



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

United States of America | March 2023



What you need to know for March 2023.

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

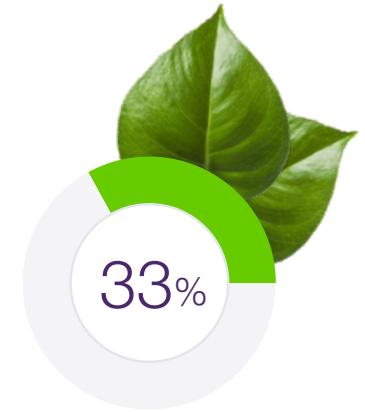
- At 71.2, the mental health of workers improved 1.4 points from February 2023
- 23 percent of workers have a high mental health risk, 41 percent have a moderate mental health risk, and 37 per cent have a low mental health risk
- 6% of workers in United States indicate that their mental health is in crisis
- All mental health sub-scores apart from optimism improved from February to March 2023; the financial risk sub-score improved 3.4-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 regions; despite a 1.3-point increase, the mental health score in the South 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.

- 47 percent 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 nearly four 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 39 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. One-third of 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 13 points lower than the national average and more than 20 points lower than those who have not experienced a traumatic event
- 53 percent of workers who experienced a traumatic event report a significant impact on their mental health
- Women are 50 percent 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 over 50 percent 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.

- 39 percent have felt disorganized in the past month and the mental health score of this group is 10 points below the national average and 19 points below employees not having felt disorganized
- 31 percent often struggled to start or finish important tasks and the mental health score of this group is 14 points or more below the national average and 22 points or more below employees not struggling to start or finish important tasks
- 26 percent have had trouble taking in new information in the past month and the mental health score of this group is 16 points or more below the national average and 23 points or more below employees not having had difficulty taking in new information
- The productivity impact of employees having felt disorganized, having had difficulty taking in new information, and having struggled to start or finish important tasks is six times greater than employees not having experienced these issues

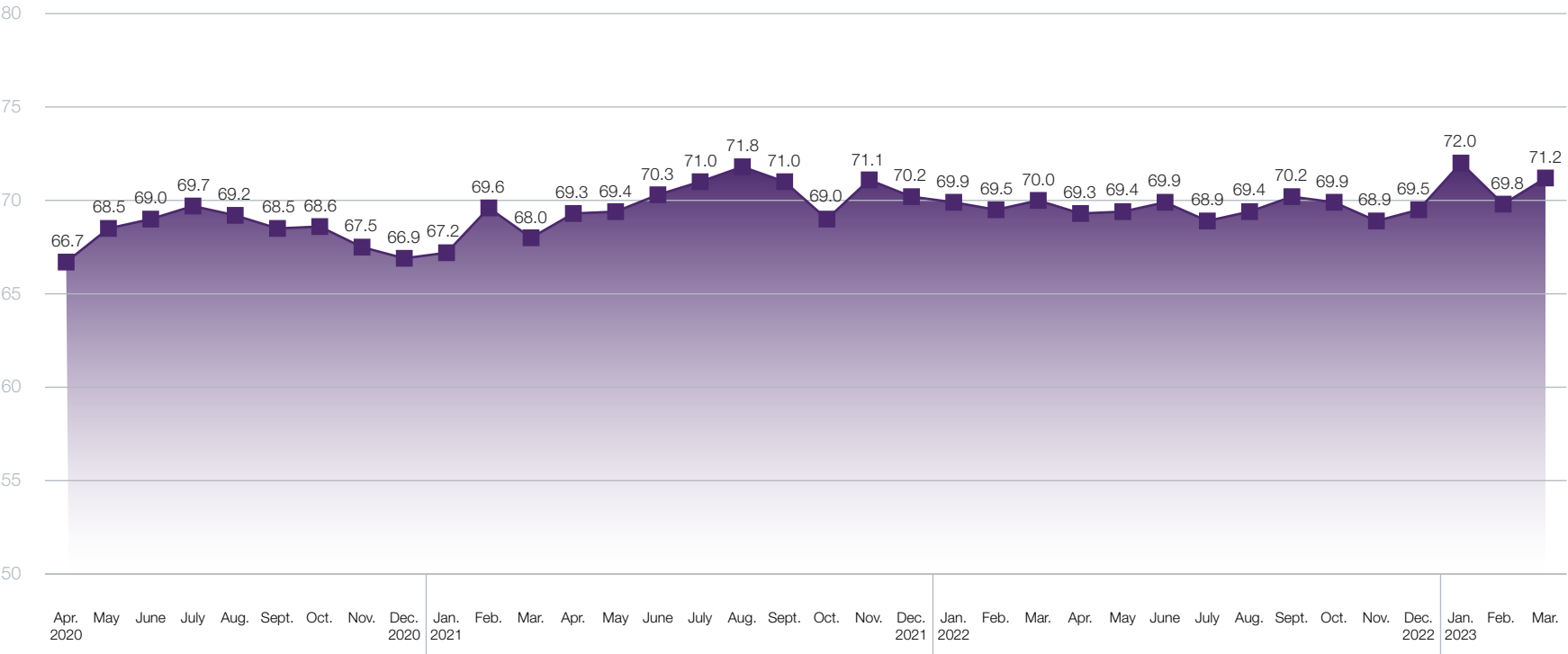
5. According to workers, family and friends, co-workers, and managers tend to perceive their mental health as better than how they experience it themselves.

- At least 30 percent 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 39 points below the national average
- 13 percent do not have at least one person they can turn to in times of distress and the mental health score of this group is 19 points lower than the national average and 22 points lower than the group with a person to turn to in times of distress
- 24 percent do not have close friends at work and the mental health of this group is eight points lower than the national average and 13 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 71.2. Following a sharp decline in February, the mental health score recovered 1.4 points in March.

MHI Current Month March 2023	February 2023
71.2	69.8

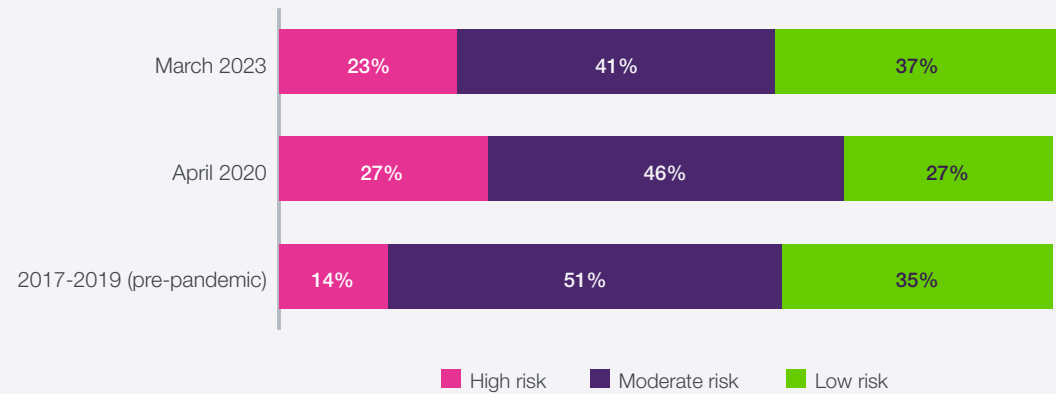


- Distressed 0-49
- Strained 50-79
- Optimal 80-100



Mental health risk.

In March 2023, 23 percent of Americans have a high mental health risk, 41 percent have a moderate mental health risk, and 37 percent have a low mental health risk. Approximately 30 percent of people in the high-risk group report diagnosed anxiety or depression, seven percent report diagnosed anxiety or depression in the moderate-risk group, and one percent of people in the low-risk group report diagnosed anxiety or depression.



