



TELUS Mental Health Index.

Canada | December 2023

Table of contents

1. What you need to know for December 2023	3
2. The Mental Health Index	5
Mental health risk	6
Mental Health Index sub-scores	7
Anxiety	8
Isolation	9
Work productivity	10
Managers compared to non-managers	11
Mental health by gender and age	12
Mental health by employment status	12
Emergency savings	12
3. The Mental Health Index by province	13
4. The Mental Health Index by industry	15
5. Spotlight	16
Chronic pain, mental health, and work productivity	16
Life changes and the relationship with mental health	21
Use of food banks among workers, especially parents	24
Holiday stress, family, and finances	28
Climate change	30
6. Overview of the TELUS Mental Health Index	32
Methodology	32
Calculations	32
Additional data and analyses	32

What you need to know for December 2023.

Anxiety and isolation continue to be the lowest sub-scores for the 20th consecutive month.

- At 63.8, the mental health of workers improved nearly one point after four months of declines
- 33 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, and 23 per cent have a low mental health risk
- All mental health sub-scores improved from November to December; anxiety and isolation have been the lowest mental health sub-scores for 20 consecutive months
- Mental health scores improved in Alberta, Ontario, Saskatchewan, and the Maritimes while scores in other provinces declined, or are unchanged, compared to November 2023
- The mental health of managers and non-managers improved from the previous month
- Labourers continue to have a lower mental health score than service industry and office workers



Chronic pain, mental health, and work productivity.

- Nearly one-quarter (24 per cent) of workers suffer from chronic pain. These workers have the lowest/worst mental health score (56.9), nine points lower than workers not suffering from chronic pain (65.9) and lose nearly 45 days in productivity per year
- Workers without chronic pain lose 39 working days per year for various reasons including mental health and wellbeing. Workers whose chronic pain is not being managed lose 13 days more working days in productivity, for an average of 52 working days per year
- When well-managed, workers with chronic pain lose less than one day more than workers without chronic pain
- More than one in six (17 per cent) do not believe their pain is being managed effectively; these workers have the lowest/worst mental health score (44.9), a score which indicates a high level of mental distress and is nearly 19 points lower than workers who believe their pain is being managed effectively (63.6)
- Even workers who believe their pain is being managed effectively have a mental health score 2.3 points lower than workers without chronic pain
- Women are 50 per cent more likely than men to believe their pain is not being managed effectively

Life changes and the relationship with mental health.

- Almost three in four workers (72 per cent) experienced change in a significant area of life in the past year. The mental health score of workers who experienced a change is between 10 and 30 points lower than the score for workers who did not (76.3)
- More than half (52 per cent) report that the change they experienced in the last year had a negative impact; these workers have the lowest/worst mental health score (53.4), nearly 14 points lower than workers reporting the change had a positive impact (67.1)
- Nearly one in five (19 per cent) indicate the area in which they experienced the most change last year was their financial status. Thirteen per cent experienced the most change in their work/career, and 12 per cent experienced the most change in their physical health in the last year
- The lowest/worst mental health score (46.4) is among 10 per cent of workers who indicated that the area of most change last year was in their mental health; their mental health score is 30 points lower than workers reporting no change (76.3) and more than 17 points lower than the national average (63.8)
- Workers under 40 are two and half times more likely than workers over 50 to have experienced the most change in their mental health in the last year

Holiday stress, family, and finances.

- More than one-quarter (27 per cent) of workers indicate that friends and family increase their stress during the holiday season; these workers have the lowest/worst mental health score (52.1), nearly 17 points lower than workers reporting no impact from family and friends on their stress (68.9)
- The most prevalent stressor is among two in five workers (44 per cent) concerned about being able to afford the gifts they want to give; 42 per cent feel there are too many demands on them, 28 per cent report a lot of conflict in their family, and 21 per cent will be seeing family and do not want to

Use of **food banks** among workers, especially parents.

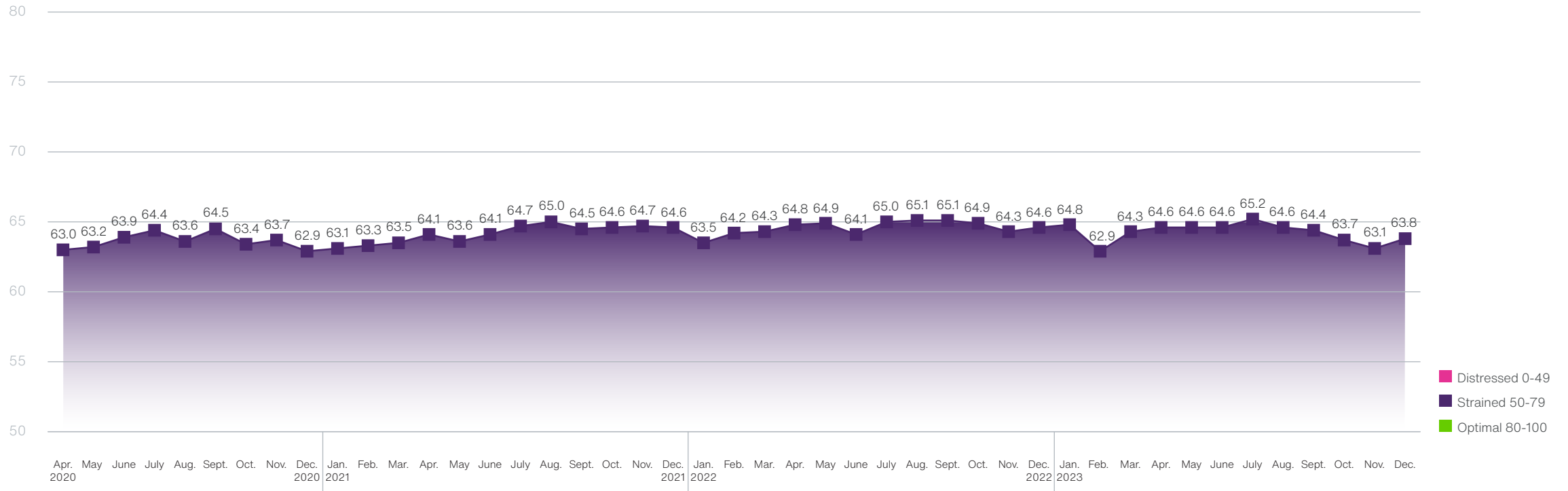
- More than one in five workers (22 per cent) either expect to need, or are unsure about needing, to use a food bank in the next month; the mental health score of these workers is at least 18 points lower than workers not expecting to use a food bank (67.8) and 14 points lower than the national average (63.8)
- Seven per cent of workers indicate that they used a food bank in the last six months; these workers have the lowest/worst mental health score (49.7), 15 points lower than workers who have not used a food bank, and 14 points lower than the national average (63.8). Parents are nearly two and half times more likely than non-parents to have used a food bank in the last six months
- Labourers, parents, workers without emergency savings, and workers with an annual household income less than \$100,000 are more likely to have used, are currently using, or expect to use a food bank

The Mental Health Index.

