



TELUS Mental Health Index.

Canada | March 2024

 **TELUS**® Health

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What you need to know for March 2024.

Despite a notable improvement in March, the mental health of workers in Canada remains significantly strained.

- At 64.4, the mental health of workers has improved after two months of declines
- 32 per cent of workers have a high mental health risk, 44 per cent have a moderate mental health risk, and 25 per cent have a low mental health risk
- All mental health sub-scores have improved from February to March; anxiety and isolation have been the lowest mental health sub-scores for 23 consecutive months
- Mental health scores have declined in Alberta and Newfoundland and Labrador while scores in other provinces have improved compared to February 2024
- The mental health scores of managers and non-managers have improved from the previous month; managers continue to have a higher mental health score than non-managers
- Labourers continue to have a lower mental health score than service industry and office workers



Leaders struggle to address their team's emotional needs and navigate change and uncertainty.

- Nearly two in five (39 per cent) managers are finding it challenging to manage the emotional needs of one or more members of their team; the mental health score of these managers is 17 points lower than managers not finding it challenging and seven points lower than the national average
- Younger managers are 70 per cent more likely to report finding it challenging to manage the emotional needs of their team and to report feeling the strain of leading their team through change or uncertainty
- Nearly two in five (39 per cent) managers do not or are unsure whether they have access to one-to-one resources that can help them work through challenges; the mental health scores of these managers are at least four points lower than managers with access to resources
- Nearly two in five (38 per cent) managers feel the strain of leading their team through change or uncertainty; the mental health score of these managers is 22 points lower than managers not feeling the strain and nearly 10 points lower than the national average



More than two in five workers worry that a lack of timely access to their healthcare provider may be negatively impacting their health, with younger workers expressing the greatest concern.

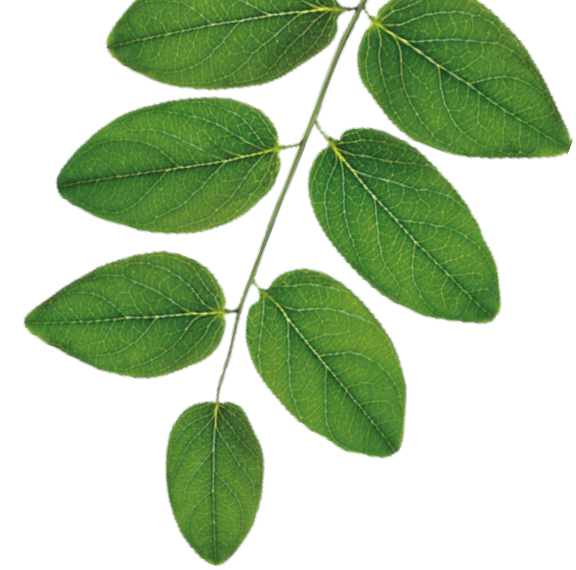
- The mental health score of 42 per cent of workers concerned that the timeliness of access to their healthcare provider may be negatively impacting their health is 16 points lower than workers who are not concerned and more than six points lower than the national average
- Workers under 40 are 50 per cent more likely than workers over 50 to be concerned that the timeliness of access to their healthcare provider may be negatively impacting their health
- Nearly half (49 per cent) of workers report not being up to date on the preventative screenings that are available to them
- Workers under 40 are nearly three times more likely than workers over 50 to report being unaware of the preventive screenings available to them and are more than twice as likely to report not knowing whether they are up to date on preventative screenings
- Men are 50 per cent more likely than women to report not knowing whether they are up to date on preventive screenings

More than half of workers say their employer-funded healthcare benefits do not fully meet their needs.

- 55 per cent of workers report that their employer-funded healthcare benefits do not fully meet their needs; 30 per cent report that only the types of services covered meet their needs, 14 per cent report that the benefits do not meet their needs at all, and 11 per cent report that only the amount covered meet their needs
- The mental health score of 14 per cent of workers reporting that their healthcare benefits do not meet their needs at all is 17 points lower than workers reporting that their healthcare benefits meet their needs and 10 points lower than the national average
- More than one in five (22 per cent) workers are unclear on the healthcare coverage available to them through their employer; the mental health score of these workers is nearly 13 points lower than workers who are clear on their coverage and 11 points lower than the national average
- Workers under 40 are twice as likely as workers over 50 to lack clarity about the healthcare coverage that is available to them through their employer

Younger workers are more likely to report not managing their health, finances, and personal relationships well.

- Three in ten (30 per cent) workers are uncertain or are not managing their health well
- The mental health score of 11 per cent of workers not managing their health well is more than 31 points lower than workers managing their health well and more than 24 points lower than the national average
- Workers under 40 are 50 per cent more likely than workers over 50 to report not managing their health well
- More than one-quarter (27 per cent) of workers are uncertain or are not managing their financial responsibilities well
- The mental health score of 11 per cent reporting that they are not managing their financial responsibilities well is more than 30 points lower than workers managing their financial responsibilities well and 24 points lower than the national average
- Workers under 40 are 80 per cent more likely than workers over 50 to report not managing their financial responsibilities well
- Nearly one-quarter (24 per cent) are uncertain or are not managing their personal relationships/friendships well; the mental health scores of these workers are at least 20 points lower than workers managing their personal relationships well and at least 14 points lower than the national average
- Workers under 40 are twice as likely as workers over 50 to report not managing their personal relationships/friendships well
- More than one in six (17 per cent) are uncertain or are not managing their family responsibilities well; the mental health scores of these workers are at least 21 points lower than workers managing their family responsibilities well and at least 17 points lower than the national average
- Workers under 40 are twice as likely as workers over 50 to report not managing their family responsibilities well
- One in seven (14 per cent) workers are uncertain or are not managing their work responsibilities well; the mental health scores of these workers are at least 20 points lower than workers managing their work responsibilities well and at least 17 points lower than the national average

