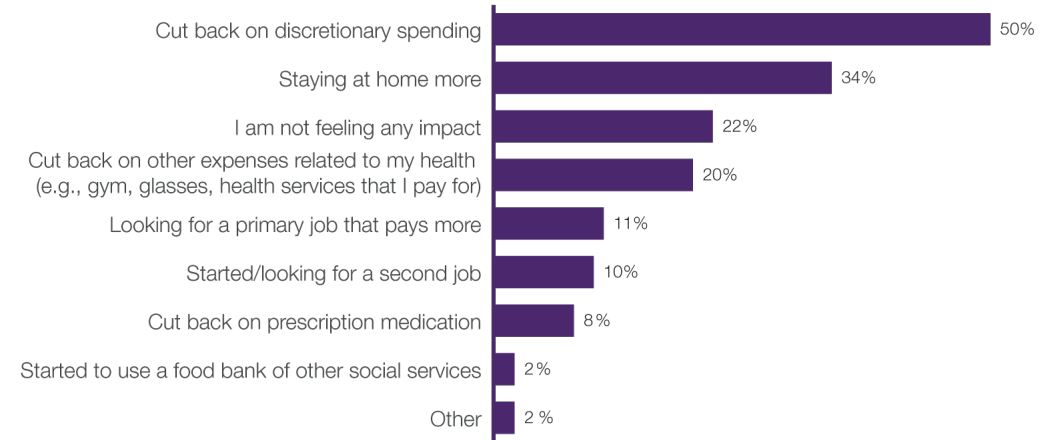
# Spotlight

## Inflation

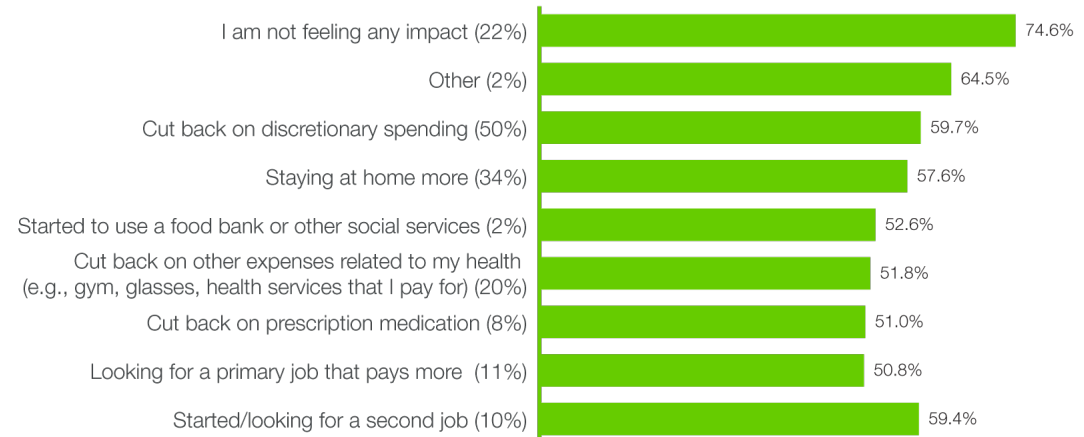
Europeans were asked about the impact they have experienced because of inflation.

- Half (50 per cent) have cut back on discretionary spending, 34 per cent are staying at home more often, and 20 per cent have cut back on expenses related to their health
- More than one in five (22 per cent) are not feeling any impact, and this group has the highest mental health score (74.6), more than 12 points above the national average (62.1)
- Parents are nearly 50 per cent more likely than non-parents to cut back on expenses related to their health
- Respondents 50 years of age and older are 50 per cent more likely than those under 40 years of age to cut back on discretionary spending
- Individuals without emergency savings are nearly twice as likely to cut back on prescription medication compared to respondents with emergency savings
- Individuals with emergency savings are twice as likely to not feel any impact due to inflation compared to individuals without emergency savings

### Impact experienced due to inflation.



### MHI score by “Impact experienced due to inflation.”



# Avoidance

Europeans were asked whether they avoid being with or interacting with others.