MHI Current Month December 2023	November 2023
63.8	63.1

The overall Mental Health Index (MHI) for December 2023 is **63.8**.

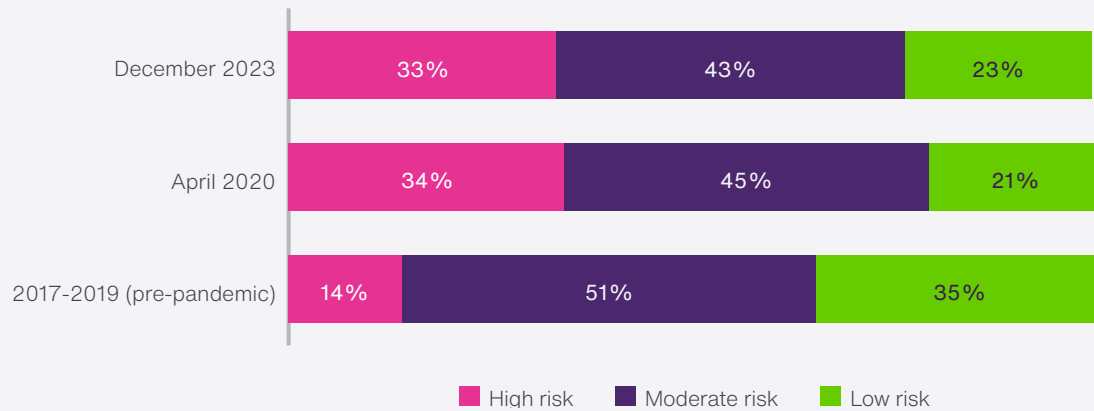
After four months of decline, the mental health of workers in Canada improved nearly one point in December.





Mental health risk.

In December 2023, 33 per cent of workers in Canada have a high mental health risk, 43 per cent have a moderate mental health risk, and 23 per cent have a low mental health risk. Nearly four years since the launch of the Index in April 2020, there has been a one per cent decrease in high-risk workers and only a two per cent increase in low-risk workers.



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 20 months, the lowest Mental Health Index sub-score continues to be anxiety (57.1). Isolation (59.8), work productivity (62.0), depression (62.1), optimism (66.0), and financial risk (66.7) follow. General psychological health (71.6) continues to be the most favourable mental health measure in December 2023.

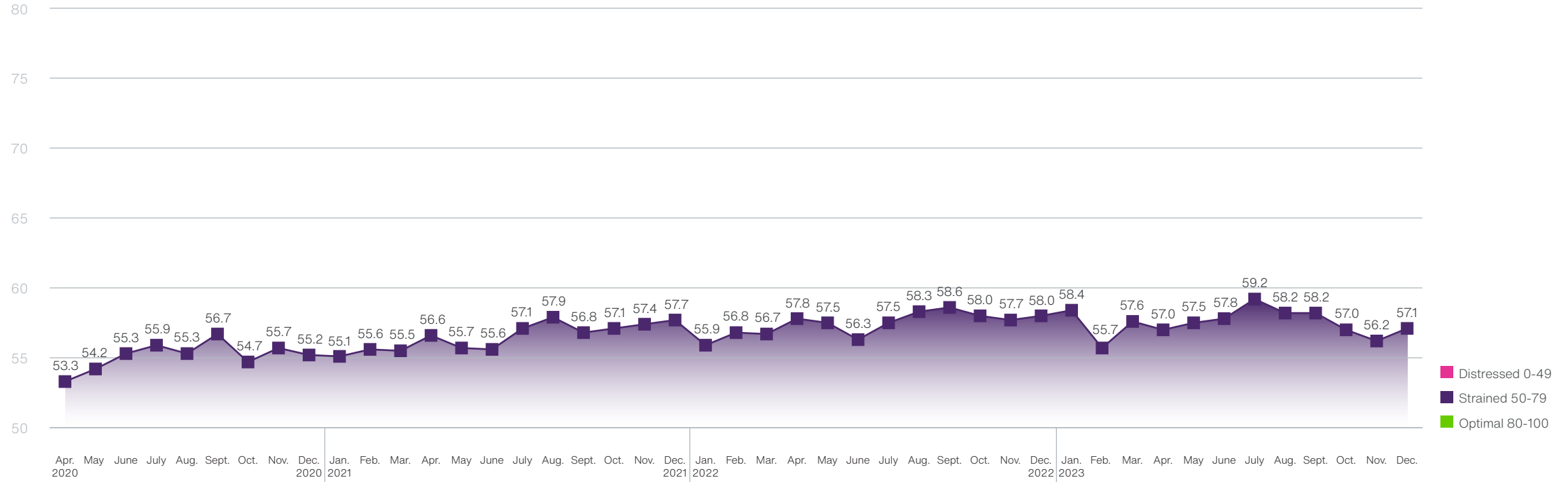
- Anxiety and isolation have been the lowest mental health sub-scores for 20 consecutive months
- All mental health sub-scores have improved from the prior month

Mental Health Index Sub-scores	December 2023	November 2023
Anxiety	57.1	56.2
Isolation	59.8	59.0
Work productivity	62.0	61.9
Depression	62.1	61.5
Optimism	66.0	64.7
Financial risk	66.7	66.6
Psychological health	71.6	71.4