In contrast, in April 2020, at the launch of the Index and near the onset of the COVID-19 pandemic, 27 percent of Americans had a high mental health risk, 46 percent had a moderate mental health risk, and 27 percent had a low mental health risk.

Mental Health Index sub-scores.

For the eleventh consecutive month, the lowest Mental Health Index sub-score is for the risk measure of anxiety (65.2). Isolation (66.6), work productivity (70.3), depression (70.9), optimism (71.9), and financial risk (76.5) follow. General psychological health (77.3) continues to be the most favourable mental health measure in March 2023.

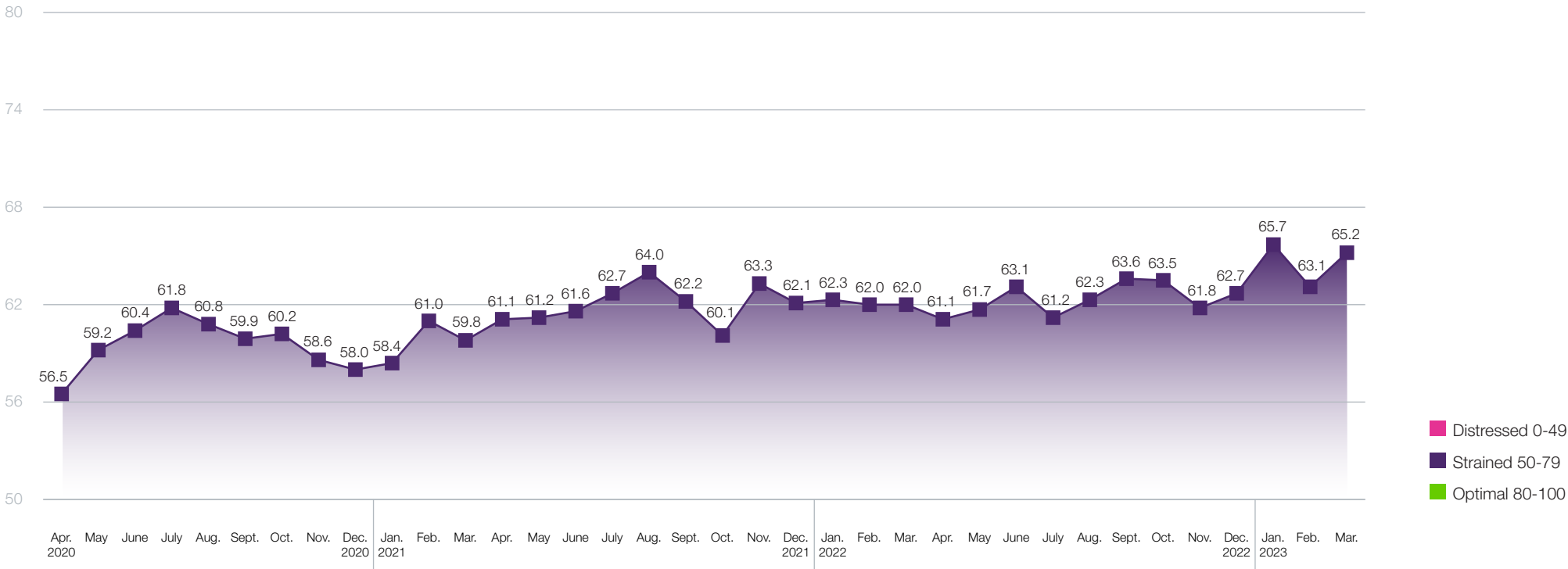
- Anxiety, isolation, and work productivity have been the lowest mental health sub-scores for 11 consecutive months
- All mental health sub-scores, apart from optimism, have improved compared to the prior month
- With 3.4-point increase, the financial risk sub-score has the greatest improvement over February 2023

Mental Health Index Sub-scores	March 2023	February 2023
Anxiety	65.2	63.1
Isolation	66.6	65.5
Work productivity	70.3	68.2
Depression	70.9	69.3
Optimism	71.9	72.1
Financial risk	76.5	73.1
Psychological health	77.3	76.9



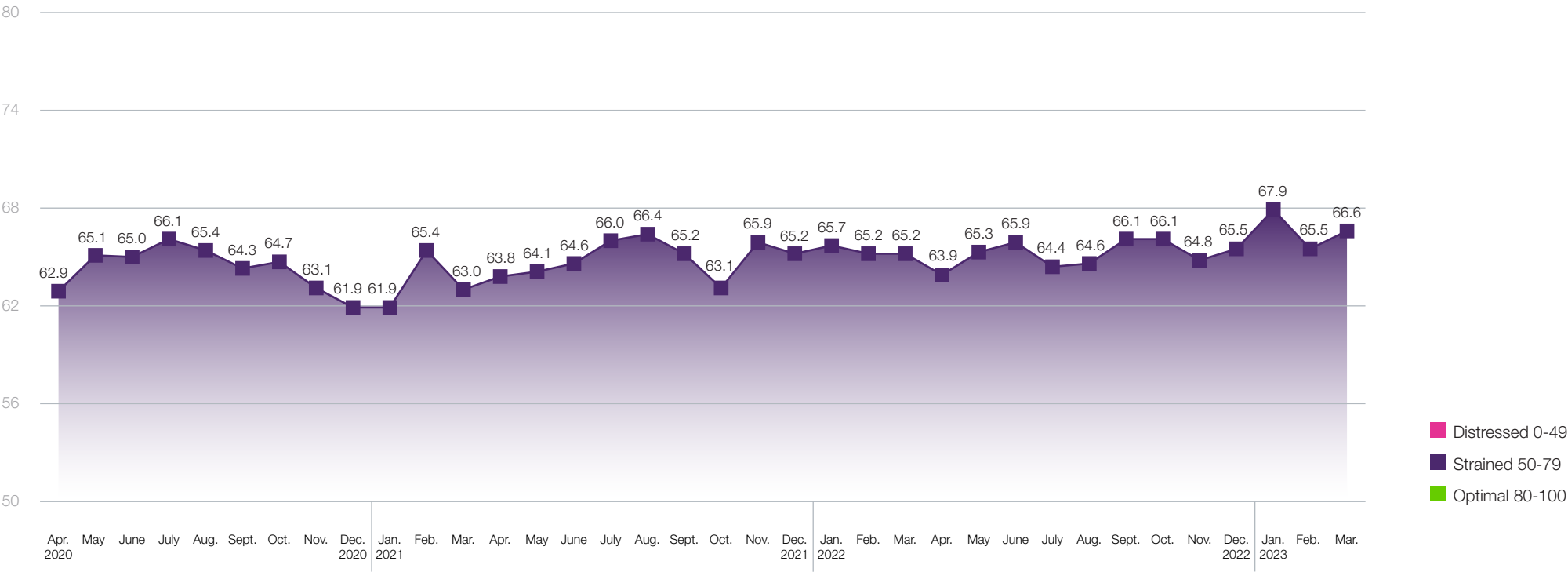
Anxiety

The anxiety score has shown an increasing trend since the launch of the Index in April 2020. Since November 2021, anxiety scores have fluctuated. After reaching its peak in January 2023, the anxiety sub-score declined 2.6 points in February 2023. A significant 2.1-point improvement is observed in March 2023. Despite this improvement, the anxiety sub-score continues to be the lowest across all mental health sub-scores for the 11th consecutive month