- Nearly one-quarter (23 per cent) avoid being with or interacting with others, and this group has the lowest mental health score (47.8), more than 14 points below the national average (62.1)
- More than three in five (63 per cent) do not avoid being with or interacting with others, and this group has the highest mental health score (69.5), more than seven points above the national average
- More than one in four (26 per cent) respondents in each of France and Germany avoid being with or interacting with others, 24 per cent in Poland, 23 per cent in Italy, 23 per cent in Spain, and 18 per cent in the Netherlands report the same
- Respondents under 40 years of age are more than twice as likely as individuals over 50 years of age to avoid being with or interacting with others



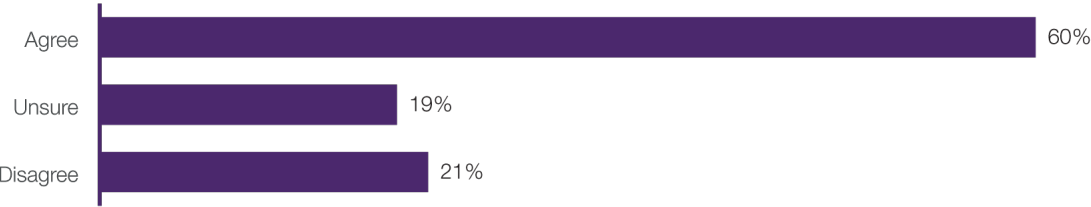
## I avoid being with or interacting with others



## MHI score by “I avoid being with or interacting with others.”



## This avoidance started or worsened since the pandemic began.



## MHI score by “This avoidance started or worsened since the pandemic began.”



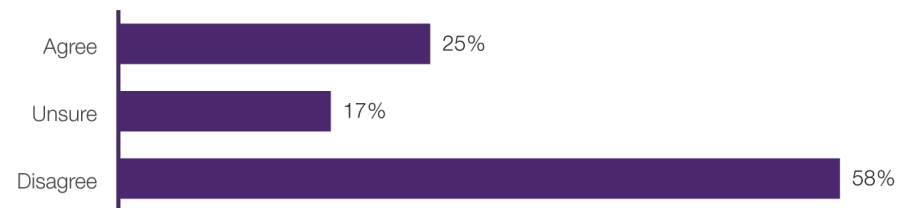


## Control

Europeans were asked whether they often have difficulty controlling their emotions.

- One-quarter (25 per cent) often have difficulty controlling their emotions, and this group has the lowest mental health score (45.5), more than 16 points below the national average (61.9)
- Three in five (60 per cent) do not have difficulty controlling their emotions, and this group has highest mental health score (70.2), more than eight points above the national average (61.9)
- Respondents under 40 years of age are more than twice as likely as individuals over 50 to have difficulty controlling their emotions
- Individuals without emergency savings are twice as likely as respondents with emergency savings to have difficulty controlling their emotions
- Nearly half (48 per cent) report the difficulty controlling their emotions started or worsened since the pandemic began, and this group has the lowest mental health score (43.7), nearly 19 points below the national average (61.9)
- Three in five (60 per cent) report their avoidance started or worsened since the pandemic began, and this group has the lowest mental health score (45.8), more than 16 points below the national average (62.1)
- Nearly two-thirds (64 per cent) in Italy report their avoidance started or worsened since the pandemic began, 63 per cent in Poland, 62 per cent in Spain, 60 per cent in France, 56 per cent in the Netherlands, and 53 per cent in Germany report the same

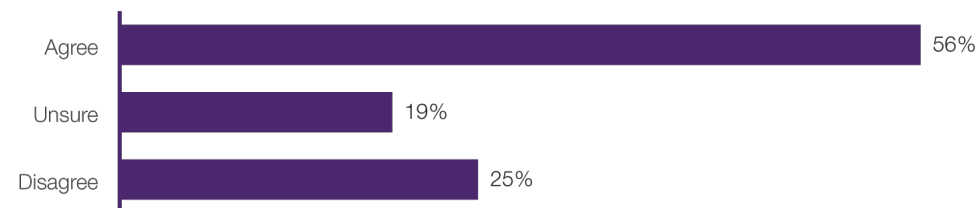
### I often have difficulty controlling my emotions.