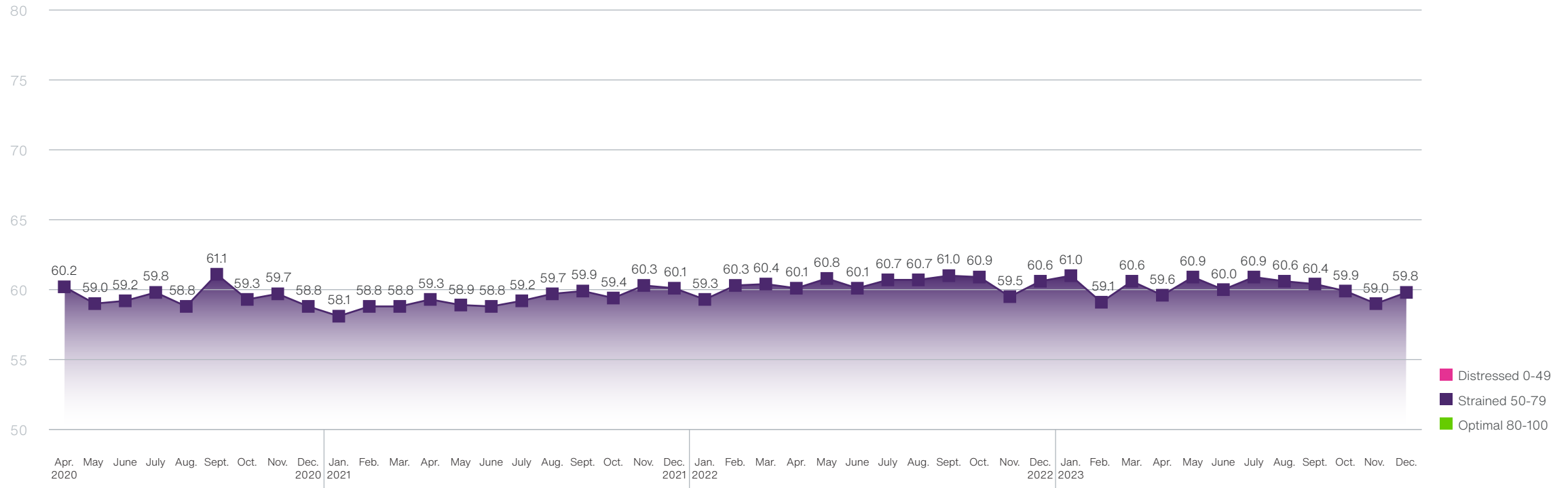
Anxiety

The anxiety sub-score has varied since the launch of the Index in April 2020. After reaching its peak in July 2023, the anxiety score declined through November 2023. However, in December 2023, a modest 0.9-point increase is observed in the anxiety score when compared to the prior month. Despite the improvement, it continues to be the lowest of all mental health sub-scores for the 20th consecutive month.



Isolation

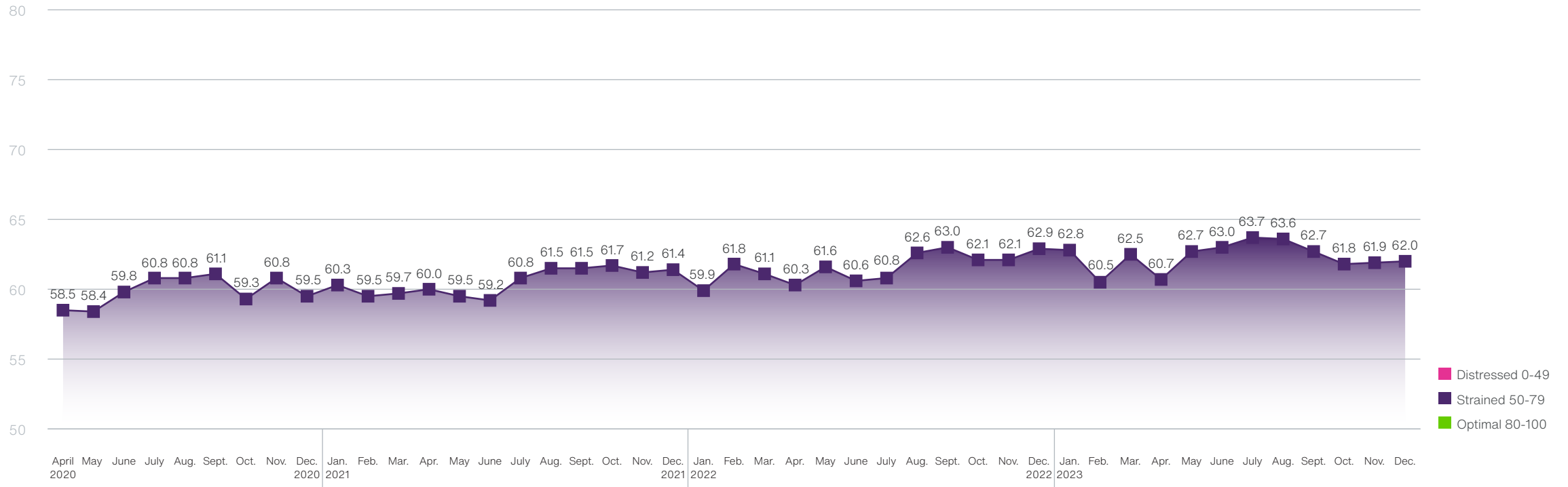
The isolation sub-score has varied with multiple periods of sharp increases and declines. In December 2023, a noticeable 0.8-point increase is observed in the isolation score, yet it is the second lowest mental health sub-score for the 20th consecutive month.



Work productivity

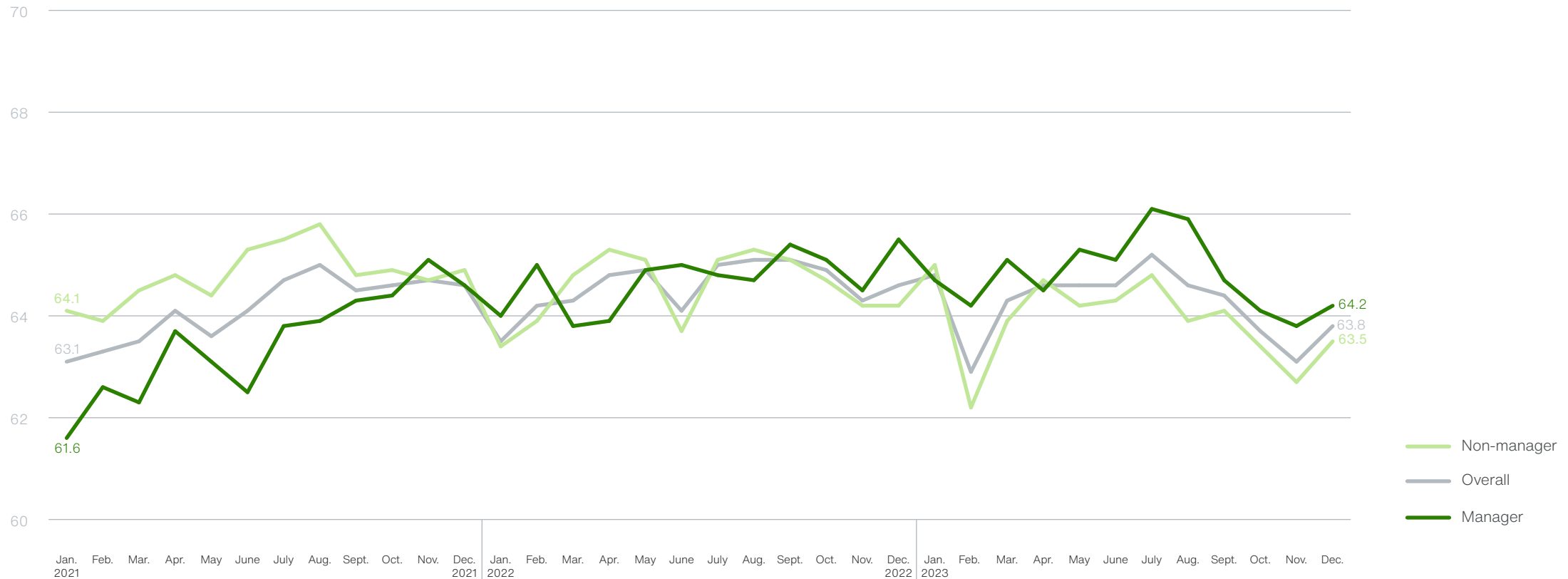
The work productivity sub-score measures the impact of mental health on work productivity and goals.

