



# The Mental Health Index by TELUS Health.

United States of America | May 2023

# Table of contents

|  |           |   |           |
|--|-----------|---|-----------|
| <b>1. What you need to know for May 2023</b> ..... | <b>3</b>  | <b>4. The Mental Health Index by industry</b> .....                 | <b>15</b> |
| <b>2. The Mental Health Index</b> .....            | <b>5</b>  | <b>5. Spotlight</b> .....   | <b>16</b> |
| Mental health risk. ....                           | 6         | Employer mental health support .....                                | 16        |
| Mental Health Index sub-scores .....               | 7         | Collaboration .....   | 18        |
| Anxiety .....                                      | 8         | Workplace challenges .....  | 21        |
| Isolation.....                                     | 9         | Goals .....   | 24        |
| Work productivity .....                            | 10        | <b>6. Overview of the Mental Health Index by TELUS Health</b> ..... | <b>30</b> |
| Managers compared to non-managers .....            | 11        | Methodology .....   | 30        |
| Mental health by gender and age .....              | 12        | Calculations.....   | 30        |
| Mental health by employment status .....           | 12        | Additional data and analyses .....                                  | 30        |
| Emergency savings .....                            | 12        |   |           |
| <b>3. The Mental Health Index by region</b> .....  | <b>13</b> |   |           |

# What you need to know for May 2023.

## 1. With little change in three months, the mental health of workers in the United States remains strained.

- At 70.9, the mental health of workers in the United States is nearly unchanged from the prior month
- 22 percent of workers have a high mental health risk, 42 percent have a moderate mental health risk, and 36 percent have a low mental health risk
- Anxiety, isolation, and work productivity have been the lowest (worst) mental health sub-scores for 13 consecutive months
- Depression, work productivity, isolation, financial risk, and general psychological health sub-scores have declined (have poorer scores) compared to April 2023
- Mental health scores have declined in the West and Midwest; scores have improved in the South and Northeast
- Labourers have a lower mental health score than service and office workers
- The mental health score of managers has declined modestly whereas the mental health score of non-managers has improved modestly from April 2023

## 2. Workers collaborating with others have better mental health than those working exclusively independently.

- 85 percent collaborate with co-workers some or all the time; 37 percent who collaborate all the time have the highest mental health scores
- Nearly two in five (38 percent) would prefer to work alone most of the time; this group has the lowest mental health score, more than eight points lower than workers who would not prefer to work on tasks alone and more than four points below the national average (70.9)
- Isolation scores are lowest/worst among employees who would prefer to work alone most of the time, nearly 12 points lower than employees who would not prefer to work alone
- 79 percent describe positive collaboration with co-workers and this group has a mental health score 24 points higher than workers reporting a negative experience



**of workers collaborate with co-workers all the time and this group has the highest mental health scores**



**of managers have experienced employee mental health concerns**



**of managers have experienced team conflict in the past year**



**of workers do not feel that their mental health is as supported by their employer as it was early in the pandemic**

### 3. More than one in five managers experienced team conflict in the past year.

- 27 percent of managers have encountered employee mental health concerns
- 22 percent of managers report experiencing team conflict
- The mental health scores of managers who have encountered challenges within their teams are 16 or more points below the mental health score of managers who have not experienced challenges
- 15 percent of workers have experienced workplace conflict in the past year

### 4. One in seven workers do not feel as supported by their employers with respect to their mental health compared to early in the pandemic; a further 15 percent never felt supported.

- The mental health scores of workers who do not feel supported is 15 or more points lower than workers who feel supported and ten points below the national average
- Workers who indicate that their employers' support improved have a mental health score 16 points higher than workers who indicated the support lessened
- 15 percent of workers say employer support for mental health has improved while six percent say employer support has lessened

### 5. Goal attainment is elusive for a considerable number of workers, exerting a profound impact on their mental health.

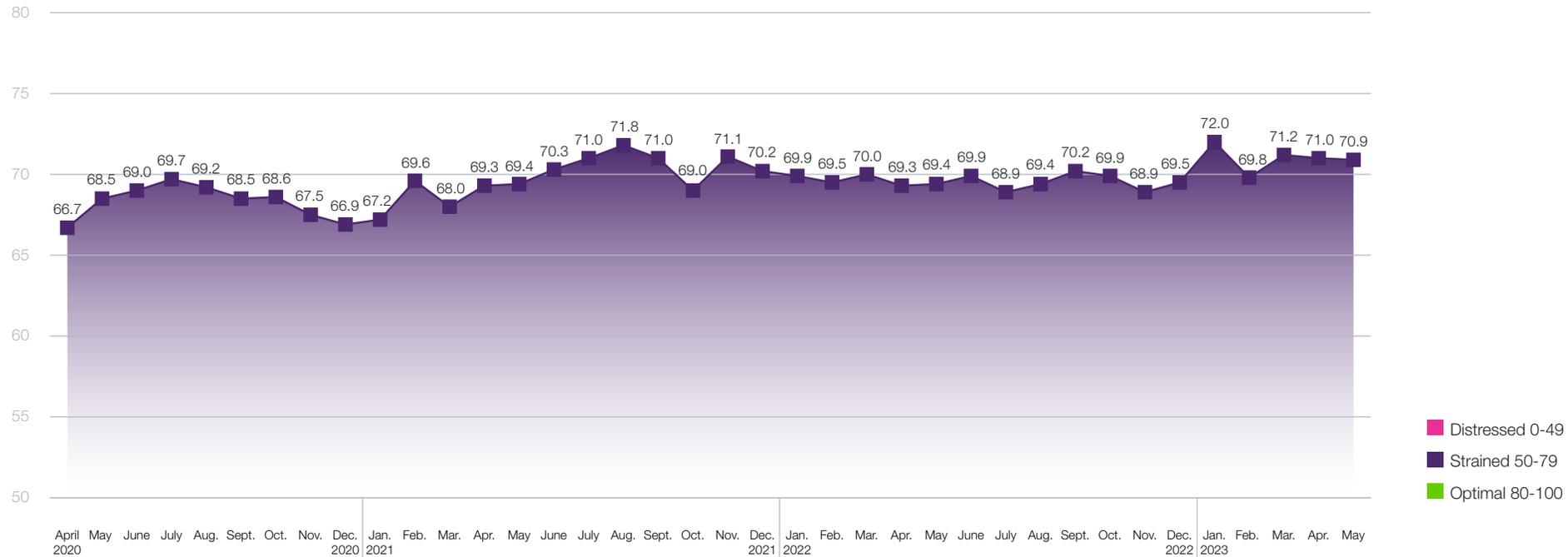
- 13 percent do not believe they will reach their financial goals
- 11 percent do not believe they will reach their relationship goals
- 10 percent do not believe they will reach their career goals
- 9 percent do not believe they will reach their physical health goals
- 8 percent do not believe they will reach their mental health goals
- 8 percent do not believe they will reach their housing goals
- The mental health scores of workers who do not believe they will reach their goals are 21 or more points below workers who are more likely to reach their goals



# The Mental Health Index.

The overall Mental Health Index (MHI) for May 2023 is 70.9. The mental health of workers in the United States remains nearly unchanged from the prior month.