Isolation

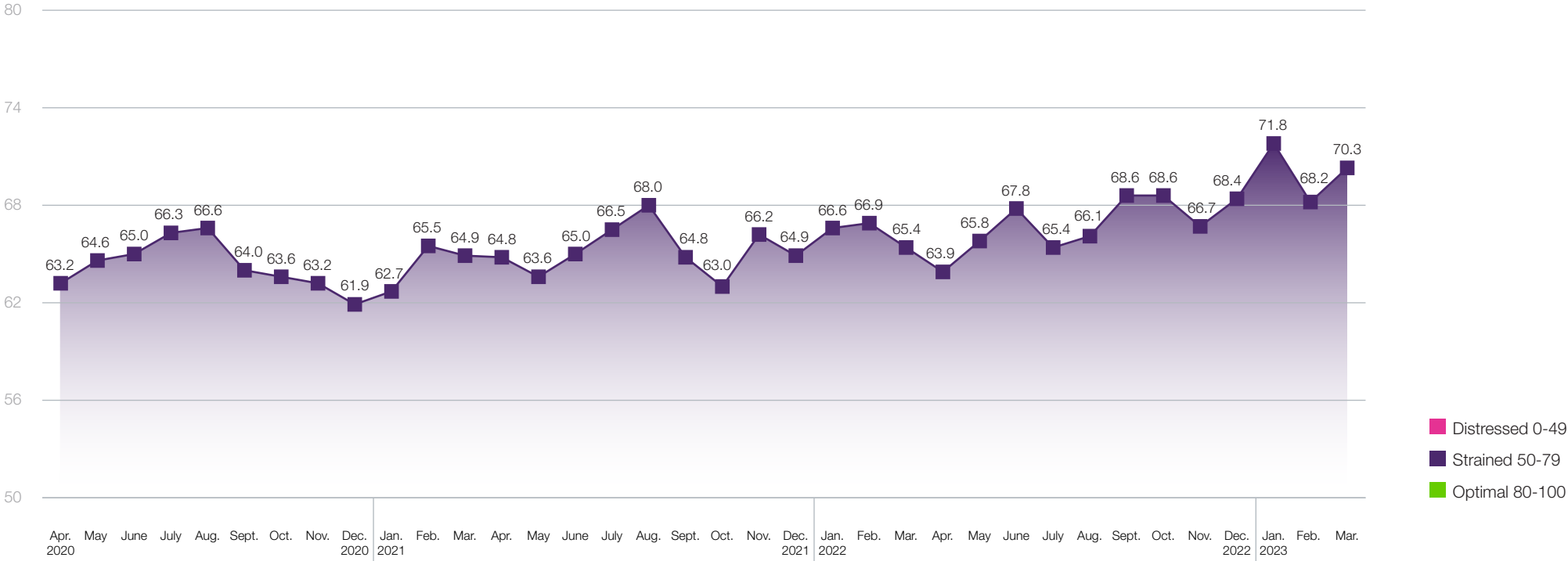
Isolation sub-scores have fluctuated since the launch of the Index in April 2020. Following a sharp decline from July 2020 to January 2021, the isolation sub-score has made incremental improvements. Following a significant increase in January 2023 wherein the isolation sub-score reached its highest level, a 2.4-point decrease was observed in February 2023, returning the score to a level equal to December 2022. The isolation score recovered 1.1 points in March 2023.



Work productivity

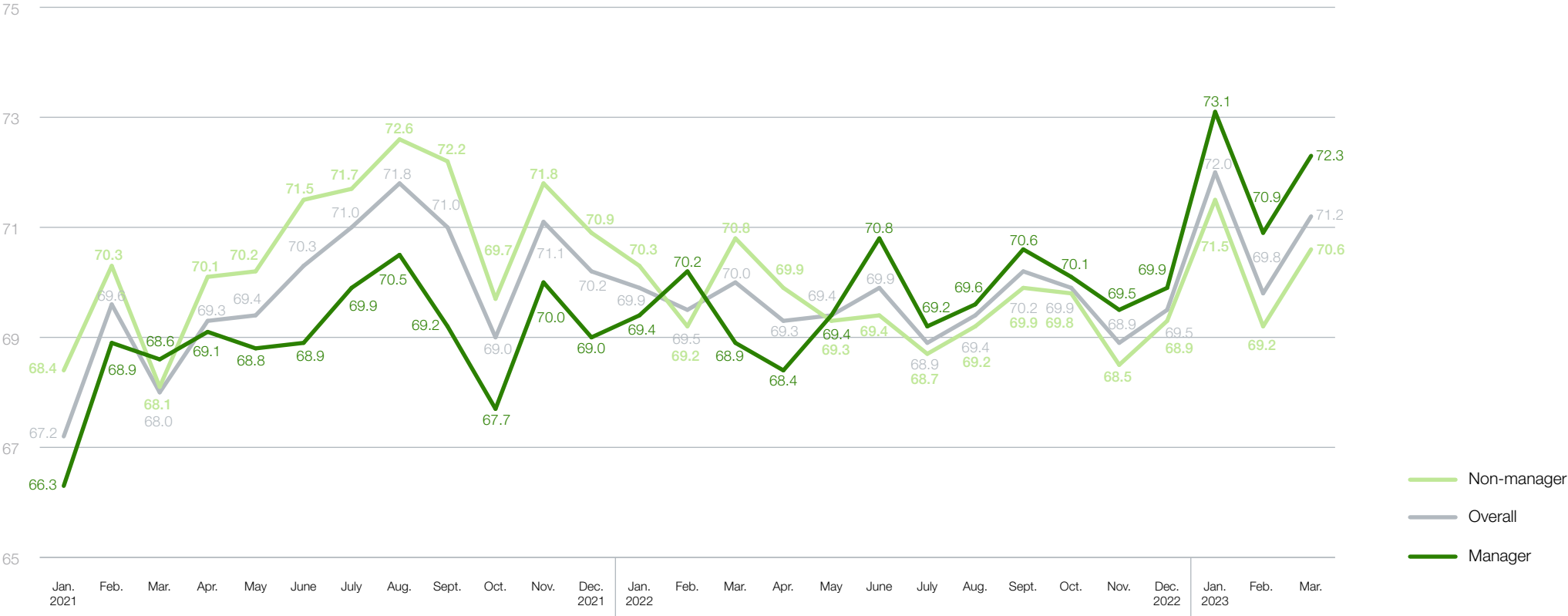
The work productivity sub-score measures the impact of mental health on work productivity and goals.

With multiple periods of improvement followed by declines, the work productivity sub-score has been inconsistent since the launch of the MHI in April 2020. After reaching its high in January 2023, the work productivity score declined sharply in February. Similar to other sub-scores, the work productivity score recovered 2.1 points in March 2023.



Managers compared to non-managers.

Since January 2021, the mental health scores of managers have typically been lower than non-managers and lower than the overall American average. In February 2022, a reversal of this trend is observed when the mental health score of non-managers declined along with the overall American average, whereas an improvement was observed in the mental health score of managers. A similar trend is seen beginning May 2022. Following two months of improvements, the mental health of managers and non-managers fell sharply in February 2023 but recovered in March. Managers have a higher mental health score (73.2) than the national average (71.2) and non-managers (70.6) in March 2023.



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 68.6 compared to 74.1 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 (66.8) than individuals without children (72.7)

Mental health by employment status.