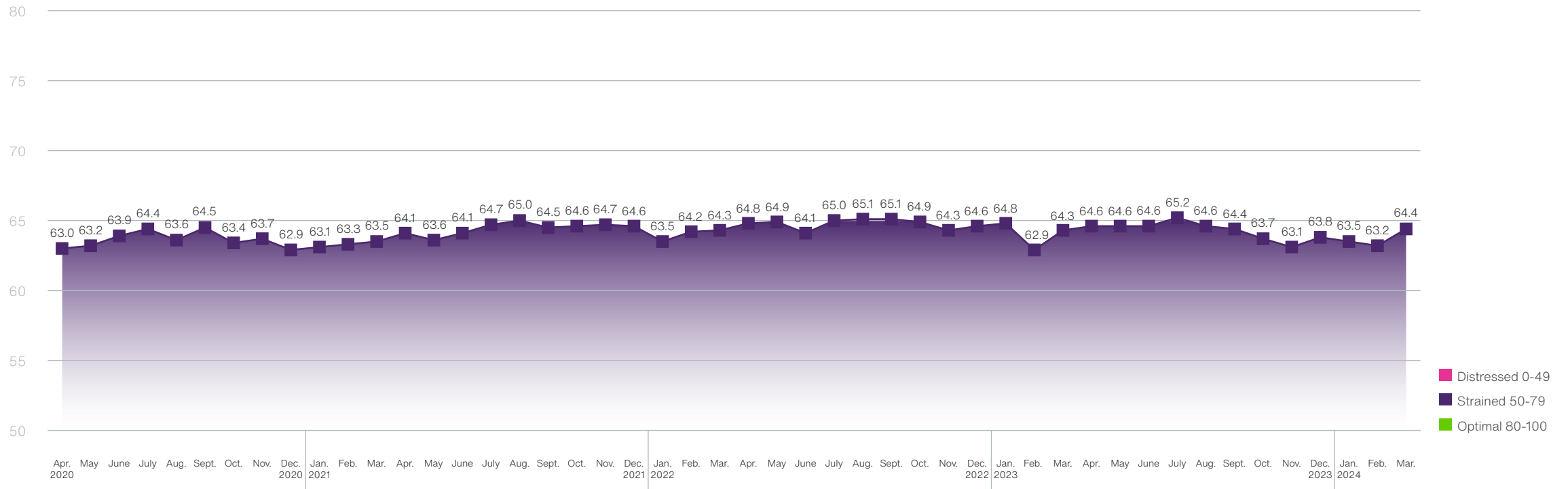


The Mental Health Index.

MHI Current Month March 2024	February 2024
64.4	63.2

The overall Mental Health Index (MHI) for March 2024 is 64.4.

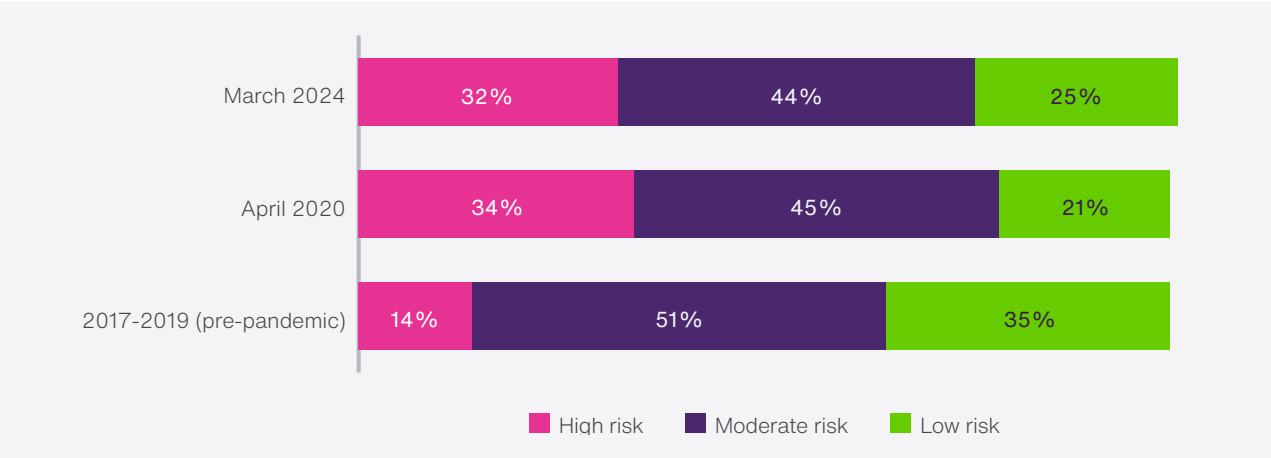
Following two months of declines, the mental health of workers in Canada improved more than one point from the previous month.





Mental health risk.

In March 2024, 32 per cent of workers in Canada have a high mental health risk, 44 per cent have a moderate mental health risk, and 25 per cent have a low mental health risk. Nearly four years since the launch of the MHI in April 2020, there is a two per cent decrease in workers with a high mental health risk and a four per cent increase in workers with a low mental health risk.



Approximately 30 per cent of workers 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 workers in the low-risk group report diagnosed anxiety or depression.

Mental Health Index sub-scores.

For nearly two years, the lowest Mental Health Index sub-score continues to be anxiety (57.5). Isolation (60.7), work productivity (62.5), depression (63.2), optimism (66.1), and financial risk (67.8) follow. General psychological health (71.8) continues to be the most favourable mental health measure in March 2024.

