



TELUS Mental Health Index.

United States of America | December 2023

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What you need to know for December 2023.

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

- At 69.9, the mental health of workers declined nearly one point following two months of stability
- 23 percent of workers have a high mental health risk, 42 percent have a moderate mental health risk, and 34 percent have a low mental health risk
- All mental health sub-scores declined from November to December; anxiety and isolation have been the lowest mental health sub-scores for 20 consecutive months
- Mental health scores declined for all regions in United States compared to November 2023
- The mental health of managers and non-managers declined 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 percent) of workers suffer from chronic pain. These workers have the lowest/worst mental health score (62.1), more than 10 points lower than workers not suffering from chronic pain (72.4) and lose nearly 38 days in productivity per year
- Workers without chronic pain lose 33 working days per year for various reasons including mental health and wellbeing. Workers with chronic pain that is not being managed lose 11 more days in productivity, for an average of 47 working days per year
- When well-managed, workers with chronic pain lose nearly three more days than workers without chronic pain
- Nearly one in five (18 percent) do not believe their pain is being managed effectively; these workers have the lowest/worst mental health score (49.2), a score which indicates a high level of mental distress and is 19 points lower than workers who believe their pain is being managed effectively (68.3)
- Even workers who believe their pain is being managed effectively have a mental health score 4.1 points lower than workers without chronic pain
- Labourers are 50 percent more likely than office/desk workers to believe their pain is not being managed effectively

Life changes and the relationship with mental health.

- Two-thirds of workers (67 percent) experienced change in a significant area of life in the past year. The mental health score of workers who experienced a change is between 11 and 33 points lower than the score for workers who did not (81.4)
- Half (50 percent) report that the change they experienced in the last year had a negative impact; these workers have the lowest/worst mental health score (58.5), 13 points lower than workers reporting the change had a positive impact (71.6)
- More than one in six (17 percent) indicate that the area in which where they experienced the most change last year was their financial status. Thirteen percent experienced the most change in their physical health, 11 percent experienced the most change in their work/career, and 11 percent experienced the most change in their family relationships
- The lowest/worst mental health score (48.1) is among seven percent of workers who indicated that the area of most change last year was in their mental health; their mental health score is more than 33 points lower than workers reporting no change (81.4) and nearly 22 points lower than the national average (69.9)
- Workers under 40 are three 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 (26 percent) of workers indicate that friends and family increase their stress during the holiday season; these workers have the lowest/worst mental health score (57.2), nearly 18 points lower than workers reporting no impact from family and friends on their stress (74.8)
- The most prevalent stressor is among two in five workers (43 percent) feeling there are too many demands on them; 42 percent are concerned about being able to afford the gifts they want to give, 30 percent report a lot of conflict in their family, and 17 percent will be seeing family and do not want to

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

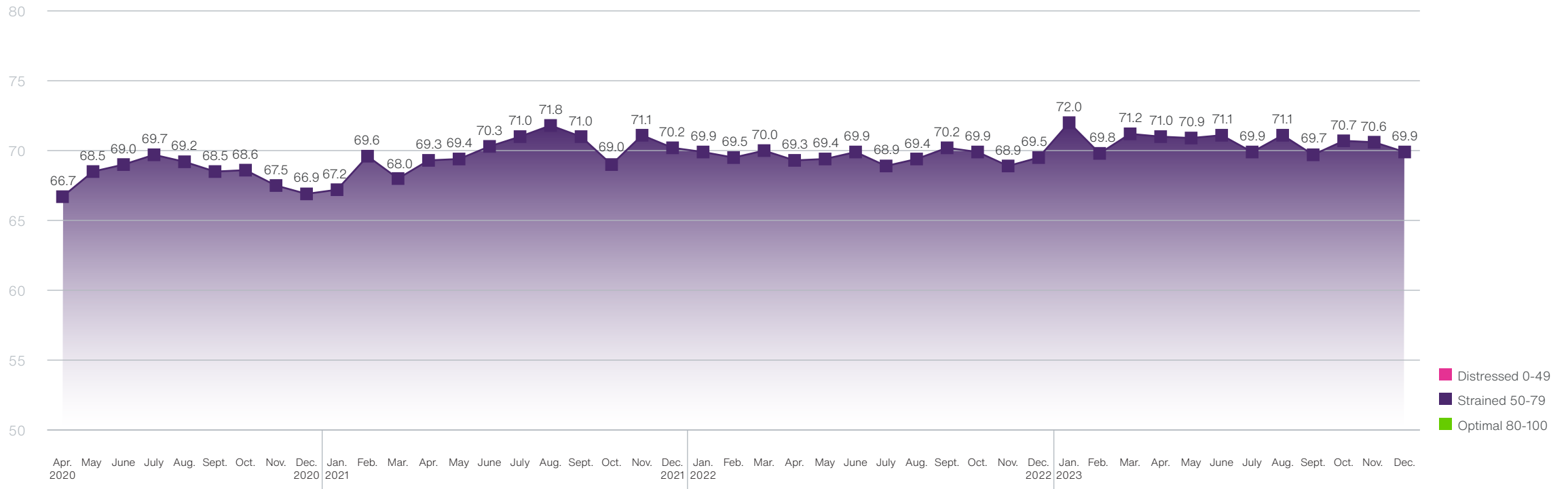
- Nearly one in five workers (18 percent) either expect to need, or are unsure about needing, to use a food bank in the next month; the mental health score of these workers is at least 18 points lower than workers not expecting to use a food bank (73.3) and more than 14 points lower than the national average (69.9)
- Seven percent of workers indicate that they used a food bank in the last six months; these workers have the lowest/worst mental health score (56.2), nearly 15 points lower than workers who have not used a food bank, and nearly 14 points lower than the national average (69.9)
- Parents are nearly three 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
69.9	70.6

The overall Mental Health Index (MHI) for December 2023 is **69.9**.