- Overall, three percent of respondents are unemployed² and seven percent report reduced hours or reduced salary
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (50.9), followed by individuals working fewer hours (60.5), individuals not currently employed (68.3), and individuals with no change to salary or hours (72.3)
- Managers have a better mental health score (72.3) than non-managers (70.6)
- Respondents working for companies with 51-100 employees have the lowest mental health score (67.2)
- Respondents working for companies with more than 10,000 employees have the highest mental health score (74.3)

Emergency savings

- Individuals without emergency savings continue to experience a lower score in mental health (52.3) than the overall group (71.2). Individuals with emergency savings have a mental health score of 76.1



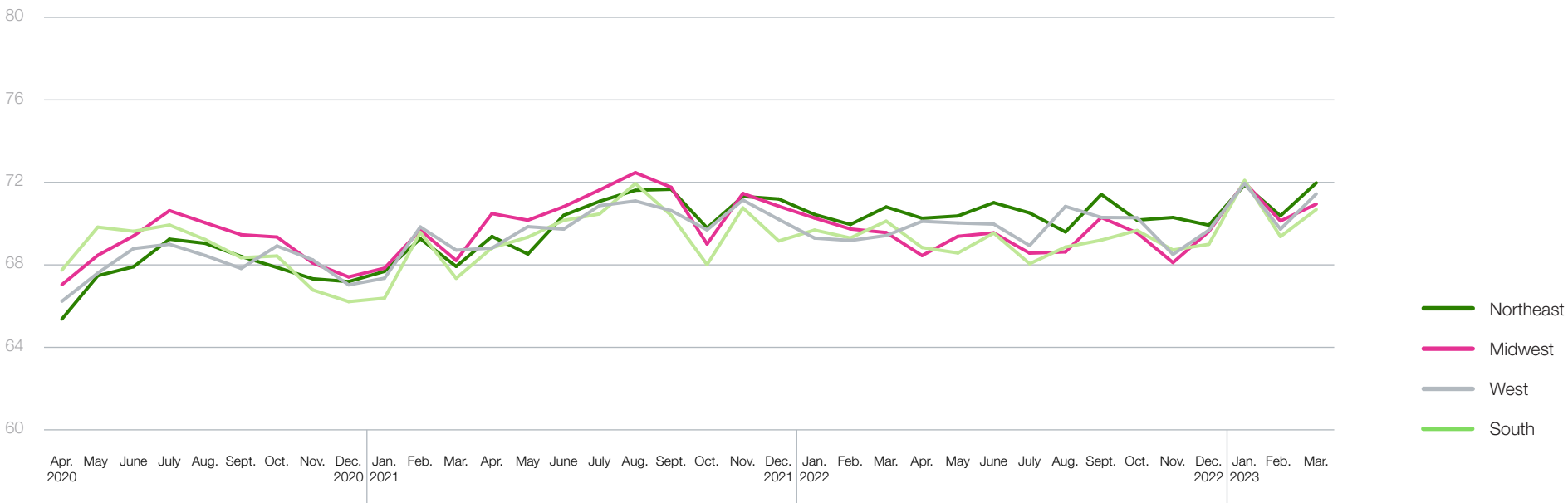
² MHI respondents who have been employed in the past six months are included in the poll.

Mental Health Index (regional).

Since August 2021, the mental health scores in all regions of the United States have followed a declining trend apart from November 2021. There has been some variability in the mental health scores since February 2022. Following a significant improvement in all regions of the US in January 2023, the mental health of Americans in all regions declined sharply in February 2023. In March 2023, the mental health scores in all regions have improved from the prior month.

However, in March 2023, the mental health scores in all regions have rebounded fairly from the prior month.

- Mental health scores across all regions remains within one point of each other
- The greatest improvement in mental health score is in the Western United States, up 1.7 points from February 2023
- The Northeast has the highest mental health score (72.0) in March 2023



Employment status	March 2023	Feb. 2023
Employed (no change in hours/salary)	72.3	70.9
Employed (fewer hours compared to last month)	60.5	59.1
Employed (reduced salary compared to last month)	50.9	56.6
Not currently employed	68.3	67.9

Age group	March 2023	Feb. 2023
Age 20-29	58.6	56.7
Age 30-39	63.2	61.6
Age 40-49	67.4	66.6
Age 50-59	72.5	72.3
Age 60-69	77.8	78.3

Number of children	March 2023	Feb. 2023
No children in household	72.7	71.7
1 child	66.5	64.4
2 children	66.7	66.7
3 children or more	68.4	64.2

Region	March 2023	Feb. 2023
Northeast	72.0	70.4
Midwest	70.9	70.1
South	70.7	69.4
West	71.4	69.7

Gender	March 2023	Feb. 2023
Men	74.1	72.7
Women	68.6	67.4

Household income	March 2023	Feb. 2023
<\$30K/annum	60.6	58.6
\$30K to <\$60K/annum	64.7	63.8
\$60K to <\$100K	71.6	70.3
\$100K to <\$150K	74.7	74.3
\$150K or more	79.5	77.8

Employer size	March 2023	Feb. 2023
Self-employed/sole proprietor	70.5	68.1
2-50 employees	70.8	69.4
51-100 employees	67.2	64.3
101-500 employees	71.1	71.0
501-1,000 employees	69.1	69.6
1,001-5,000 employees	72.8	71.7
5,001-10,000 employees	71.7	70.7
More than 10,000 employees	74.3	72.6

Manager	March 2023	Feb. 2023
Manager	72.3	70.9
Non-manager	70.6	69.2

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 Information and Cultural Industries have the lowest mental health score (62.5) in March 2023, followed by individuals working in Administrative and Support services (64.7), and Food Services (66.6).

Respondents employed in Public Administration (76.1), Professional, Scientific and Technical Services (75.5), and Finance and Insurance (73.9) have the highest mental health scores this month.

Changes from the prior month are shown in the table.



Industry	March 2023	February 2023	Change
Food Services	66.6	58.0	8.6
Agriculture, Forestry, Fishing and Hunting	70.9	63.0	7.9
Information and Cultural Industries	62.5	55.2	7.2
Management of Companies and Enterprises	69.9	64.6	5.3
Transportation and Warehousing	71.7	68.3	3.3
Media and Telecommunications	72.5	69.8	2.7
Construction	72.7	70.1	2.6
Professional, Scientific and Technical Services	75.5	73.5	2.0
Health Care and Social Assistance	70.6	68.7	1.9
Retail Trade	69.1	67.2	1.9
Other	69.4	68.3	1.1
Other services (except Public Administration)	70.9	69.9	1.0
Public Administration	76.1	75.2	1.0
Finance and Insurance	73.9	73.4	0.5
Technology	72.5	72.2	0.4
Educational Services	72.2	72.4	-0.2
Arts, Entertainment and Recreation	67.2	67.8	-0.6
Administrative and Support services	64.7	65.3	-0.6
Manufacturing	73.0	73.6	-0.6
Real Estate, Rental and Leasing	72.5	73.7	-1.3
Accommodation	69.3	70.8	-1.4
Wholesale Trade	73.1	75.3	-2.1
Utilities	68.8	74.3	-5.5

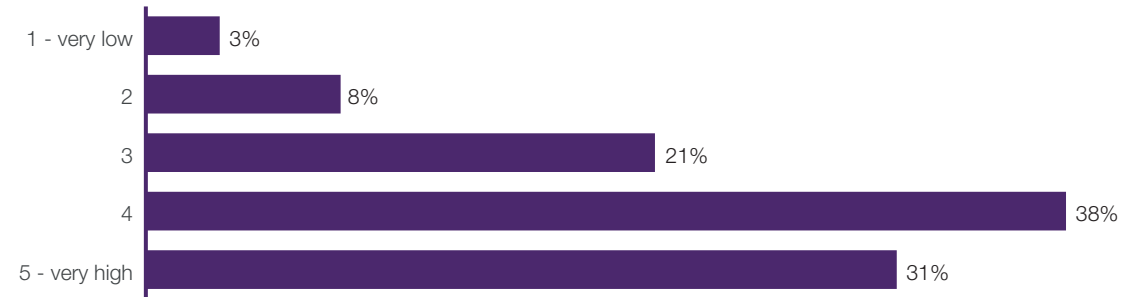
Spotlight

Self-esteem

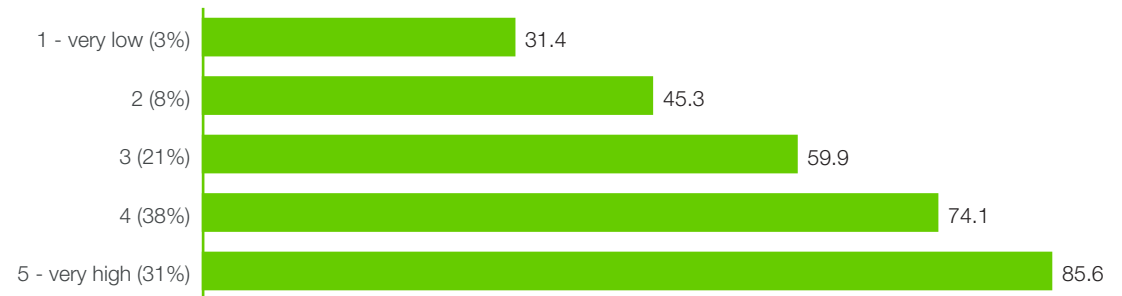
U.S. workers were asked to rate their self-esteem on a scale from 1 to 5, with 1 being very low, and 5 being very high.