### MHI score by "I often have difficulty controlling my emotions."



### This difficulty started or worsened since the pandemic began.



### MHI score by "This difficulty started or worsened since the pandemic began."



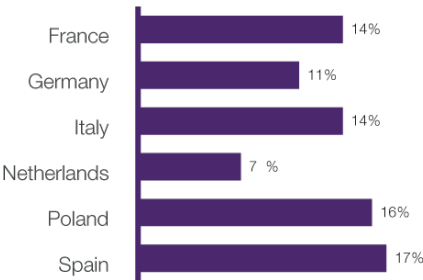
# Marital/partner relationships

Europeans were asked how their marital/partner relationship has changed compared to before the pandemic.

- Thirteen per cent indicate their marital/partner relationship has declined compared to before the pandemic, and this group has the lowest mental health score (46.9), more than 15 points below the national average (62.1)
- More than one in ten (13 per cent) report their marital/partner relationship has improved compared to before the pandemic, and this group has a mental health score (62.4) slightly above the national average (62.1)
- Nearly three-quarters (73 per cent) indicate that nothing has changed in their marital/partner relationship compared to before the pandemic, and this group has the highest mental health score (65.4), more than 3 points above the national average (62.1)
- Spain reports the highest rate of decline in marital/partner relationships compared to before the pandemic (17 per cent), followed by Poland (16 per cent), France (14 per cent), Italy (14 per cent), and Germany (11 per cent)
- The Netherlands reports the lowest rate of decline in marital/partner relationships compared to before the pandemic (seven per cent)
- Respondents under 40 years of age are more than 70 per cent more likely than individuals over 50 years of age to report their marital/partner relationship has improved compared to before the pandemic



Decline in marital/partner relationship compared to before the pandemic



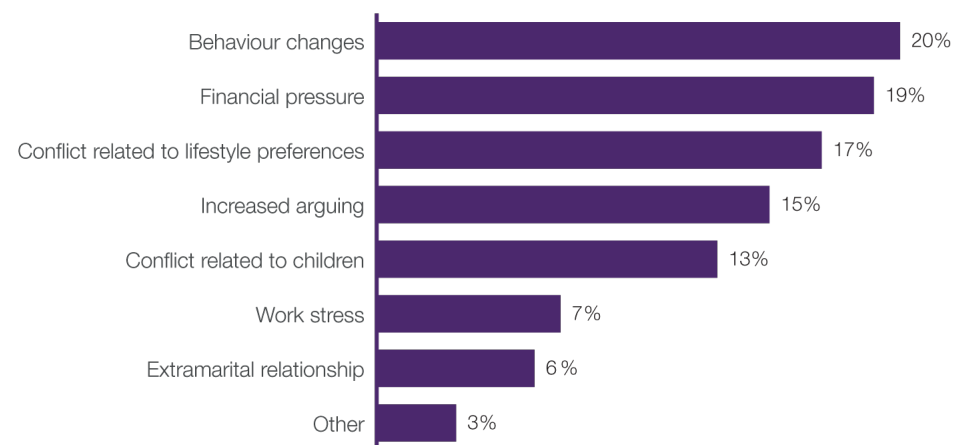
MHI score by “Change in marital/partner relationship compared to before the pandemic.”