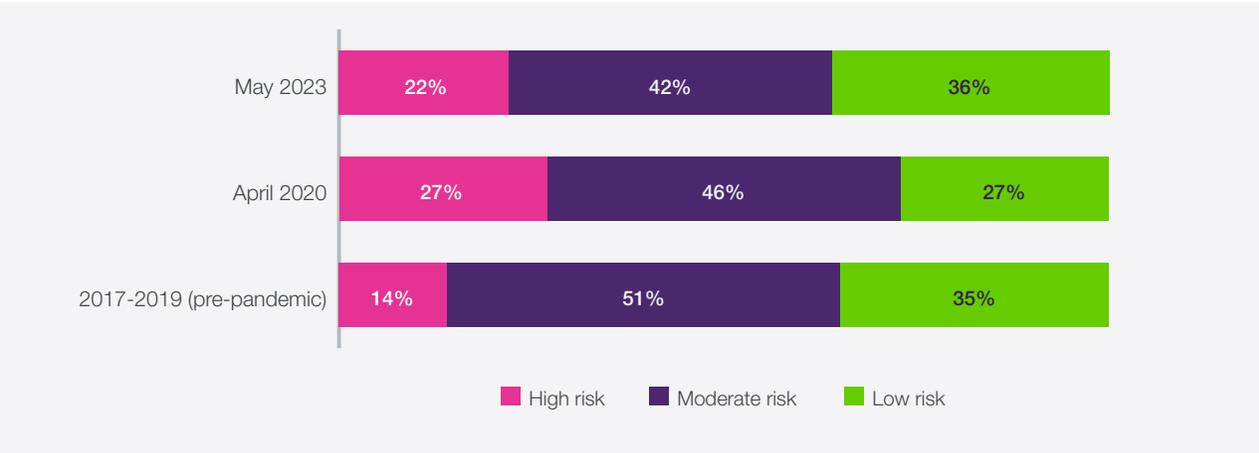
| MHI Current Month<br>May 2023 | April 2023 |
|-------------------------------|------------|
| 70.9                          | 71.0       |





### Mental health risk.

In May 2023, 22 percent of Americans have a high mental health risk, 42 percent have a moderate mental health risk, and 36 percent have a low mental health risk. More than three years after the launch of the Index in April 2020, there has been modest reductions in the high (-5 percent) and moderate (-4 percent) risk groups.



Approximately 30 percent of people in the high-risk group report diagnosed anxiety or depression, seven percent report diagnosed anxiety or depression in the moderate-risk group, and one percent of people in the low-risk group report diagnosed anxiety or depression.

## Mental Health Index sub-scores.

For more than one year, the lowest Mental Health Index sub-score is for the risk measure of anxiety (64.7). Isolation (67.3), work productivity (70.4), depression (71.0), optimism (71.6), and financial risk (75.2) follow. Despite a modest decline, general psychological health (76.9) continues to be the most favourable mental health measure in May 2023.

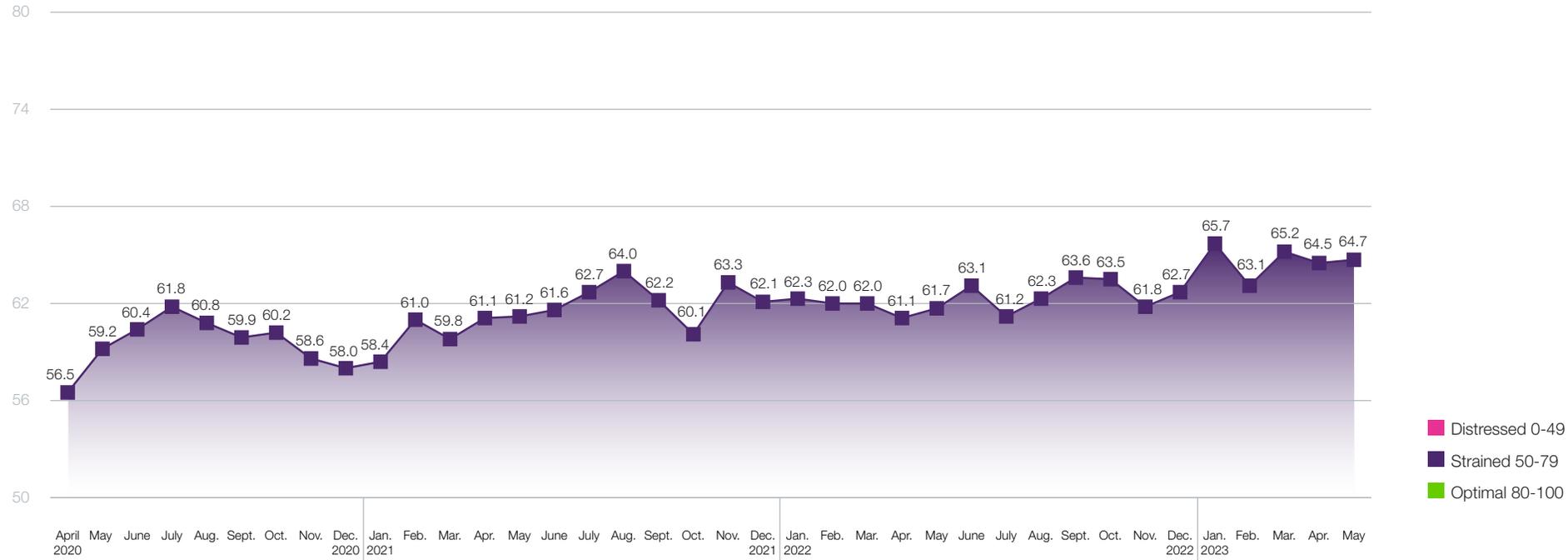
- Anxiety, isolation, and work productivity have been the lowest mental health sub-scores for 13 consecutive months
- All mental health sub-scores have declined from the prior month apart from anxiety and optimism which improved modestly

| Mental Health Index Sub-scores | May 2023 | April 2023 |
|--------------------------------|----------|------------|
| Anxiety                        | 64.7     | 64.5       |
| Isolation                      | 67.3     | 67.4       |
| Work productivity              | 70.4     | 70.5       |
| Depression                     | 71.0     | 71.1       |
| Optimism                       | 71.6     | 71.5       |
| Financial risk                 | 75.2     | 75.4       |
| Psychological health           | 76.9     | 77.1       |