Overall, the impact of mental health on work productivity has shown general improvement suggesting that since the onset of the pandemic, the negative impact of mental health on work productivity has slowly decreased. However, similar to other sub-scores, after reaching its peak in July 2023, the work productivity score declined through October. In December 2023, the work productivity score remains nearly unchanged for the second consecutive month.



Managers compared to non-managers.

From January to October 2021, the mental health scores of managers were lower than non-managers and lower than the Canadian average. From November 2021 to January 2023, managers and non-managers 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 non-managers. After two months of continuous decline for managers and non-managers, mental health scores improved for both groups in December 2023.



Mental health by gender and age.

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In December 2023, the mental health score of women is 61.4 compared to 66.2 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between workers with and without children have been reported since the launch of the Index in April 2020. Nearly four years later, this pattern continues with a lower score for workers with at least one child (59.8) than workers without children (65.6)

Mental health by employment status.

- Overall, four per cent of respondents are unemployed¹ and seven per cent report reduced hours or reduced salary
- Workers reporting reduced salary compared to the prior month have the lowest mental health score (51.1), followed by workers reporting fewer hours than the prior month (54.6), individuals not currently employed (64.1), and workers with no change to salary or hours (64.6)
- Labourers have a lower mental health score (62.2) than service industry (63.4) and office workers (64.3)
- Managers have a higher mental health score (64.2) than non-managers (63.5)
- Self-employed/sole proprietors have the highest mental health score (66.6)
- Respondents working for companies with 51-100 employees have the lowest mental health score (60.9)



Emergency savings

- Workers without emergency savings continue to experience a lower score in mental health (49.2) than the overall group (63.8). Workers with emergency savings have an average mental health score of 69.6

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

The Mental Health Index by province.

In December 2023, the mental health scores in Alberta, Ontario, Saskatchewan, and the Maritimes improved while scores in other provinces have declined or are unchanged compared to November 2023.

- The greatest decline over the prior month is in British Columbia, down 1.2 points from November
- With a modest 1.1-point increase, Saskatchewan has the highest mental health score (66.8) in December 2023
- The lowest mental health score is in Quebec (62.0), down 0.2-points from November 2023

Province	December 2023	November 2023	Change
Alberta	63.0	61.0	2.0
Ontario	64.6	63.4	1.2
The Maritimes	63.5	62.3	1.2
Saskatchewan	66.8	65.7	1.1
Newfoundland and Labrador	63.8	63.8	0.0
Quebec	62.0	62.2	-0.2
Manitoba	62.1	62.8	-0.7
British Columbia	63.5	64.7	-1.2

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	Dec. 2023	Nov. 2023
Employed (no change in hours/salary)	64.6	63.9
Employed (fewer hours compared to last month)	54.6	56.7
Employed (reduced salary compared to last month)	51.1	46.0
Not currently employed	64.1	61.8

Age group	Dec. 2023	Nov. 2023
Age 20-29	55.2	52.3
Age 30-39	57.9	57.8
Age 40-49	61.5	60.8
Age 50-59	65.2	65.1
Age 60-69	72.8	71.5

Number of children	Dec. 2023	Nov. 2023
No children in household	65.6	64.2
1 child	58.9	60.9
2 children	61.2	61.1
3 children or more	59.9	58.8

Household income	Dec. 2023	Nov. 2023
<\$30K/annum	54.2	51.1
\$30K to <\$60K/annum	58.7	58.8
\$60K to <\$100K	62.9	62.0
\$100K to <\$150K	66.2	66.2
\$150K or more	70.1	68.8

Employer size	Dec. 2023	Nov. 2023
Self-employed/sole proprietor	66.6	64.3
2-50 employees	63.0	63.5
51-100 employees	60.9	60.4
101-500 employees	63.4	61.4
501-1,000 employees	62.7	60.5
1,001-5,000 employees	66.6	65.1
5,001-10,000 employees	61.7	64.1
More than 10,000 employees	65.2	64.9

Manager	Dec. 2023	Nov. 2023
Manager	64.2	63.8
Non-manager	63.5	62.7

Work environment	Dec. 2023	Nov. 2023
Labour	62.2	61.0
Office/desk	64.3	63.6
Service	63.4	63.5

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

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

The Mental Health Index by industry.

Employees working in Food Services have the lowest mental health score (58.7), followed by those employed in Warehousing (59.5), and Media and Telecommunications (59.5).

Individuals employed in Professional, Scientific and Technical Services (70.8), Mining, Quarrying, and Oil and Gas Extraction (68.4), and Public Administration (66.3) have the highest mental health scores this month.

Changes from the prior month are shown in the table.



Industry	December 2023	November 2023	Change
Mining, Quarrying, and Oil and Gas Extraction	68.4	59.6	8.8
Media and Telecommunications	59.5	52.0	7.6
Administrative and Support services	59.7	55.8	3.9
Arts, Entertainment and Recreation	63.9	61.3	2.5
Transportation	65.3	63.0	2.3
Warehousing	59.5	57.5	2.0
Professional, Scientific and Technical Services	70.8	69.1	1.7
Technology	62.6	61.2	1.4
Health Care and Social Assistance	61.5	60.3	1.2
Other	63.8	62.6	1.2
Agriculture, Forestry, Fishing and Hunting	61.9	60.9	1.1
Educational Services	64.4	63.4	1.0
Other services (except Public Administration)	65.6	64.8	0.7
Accommodation	61.4	61.2	0.3
Retail Trade	63.4	63.3	0.1
Wholesale Trade	60.0	60.1	-0.1
Public Administration	66.3	66.4	-0.2
Real Estate, Rental and Leasing	63.7	63.9	-0.2
Finance and Insurance	65.1	65.3	-0.2
Utilities	61.9	63.1	-1.2
Food Services	58.7	60.1	-1.4
Construction	63.1	64.6	-1.5
Automotive Industry	65.0	66.6	-1.6
Manufacturing	65.3	67.0	-1.7

Spotlight

Chronic pain, mental health, and work productivity.

Nearly one-quarter (24 per cent) of workers suffer from chronic pain. These workers have the lowest/worst mental health score (56.9), nine points lower than workers not suffering from chronic pain (65.9) and lose nearly 45 days in productivity per year. On average, workers without chronic pain lose 39 working days per year for various reasons including mental health and wellbeing. Workers with chronic pain that is not being managed lose 13 more days in productivity, for an average of 52 working days per year. **When well-managed, workers with chronic pain lose less than one day more than workers without chronic pain.**

Nearly half (49 per cent) of workers use non-prescription medication to manage their pain, 36 per cent take prescription medication, 28 per cent use massage therapy, 28 per cent use hot/cold therapy, and 25 per cent use physical therapy to manage their pain.

More than one in six (17 per cent) do not believe their pain is being managed effectively; these workers have the lowest/worst mental health score (44.9), a score which indicates a high level of mental distress and is nearly 19 points lower than workers who believe their pain is being managed effectively (63.6). However, even workers who believe their pain is being managed effectively have a mental health score 2.3 points lower than workers without chronic pain. Women are 50 per cent more likely than men to believe their pain is not being managed effectively.