- Nearly seven in ten (69 percent) rate their self-esteem 4 or 5 (high), and the mental health score of this group is at three points or more above the national average (71.2)
- More than one in ten (11 percent) rate their self-esteem 1 or 2 (low). This group has the lowest mental health score, more than 26 points below the national average (71.2) and 29 or more points below workers rating their self-esteem as high
- Employees under 40 are two and half times more likely than employees over 50 to rate their self-esteem as 1 or 2 (low)
- Individuals without emergency savings are three times more likely than individuals with emergency savings to rate their self-esteem as 1 or 2 (low)

Self-esteem rating



MHI score by "Self-esteem rating"



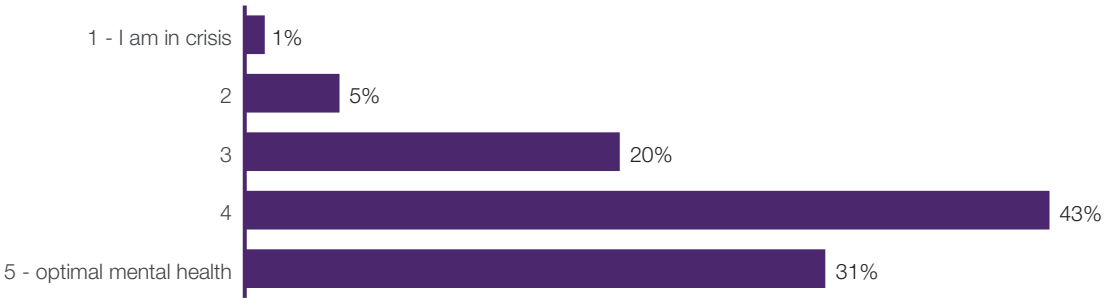
Perception of mental health.

U.S. workers 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.

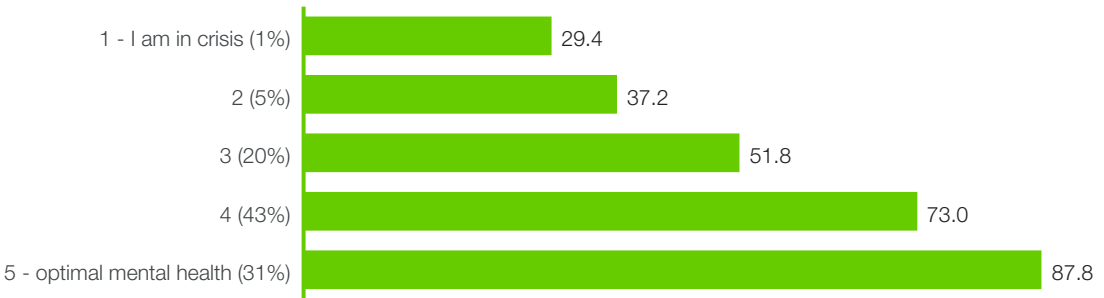
- Nearly three-quarters (74 percent) rate their mental health 4 or 5 (optimal mental health), and the mental health score of this group is two points or more above the national average (71.2)
- Six percent rate their mental health 1 (in crisis) or 2. This group has the lowest mental health score, more than 34 points below the national average (71.2) and 36 or more points below 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 four times more likely than individuals with emergency savings to rate their mental health as 1 (in crisis) or 2



Mental health rating



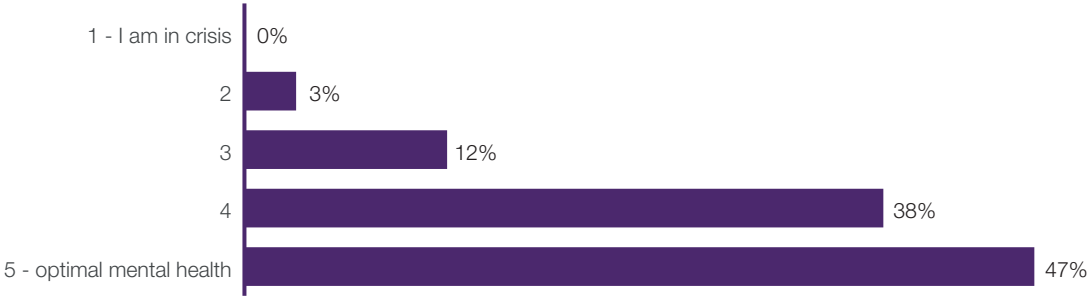
MHI score by “Mental health rating”



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

- More than four in five (85 percent) 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 (71.2)
- Fewer than five percent 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 26 points below the national average (71.2), and 22 or more points below employees rating the perception of mental health by co-workers as optimal
- Employees under 40 are nearly three 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”

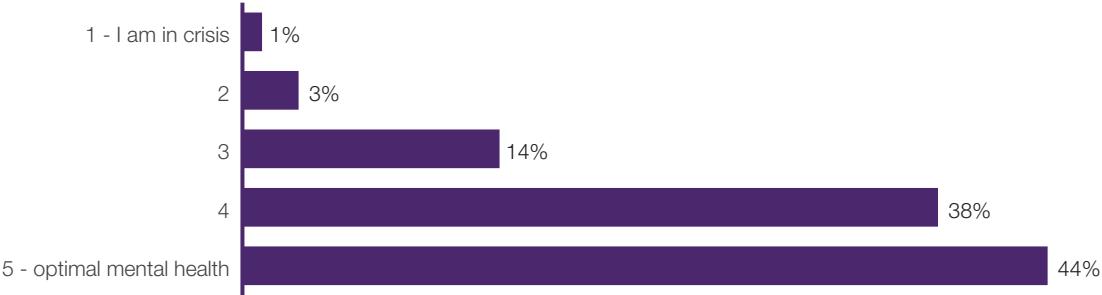


U.S. workers were asked to rate how friends/family perceive their mental health, with 1 being in crisis, and 5 being optimal mental health.