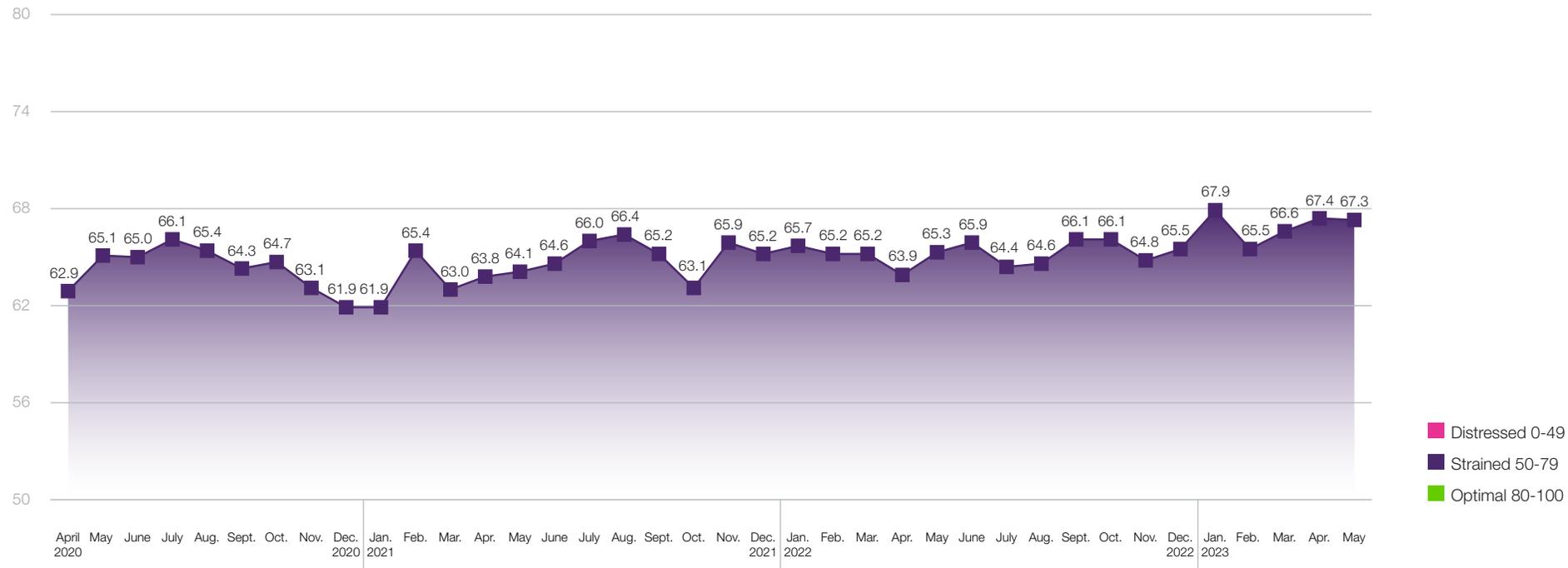
## Anxiety

The anxiety score has shown an increasing trend since the launch of the Index in April 2020. Since November 2021, anxiety scores have fluctuated. After reaching its peak in January 2023, the anxiety sub-score declined 2.6 points in February 2023. A significant 2.1-point improvement was observed in March 2023. Despite a modest improvement from April to May 2023, the anxiety score continues to be the lowest across all mental health sub-scores for the 13th consecutive month.



## Isolation

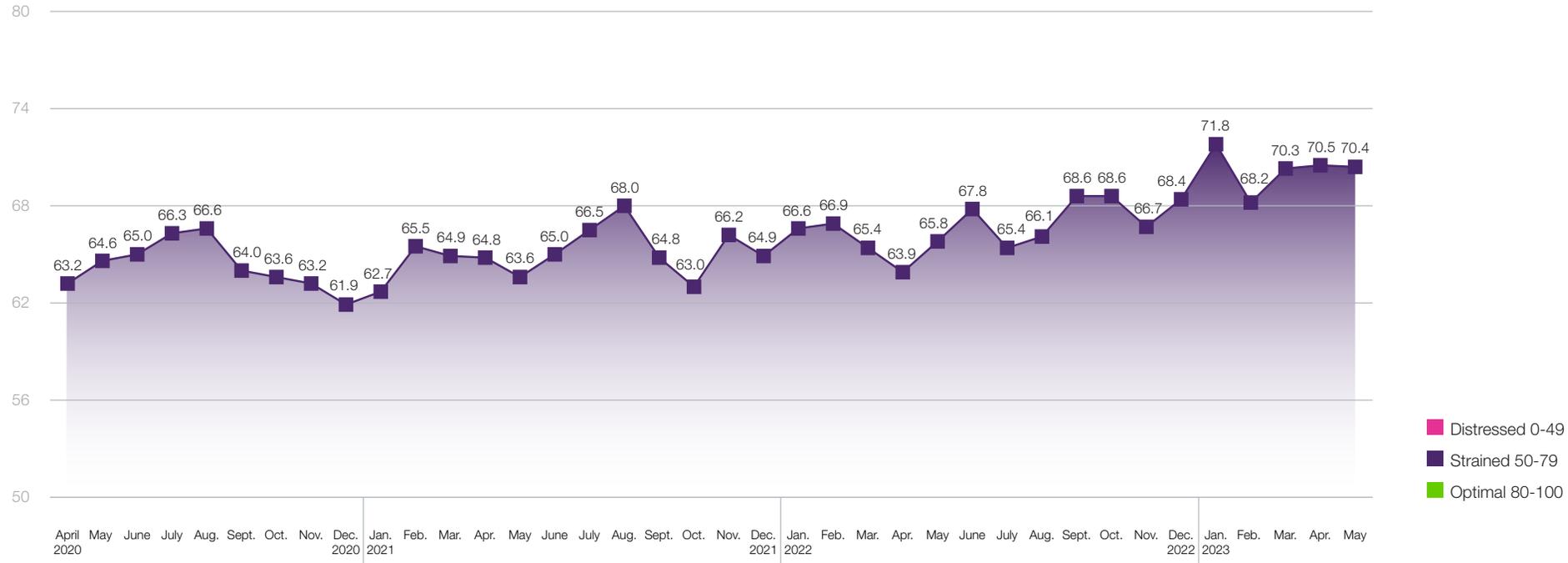
Isolation sub-scores have fluctuated since the launch of the Index in April 2020. Following a sharp decline from July 2020 to January 2021, the isolation sub-score has made incremental improvements. After a significant increase in January 2023 wherein the isolation sub-score reached its highest level,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



## Work productivity

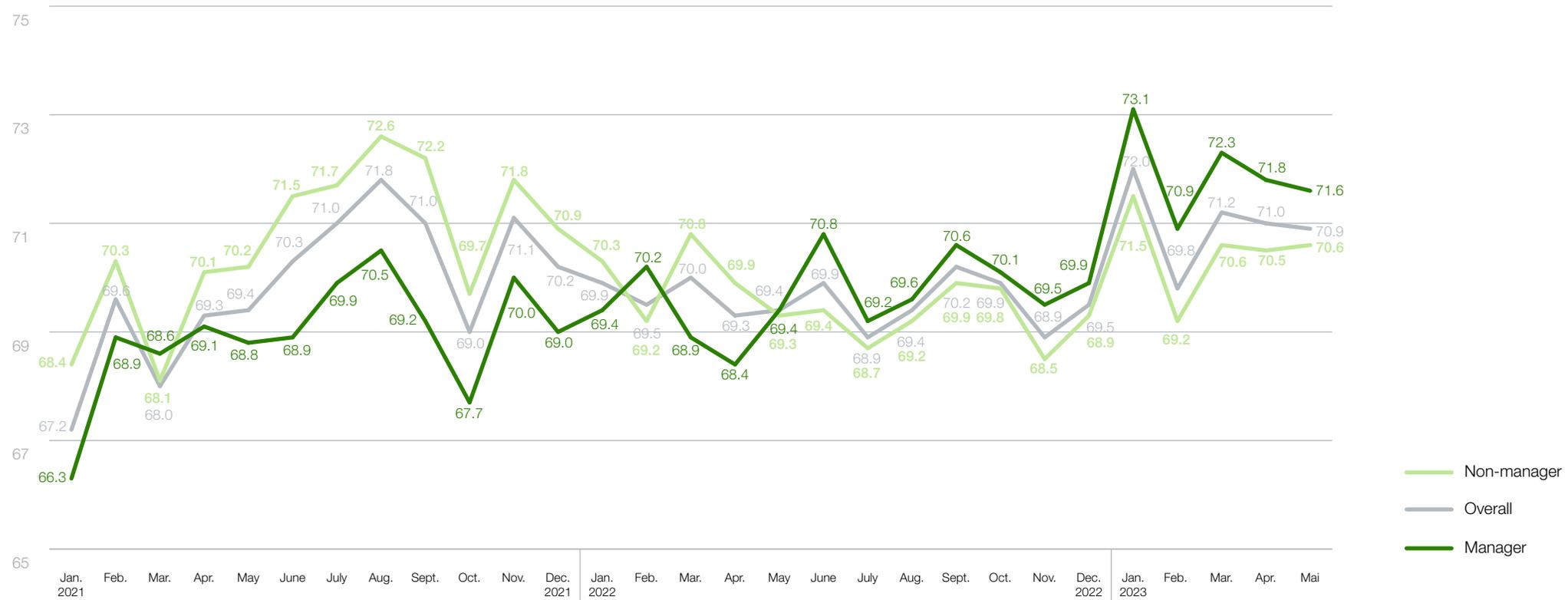
The work productivity sub-score measures the impact of mental health on work productivity and goals.