Nearly three-quarters (74 per cent) of workers report working through the pain; this group has a mental health score (54.6) more than nine points lower than the national average (63.8).



Workers were asked whether they suffer from chronic pain.

- Nearly one-quarter (24 per cent) of workers suffer from chronic pain; this group has the lowest/worst mental health score (56.9), nine points lower than workers not suffering from chronic pain (65.9), and seven points lower than the national average (63.8)
- Using productivity data collected in October 2023, workers suffering from chronic pain lose 44.5 working days per year in productivity, more than a full week longer than workers not suffering from chronic pain (39.2 working days per year)
- Workers over 50 are 40 per cent more likely than workers under 40 to suffer from chronic pain
- More than three-quarters (76 per cent) do not suffer from chronic pain; this group has the highest/best mental health score (65.9), two points higher than the national average (63.8)

Do you suffer from chronic pain?



MHI score by “Do you suffer from chronic pain?”



Productivity loss in working days per year by “Do you suffer from chronic pain?”

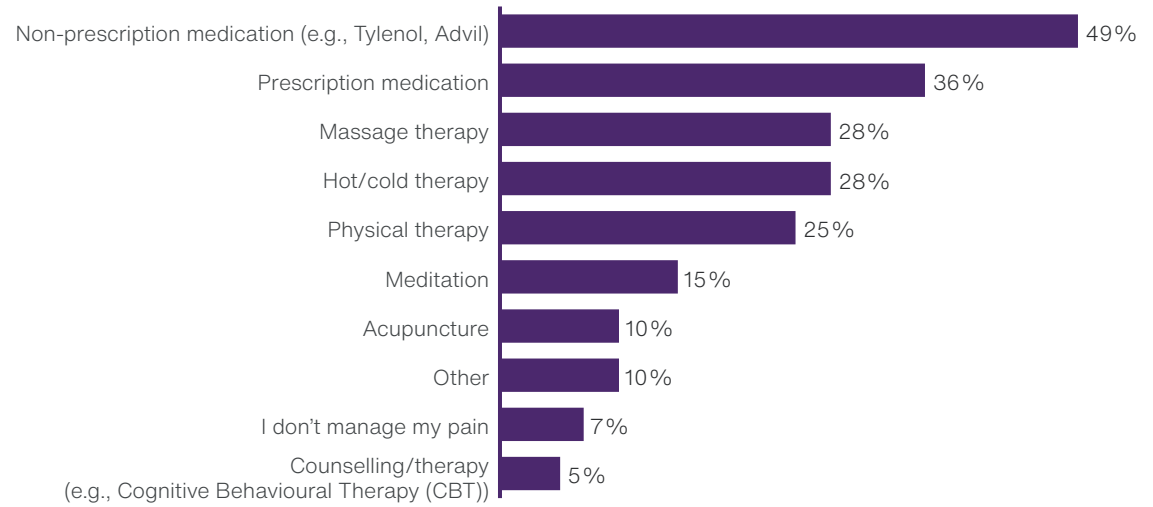


Workers suffering from chronic pain were asked how they manage their pain.

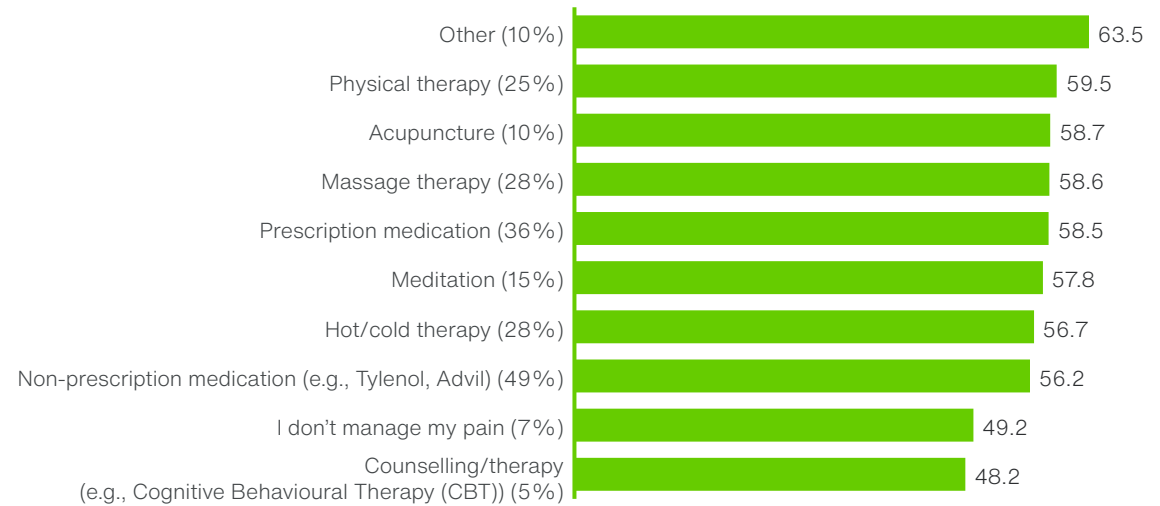
- Nearly half (49 per cent) use non-prescription medication to manage their pain, 36 per cent take prescription medication, 28 per cent use massage therapy, 28 per cent use hot/cold therapy, and 25 per cent use physical therapy to manage their pain



How do you manage your pain?



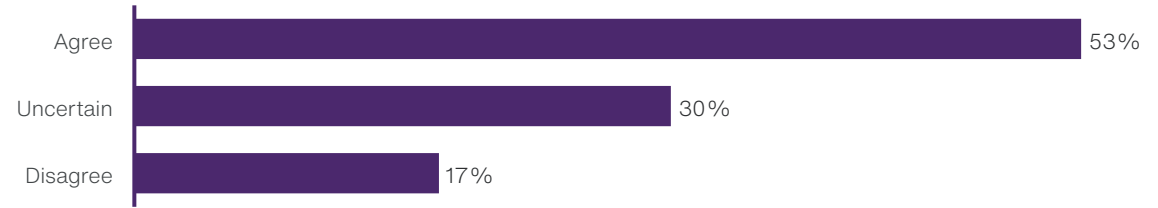
MHI score by “How do you manage your pain?”



Workers suffering from chronic pain were asked whether their pain is being managed effectively.