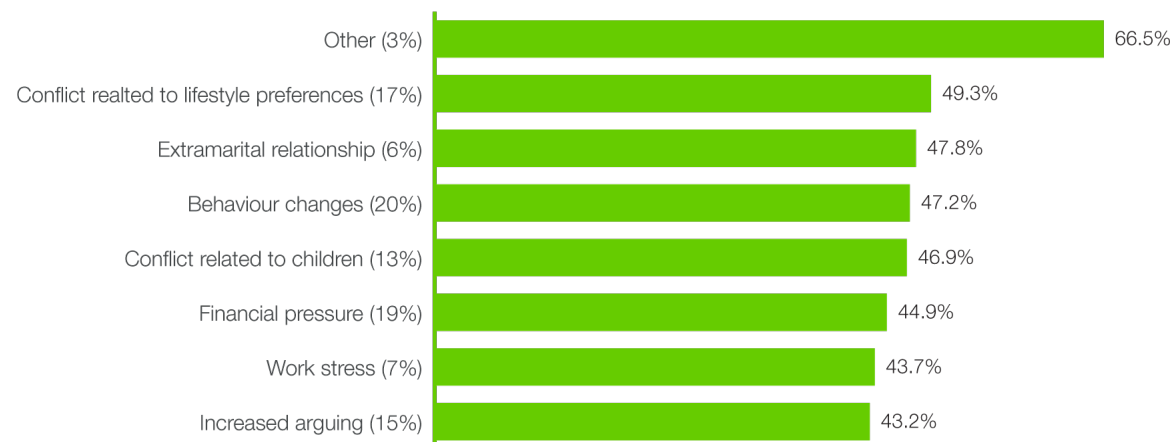
Europeans reporting a decline in their marital/partner relationship were asked for the reasons.

- One in five (20 per cent) report increased behaviour changes, 19 per cent report financial pressure, 17 per cent report conflict related to lifestyle preferences, and 15 per cent report increased arguing as reasons for a decline in their relationship
- The lowest mental health score (43.2) is among 15 per cent reporting increased arguing as the reason for a decline in their relationship
- Respondents under 40 years of age are nearly three times more likely than individuals 50 years of age and older to report conflict related to children as the reason for a decline in their relationship
- Parents are 70 per cent more likely than non-parents to report financial pressure as the reason for a decline in their relationship
- Individuals without emergency savings are 80 per cent more likely to report financial pressure as the reason for a decline in their relationship compared to individuals with emergency savings

#### Reason for a decline in marital/partner relationship.



#### MHI score by “Reason for a decline in marital/partner relationship.”



## Wellbeing of children

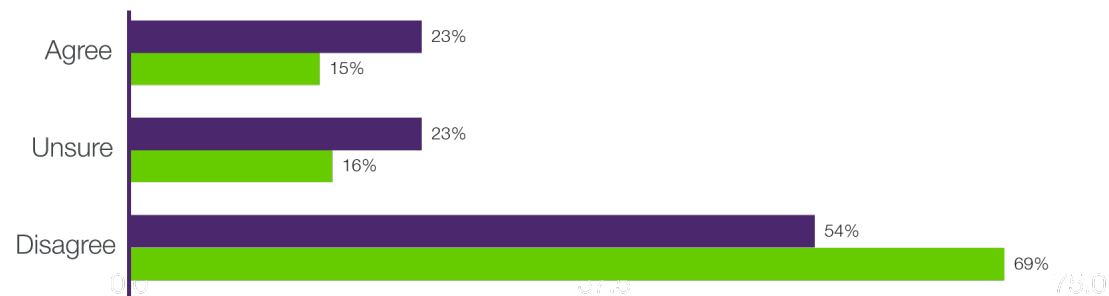
European parents were asked whether they are concerned about their children's behaviour.

- Nearly one-quarter (23 per cent) of parents with children under 18 years of age are concerned about their children's behaviour, compared to 15 per cent of parents with children 18 years of age and older
- The mental health and work productivity scores of parents concerned about their children's behaviour are lower than parents not concerned about their children's behaviour



■ Parents with children under 18 years old  
■ Parents whose children are 18 or older

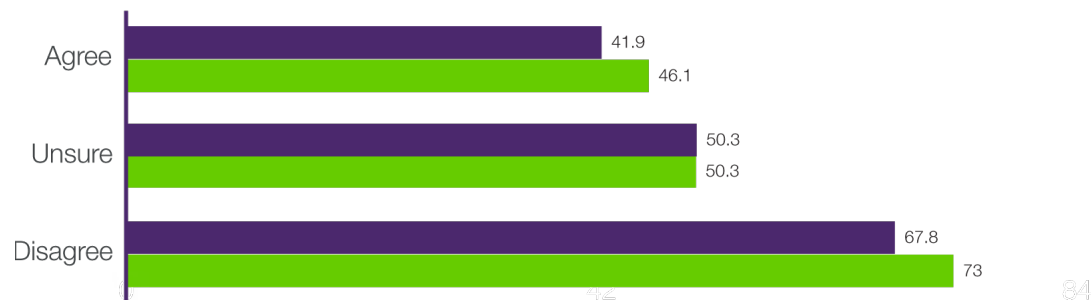
### My child or children are experiencing behaviour that I am concerned about.