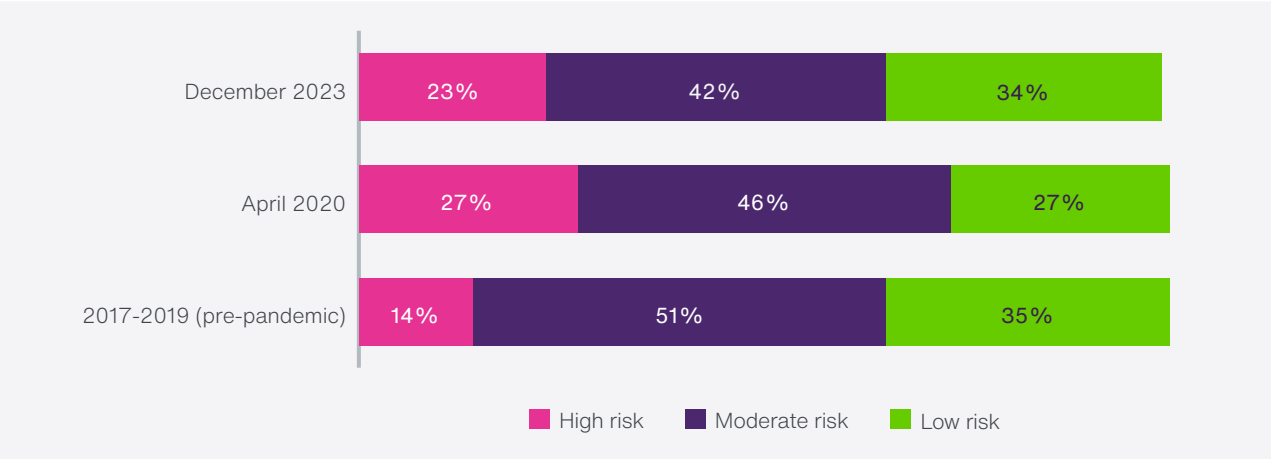
The mental health of workers in the United States declined modestly (0.7-points) from the previous month.





Mental health risk.

In December 2023, 23 percent of workers in the United States have a high mental health risk, 42 percent have a moderate mental health risk, and 34 percent have a low mental health risk. Nearly four years since the launch of the Index in April 2020, there has been a four percent decrease in high-risk workers and a seven percent increase in low-risk workers.



Approximately 30 percent of workers 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 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 (63.4). Isolation (65.7), work productivity (69.8), depression (70.1), optimism (71.3), and financial risk (72.8) follow. General psychological health (77.1) continues to be the most favorable mental health measure in December 2023.

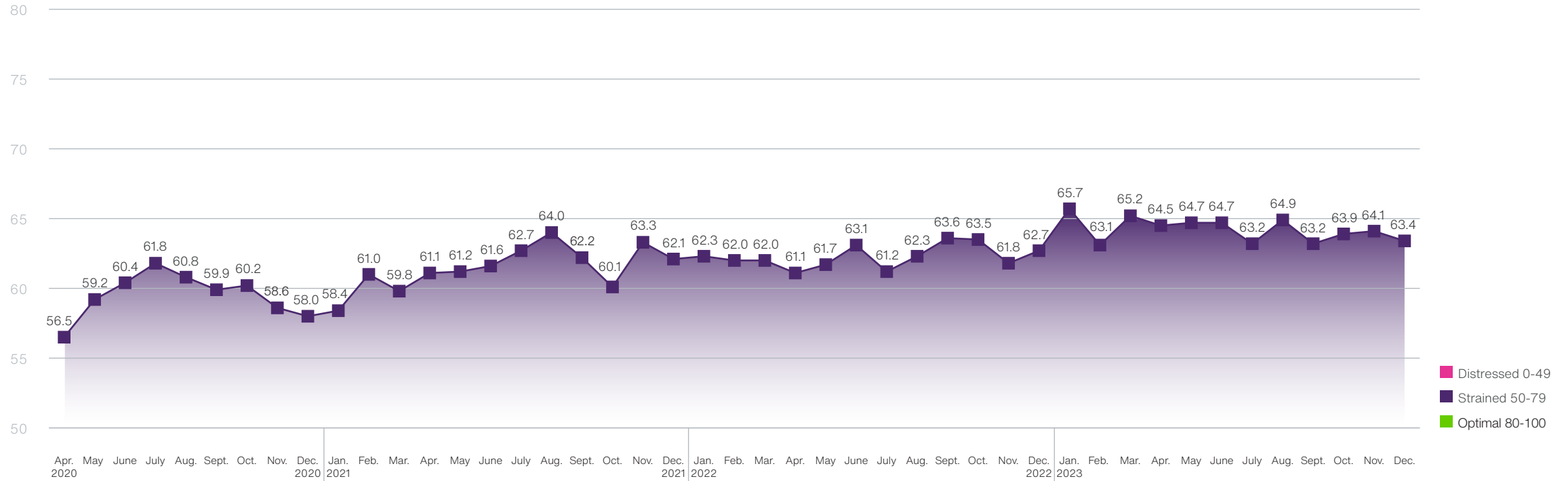
- Anxiety and isolation have been the lowest mental health sub-scores for 20 consecutive months
- All mental health sub-scores declined from the prior month
- Despite a modest (0.5-point) decline, general psychological health remains the strongest sub-score in December 2023

Mental Health Index Sub-scores	December 2023	November 2023
Depression	70.1	70.2
Anxiety	63.4	64.1
Optimism	71.3	71.5
Work productivity	69.8	70.3
Isolation	65.7	66.9
Psychological health	77.1	77.7
Financial risk	72.8	73.8