- More than one in six (17 per cent) do not believe their pain is being managed effectively; this group has the lowest/worst mental health score (44.9), nearly 19 points lower than workers who believe their pain is being managed effectively (63.6) and the national average (63.8)
- Women are 50 per cent more likely than men to believe their pain is not being managed effectively
- Workers reporting their pain is not being managed effectively lose nearly 52 working days per year in productivity, 12 days longer than workers reporting their pain is being managed effectively
- More than half (53 per cent) believe their pain is being managed effectively; this group has the highest/best mental health score (63.6)

Generally, my pain is being managed effectively



MHI score by “Generally, my pain is being managed effectively”



Productivity loss in working days per year by “Generally, my pain is being managed effectively”

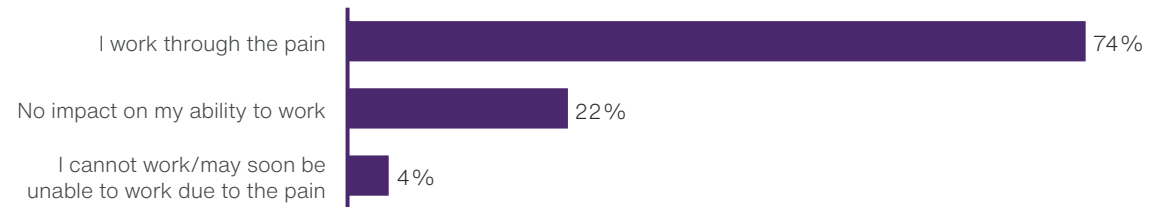


Workers suffering from chronic pain were asked how pain impacts their ability to work.

- Nearly three-quarters (74 per cent) work through the pain; this group has a mental health score (54.6) more than nine points lower than the national average (63.8)
- More than one in five (22 per cent) report their pain has no impact on their ability to work; this group has a mental health score (67.5) nearly four points higher than the national average (63.8)
- Non-parents are 80 per cent more likely than parents to indicate their pain has no impact on their ability to work
- The lowest/worst mental health score (38.4) is among four per cent of workers who cannot work/may soon be unable to work due to their pain, more than 19 points lower than those who work through the pain (67.5) and more than 25 points lower than the national average (63.8)



How does your pain impact your ability to work?



MHI score by “How does your pain impact your ability to work?”



Life changes and the relationship with mental health.

Almost three in four workers (72 per cent) experienced change in a significant area of life in the past year. The mental health score of workers who experienced a change is between 10 and 30 points lower than the score for workers who did not (76.3).

More than half (52 per cent) report that the change they experienced in the last year had a negative impact; these workers have the lowest/worst mental health score (53.4), nearly 14 points lower than workers reporting the change had a positive impact (67.1).

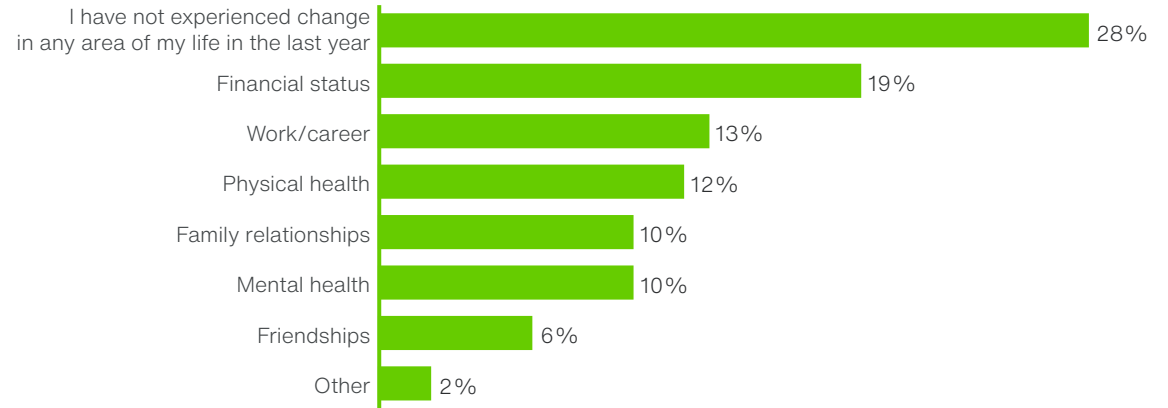
Nearly one in five (19 per cent) indicate that the area in which they experienced the most change last year was their financial status. Thirteen per cent experienced the most change in their work/career, and 12 per cent experienced the most change in their physical health in the last year. The lowest/worst mental health score (46.4) is among 10 per cent of workers who indicated that the area of most change last year was in their mental health; their mental health score is 30 points lower than workers reporting no change (76.3) and more than 17 points lower than the national average (63.8). Workers under 40 are two and half times more likely than workers over 50 to have experienced the most change in their mental health in the last year.



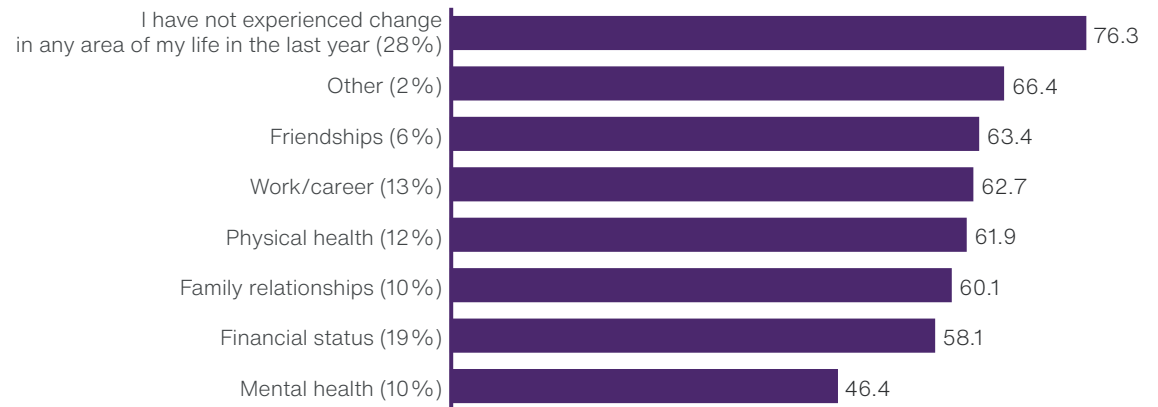
Workers were asked in which area of their life they have experienced the most change in the last year.

- Nearly one in five (19 per cent) have experienced the most change in their financial status, 13 per cent have experienced the most change in their work/career, and 12 per cent have experienced the most change in their physical health
- The lowest/worst mental health score (46.4) is among 10 per cent who have experienced the most change in their mental health in the last year, 30 points lower than workers reporting no change (76.3) and more than 17 points lower than the national average (63.8)
- Workers under 40 are two and half times more likely than workers over 50 to have experienced the most change in their mental health in the last year
- More than one-quarter (28 per cent) have not experienced change in any area of their life in the last year, and this group has the highest/best mental health score (76.3), more than 12 points higher than the national average (63.8)
- Workers over 50 are more than two times more likely than workers under 40 to report no change in the last year
- Non-parents are nearly 60 per cent more likely than parents to report no change

In which area of your life have you experienced the most change in the last year?



MHI score by “In which area of your life have you experienced the most change in the last year?”

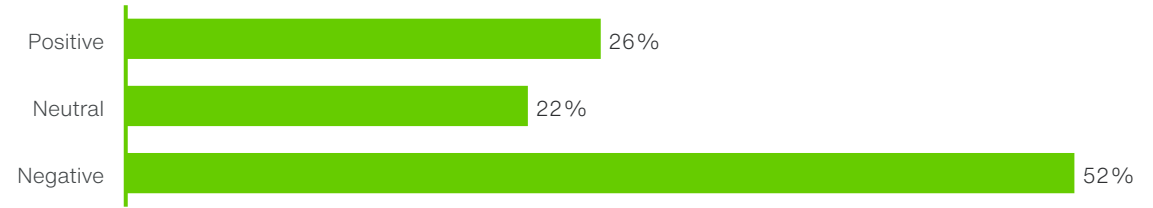


Workers reporting a change in the last year were asked about the impact.