### MHI score by “My child or children are experiencing behaviour that I am concerned about.”



### Work productivity score by “My child or children are experiencing behaviour that I am concerned about.”

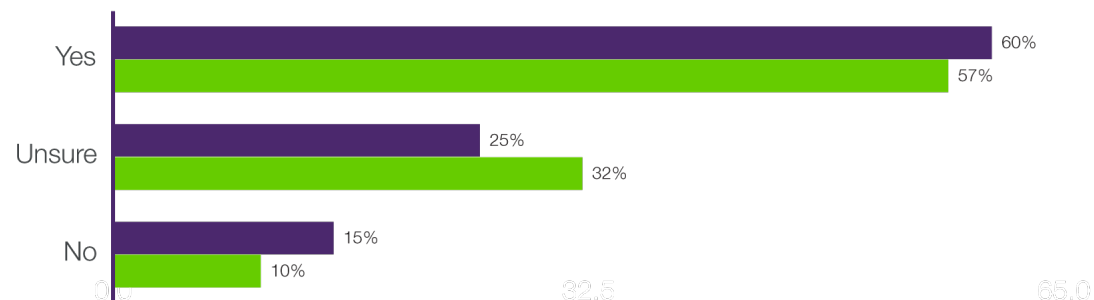


- One-third (33 per cent) of parents with children under 18 years of age in Poland are concerned about their children's behaviour, 30 per cent in Germany, 24 per cent in the Netherlands, 21 per cent in Spain, 16 per cent in Italy, and 14 per cent in France
- Nearly one in five (18 per cent) of parents with children 18 years of age and older in Italy are concerned about their children's behaviour, 17 per cent in Spain, 16 per cent in Germany, 16 per cent in Poland, 13 per cent in France, and 12 per cent in the Netherlands
- Parents with children 18 years of age and older have better mental health and work productivity scores than parents with children under 18 years of age

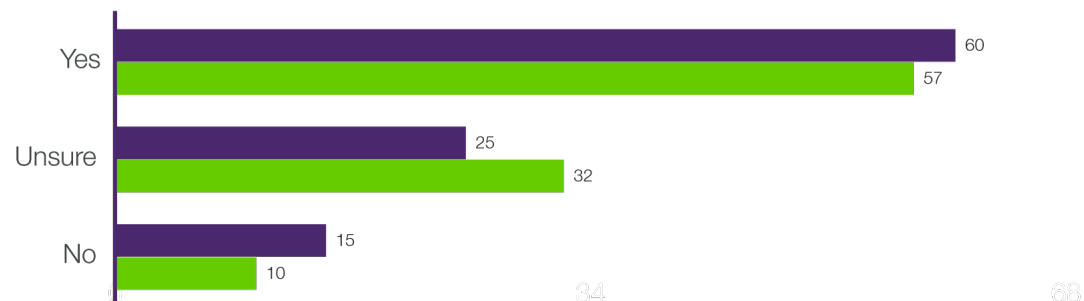


- Parents with children under 18 years old
- Parents whose children are 18 or older