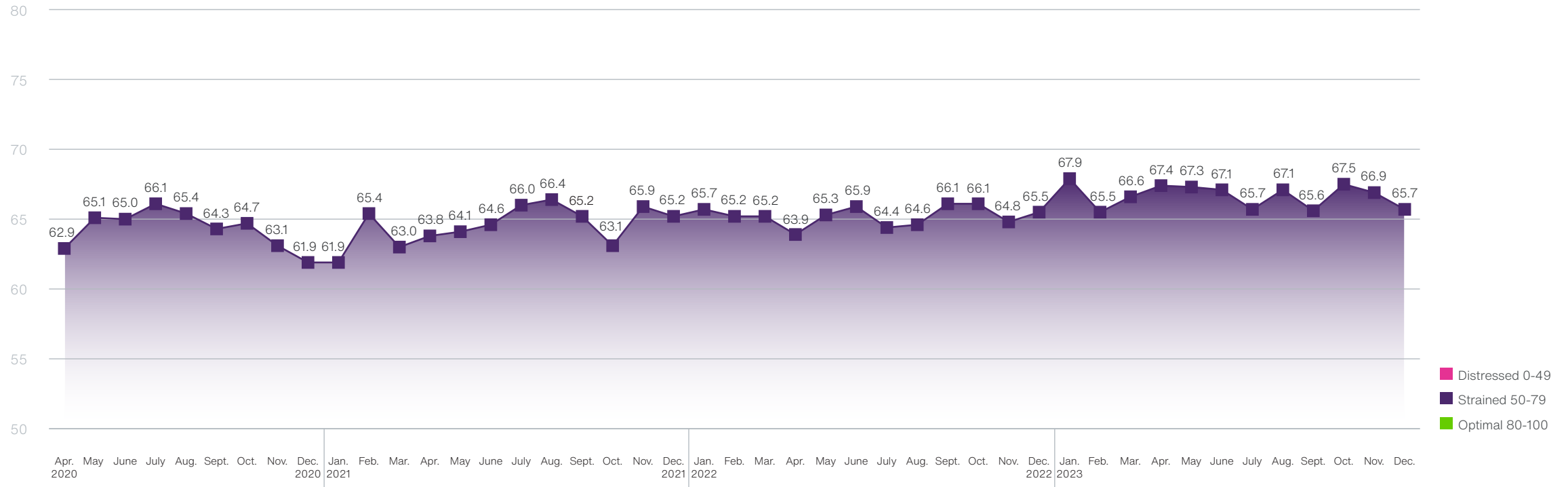
Anxiety

The anxiety sub-score has generally made incremental improvements since the launch of the Index in April 2020. After being stable for three consecutive months between April 2023 and June 2023, the anxiety score fluctuated through November. In December 2023, the anxiety score has declined modestly, and it continues to be the lowest mental health sub-score for the 20th consecutive month.



Isolation

Isolation sub-scores have varied significantly since the launch of index in April 2020. After reaching its peak in January 2023, the isolation sub-score has fluctuated through November. In December 2023, the isolation score declined more than one point and remains the second lowest mental health sub-score for the 20th consecutive month.

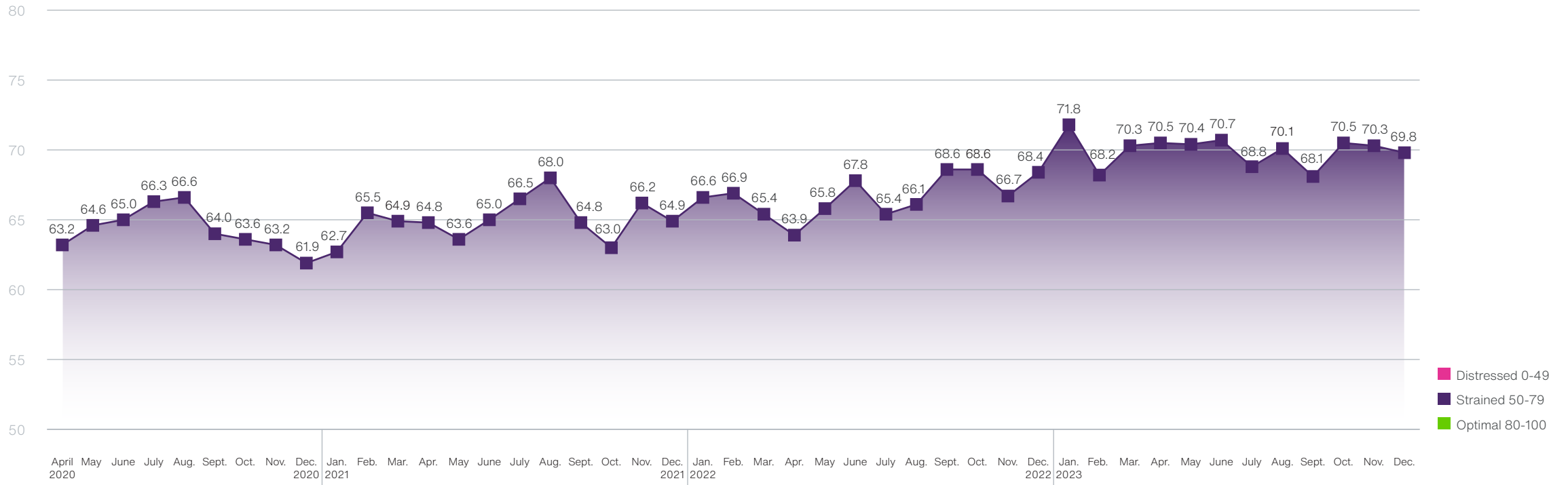


Work productivity

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

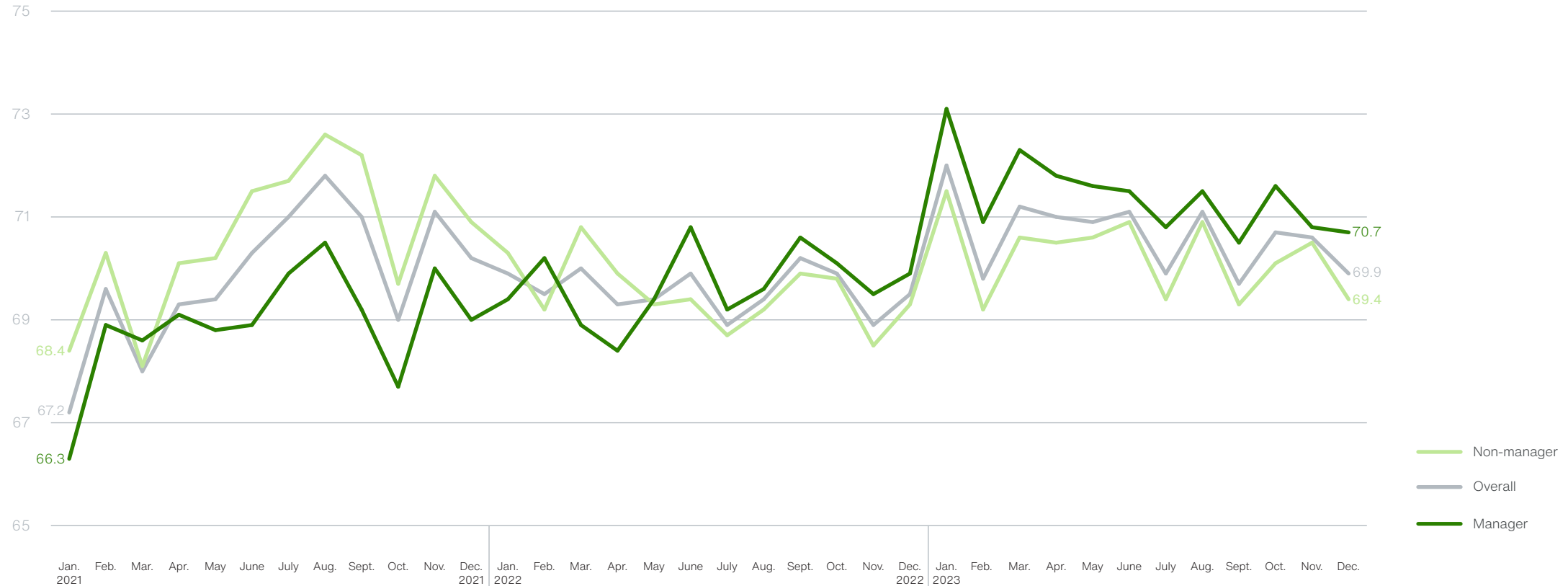
Despite frequent fluctuations, the work productivity sub-score has generally improved since the launch of the MHI in April 2020. After reaching its peak in January 2023, the work productivity score has generally declined through September 2023.