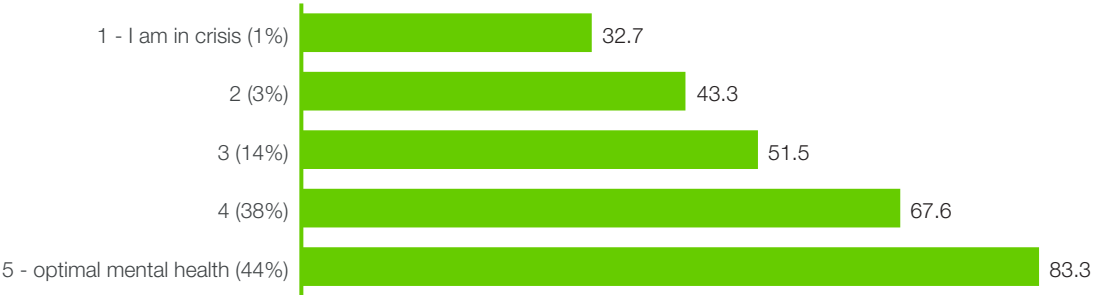
- More than four in five (82 percent) rate the perception of mental health by their friends/family as 4 or 5 (optimal mental health). This group has a mental health score in line with, or higher, than the national average (71.2)
- Four percent rate the mental health perceived by their friends/family 1 (in crisis) or 2, and the mental health score of this group is more than 28 points below the national average (71.2), and 24 or more points below employees rating the perception of mental health by friends/family as optimal
- Employees under 40 years are three 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”

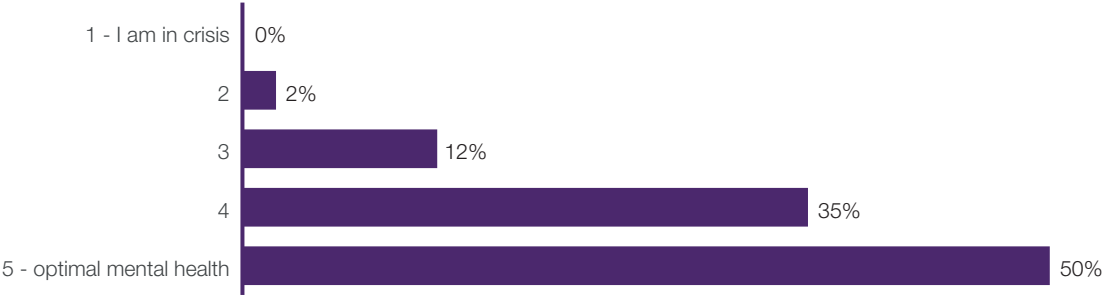


U.S. workers were asked to rate how their manager perceives their mental health, with 1 being in crisis, and 5 being optimal mental health.

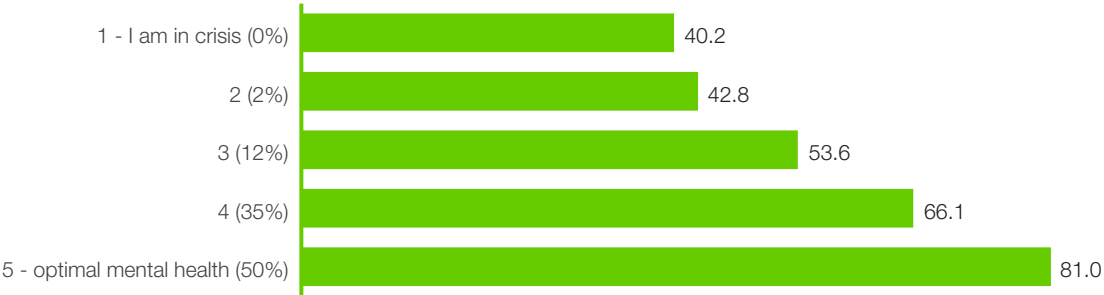
- More than four in five (85 percent) rate the perception of mental health perceived by their manager 4 or 5 (optimal mental health)
- Two percent rate the perception of mental health by their manager 1 (in crisis) or 2, and the mental health score of this group is more than 28 points below the national average (71.2), and 23 or more points below employees rating the perception of mental health by their manager as optimal



Perception of mental health by manager



MHI score by “Perception of mental health by manager”



U.S. workers were asked whether there is anyone that perceives their mental health the same way they do.

- Nearly half (47 percent) 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 at least six points below the national average (71.2), and 22 points lower than those who do not have someone that perceives the mental health the same way they do
- More than half (53 percent) have someone that perceives their mental health the same way they do. This group has a mental health score (78.6) more than seven points above the national average (71.2)

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?”

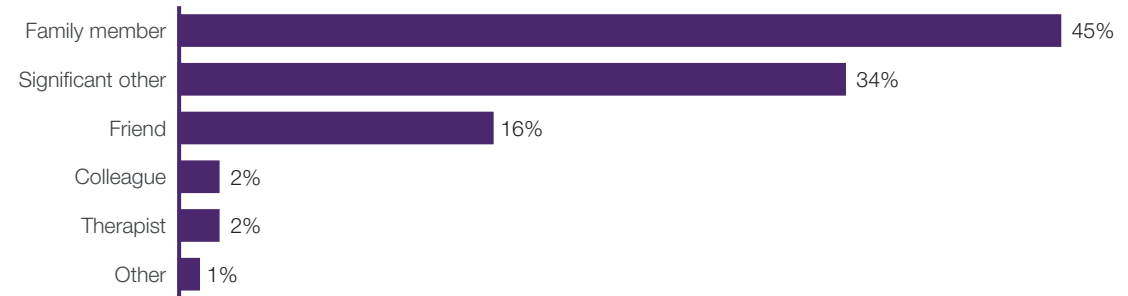


U.S. workers reporting having someone that perceives their mental health the same way they do were asked who that person is.

- Nearly half (45 percent) report a family member perceives their mental health the same way they do, 34 percent report a significant other, and 16 percent report a friend perceives their mental health the same way they do
- The lowest mental health score (54.8) is among two percent 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?

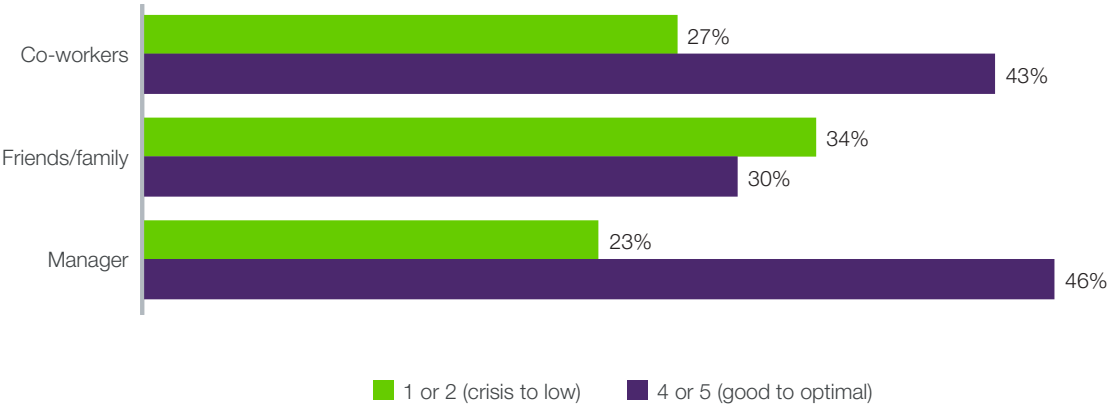


MHI score by “Who perceives your mental health the same way you do?”