- More than half (52 per cent) report a negative impact; this group has the lowest/worst mental health score (53.4), nearly 14 points lower than workers reporting a positive impact (67.1) and more than 10 points lower than the national average (63.8)
- More than one-quarter (26 per cent) report a positive impact; this group has the highest/best mental health score (67.1), more than three points higher than the national average (63.8)



What has been the impact of the change you experienced?



MHI score by “What has been the impact of the change you experienced?”



Use of food banks among workers, especially parents.

More than one in five workers in Canada (22 per cent) either expect to need, or are unsure, about needing to use a food bank in the next month; the mental health score of these workers is at least 18 points lower than workers not expecting to use a food bank (67.8) and 14 points lower than the national average (63.8).

Seven per cent of workers indicate that they used a food bank in the last six months; these workers have the lowest/worst mental health score (49.7), 15 points lower than workers who have not used a food bank, and 14 points lower than the national average (63.8).

Parents are nearly two and half times more likely than non-parents to have used a food bank in the last six months.

Labourers, parents, workers without emergency savings, and workers with an annual household income less than \$100,000 are more likely to have used, are currently using, or expect to use a food bank.



Workers were asked whether they have used a food bank in the last six months.

- Seven per cent of workers indicate that they used a food bank in the last six months; this group has the lowest/worst mental health score (49.7), 15 points lower than workers who have not used a food bank, and 14 points lower than the national average (63.8)
- Labourers are twice as likely as office/desk workers and service industry workers to have used a food bank in the last six months
- Parents are nearly two and half times more likely than non-parents to have used a food bank in the last six months
- Workers without emergency savings are two and half times more likely than workers with emergency savings to have used a food bank in the last six months
- Workers with an annual household income less than \$100,000 are more than three times as likely as workers with an annual household income greater than \$100,000 to have used a food bank in the last six months
- More than nine in ten (94 per cent) have not used a food bank in the last six months; this group has the highest/best mental health score (64.7), one point higher than the national average (63.8)

Have you used a food bank in the last six months?



MHI score by “Have you used a food bank in the last six months?”



Workers were asked whether they are currently using a food bank.

- Five per cent of workers are currently using a food bank; this group has the lowest/worst mental health score (48.9), nearly 16 points lower than workers not using a food bank and 15 points lower the national average (63.8)
- Labourers are twice as likely as office/desk workers and service industry workers to be currently using a food bank
- Parents are two and half times more likely than non-parents to be currently using a food bank
- Workers without emergency savings are nearly three times more likely than workers with emergency savings to be currently using a food bank
- Workers with an annual household income less than \$100,000 are nearly four times more likely than workers with an annual household income greater than \$100,000 to be currently using a food bank
- More than nine in 10 (95 per cent) are not currently using a food bank; this group has the highest/best mental health score (64.5), modestly higher than the national average (63.8)



Are you currently using a food bank?



MHI score by “Are you currently using a food bank?”



Workers were asked whether they expect to use a food bank in the next month.

- More than one in five (22 per cent) of workers either expect, or are unsure about needing, to use a food bank in the next month; the mental health score of this group is at least 18 points lower than workers not expecting to use a food bank (67.8) and 14 points lower than the national average (63.8)
- Labourers are twice as likely as office/desk workers and service industry workers to expect to use a food bank in the next month
- Parents are more than twice as likely as non-parents to expect to use a food bank in the next month
- Workers without emergency savings are three times more likely than workers with emergency savings to expect to use a food bank in the next month
- Workers with an annual household income less than \$100,000 are four times more likely than workers with an annual household income greater than \$100,000 to expect to use a food bank in the next month
- Nearly four in five (78 per cent) do not expect to use a food bank in the next month; this group has the highest/best mental health score (67.8), four points higher than the national average (63.8)

Do you expect to need to use a food bank in the next month?



MHI score by “Do you expect to need to use a food bank in the next month?”



Holiday stress, family, and finances.

More than one-quarter (27 per cent) of workers indicate that friends and family increase their stress during the holiday season; these workers have the lowest/worst mental health score (52.1), nearly 17 points lower than workers reporting no impact from family and friends on their stress (68.9).

The most prevalent stressor among more than two in five workers (44 per cent) is being able to afford the gifts they want to give; 42 per cent feel there are too many demands on them, 28 per cent report a lot of conflict in their family, and 21 per cent will be seeing family and do not want to.

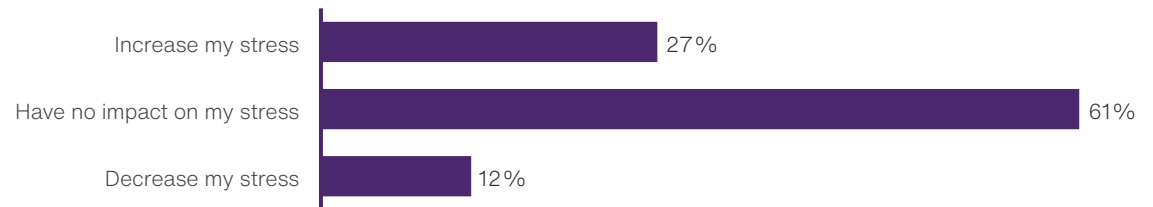


Workers were asked about the impact of friends and family on their stress during the holiday season.

- More than one-quarter (27 per cent) indicate that friends and family increase their stress during the holiday season; this group has the lowest/worst mental health score (52.1), nearly 17 points lower than workers reporting no impact (68.9) and nearly 12 points lower than the national average (63.8)
- More than three in five (61 per cent) indicate friends and family have no impact on their stress; this group has the highest/best mental health score (68.9), five points higher than the national average



Impact of friends and family during the holiday season



MHI score by “Impact of friends and family during the holiday season”

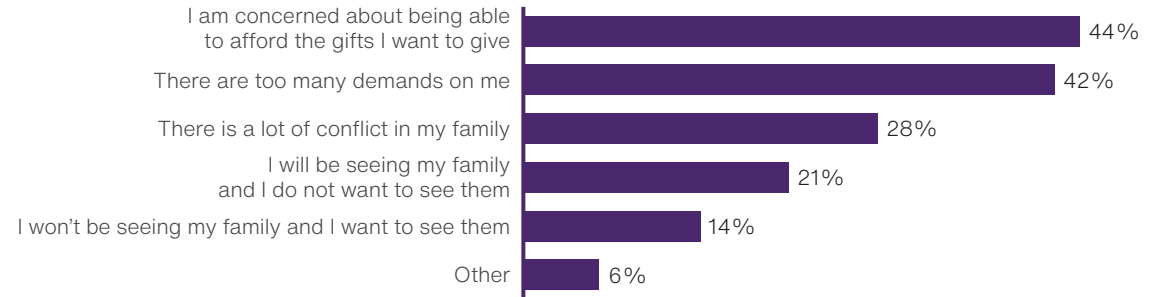


Workers reporting friends and family increase their stress during the holiday season were asked about the cause of increased stress.