In December 2023, the work productivity score declined modestly from the prior month.



Managers compared to non-managers.

From January 2021 to May 2022, the mental health scores of managers have typically been lower than non-managers and lower than the overall American average. Since June 2022, managers have maintained a better mental health score than non-managers. In December 2023, the mental health score of managers (70.7) declined yet remains higher than non-managers (69.4) and the national average (69.9).



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 67.3 compared to 72.6 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 (65.9) than workers without children (71.4)

Mental health by employment status.

- Overall, three percent of respondents are unemployed¹ and seven percent report reduced hours or reduced salary
- Workers reporting reduced salary compared to the prior month have the lowest mental health score (56.3), followed by workers reporting fewer hours than the prior month (59.2), individuals not currently employed (67.0), and workers with no change to salary or hours 70.9
- Labourers have a lower mental health score (66.2) than service industry (70.1) and office workers (70.8)
- Managers have a higher mental health score (70.7) than non-managers (69.4)
- Respondents working for companies with more than 10,000 employees have the highest mental health score (71.8)
- Respondents working for companies with 51-100 employees have the lowest mental health score (66.6)



Emergency savings

- Workers without emergency savings continue to experience a lower score in mental health (52.8) than the overall group (69.9). Workers with emergency savings have a mental health score of 75.8

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

The Mental Health Index by region.

In December 2023, the mental health scores for all regions in United States declined compared to the previous month.

- The lowest mental health score in December (68.9) is in the Southern United States, down 0.8 points from November
- Despite a modest 0.5-point decline, the Northeast continues has the highest mental health score (71.7)

Region	December 2023	November 2023	Change
Northeast	71.7	72.2	-0.5
Midwest	69.6	70.2	-0.6
South	68.9	69.7	-0.8
West	70.1	70.5	-0.4



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)	70.9	71.3
Employed (fewer hours compared to last month)	59.2	62.0
Employed (reduced salary compared to last month)	56.3	57.9
Not currently employed	67.0	69.1

Age group	Dec. 2023	Nov. 2023
Age 20-29	55.5	58.4
Age 30-39	63.0	64.0
Age 40-49	65.8	66.4
Age 50-59	69.0	69.7
Age 60-69	77.1	77.3

Number of children	Dec. 2023	Nov. 2023
No children in household	71.4	72.2
1 child	66.0	66.0
2 children	66.3	66.6
3 children or more	64.2	65.6

Gender	Dec. 2023	Nov. 2023
Men	72.6	72.9
Women	67.3	68.4

Household income	Dec. 2023	Nov. 2023
<\$30K/annum	58.2	59.8
\$30K to <\$60K/annum	64.4	65.3
\$60K to <\$100K	70.0	70.7
\$100K to <\$150K	73.1	73.4
\$150K or more	77.9	77.7

Employer size	Dec. 2023	Nov. 2023
Self-employed/sole proprietor	69.0	69.1
2-50 employees	70.1	70.6
51-100 employees	66.6	68.4
101-500 employees	70.1	71.0
501-1,000 employees	69.4	69.1
1,001-5,000 employees	71.2	71.8
5,001-10,000 employees	70.3	69.7
More than 10,000 employees	71.8	72.9

Manager	Dec. 2023	Nov. 2023
Manager	70.7	70.8
Non-manager	69.4	70.5

Work environment	Dec. 2023	Nov. 2023
Labour	66.2	65.3
Office/desk	70.8	71.7
Service	70.1	70.6

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 (61.5), followed by those employed in Arts, Entertainment and Recreation (63.8), and Administrative and Support services (65.9).

Individuals employed in Public Administration (73.8), Professional, Scientific and Technical Services (73.1), and Finance and Insurance (73.0) have the highest mental health scores this month.

Changes from the prior month are shown in the table.



Industry	December 2023	November 2023	Change
Information and Cultural Industries	66.3	60.4	5.9
Management of Companies and Enterprises	69.4	64.1	5.3
Media and Telecommunications	71.6	66.8	4.8
Utilities	68.6	65.2	3.4
Agriculture, Forestry, Fishing and Hunting	67.4	65.7	1.7
Health Care and Social Assistance	70.9	69.6	1.3
Administrative and Support services	65.9	64.7	1.3
Accommodation	69.0	68.1	0.9
Other services (except Public Administration)	70.9	70.7	0.2
Finance and Insurance	73.0	72.9	0.1
Technology	72.0	72.0	0.0
Manufacturing	72.3	72.3	-0.1
Retail Trade	67.0	67.7	-0.8
Transportation and Warehousing	68.3	69.1	-0.8
Public Administration	73.8	74.7	-0.9
Real Estate, Rental and Leasing	72.0	73.1	-1.1
Educational Services	71.8	73.0	-1.2
Wholesale Trade	70.4	71.8	-1.4
Other	67.9	69.6	-1.7
Food Services	61.5	63.6	-2.1
Construction	68.9	71.4	-2.5
Professional, Scientific and Technical Services	73.1	75.9	-2.8
Arts, Entertainment and Recreation	63.8	67.3	-3.5

Spotlight

Chronic pain, mental health, and work productivity.

Nearly one-quarter (24 percent) of workers suffer from chronic pain. These workers have the lowest/worst mental health score (62.1), more than 10 points lower than workers not suffering from chronic pain (72.4) and lose nearly 38 days in productivity per year. On average, workers without chronic pain lose 33 working days per year for various reasons including mental health and wellbeing. Workers with chronic pain that is not being managed lose 11 more days in productivity, for an average of 47 working days per year. **When well-managed, workers with chronic pain lose nearly three more days when compared to workers without chronic pain.**

Nearly three in five (58 percent) workers use non-prescription medication to manage their pain, 36 percent take prescription medication, 32 percent use hot/cold therapy, 22 percent use physical therapy, and 18 percent use massage therapy to manage their pain.

Nearly one in five (18 percent) do not believe their pain is being managed effectively; these workers have the lowest/worst mental health score (49.2), a score which indicates a high level of mental distress and is 19 points lower than workers who believe their pain is being managed effectively (68.3). However, even workers who believe their pain is being managed effectively have a mental health score 4.1 points lower than workers without chronic pain. Labourers are 50 percent more likely than office/desk workers to believe their pain is not being managed effectively

Two-thirds (67 percent) of workers report working through the pain; this group has a mental health score (58.6) more than 11 points lower than the national average (69.9).