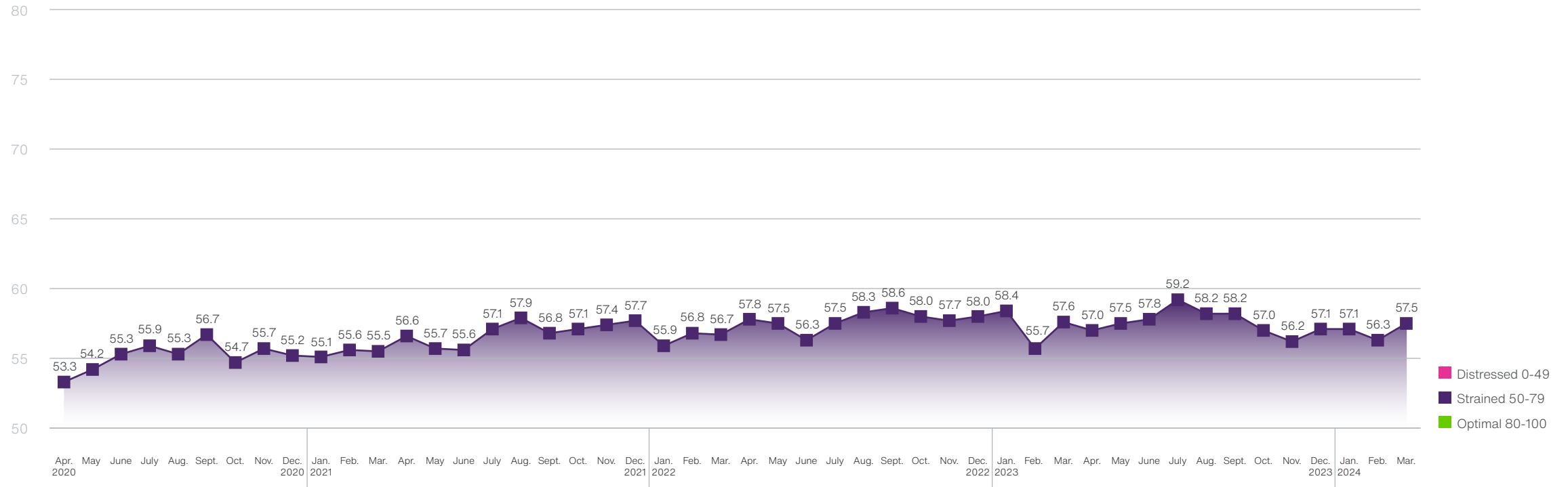
- Anxiety and isolation have been the lowest mental health sub-scores for 23 consecutive months
- All mental health sub-scores have improved from the prior month
- The financial risk score has improved most significantly, up two points from February 2024

Mental Health Index Sub-scores	March 2024	February 2024
Anxiety	57.5	56.3
Isolation	60.7	60.1
Work productivity	62.5	61.8
Depression	63.2	61.7
Optimism	66.1	65.4
Financial risk	67.8	65.8
Psychological health	71.8	70.7



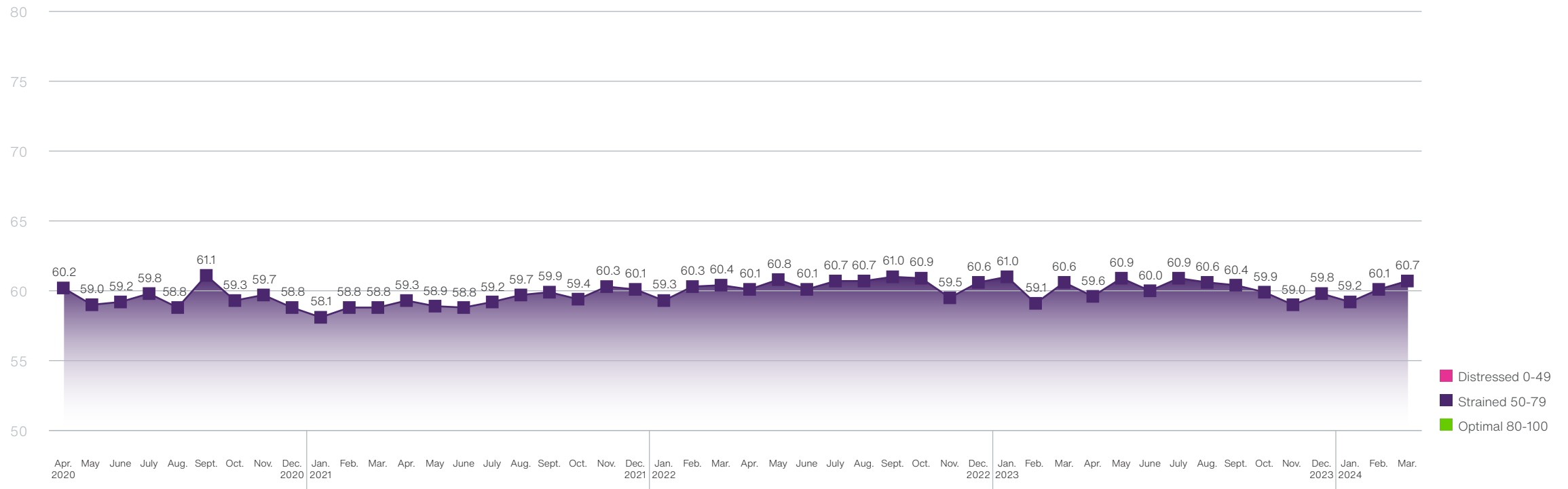
Anxiety

Since reaching its peak in July 2023, the anxiety sub-score has generally declined through February 2024. Despite a significant 1.2-point improvement in March 2024, the anxiety sub-score continues to be the lowest of all mental health sub-scores for the 23rd consecutive month.