At least 30 percent 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)

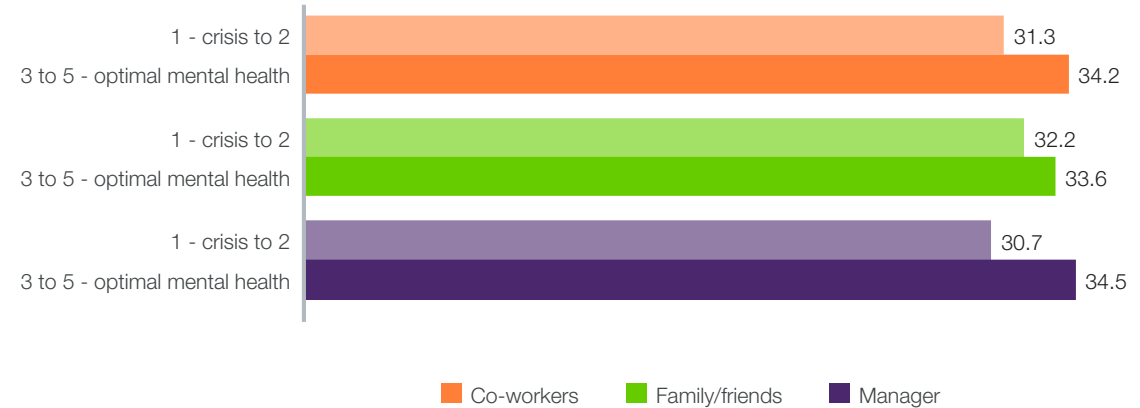
Individual self-assessment of mental health as “low” or “crisis” compared to how they believe others perceive their mental health



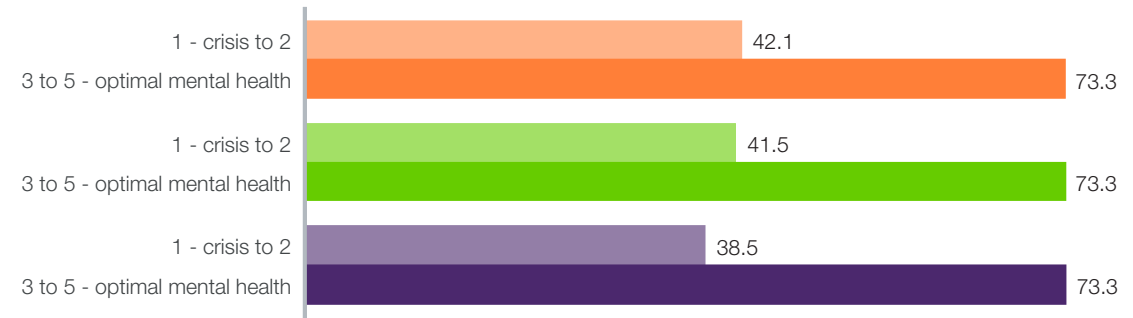
- Individuals rating their mental health 1 (in crisis) or 2 and who are perceived to have similar mental health by their co-workers, friends/family, and managers have work productivity scores more than 39 points lower than the national average
- Individuals rating their mental health 3 to 5 (optimal) and who are perceived to have similar mental health by their co-workers, friends/family, and managers have work productivity scores more than two 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 29 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



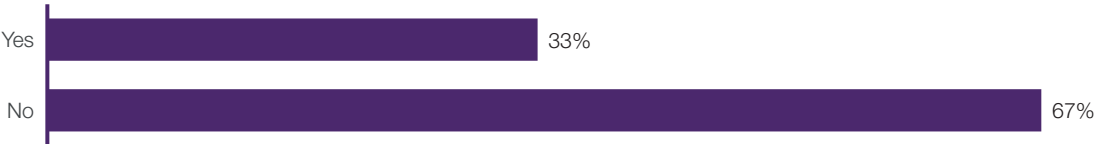
Trauma

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

- One-third (33 percent) 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 (57.6) is more than 13 points lower than the national average (71.2) and more than 20 points lower than those who have not experienced a traumatic event
- Two-thirds (67 percent) 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 (77.9) is nearly seven points higher than the national average (71.2)
- Women are 50 percent 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
- Employees under 40 years are 80 percent more likely than employees over 50 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”

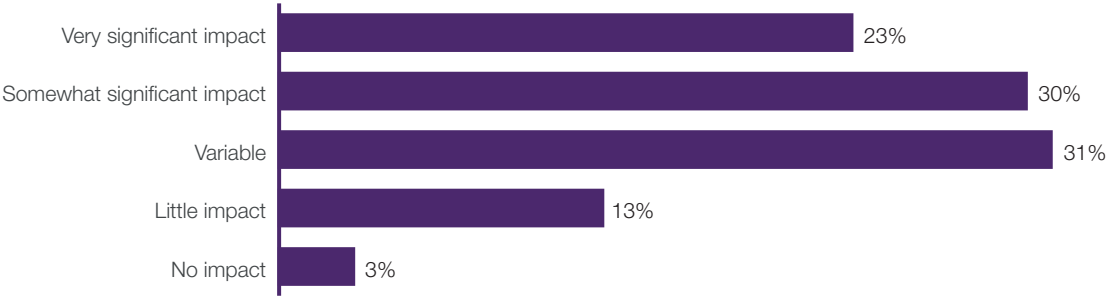


U.S. workers who have experienced a traumatic event/situation in their life that has had a lasting negative effect on their mental health were asked about the impact of that experience.

- More than half (53 percent) report a significant impact at this time. This group has a mental health score more than 18 points lower than the national average (71.2), and 20 points or more below those who report little to no impact
- Nearly one in five (16 percent) report little or no impact and the mental health score of this group is at least two points higher than the national average (71.2)
- Employees under 40 are over 50 percent more likely than employees over 50 to report significant impact
- Parents are 50 percent 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

U.S. workers were asked whether they have at least one person they can turn to in times of distress.

- More than one in ten (13 percent) do not have at least one person they can turn to in times of distress and the mental health score of this group (51.8) is more than 19 points below the national average (71.2) and more than 22 points lower than those who do not have a person to turn to in times of distress
- Nearly nine in ten (87 percent) have at least one person they can turn to in times of distress and the mental health score of this group (74.0) is about three points higher than the national average (71.2)

U.S. workers were asked whether they have close friends at work.

- Nearly two in five (37 percent) are unsure or do not have close friends at work and the mental health score of this group is more than eight points lower than the national average (71.2) and 13 points lower than those who do not have close friends at work
- More than three in five (63 percent) have close friends at work. The mental health score of this group (76.0) is nearly five points higher than the national average (71.2)
- Non-managers are 70 percent more likely than managers to not have close friends at work higher than the national average (64.3) and 12 points higher than those who do not have close friends at work

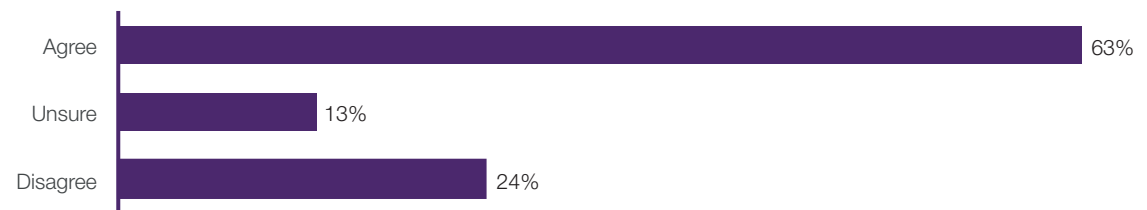
I have at least one person I can turn to in times of distress



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”



U.S. workers were asked whether they have close friends outside of work.

- Nearly one in five (17 percent) are either unsure or do not have close friends outside of work and the mental health score of this group is more than 15 points below the national average (71.2), and 19 points lower than those who do not have close friends outside of work
- More than four in five (83 percent) have close friends outside of work. The mental health score of this group (74.6) is over three points higher than the national average (71.2)

I have close friends outside of work



MHI score by "I have close friends outside of work"

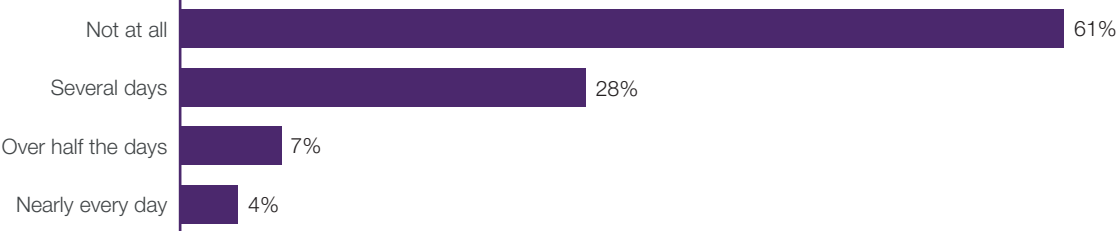


Efficiency and effectiveness.