Workers were asked whether they suffer from chronic pain.

- Nearly one-quarter (24 percent) of workers suffer from chronic pain; this group has the lowest/worst mental health score (62.1), over 10 points lower than workers not suffering from chronic pain (72.4), and nearly eight points lower than the national average (69.9)
- Using productivity data collected in October 2023, workers suffering from chronic pain lose 37.5 working days per year in productivity, nearly a full week longer than workers not suffering from chronic pain (32.8 working days per year)
- More than three-quarters (76 percent) do not suffer from chronic pain; this group has the highest/best mental health score (72.4), more than two points higher than the national average (69.9)

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?”

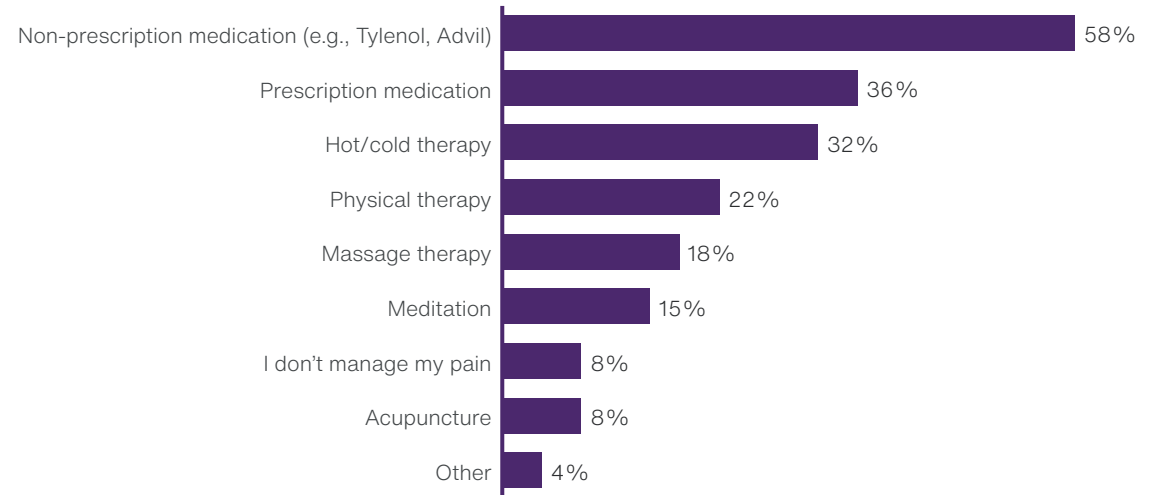


Workers suffering from chronic pain were asked how they manage their pain.

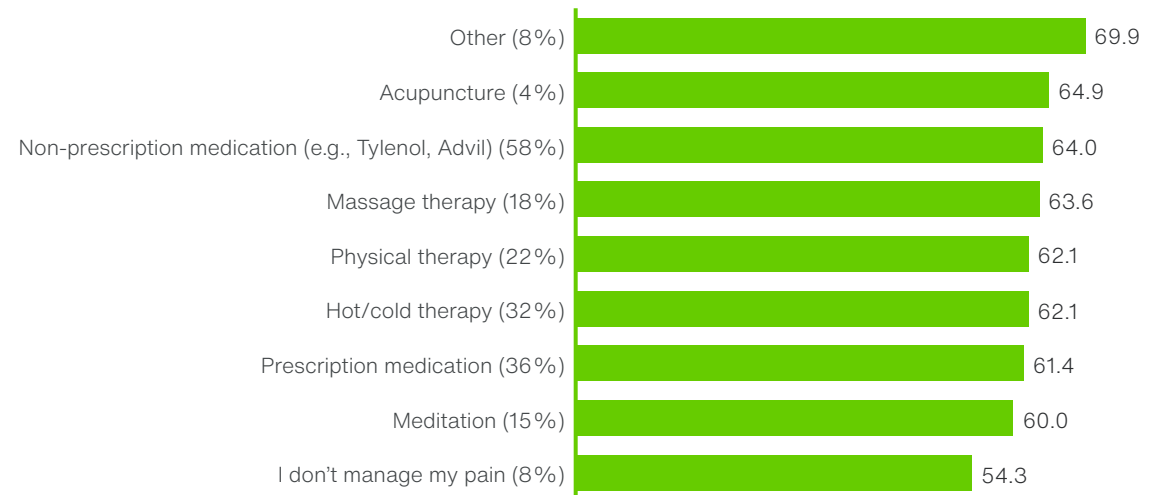
- Nearly three in five (58 percent) use non-prescription medication to manage their pain, 36 percent take prescription medication, 32 percent use hot/cold therapy, 22 percent use physical therapy, and 18 percent use massage therapy to manage their pain



How do you manage your pain?



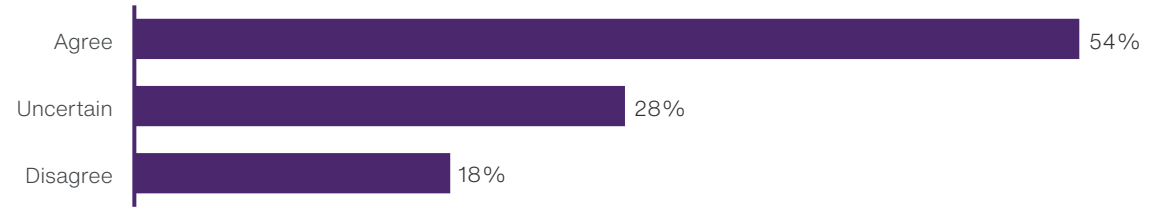
MHI score by “How do you manage your pain?”



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

- Nearly one in five (18 percent) do not believe their pain is being managed effectively; this group has the lowest/worst mental health score (49.2), more than 19 points lower than workers who believe their pain is being managed effectively (68.3) and nearly 21 points lower than the national average (69.9)
- Labourers are 50 percent more likely than office/desk workers to believe their pain is not being managed effectively
- Workers reporting their pain is not being managed effectively lose nearly 47 working days per year in productivity, 11 days longer than workers reporting their pain is being managed effectively
- More than half (54 percent) believe their pain is being managed effectively; this group has the highest/best mental health score (68.3)

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”

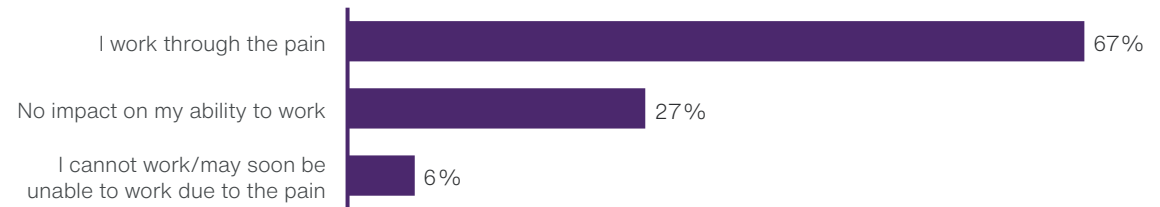


Workers suffering from chronic pain were asked how pain impacts their ability to work.