Isolation

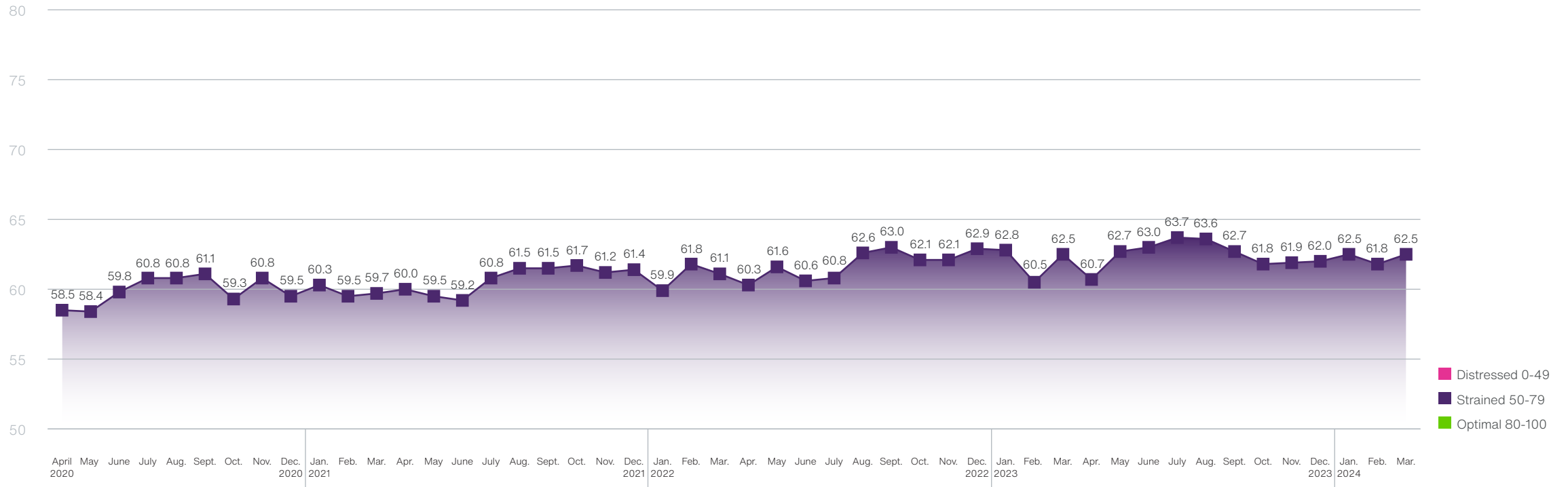
Since reaching its lowest point in January 2021, the isolation sub-score slowly improved through September 2022. Since November 2022, isolation scores have fluctuated. In March 2024, the isolation score continues to improve, yet it remains the second lowest mental health sub-score for the 23rd consecutive month.



Work productivity

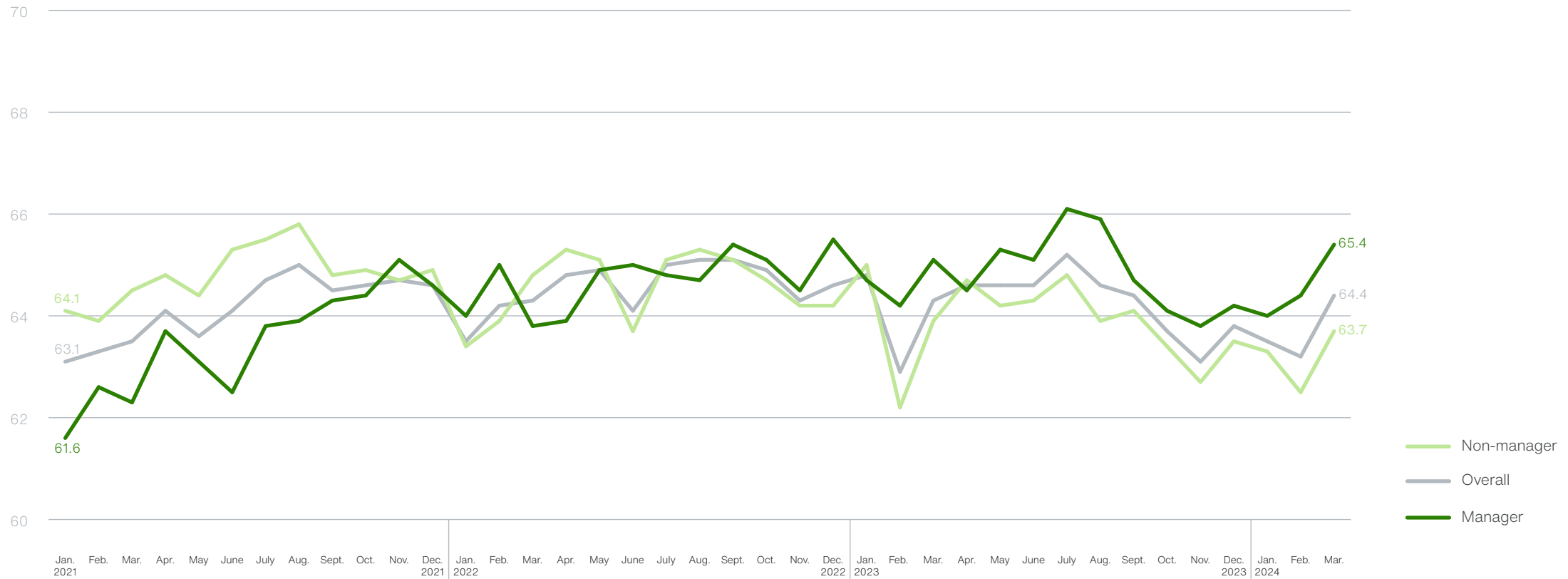
The work productivity sub-score measures the impact of mental health on work productivity and goals.

Overall, the impact of mental health on work productivity has shown general improvement suggesting that the negative impact of mental health on work productivity has slowly decreased. Similar to other sub-scores, after reaching its peak in July 2023, the work productivity score declined through February 2024. In March 2024, a modest 0.7-point improvement is observed in the work productivity sub-score.



Managers compared to non-managers.

From January to October 2021, the mental health scores of managers were lower than scores of non-managers and lower than Canadian averages. From November 2021 to January 2023, managers and non-managers have reported similar mental health scores; however, in February 2023 a significant decline in the mental health scores of non-managers was observed. Since February 2023, the mental health scores of managers have typically been higher than the scores of non-managers. In March 2024, the mental health scores of managers and non-managers have improved modestly from February.



Mental health by gender and age.

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In March 2024, the mental health score for women is 61.2 compared to 67.3 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between workers with and without minor children have been reported since the launch of the MHI in April 2020. Nearly four years later, this pattern continues with a lower score for workers with at least one child (61.2) than workers without children (65.8)

Mental health by employment status.