#### This behaviour started or worsened since the pandemic.



#### MHI score by “This behaviour started or worsened since the pandemic.”



#### Work productivity score by “This behaviour started or worsened since the pandemic.”



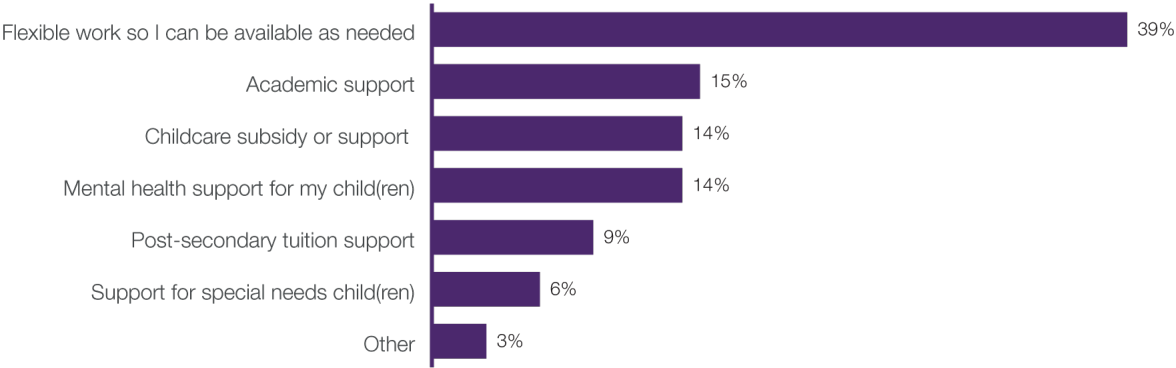
- Three in five (60 per cent) parents with children under 18 years of age report the behaviour started or worsened since the pandemic began, compared to 57 per cent of parents with children 18 years of age and older. The mental health and work productivity scores of parents reporting this behaviour started or worsened since the pandemic began are lower than parents who disagree. Parents were asked what would be most valuable as it relates to the wellbeing of their children.

European parents were asked what would be most valuable as it relates to the wellbeing of their children.

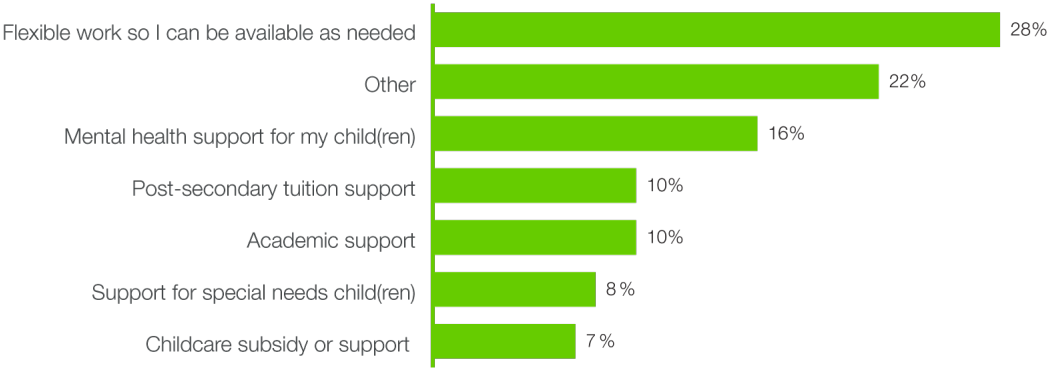
- Nearly two in five (39 per cent) parents with children under 18 years of age report flexible work as most valued for the wellbeing of their children, 15 per cent report academic support, 14 per cent report mental health support, and 14 per cent report childcare subsidy or support
- Parents whose children are 18 years old or older report flexible work (28 per cent) as most valued for the wellbeing of their children, followed by mental health support (16 per cent)



**Most valued for the wellbeing of children under 18 years of age.**



**Most valued for the wellbeing of children 18 years of age and older.**



# Remote work

Europeans were asked whether they can work flexibly.