- Two-thirds (67 percent) work through the pain; this group has a mental health score (58.6) more than 11 points lower than the national average (69.9)
- More than one-quarter (27 percent) report their pain has no impact on their ability to work; this group has a mental health score (74.0) four points higher than the national average (69.9)
- Non-parents are 60 percent more likely than parents to indicate their pain has no impact on their ability to work
- The lowest/worst mental health score (48.4) is among six percent of workers who cannot work/may soon be unable to work due to their pain, more than 10 points lower than those who work through the pain (58.6) and more than 21 points lower than the national average (69.9)



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.

Two-thirds of workers (67 percent) experienced change in a significant area of life in the past year. The mental health score of workers who experienced a change is between 11 and 33 points lower than the score for workers who did not (81.4).

Half (50 percent) report that the change they experienced in the last year had a negative impact; these workers have the lowest/worst mental health score (58.5), 13 points lower than workers reporting the change had a positive impact (71.6).

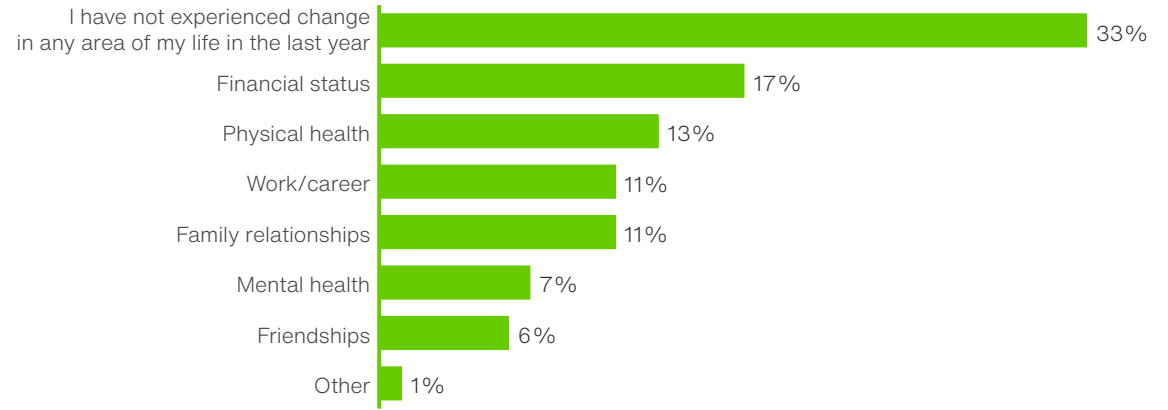
More than one in six (17 percent) indicate that the area in which they experienced the most change last year was their financial status. Thirteen percent experienced the most change in their physical health, 11 percent experienced the most change in their work/career, and 11 percent experienced the most change in their family relationships in the last year. The lowest/worst mental health score (48.1) is among seven percent of workers who indicated that the area of most change last year was in their mental health; their mental health score is more than 33 points lower than workers reporting no change (81.4) and nearly 22 points lower than the national average (69.9). Workers under 40 are three times more likely than workers over 50 to have experienced the most change in their mental health in the last year.



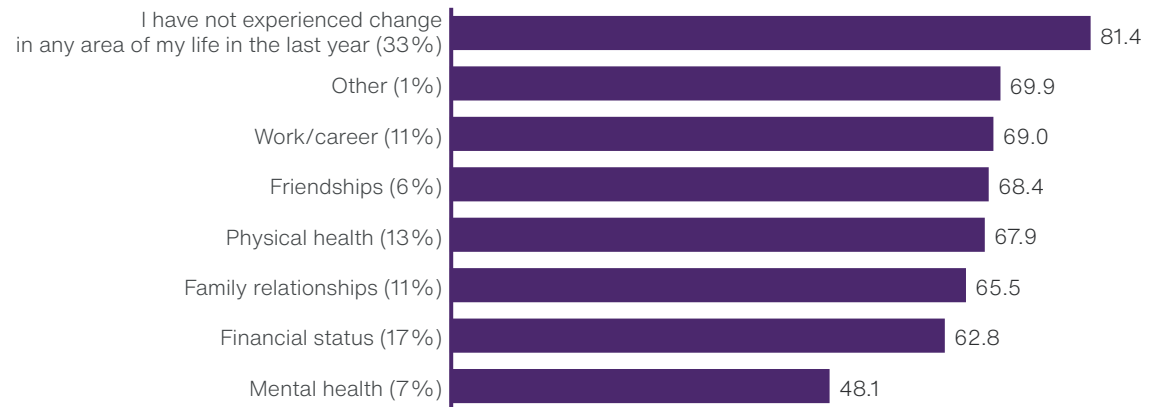
Workers were asked in which area of their life they have experienced the most change in the last year.

- More than one in six (17 percent) have experienced the most change in their financial status, 13 per have experienced the most change in their physical health, and 11 percent have experienced the most change in their work/career
- The lowest/worst mental health score (48.1) is among seven percent who have experienced the most change in their mental health in the last year, more than 33 points lower than workers reporting no change (81.4) and nearly 22 points lower than the national average (69.9)
- Workers under 40 are three times more likely than workers over 50 to have experienced the most change in their mental health in the last year
- One-third of workers (33 percent) have not experienced change in any area of their life in the last year, and this group has the highest/best mental health score (81.4), more than 11 points higher than the national average (69.9)
- 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 70 percent 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?”

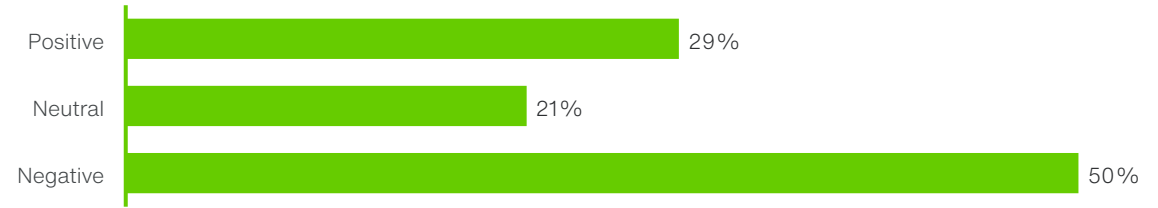


Workers reporting a change in the last year were asked about the impact.