- Overall, four per cent of respondents are unemployed¹ and eight per cent report reduced hours or reduced salary
- Workers reporting reduced salary when compared to the prior month have the lowest mental health score (51.5), followed by workers reporting fewer hours than the prior month (56.8), workers with no change to salary or hours (65.0), and respondents not currently employed (66.5)
- Labourers have a lower mental health score (62.9) than service industry (63.6) and office workers (65.0)
- Managers have a higher mental health score (65.4) than non-managers (63.7)
- Self-employed/sole proprietors have the highest mental health score (66.3)
- Respondents working for companies with 5,001-10,000 employees have the lowest mental health score (61.6)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (49.5) than the overall group (64.4). Workers with emergency savings have a mental health score of 70.0

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

The Mental Health Index by province.

In March 2024, mental health scores in Alberta and Newfoundland and Labrador have declined while scores in other provinces have improved compared to February 2024.

- The greatest improvement in mental health is in Quebec, up 5.9 points from February
- With a significant 3.5-point increase, Manitoba has the highest mental health score (68.3) in March
- The lowest mental health score is in Alberta (61.6), down 2.3-points from February

Province	March 2024	February 2024	Change
Alberta	61.6	63.9	-2.3
Newfoundland and Labrador	63.3	63.7	-0.4
Ontario	63.7	63.4	0.3
British Columbia	63.9	63.3	0.6
The Maritimes	65.2	60.2	5.0
Saskatchewan	66.8	65.6	1.2
Quebec	67.5	61.6	5.9
Manitoba	68.3	64.8	3.5

Numbers highlighted in pink are the lowest/worst scores in the group.

Numbers highlighted in green are the highest/best scores in the group.



Employment status	Mar. 2024	Feb. 2024
Employed (no change in hours/salary)	65.0	64.3
Employed (fewer hours compared to last month)	56.8	54.6
Employed (reduced salary compared to last month)	51.5	45.8
Not currently employed	66.5	64.6

Age group	Mar. 2024	Feb. 2024
Age 20-29	54.2	54.7
Age 30-39	58.3	58.4
Age 40-49	61.0	60.0
Age 50-59	66.1	64.9
Age 60-69	73.7	73.0

Number of children	Mar. 2024	Feb. 2024
No children in household	65.8	64.5
1 child	61.9	60.4
2 children	59.9	60.2
3 children or more	62.0	63.5

Gender	Mar. 2024	Feb. 2024
Men	67.3	65.8
Women	61.2	60.6

Household income /annum	Mar. 2024	Feb. 2024
<\$30K	53.3	52.2
\$30K to <\$60K	61.0	59.4
\$60K to <\$100K	63.6	62.1
\$100K to <\$150K	66.5	66.1
\$150K or more	69.9	68.9

Employer size	Mar. 2024	Feb. 2024
Self-employed/sole proprietor	66.3	63.5
2-50 employees	65.7	62.6
51-100 employees	61.9	62.2
101-500 employees	62.4	63.6
501-1,000 employees	64.2	60.6
1,001-5,000 employees	65.3	65.1
5,001-10,000 employees	61.6	62.6
More than 10,000 employees	66.1	64.4

Manager	Mar. 2024	Feb. 2024
Manager	65.4	64.4
Non-manager	63.7	62.5

Work environment	Mar. 2024	Feb. 2024
Labour	62.9	62.5
Office/desk	65.0	63.6
Service	63.6	62.7

Numbers highlighted in pink are the lowest/worst scores in the group.
Numbers highlighted in green are the highest/best scores in the group.

The Mental Health Index by industry.

Workers in Administrative and Support services have the lowest mental health score (57.7), followed by workers in Information and Cultural Industries (57.9), and Wholesale Trade (60.8).

Workers in Management of Companies and Enterprises (71.8), Automotive Industry (69.2), and Professional, Scientific and Technical Services (68.1) have the highest mental health scores this month.



Industry	March 2024	February 2024	Change
Management of Companies and Enterprises	71.8	65.8	6.0
Real Estate, Rental and Leasing	67.4	62.4	5.0
Warehousing	61.9	58.0	3.9
Agriculture, Forestry, Fishing and Hunting	65.2	61.5	3.7
Food Services	61.7	58.0	3.7
Construction	67.2	64.1	3.1
Professional, Scientific and Technical Services	68.1	65.2	2.9
Automotive Industry	69.2	67.2	2.0
Media and Telecommunications	61.5	59.5	2.0
Other	64.7	63.0	1.7
Public Administration	67.7	66.2	1.5
Administrative and Support services	57.7	56.2	1.5
Health Care and Social Assistance	61.9	60.8	1.1
Accommodation	61.2	60.3	0.9
Educational Services	65.2	64.4	0.8
Technology	63.1	62.4	0.7
Retail Trade	62.6	62.1	0.5
Manufacturing	67.4	67.0	0.4
Arts, Entertainment and Recreation	62.7	62.4	0.3
Mining, Quarrying, and Oil and Gas Extraction	65.9	65.8	0.1
Finance and Insurance	65.5	65.7	-0.2
Information and Cultural Industries	57.9	58.6	-0.7
Transportation	65.2	66.1	-0.9
Utilities	65.4	66.7	-1.3
Wholesale Trade	60.8	63.4	-2.6
Other services (except Public Administration)	61.5	66.6	-5.1

Spotlight

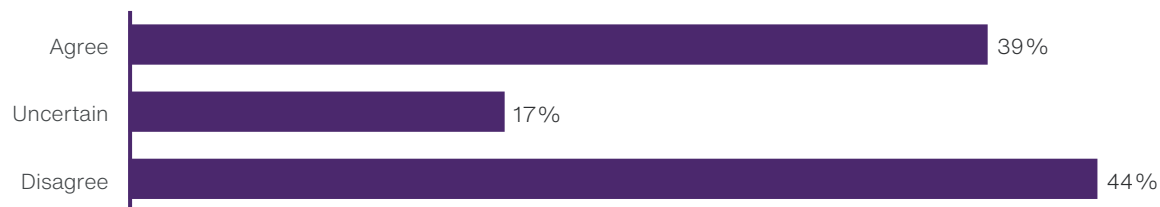
What people leaders are saying.

People leaders were asked whether they are finding it challenging to manage the emotional needs of one or more members of their team.