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



## Managers compared to non-managers.

Since January 2021, the mental health scores of managers have typically been lower than non-managers and lower than the overall American average. In February 2022, a reversal of this trend was observed when the mental health score of non-managers declined along with the overall American average, whereas an improvement was observed in the mental health score of managers. A similar trend has been evidenced beginning in May 2022. Following two months of improvements, the mental health of managers and non-managers fell sharply in February 2023 but recovered in March. In May 2023, the mental health of non-managers (70.6) is lower than managers (71.6) and the national average (70.9).



## Mental health by gender and age.

- Since the launch of the MHI, women have a significantly lower mental health score than men. In May 2023, the mental health score of women is 68.5 compared to 73.9 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between individuals with and without children have been reported since the launch of the Index in April 2020. More than three years later, this pattern continues with a lower score for individuals with at least one child (66.9) than individuals without children (72.4)

## Mental health by employment status.

- Overall, three percent of respondents are unemployed<sup>1</sup> and seven percent report reduced hours or reduced salary
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (56.3), followed by individuals working fewer hours (59.7), individuals not currently employed (69.8), and individuals with no change to salary or hours (71.9)
- Managers have a higher mental health score (71.6) than non-managers (70.6)
- Labourers have a lower mental health score (65.2) than service (70.2) and office workers (72.5)
- Respondents working for companies with more than 10,000 employees have the highest mental health score (73.3)
- Self-employed/sole proprietors have the lowest mental health score (68.4)



## Emergency savings

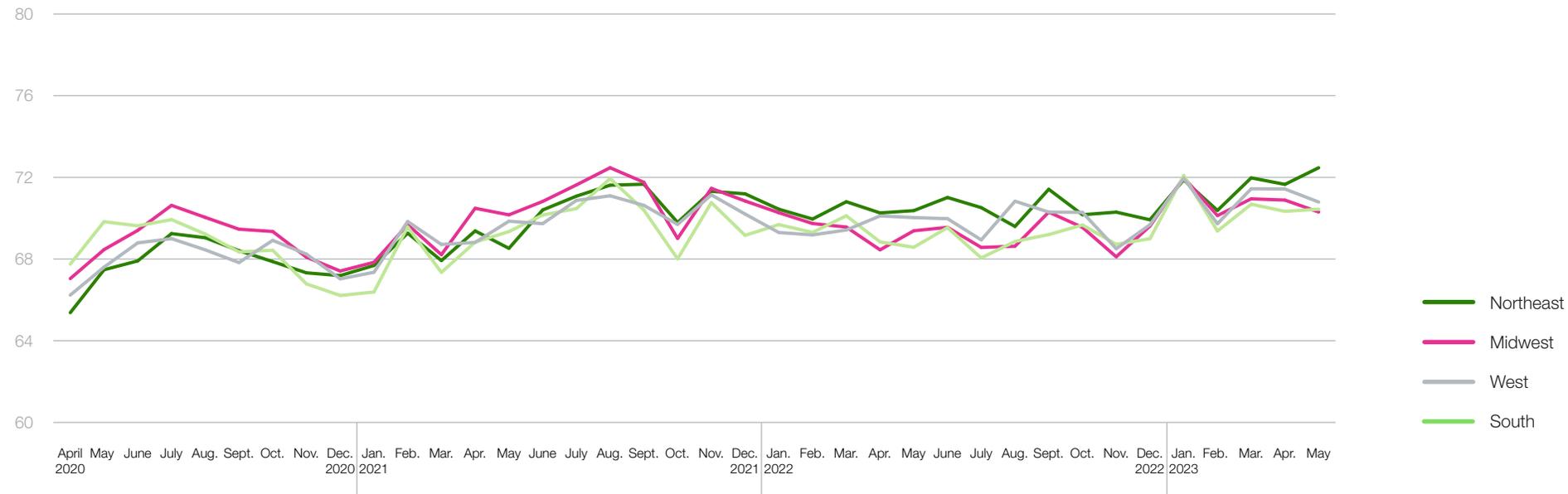
- Workers without emergency savings continue to experience a lower score in mental health (51.6) than the overall group (70.9). Workers with emergency savings have a mental health score of 76.5(64.6). Workers with emergency savings have a mental health score of 70.4

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

# The Mental Health Index by region.

Since August 2021, the mental health scores in all regions of the United States have followed a declining trend apart from November 2021. There has been some variability in the mental health scores since February 2022. Following a significant improvement in all regions of the US in January 2023, the mental health of Americans in all regions declined sharply in February 2023 but rebounded in March. In May 2023, the mental health scores in the West and Midwest have declined whereas the scores improved in the Northeast and Southern United States.

- The greatest regional improvement is in the Northeast (+ 0.8 point) and the mental health score in this region continues to be the highest (72.5)
- The greatest declines are in the West and Midwest, each declining 0.6 points from April 2023



| Employment status                                   | May 2023 | Apr. 2023 |
|---|----------|-----------|
| Employed<br>(no change in hours/salary)             | 71.9     | 71.9      |
| Employed (fewer hours<br>compared to last month)    | 59.7     | 60.9      |
| Employed (reduced salary<br>compared to last month) | 56.3     | 53.5      |
| Not currently employed                              | 69.8     | 68.6      |

| Age group | May 2023 | Apr. 2023 |
|-----------|----------|-----------|
| Age 20-29 | 58.7     | 56.7      |
| Age 30-39 | 63.1     | 63.8      |
| Age 40-49 | 67.4     | 68.0      |
| Age 50-59 | 71.6     | 71.6      |
| Age 60-69 | 77.9     | 77.4      |

| Number of children       | May 2023 | Apr. 2023 |
|--------------------------|----------|-----------|
| No children in household | 72.4     | 72.2      |
| 1 child                  | 66.8     | 67.7      |
| 2 children               | 66.6     | 67.8      |
| 3 children or more       | 68.5     | 66.7      |

| Region    | May 2023 | Apr. 2023 |
|-----------|----------|-----------|
| Northeast | 72.5     | 71.7      |
| Midwest   | 70.3     | 70.9      |
| South     | 70.4     | 70.3      |
| West      | 70.8     | 71.4      |

| Gender | May 2023 | Apr. 2023 |
|--------|----------|-----------|
| Men    | 73.9     | 74.0      |
| Women  | 68.5     | 68.3      |

| Household income      | May 2023 | Apr. 2023 |
|-----------------------|----------|-----------|
| <\$30K/annum          | 59.5     | 60.9      |
| \$30K to <\$60K/annum | 64.7     | 65.0      |
| \$60K to <\$100K      | 71.6     | 70.5      |
| \$100K to <\$150K     | 74.1     | 74.4      |
| \$150K and over       | 79.0     | 78.6      |

| Employer size                 | May 2023 | Apr. 2023 |
|-------------------------------|----------|-----------|
| Self-employed/sole proprietor | 68.4     | 69.8      |
| 2-50 employees                | 71.3     | 71.0      |
| 51-100 employees              | 69.5     | 67.7      |
| 101-500 employees             | 71.1     | 72.1      |
| 501-1,000 employees           | 69.7     | 70.1      |
| 1,001-5,000 employees         | 71.8     | 72.6      |
| 5,001-10,000 employees        | 70.9     | 69.0      |
| More than 10,000 employees    | 73.3     | 72.7      |

| Manager     | May 2023 | Apr. 2023 |
|-------------|----------|-----------|
| Manager     | 71.6     | 71.8      |
| Non-manager | 70.6     | 70.5      |

| Work environment | May 2023 | Apr. 2023 |
|------------------|----------|-----------|
| Labour           | 65.2     | 66.4      |
| Office/desk      | 72.5     | 72.2      |
| Service          | 70.2     | 70.6      |

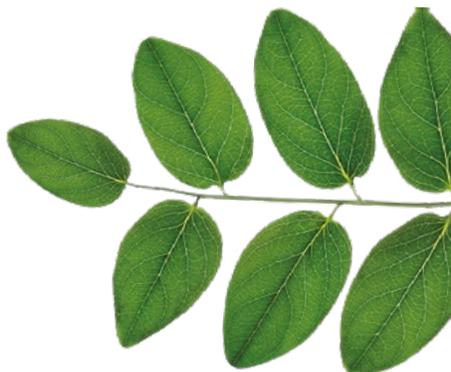
Numbers highlighted in pink are the most negative scores in the group.  
Numbers highlighted in green are the least negative scores in the group.