- Half (50 percent) report a negative impact; this group has the lowest/worst mental health score (58.5), 13 points lower than workers reporting a positive impact (71.6) and more than 11 points lower than the national average (69.9)
- Nearly one-third (29 percent) report a positive impact; this group has the highest/best mental health score (71.6), roughly two points higher than the national average (69.9)



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.

Nearly one in five workers in the United States (18 percent) 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 (73.3) and more than 14 points lower than the national average (69.9).

Seven percent of workers indicate that they used a food bank in the last six months; these workers have the lowest/worst mental health score (56.2), nearly 15 points lower than workers who have not used a food bank, and nearly 14 points lower than the national average (69.9). **Parents are nearly three 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 percent of workers indicate that they used a food bank in the last six months; this group has the lowest/worst mental health score (56.2), nearly 15 points lower than workers who have not used a food bank, and nearly 14 points lower than the national average (69.9)
- Parents are nearly three times more likely than non-parents to have used a food bank in the last six months
- Labourers are twice as likely as office/desk workers and 80 percent more likely than service industry workers to have used a food bank in the last six months
- Workers without emergency savings are three 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 three times more likely than 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 (93 percent) have not used a food bank in the last six months; this group has the highest/best mental health score (70.9), one point higher than the national average (69.9)

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 percent of workers are currently using a food bank; this group has the lowest/worst mental health score (55.3), more than 15 points lower than workers not using a food bank and nearly 15 points lower the national average (69.9)
- Parents are three times more likely than non-parents to be currently using a food bank
- Labourers are 80 percent more likely than office/desk workers and 60 percent more likely than service industry workers to be currently using a food bank
- Workers without emergency savings are more than 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 more than twice as likely as workers with an annual household income greater than \$100,000 to be currently using a food bank
- More than nine in ten (95 percent) are not currently using a food bank; this group has the highest/best mental health score (70.7), more than one point higher than the national average (69.9)



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.

- Nearly one in five (18 percent) 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 (73.3) and more than 14 points lower than the national average (69.9)
- Parents are more than three times more likely than non-parents to expect to use a food bank in the next month
- Labourers are twice as likely as office/desk workers and 70 percent more likely than service industry workers to expect to use a food bank in the next month
- Workers without emergency savings are four 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 two and half 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
- More than four in five (82 percent) do not expect to use a food bank in the next month; this group has the highest/best mental health score (73.3), more than three points higher than the national average (69.9)

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 (26 percent) of workers indicate that friends and family increase their stress during the holiday season; these workers have the lowest/worst mental health score (57.2), nearly 18 points lower than workers reporting no impact from family and friends on their stress (74.8).

The most prevalent stressor among more than two in five workers (43 percent) is feeling there are too many demands on them; 42 percent are concerned about being able to afford the gifts they want to give, 30 percent report a lot of conflict in their family, and 17 percent will be seeing family and do not want to.

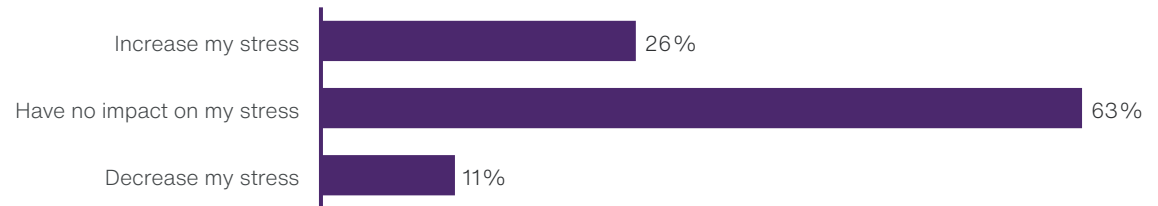


Workers were asked about the impact of friends and family on their stress during the holiday season.

- More than one-quarter (26 percent) indicate that friends and family increase their stress during the holiday season; this group has the lowest/worst mental health score (57.2), nearly 18 points lower than workers reporting no impact (74.8) and nearly 13 points lower than the national average (69.9)
- More than three in five (63 percent) indicate friends and family have no impact on their stress; this group has the highest/best mental health score (74.8), 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”

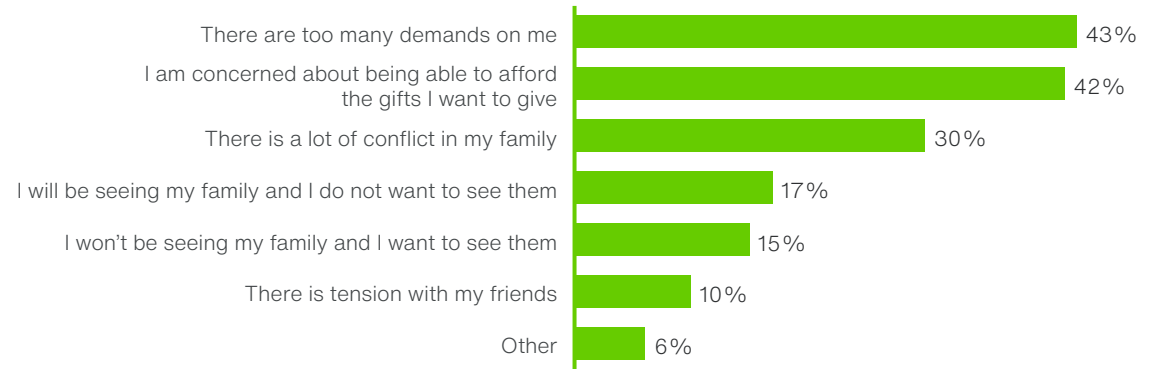


Workers reporting friends and family increase their stress during the holiday season were asked about the cause of increased stress.