- Nearly two in five (39 per cent) managers are finding it challenging to manage the emotional needs of one or more members of their team; this group has the lowest/worst mental health score (57.5), 17 points lower than managers not finding it challenging and seven points lower than the national average (64.4)
- Managers under 40 are 70 per cent more likely than managers over 50 to report finding it challenging to manage the emotional needs of one or more members of their team
- Forty-four per cent are not finding it challenging to manage the emotional needs of one or more members of their team; this group has the highest/best mental health score (74.5), 10 points higher than the national average (64.4)



I am finding it challenging to manage the emotional needs of one or more members of my team



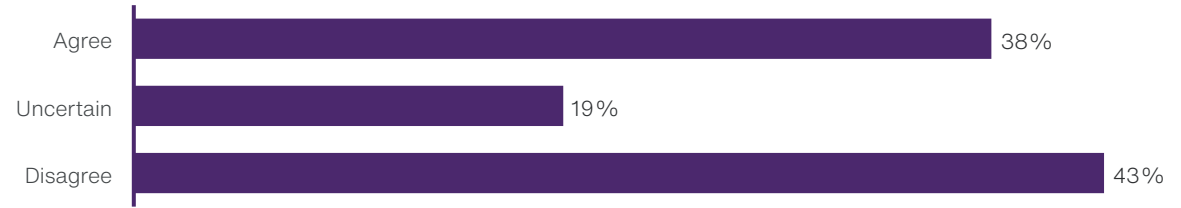
MHI score by “I am finding it challenging to manage the emotional needs of one or more members of my team”



People leaders were asked whether they are feeling the strain of leading their team through change or uncertainty.

- Nearly two in five (38 per cent) feel the strain of leading their team through change or uncertainty; this group has the lowest/worst mental health score (54.6), 22 points lower than managers not feeling the strain, and nearly 10 points lower than the national average (64.4)
- Managers under 40 are 70 per cent more likely than managers over 50 to feel the strain of leading their team through change or uncertainty
- Forty-three per cent are not feeling the strain of leading their team through change or uncertainty; this group has the highest/best mental health score (76.5), 12 points higher than the national average (64.4)

I am feeling the strain of leading my team through change or uncertainty



MHI score by “I am feeling the strain of leading my team through change or uncertainty”

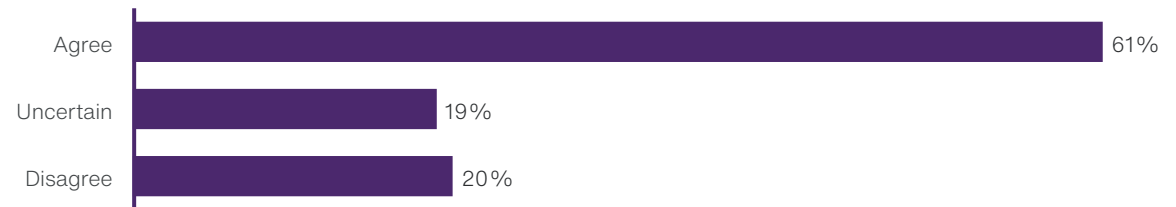


People leaders were asked whether they have access to one-to-one resources that can help them work through challenges.

- Nearly two in five (39 per cent) are uncertain or do not have access to one-to-one resources that can help them work through challenges
- Twenty per cent of managers who do not have access to one-to-one resources have the lowest/worst mental health score (60.3), more than seven points lower than managers with access to one-to-one resources, and four points lower than the national average (64.4)
- Sixty-one per cent have access to one-to-one resources that can help them work through challenges; this group has the highest/best mental health score (67.6), more than three points higher than the national average (64.4)



I have access to one-to-one resources that can help me work through challenges



MHI score by “I have access to one-to-one resources that can help me work through challenges”



Impact of access to healthcare.

Workers were asked whether they are concerned that the timeliness of access to their healthcare provider may be negatively impacting their health.

- More than two in five (42 per cent) are concerned that the timeliness of access to their healthcare provider may be negatively impacting their health; this group has the lowest/worst mental health score (58.0), 16 points lower than workers who are not concerned (74.0) and more than six points lower than the national average (64.4)
- Workers under 40 are 50 per cent more likely than workers over 50 to be concerned that the timeliness of access to their healthcare provider may be negatively impacting their health
- One-third (33 per cent) are not concerned about the timeliness of access to their healthcare provider impacting their health; this group has the highest/best mental health score (74.0), nearly 10 points higher than the national average (64.4)



I am concerned that the timeliness of access to my healthcare provider may be negatively impacting my health



MHI score by “I am concerned that the timeliness of access to my healthcare provider may be negatively impacting my health”



Preventative screenings

Workers were asked whether they are aware of the preventative screenings that are available for their age.

- One in five (20 per cent) workers are unsure or unaware of the preventative screenings that are available to them
- The mental health score among nine per cent of workers who are unaware of the preventative screenings available for their age (59.9) is nearly six points lower than workers who are aware of preventative screenings (65.7) and more than four points lower than the national average (64.4)
- Workers under 40 are nearly three times more likely as workers over 50 to report being unaware of the preventative screenings available for their age
- Seventy-nine per cent are aware of the preventative screenings that are available for their age; this group has the highest/best mental health score (65.7), modestly higher than the national average (64.4)

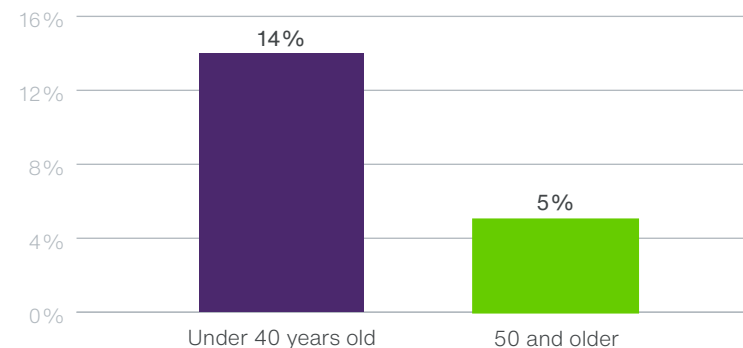
Awareness of preventative screenings



MHI score by “Awareness of preventative screenings”