# The Mental Health Index by industry.

Employees working in Information and Cultural Industries have the lowest mental health score (56.6) in May 2023, followed by individuals working in Food Services (60.7), and Management of Companies and Enterprises (62.3).

Respondents employed in Public Administration (77.5), Accommodation (74.7), and Real Estate, Rental and Leasing (74.6) have the highest mental health scores this month.

Changes from the prior month are shown in the table.



| Industry  | May 2023 | April 2023 | Change |
|---|----------|------------|--------|
| Arts, Entertainment and Recreation              | 67.6     | 65.6       | 2.0    |
| Transportation and Warehousing                  | 71.3     | 69.8       | 1.5    |
| Agriculture, Forestry, Fishing and Hunting      | 71.5     | 70.6       | 0.9    |
| Educational Services                            | 73.2     | 72.4       | 0.8    |
| Public Administration                           | 77.5     | 76.7       | 0.8    |
| Real Estate, Rental and Leasing                 | 74.6     | 73.9       | 0.7    |
| Construction                                    | 72.1     | 71.5       | 0.5    |
| Administrative and Support services             | 67.6     | 67.1       | 0.4    |
| Technology                                      | 72.2     | 71.8       | 0.4    |
| Media and Telecommunications                    | 71.7     | 71.4       | 0.3    |
| Other   | 69.2     | 69.1       | 0.1    |
| Other services (except Public Administration)   | 70.3     | 70.2       | 0.1    |
| Professional, Scientific and Technical Services | 74.2     | 74.2       | 0.0    |
| Retail Trade                                    | 68.3     | 68.3       | -0.1   |
| Utilities                                       | 72.2     | 72.3       | -0.1   |
| Health Care and Social Assistance               | 69.8     | 70.1       | -0.3   |
| Accommodation                                   | 74.7     | 75.1       | -0.5   |
| Information and Cultural Industries             | 56.6     | 57.8       | -1.1   |
| Finance and Insurance                           | 73.6     | 75.0       | -1.3   |
| Management of Companies and Enterprises         | 62.3     | 63.8       | -1.5   |
| Food Services                                   | 60.7     | 62.5       | -1.8   |
| Manufacturing                                   | 72.8     | 74.8       | -2.0   |
| Wholesale Trade                                 | 70.6     | 73.9       | -3.3   |

# Spotlight

## Employer mental health support.

Workers in the United States were asked whether they are still feeling as supported by their employer as they did early in the pandemic with respect to their mental health and wellbeing.

- More than two-thirds (70 percent) are feeling as supported by their employer as they did early in the pandemic; this group has a mental health score (76.2), 15 or more points higher than workers who do not feel supported and more than five points higher than the national average (70.9)
- Nearly one-third (30 percent) either never felt supported or are not feeling supported. This group has a mental health score 10 or more points below the national average (70.9)



Are you still feeling as supported by your employer in terms of mental health and wellbeing compared to early in the pandemic?



MHI score by “Are you still feeling as supported by your employer in terms of mental health and wellbeing compared to early in the pandemic?”

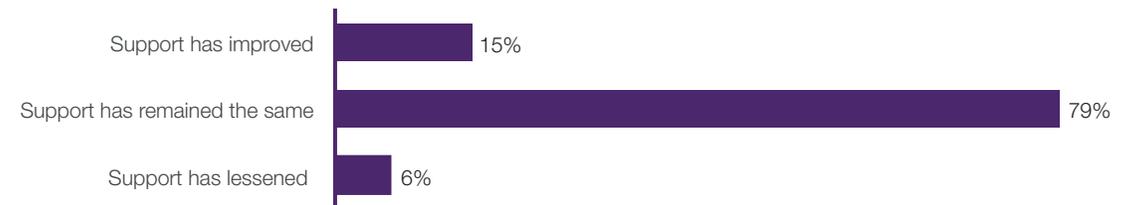


Workers in the United States were asked whether their employer has changed the level of mental health and wellbeing support offered.

- More than one in seven (15 percent) indicate their employer has improved the level of mental health and wellbeing support; this group has a mental health score (71.5) more than 15 points higher than workers reporting that support has lessened (55.3), and slightly higher than the national average (70.9)
- Managers are more than twice as likely as non-managers to indicate their employer has improved the level of mental health and wellbeing support
- Labourers are 40 percent more likely than service industry workers and 30 percent more likely than office workers to report their employer has improved the level of mental health and wellbeing support
- One in sixteen (six percent) report the level of mental health and wellbeing support has lessened. The mental health score of this group (55.3) is more than 15 points lower than the national average (70.9)
- Nearly four in five (79 percent) report the level of mental health and wellbeing support has remained the same. The mental health of this group (72.2) is modestly higher than the national average (70.9)



#### Level of employer mental health and wellbeing support



#### MHI score by “Level of employer mental health and wellbeing support”

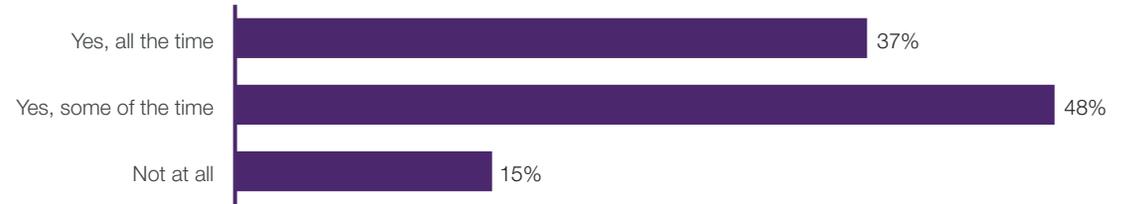


## Collaboration

Workers in the United States were asked whether their role requires collaboration with co-workers.

- Nearly two in five (37 percent) need to collaborate with co-workers all the time; this group has the highest mental health score (72.9), five points higher than workers who do not need to collaborate (67.8) and nearly two points higher than the national average (70.9)
- Managers are twice as likely as non-managers to collaborate with co-workers all the time
- Workers older than 50 are 40 percent more likely than workers under 40 to report not needing to collaborate with co-workers
- Nearly one in six (15 percent) do not need to collaborate with co-workers; this group's mental health score (67.8) is three points lower than the national average (70.9)

### Do you need to collaborate with co-workers in your role?



### MHI score by “Do you need to collaborate with co-workers in your role?”



Workers in the United States were asked to describe their experience collaborating with co-workers.

- Nearly four in five (79 percent) describe a positive experience collaborating with co-workers; this group has the highest mental health score (73.9), nearly 24 points higher than workers reporting a negative experience (49.8) and three points higher than the national average (70.9)
- Three percent describe a negative experience collaborating with co-workers; the mental health score of this group (49.8) is more than 21 points lower than the national average (70.9)



### Experience collaborating with co-workers



### MHI score by “Experience collaborating with co-workers”



Workers in the United States were asked whether they would prefer to work on tasks alone.