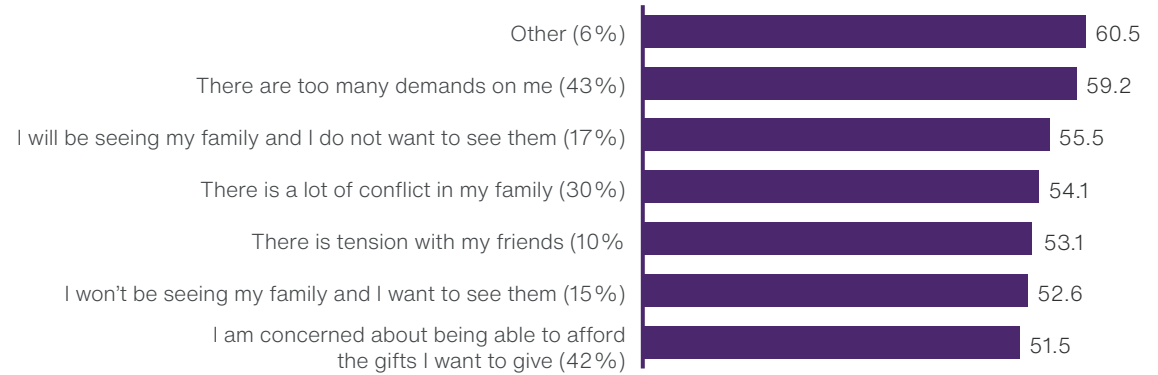
- More than two in five (43 percent) feel there are too many demands on them, 42 percent are concerned about being able to afford the gifts they want to give, and 30 percent report a lot of conflict in their family



What is the cause of increased stress?



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



Climate change

More than three in five (63 percent) workers are concerned about climate change. **The greatest concern among more than two in five (41 percent) is extreme weather.** Twenty-one percent are concerned about the impact on future generations, 15 percent are concerned about natural disasters, and eight percent are concerned about increased costs such as insurance and housing. Workers under 40 are 60 percent 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 (69.7), and workers who are not (70.5). Workers who are unsure have a slightly lower mental health score (67.5).

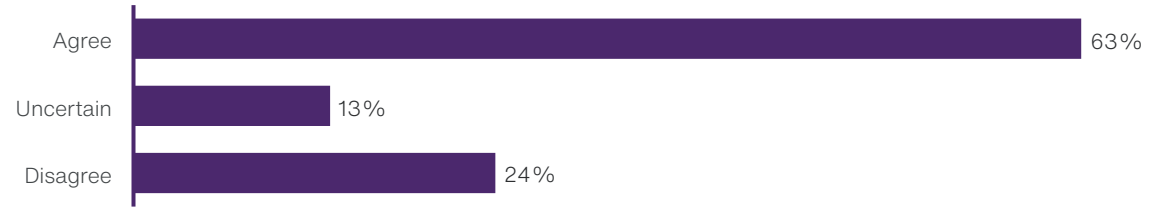


Workers were asked whether they are concerned about climate change.

- Nearly two-thirds (63 percent) are concerned about climate change, 24 percent are unconcerned, and 13 percent are unsure



I am concerned about climate change



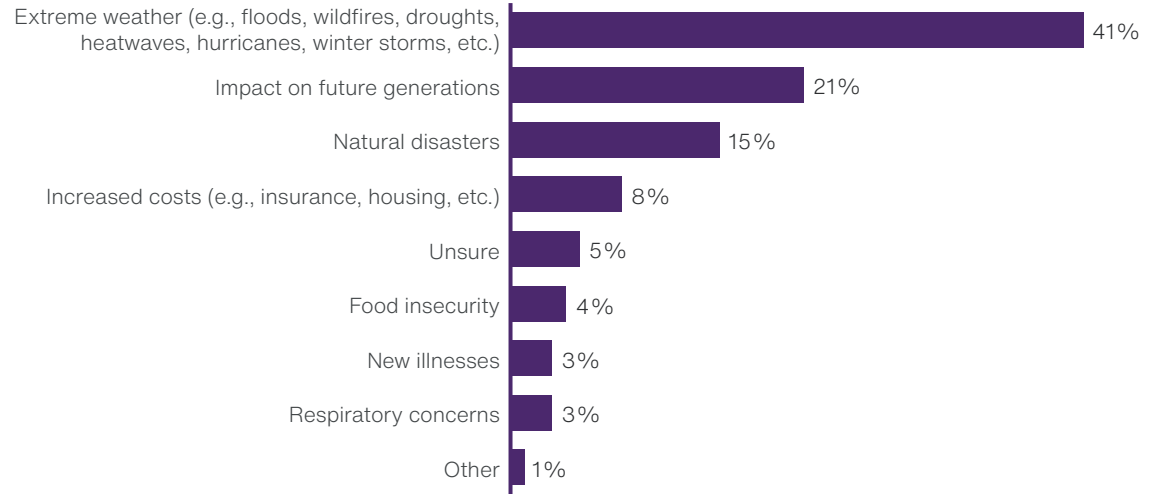
MHI score by “I am concerned about climate change”



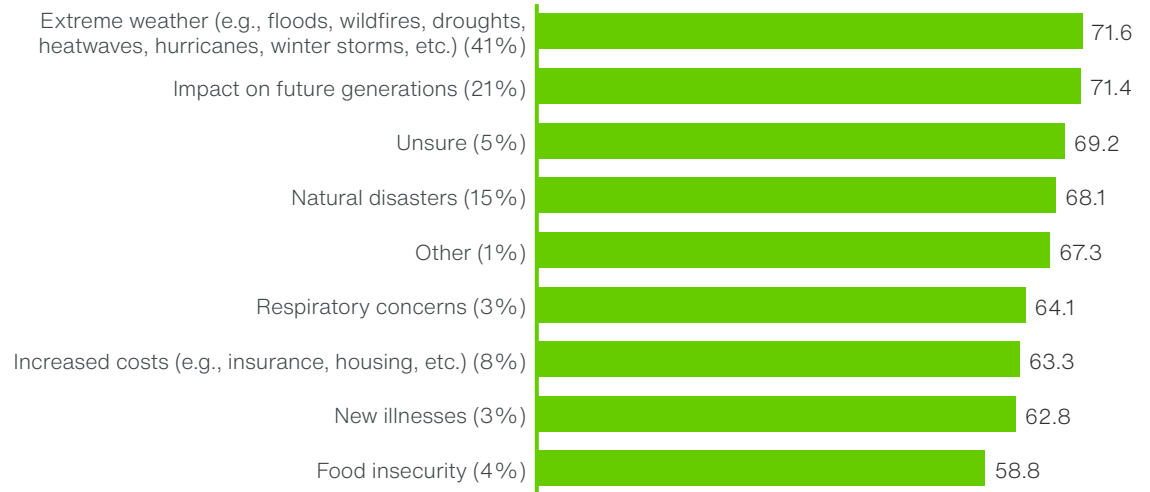
Workers concerned or unsure about climate change were asked about their biggest fear.

- More than two in five (41 percent) are concerned about extreme weather, 21 percent are concerned about the impact on future generations, 15 percent are concerned about natural disasters, and eight percent are concerned about increased costs
- Workers under 40 are 60 percent more likely than workers over 50 to be concerned about increased costs
- Workers with an annual household income less than \$100,000 are 50 percent 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 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 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.

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