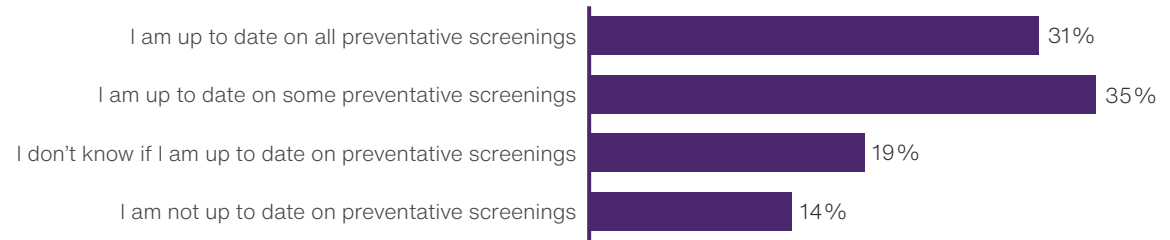
Percentage of workers who are unaware of preventative screenings by age



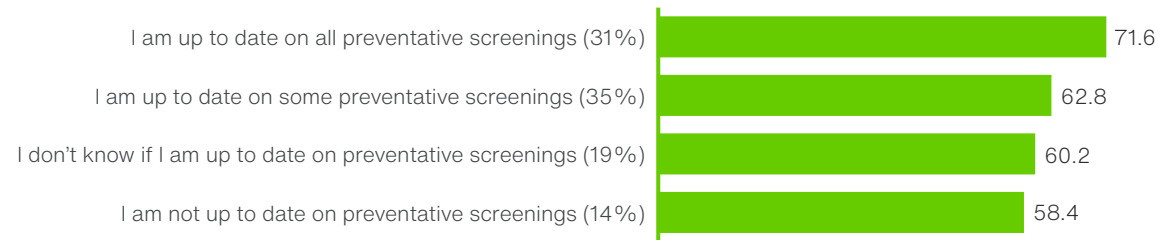
Workers were asked whether they are up to date on the preventative screenings available for their age and gender.

- Nearly half (49 per cent) of workers report not being up to date on the preventative screenings that are available to them and a further 19 per cent are unsure
- One in seven (14 per cent) report not being up to date on preventative screenings; this group has the lowest/worst mental health score (58.4), more than 13 points lower than workers reporting being up to date on all preventative screenings (71.6) and six points lower than the national average (64.4)
- Workers under 40 are more than twice as likely as workers over 50 to report not being up to date or not knowing whether they are up to date on preventative screenings
- Men are 50 per cent more likely than women to report not knowing whether they are up to date on preventative screenings
- Thirty-one per cent report being up to date on all preventative screenings; this group has the highest/best mental health score (71.6), more than seven points higher than the national average (64.4)
- Workers over 50 are nearly twice as likely as workers under 40 to report being up to date on all preventative screenings

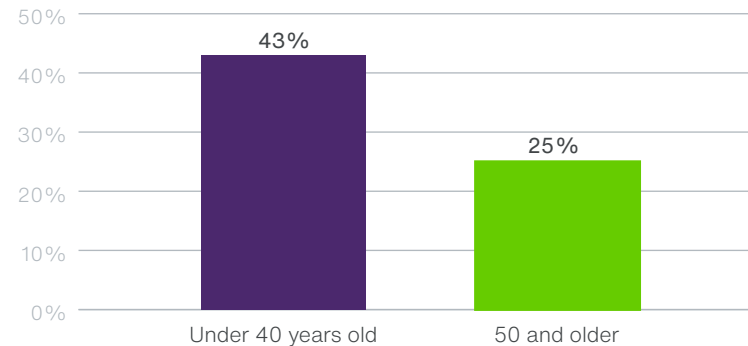
Are you up to date on the preventative screenings available for your age and gender?



MHI score by “Are you up to date on the preventative screenings available for your age and gender?”



Percentage of workers by age who are not up to date or don't know whether they are up to date on their preventative screening



Employer-funded healthcare benefits.

Workers were asked whether they are clear on the coverage that is available to them through their employer-offered healthcare benefits.

- More than one in five (22 per cent) workers are either unsure or unclear on the healthcare coverage available to them through their employer
- The mental health score of eight per cent of workers who are unclear on the healthcare coverage available to them through their employer (53.4) is nearly 13 points lower than workers who are clear on their coverage (66.1) and 11 points lower than the national average (64.4)
- Workers under 40 are twice as likely as workers over 50 to be unclear about the healthcare coverage that is available to them through their employer
- Seventy-eight per cent are clear on the coverage that is available to them through their employer-offered healthcare benefits; this group has the highest/best mental health score (66.1), nearly two points above the national average (64.4)



How clear are you on the coverage that is available to you through your employer-offered healthcare benefits?



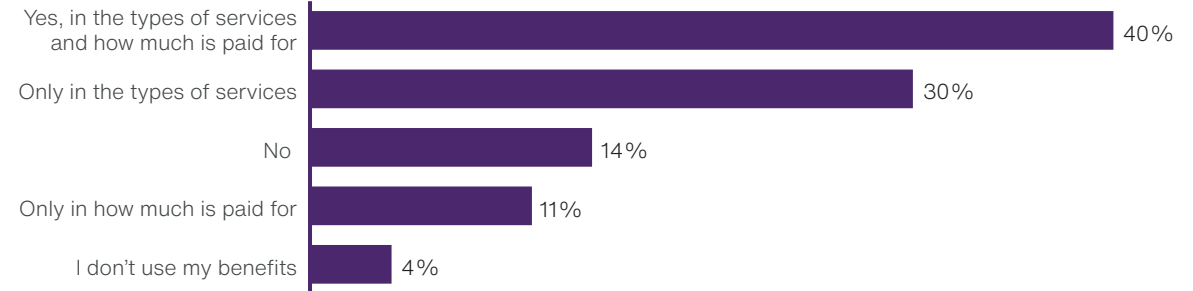
MHI score by “How clear are you on the coverage that is available to you through your employer-offered healthcare benefits?”