U.S. workers were asked how often they have felt disorganized in the past month.

- Nearly two in five (39 percent) felt disorganised from several days to nearly every day in the past month and the mental health score of this group is at least 10 points lower than the national average (71.2) and 19 points or more below those who have not felt disorganised
- More than three in five (61 percent) have not felt disorganized. The mental health score of this group (80.0) is nearly nine points higher than the national average (71.2)
- Individuals who felt disorganized nearly every day are nearly six times more likely to report a negative impact on work productivity than individuals who have not felt disorganised
- Employees over 50 are 80 percent more likely than employees under 40 to not have felt disorganised

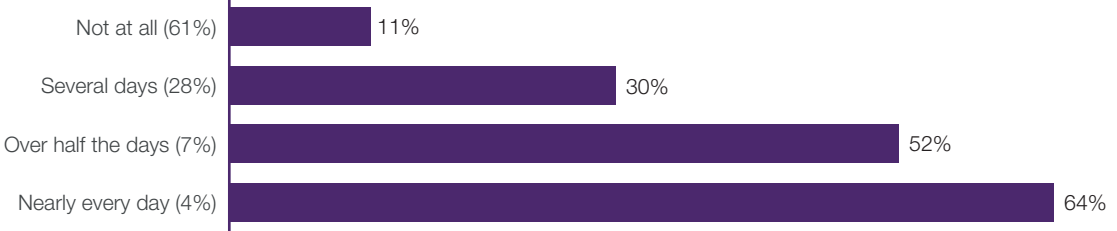
How often have you felt disorganized in the past month?



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



U.S. workers were asked how often they have had trouble taking in new information in the past month.

- More than one-quarter (26 percent) have had trouble taking in new information in the past month
- More than seven in ten (74 percent) have not had trouble taking in new information. This group has the highest mental health score (78.0), nearly seven points higher than the national average (71.2) and 23 or more points above those who have had trouble taking in new information
- Individuals having had trouble taking in new information nearly every day are nearly six times more likely to report a negative impact on work productivity than individuals not having trouble taking in new information
- Employees over 50 are nearly 60 percent more likely than employees under 40 to not have had trouble taking in new information

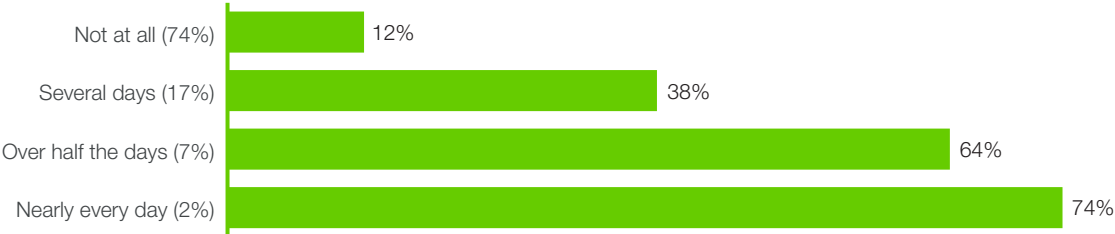
How often have you had trouble taking in new information in the past month?



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



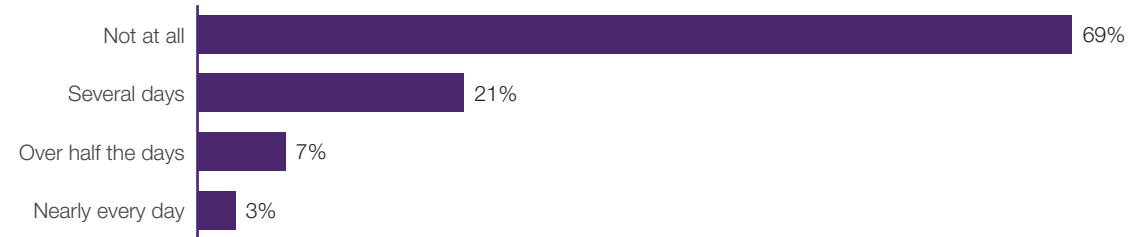
Percentage reporting a negative impact of mental health on work productivity by frequency of those having trouble taking in new information



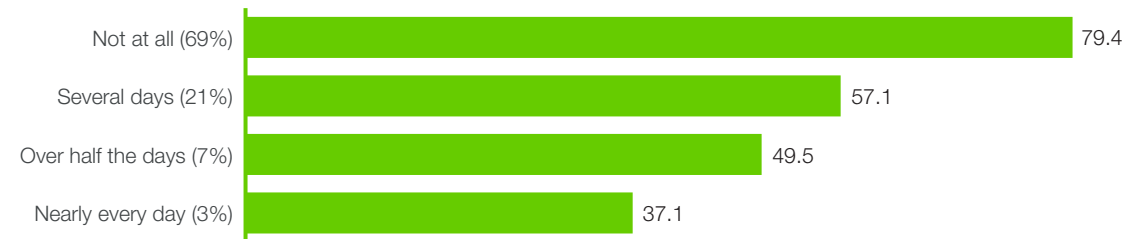
U.S. workers were asked how often they have struggled to start or finish important tasks in the past month.

- Nearly one-third (31 percent) often struggled to start or finish important tasks
- Individuals struggling starting or finishing important tasks nearly every day are seven 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 70 percent more likely than employees under 40 to not have struggled starting or finishing important tasks
- Nearly seven in ten (69 percent) have not struggled to start or finish important tasks. The mental health score of this group (79.4) is more than eight points higher than the national average (71.2) and 22 or more points above those who have struggled to start or finish important tasks

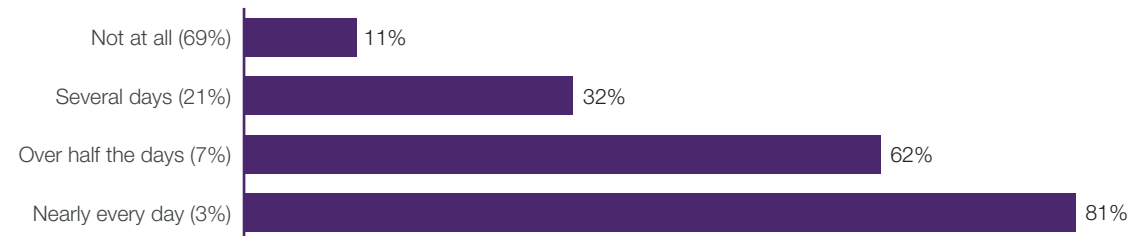
How often have you struggled to start or finish important tasks in the past month?



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

U.S. workers were asked whether they have control/decision-making over personal finances.

- Ninety three percent have control/decision-making over personal finances. This group has a mental health score (72.8), nearly two points higher than the national average (71.2) and 27 points higher than those who do not have control over personal finances
- Two percent do not have control/decision-making over personal finances and this group has the lowest mental health score (45.7), 25 points below the national average (71.2)

I have control/decision-making over my personal finances



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



U.S. workers were asked whether they have sufficient financial means to support themselves.

- Nearly one in ten (8 percent) do not have sufficient financial means to support themselves and the mental health score of this group (45.1) is 26 points below the national average (71.2), and 31 points lower than those with sufficient means to support themselves (75.7)
- Employees under 40 are 60 percent 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 five times more likely than those with an annual household income greater than \$100,000 to lack sufficient financial means to support themselves
- More than four in five (82 percent) have sufficient financial means to support themselves. This group has a mental health score (75.7) more than four points higher than the national average (71.2)

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 5,000 people who live in the United States and are currently employed or who were employed within the prior six months. Participants are selected to be representative of the age, gender, industry, and geographic distribution in the United States. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between 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





www.telushealth.com