- Nearly two in five (38 percent) would prefer to work alone most of the time; this group has the lowest mental health score (66.7), more than eight points lower than workers who would not prefer to work on tasks alone (75.1) and more than four points below the national average (70.9)
- Isolation scores are lowest/worst (62.2) among employees who would prefer to work alone most of the time, nearly 12 points lower than employees who would not prefer to work alone (74.1)
- Nearly one in ten (eight percent) would not prefer to work alone; this group has the highest mental health score (75.1), more than four points higher than the national average (70.9)



### Would you prefer to work on your tasks alone?



### MHI score by “Would you prefer to work on your tasks alone?”



### Isolation score by “Would you prefer to work on your tasks alone?”

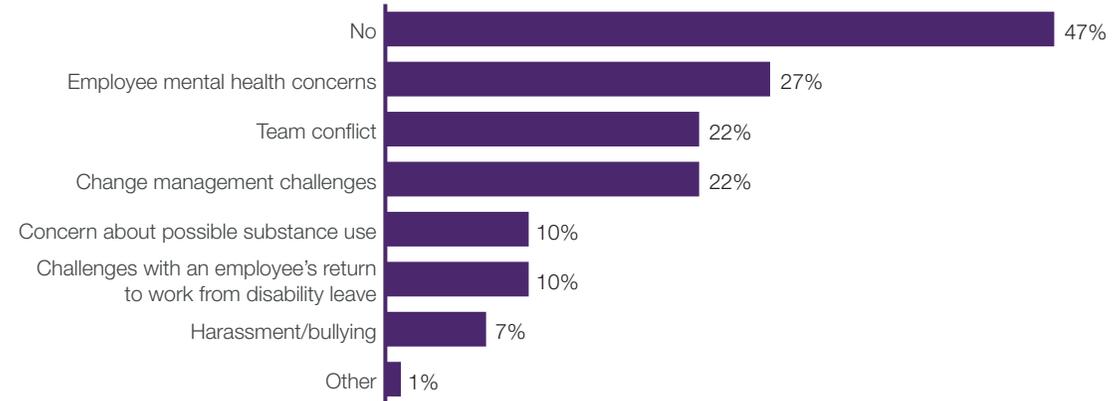


## Workplace challenges

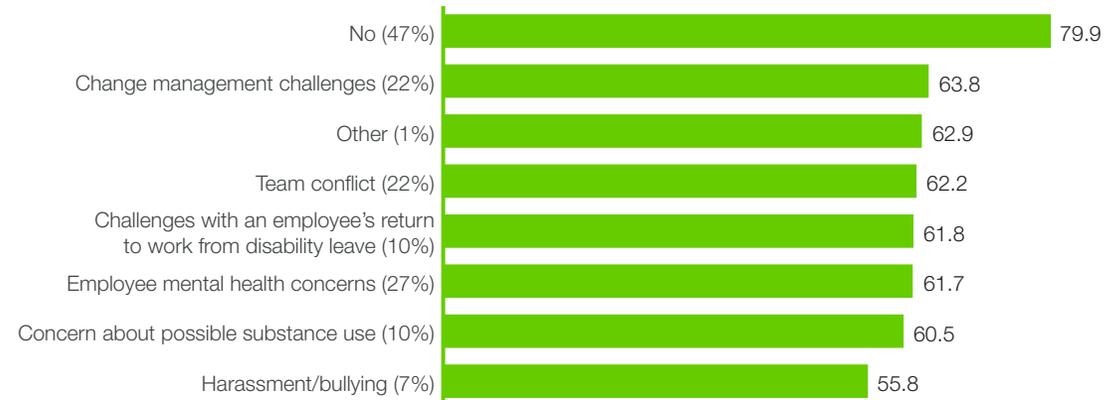
Managers in the United States were asked whether they have encountered workplace challenges within their teams in the last year.

- More than half (53 percent) of managers have experienced one or more challenges within their teams
- More than one-quarter (27 percent) of managers have faced employee mental health concerns, 22 percent have faced team conflict, and 22 percent have faced change management challenges
- The mental health scores of managers who have encountered challenges within their teams are 16 or more points below the mental health score of managers who have not experienced challenges
- The lowest mental health score (55.8) is among seven percent of managers reporting harassment/bullying within their team; this score is more than 24 points lower than managers not experiencing challenges
- Male managers are 60 percent more likely than female managers to report not encountering workplace challenges within their team
- Nearly half (47 percent) of managers have not encountered workplace challenges. The mental health score of this group (79.9) is nine points higher than the national average (70.9)

### Workplace challenges encountered by managers



### MHI score by “Workplace challenges encountered by managers”



Managers reporting having encountered workplace challenges within their team were asked whether they have sought advice or support.

- More than two in five (41 percent) managers have not sought advice or support for workplace challenges within their team; this group has the highest mental health score (65.9)
- Nearly three in five (59 percent) managers have sought advice or support for workplace challenges within their team. The mental health score of this group (63.2) is more than seven points lower than the national average (70.9)



#### Have you ever sought advice or support for workplace challenges?



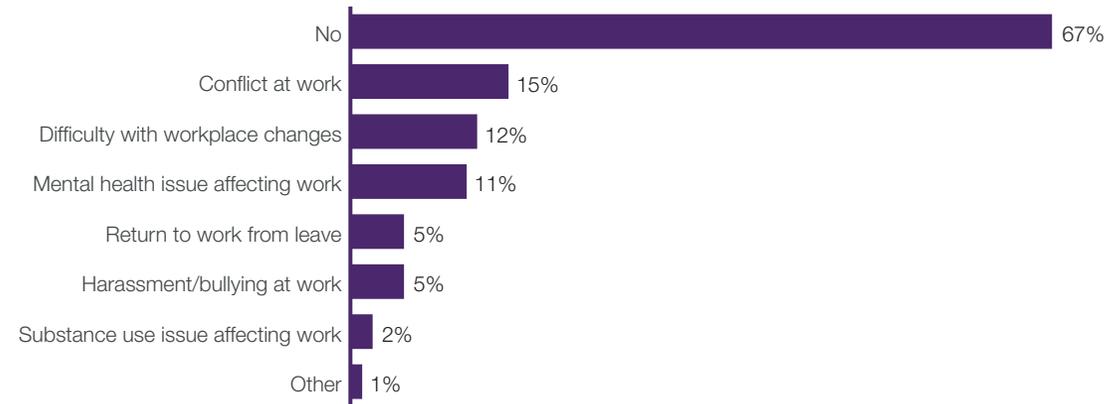
#### MHI score by “Have you ever sought advice or support for workplace challenges?”



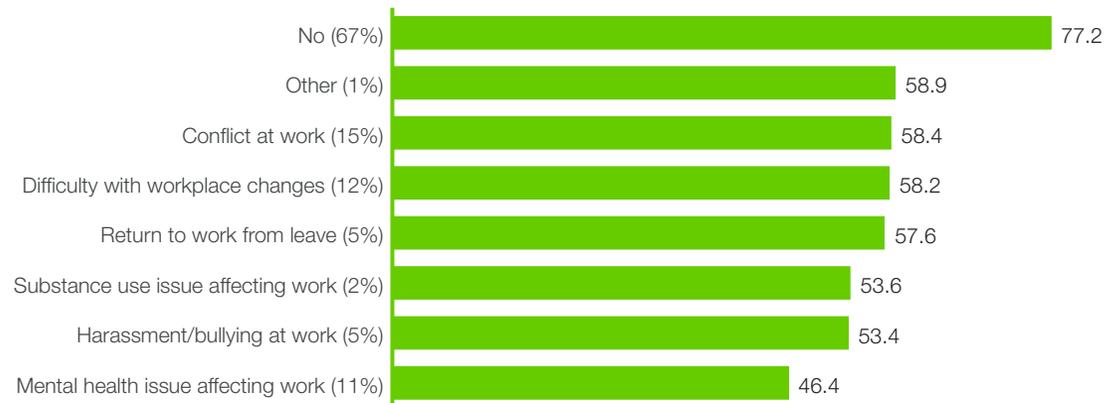
Workers in the United States were asked whether they have encountered workplace challenges in the last year.