Workers with employer-funded healthcare benefits were asked whether those benefits meet their needs.

- Nearly six in ten (56 per cent) workers report that their employer-funded healthcare benefits do not fully meet their needs; 30 per cent report that only the types of services covered meet their needs, 14 per cent report that the benefits do not meet their needs at all, and 11 per cent report that only the amount covered meets their needs
- The lowest/worst mental health score (54.4) is among 14 per cent of workers reporting that their healthcare benefits do not meet their needs, 17 points lower than workers reporting that their healthcare benefits meet their needs and 10 points lower than the national average (64.4)
- Forty per cent report that their employer-funded healthcare benefits fully meet their needs; this group has the highest/best mental health score (71.5), seven points higher than the national average (64.4)
- Workers with an annual household income greater than \$100,000 are 50 per cent more likely than workers with an annual household income less than \$100,000 to report that their healthcare benefits fully meet their needs

The healthcare benefits that I have through my employer meet my needs



MHI score by “The healthcare benefits that I have through my employer meet my needs”



Managing health, personal and work responsibilities.

Workers were asked whether they are managing their health well.

- Three in ten (30 per cent) workers are uncertain or are not managing their health well
- The lowest/worst mental health score is among 11 per cent of workers not managing their health well (40.1), more than 31 points lower than workers managing their health well (71.3) and more than 24 points lower than the national average (64.4)
- Workers under 40 are 50 per cent more likely than workers over 50 to report not managing their health well
- Seventy-one per cent are managing their health well; this group has the highest/best mental health score (71.3), seven points higher than the national average (64.4)



In general, I am managing my health well



MHI score by “In general, I am managing my health well”





Workers were asked whether they are managing their financial responsibilities well.

- More than one-quarter (27 per cent) of workers are uncertain or are not managing their financial responsibilities well
- The lowest/worst mental health score (40.4) is among 11 per cent reporting that they are not managing their financial responsibilities well, more than 30 points lower than workers managing their financial responsibilities well (70.7) and 24 points lower than the national average (64.4)
- Workers under 40 are 80 per cent more likely than workers over 50 to report not managing their financial responsibilities well
- Parents are 40 per cent more likely than non-parents to report not managing their financial responsibilities well
- Seventy-three per cent report managing their financial responsibilities well; this group has the highest/best mental health score (70.7), more than six points higher than the national average (64.4)

In general, I am managing my financial responsibilities well



MHI score by “In general, I am managing my financial responsibilities well”



Workers were asked whether they are managing their work responsibilities well.

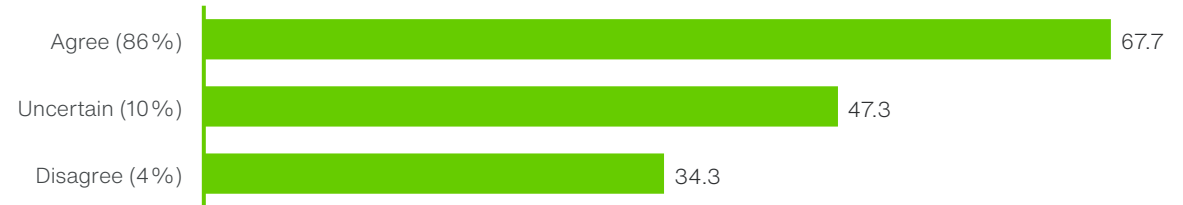
- One in seven (14 per cent) workers are uncertain or are not managing their work responsibilities well; this group has mental health scores at least 20 points lower than workers reporting managing their work responsibilities well (67.7) and at least 17 points lower than the national average (64.4)
- Eight-six per cent are managing their work responsibilities well; this group has the highest/best mental health score (67.7), more than three points higher than the national average (64.4)



In general, I am managing my work responsibilities well



MHI score by “In general, I am managing my work responsibilities well”



Workers were asked whether they are managing their family responsibilities well.

- More than one in six (17 per cent) are uncertain or are not managing their family responsibilities well; this group has mental health scores at least 21 points lower than workers managing their family responsibilities well (68.7) and at least 17 points lower than the national average (64.4)
- Workers under 40 are twice as likely as workers over 50 to report not managing their family responsibilities well
- Eighty-three per cent are managing their family responsibilities well; this group has the highest/best mental health score (68.7), more than four points higher than the national average (64.4)



In general, I am managing my family responsibilities well



MHI score by “In general, I am managing my family responsibilities well”



Workers were asked whether they are managing their personal relationships/friendships well.

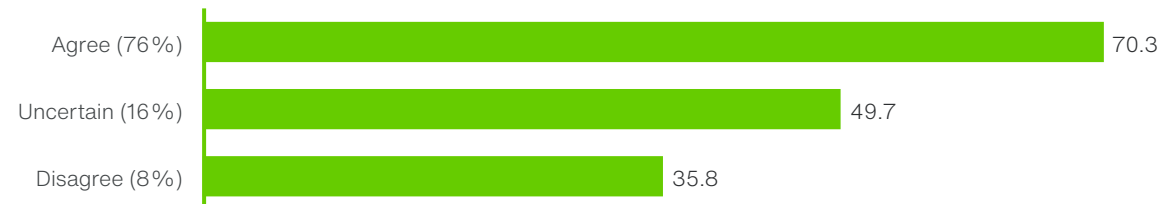
- Nearly one-quarter (24 per cent) are uncertain or are not managing their personal relationships/friendships well; this group has mental health scores at least 20 points lower than workers managing their personal relationships well (70.3) and at least 14 points lower than the national average (64.4)
- Workers under 40 are twice as likely as workers over 50 to report not managing their personal relationships/friendships well
- Parents are 40 per cent more likely than non-parents to report not managing their personal relationships/friendships well
- Seventy-six per cent are managing their personal relationships/friendships well; this group has the highest/best mental health score (70.3), nearly six points higher than the national average (64.4)



In general, I am managing my personal relationships/friendships well



MHI score by “In general, I am managing my personal relationships/friendships well”



Overview of the TELUS Mental Health Index.

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 7 and March 20, 2024.

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@telushealth.com





www.telushealth.com