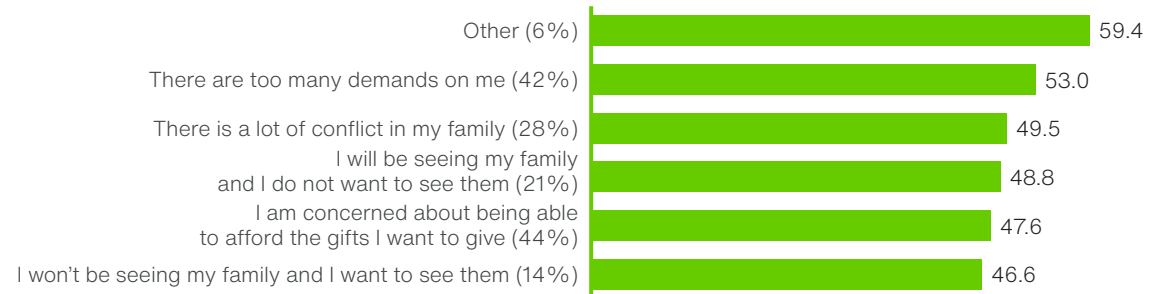
- More than two in five (44 per cent) are concerned about being able to afford the gifts they want to give, 42 per cent feel there are too many demands on them, and 28 per cent report a lot of conflict in their family



What is the cause of increased stress?



MHI score by “What is the cause of increased stress?”



Climate change

Two-thirds (67 per cent) of workers are concerned about climate change. **The greatest concern among nearly two in five (37 per cent) is extreme weather.** Nineteen per cent are concerned about the impact on future generations, 14 per cent are concerned about natural disasters, and 13 per cent are concerned about increased costs such as insurance and housing. Workers under 40 are 60 per cent more likely than workers over 50 to be concerned about increased costs due to climate change.

There is little difference between the mental health score of workers who are concerned about climate change (64.2), and workers who are not (63.6). Workers who are unsure have a slightly lower mental health score (61.6).



Workers were asked whether they are concerned about climate change.

- Two-thirds (67 per cent) are concerned about climate change, 18 per cent are unconcerned, and 15 per cent are unsure



I am concerned about climate change



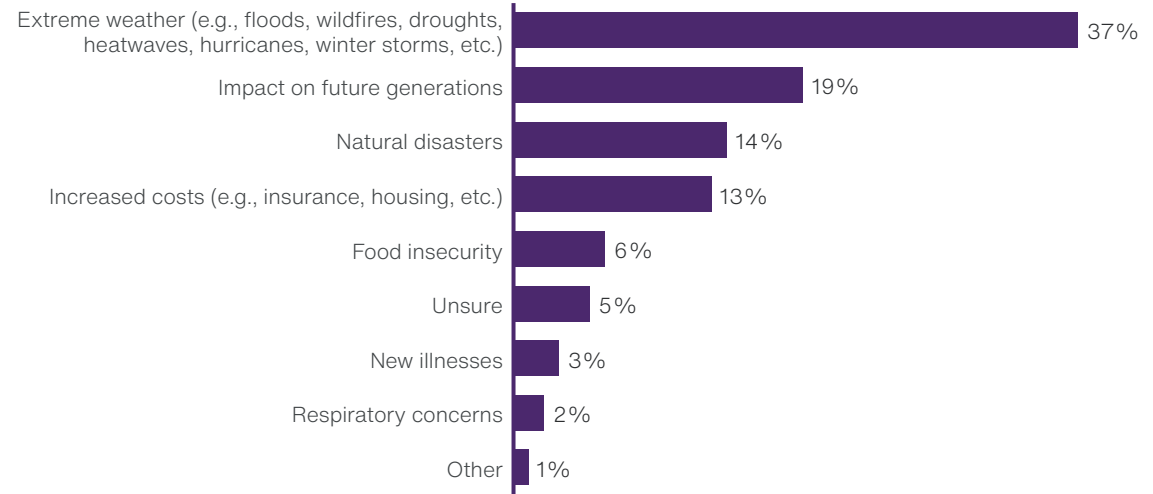
MHI score by “I am concerned about climate change”



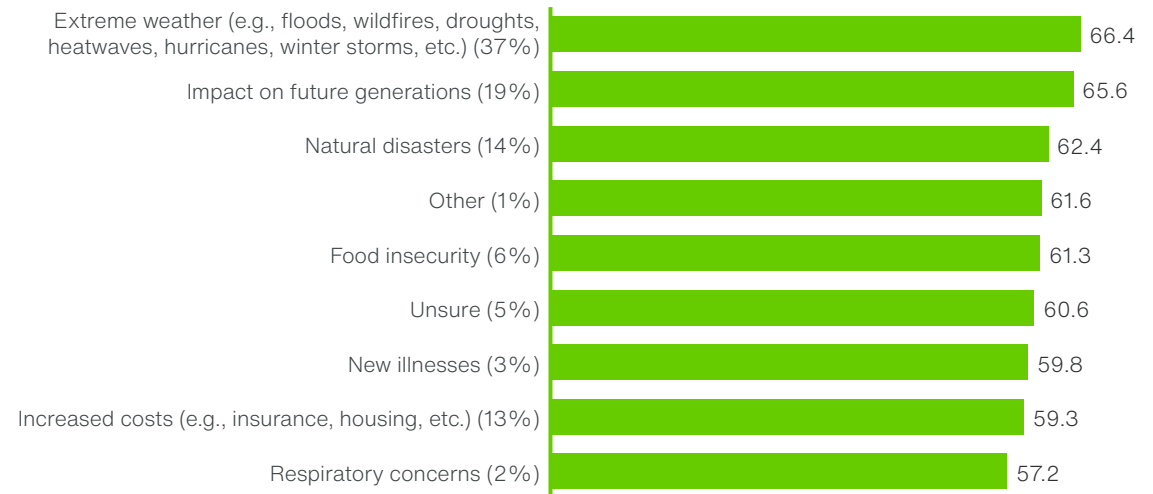
Workers concerned or unsure about climate change were asked about their biggest fear.

- Nearly two in five (37 per cent) are concerned about extreme weather, 19 per cent are concerned about the impact on future generations, 14 per cent are concerned about natural disasters, and 13 per cent are concerned about increased costs
- Workers under 40 are 60 per cent more likely than workers over 50 to be concerned about increased costs
- Workers with an annual household income less than \$100,000 are 50 per cent more likely to be concerned about increased costs than workers with an annual household income greater than \$100,000

What is your biggest fear regarding climate change?



MHI score by “What is your biggest fear regarding climate change?”



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 December 7 and December 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@telushealth.com





www.telushealth.com