- One-third (33 percent) of workers have experienced one or more workplace challenges in the last year
- Nearly one in six (15 percent) have experienced conflict at work, 12 percent have experienced difficulty with workplace changes, and 11 percent have experienced a mental health issue affecting work
- The mental health scores of employees who have experienced challenges are 18 or more points below the mental health score of employees who have not experienced challenges
- The lowest mental health score (46.4) is among 11 percent of workers reporting a mental health issue affecting work; this score is nearly 21 points lower than employees not experiencing challenges
- Workers 50 and older are 50 percent more likely than workers under 40 to report not encountering workplace challenges in the last year
- Two-thirds (67 percent) have not encountered workplace challenges in the last year. This group has the highest mental health score (77.2), six points higher than the national average (70.9)

### Workplace challenges encountered by employees



### MHI score by “Workplace challenges encountered by employees”



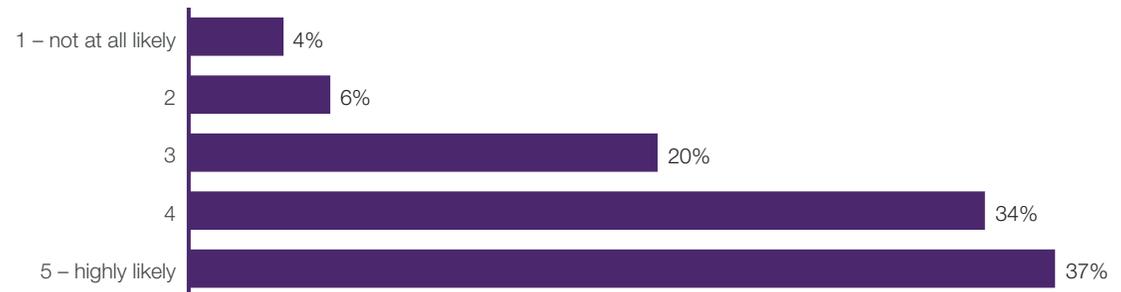
## Goals

Workers in the United States were asked how likely they are to reaching their career goals.

- One in ten (10 percent) do not believe they will reach their career goals; this group has a mental health score 24 or more points lower than workers who believe they will reach their career goals and 23 or more points lower than the national average (70.9)
- Non-managers are 80 percent more likely than managers to report they will not reach their career goals
- Individuals with a household income less than \$60,000 are three times more likely than workers with a household income greater than \$100,000 to believe they will not reach their career goals
- More than two-thirds (71 percent) believe they will reach their career goals. The mental health score of this group is higher than the national average (70.9)



### How likely are you to reach your career goals?



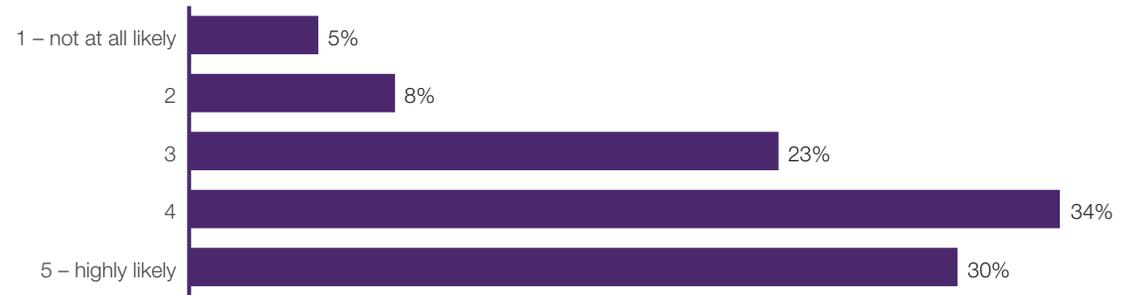
### MHI score by “How likely are you to reach your career goals?”



Workers in the United States were asked how likely they are to reaching their financial goals.

- Nearly one in seven (13 percent) do not believe they will reach their financial goals; this group has a mental health score 22 or more points lower than workers who believe they will reach their financial goals, and 18 or more points lower than the national average (70.9)
- Financial risk scores among workers who do not believe they will reach their financial goals are at least 29 points below workers who believe they will reach their goals
- Non-managers are 70 percent more likely than managers to report they will not reach their financial goals
- Workers without emergency savings are more than four times as likely as workers with emergency savings to believe they will not reach their financial goals
- Workers with a household income greater than \$100,000 are 60 percent more likely than workers with a household income less than \$60,000 to believe they will reach their financial goals
- Nearly two-thirds (64 percent) believe they will reach their financial goals. The mental health score of this group is three or more points higher than the national average (70.9)

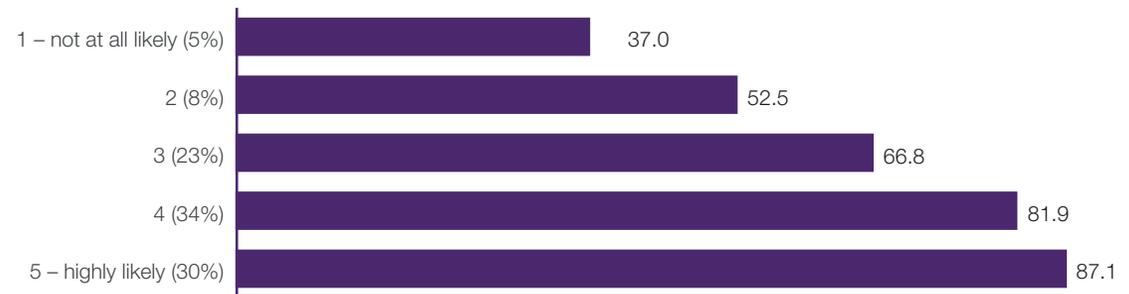
### How likely are you to reach your financial goals?



### MHI score by “How likely are you to reach your financial goals?”



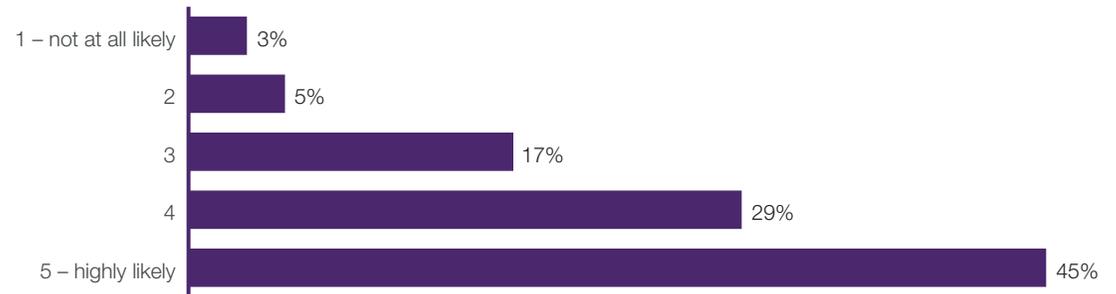
### Financial risk score by “How likely are you to reach your financial goals?”



Workers in the United States were asked how likely they are to reaching their housing goals.