- Nearly one-third (30 per cent) cannot work flexibly, and this group has the lowest mental health score (60.1), two points below the national average (62.1)
- One in four (25 per cent) can work flexibly most or all the time, and this group has the highest mental health score (66.1), four points above the national average (62.1)
- More than three-quarters (78 per cent) of respondents in Italy report they can work flexibly some or all the time, 74 per cent report the same in each of the Netherlands and Poland, 71 per cent in Spain; 65 per cent in Germany, and 57 per cent in France can work flexibly some or all the time
- Parents are 60 per cent more likely than non-parents to report they can work flexibly most or all the time
- Non-managers are 70 per cent more likely than managers to report they cannot work flexibly



## I am able to work flexibly.



## MHI score by “I am able to work flexibly.”



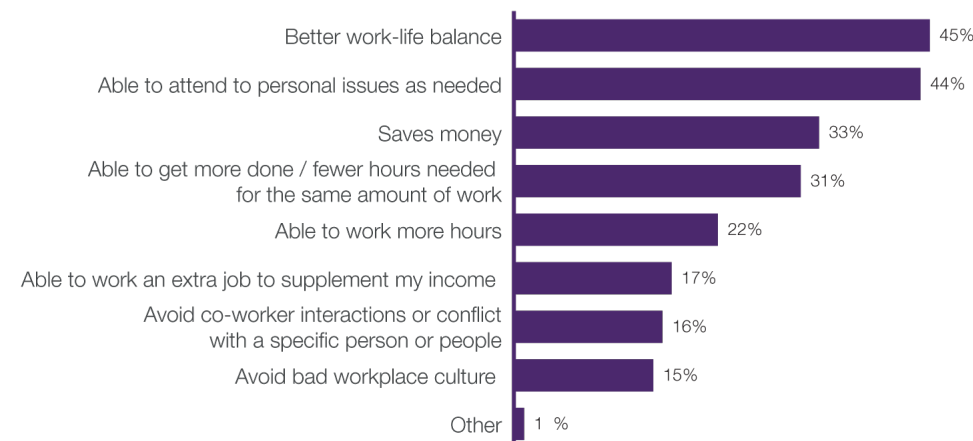


Europeans were asked about the advantages they have experienced from remote work.

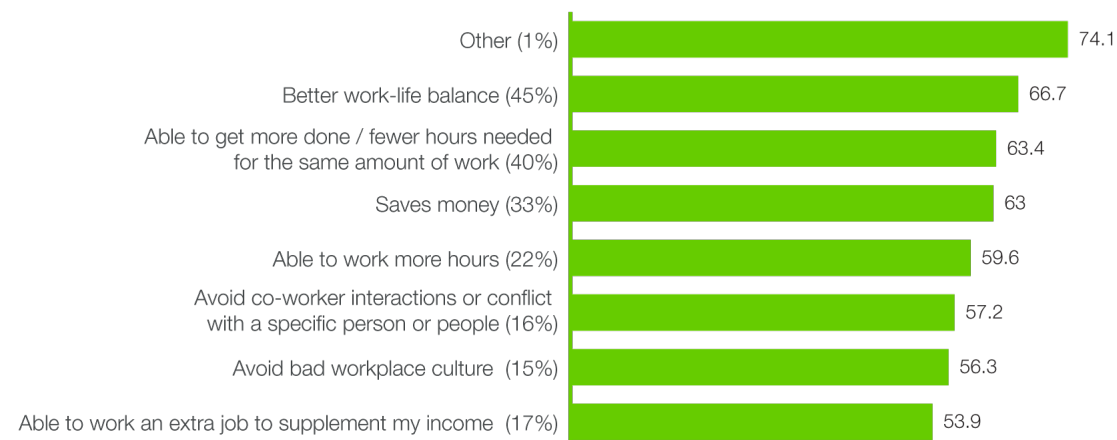
- Nearly half (45 per cent) report that working remotely provides better work-life balance, 44 per cent report being able to attend personal issues when needed, and 33 per cent report working remotely saves money
- The lowest mental health score (53.9) is among 17 per cent of respondents reporting being able to work an extra job to supplement their income as an advantage to remote work
- Managers are nearly 50 per cent more likely than non-managers to report working more hours as an advantage of remote work
- Respondents under 40 years of age are three times more likely than individuals over 50 years of age to report working an extra job to supplement their income as an advantage of working remotely



#### Advantages experienced from remote work.



#### MHI score by “Advantages experienced from remote work.”

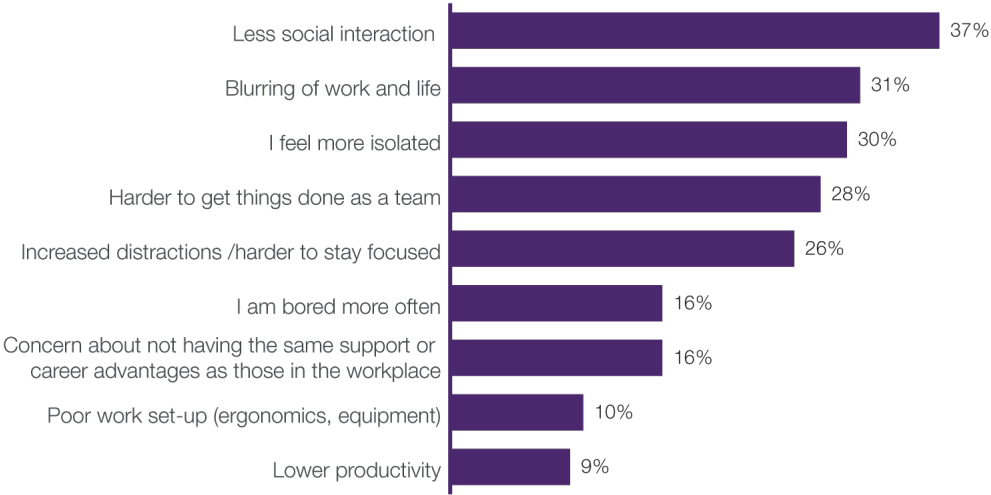




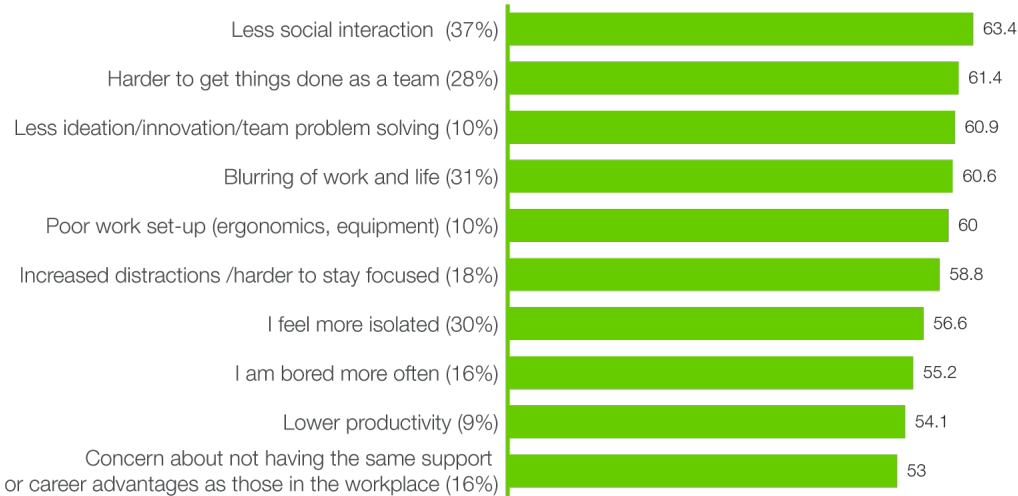
Europeans were asked about the disadvantages they have experienced from remote work.

- Nearly two in five (37 per cent) report having less social interaction as a disadvantage of remote work, 31 per cent report blurring of work and life, and 30 per cent report feeling more isolated
- The lowest mental health score (53.0) is among 16 per cent of individuals concerned about not having the same support or career advantages as those in the workplace
- Managers are nearly 60 per cent more likely than non-managers to be concerned about not having the same support or career advantages as those in the workplace
- Respondents under 40 years of age are nearly three times more likely than individuals over 50 years of age to be concerned about not having the same support or career advantages as those in the workplace

Disadvantages experienced from remote work.



MHI score by “Disadvantages experienced from remote work.”



# 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 500 people in each of France, Germany, Italy, Netherlands, Poland, and Spain who 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 of each country. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between January 23 to February 6, 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.

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