- Nearly one in ten (eight percent) do not believe they will reach their housing goals; this group has a mental health score 21 or more points lower than workers who believe they will reach their housing goals and 22 or more points lower than the national average (70.9)
- Workers under 40 are more than twice as likely as workers over 50 to believe they will not reach their housing goals
- Workers with a household income greater than \$100,000 are 50 percent more likely than workers with a household income less than \$60,000 to believe they will reach their housing goals
- Nearly three-quarters (74 percent) believe they will reach their housing goals. The mental health score of this group is higher than the national average (70.9)

### How likely are you to reach your housing goals?



### MHI score by “How likely are you to reach your housing goals?”

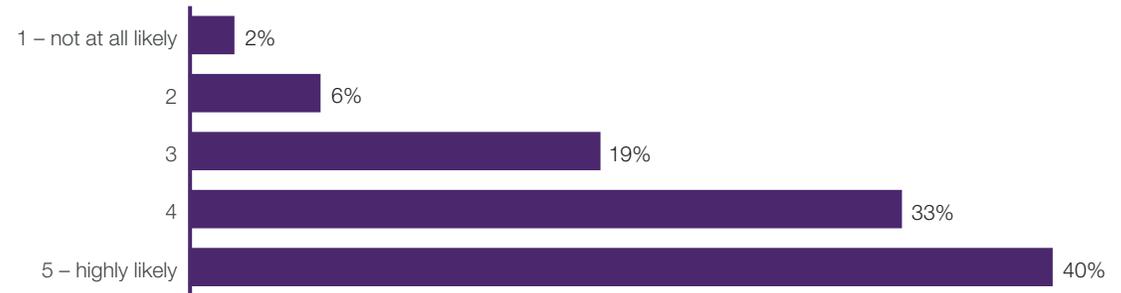


Workers in the United States were asked how likely they are to reach their mental health goals.

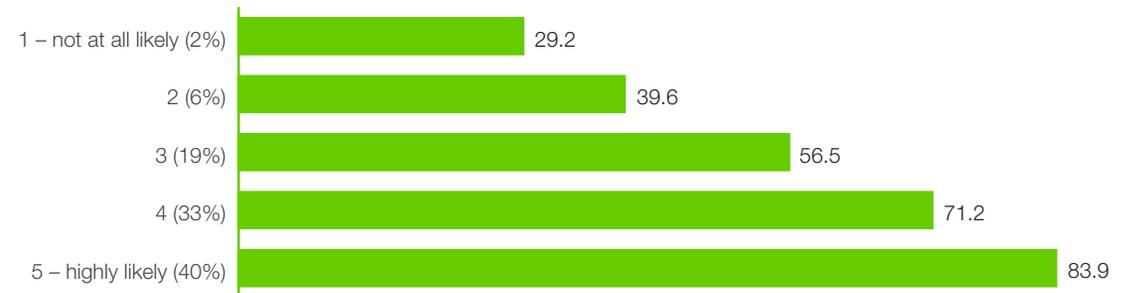
- Nearly one in ten (eight percent) do not believe they will reach their mental health goals; this group has a mental health score 31 or more points lower than workers who believe they will reach their mental health goals and 31 or more points lower than the national average (70.9)
- Women are 50 percent more likely than men to believe they will not reach their mental health goals
- Workers under 40 are more than twice as likely as workers over 50 to believe they will not reach their mental health goals
- Nearly three-quarters (73 percent) believe they will reach their mental health goals. The mental health score of this group is higher than the national average (70.9)



### How likely are you to reach your mental health goals?



### MHI score by “How likely are you to reach your mental health goals?”



Workers in the United States were asked how likely they are to reach their physical health goals.

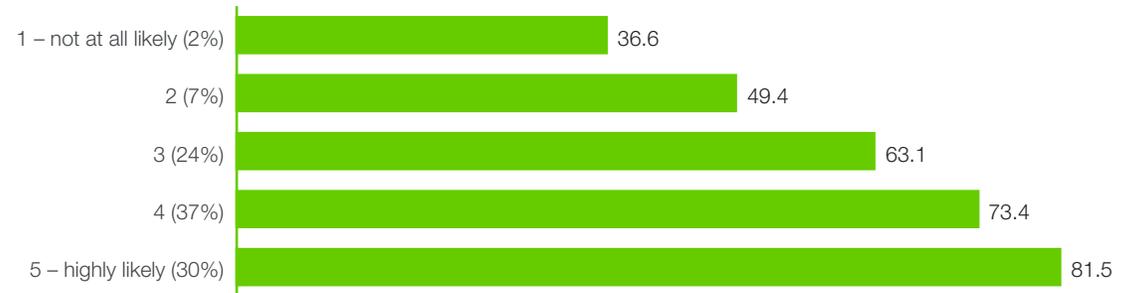
- Nearly one in ten (nine percent) do not believe they will reach their physical health goals; this group has a mental health score 24 or more points lower than workers who believe they will reach their physical health goals and 21 or more points lower than the national average (70.9)
- Workers under 40 are twice as likely as workers over 50 to believe they will not reach their physical health goals
- Two-thirds (67 percent) believe they will reach their physical health goals. The mental health score of this group is two or more points higher than the national average (70.9)



### How likely are you to reach your physical health goals?



### MHI score by “How likely are you to reach your physical health goals?”

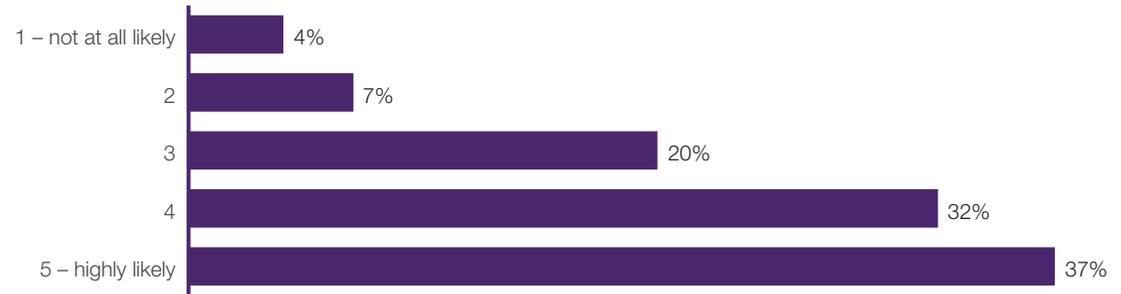


Workers in the United States were asked how likely they are to reaching their relationship goals.

- More than one in ten (11 percent) do not believe they will reach their relationship goals; this group has a mental health score 22 or more points lower than workers who believe they will reach their relationship goals and 21 or more points lower than the national average (70.9)
- Non-managers are 40 percent more likely than managers to believe they will not reach their relationship goals
- More than two-thirds (69 percent) believe they will reach their relationship goals. The mental health score of this group is two or more points higher than the national average (70.9)



### How likely are you to reach your relationship goals?



### MHI score by “How likely are you to reach your relationship goals?”



# Overview of the Mental Health Index by TELUS Health (formerly LifeWorks).

The mental health and wellbeing of a population is essential to overall health and work productivity. The Mental Health Index provides a measure of the current mental health status of employed adults. The increases and decreases in the MHI are intended to predict cost and productivity risks and inform the need for investment in mental health support by business and government.

## The Mental Health Index report has two parts:

1. The overall Mental Health Index (MHI).
2. A spotlight section that reflects the specific impact of current issues in the community.

## Methodology

Data for this report is collected through an online survey of 5,000 people who live in the United States and are currently employed or who were employed within the prior six months. Participants are selected to be representative of the age, gender, industry, and geographic distribution in the United States. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between May 1 to May 8, 2023.

## Calculations

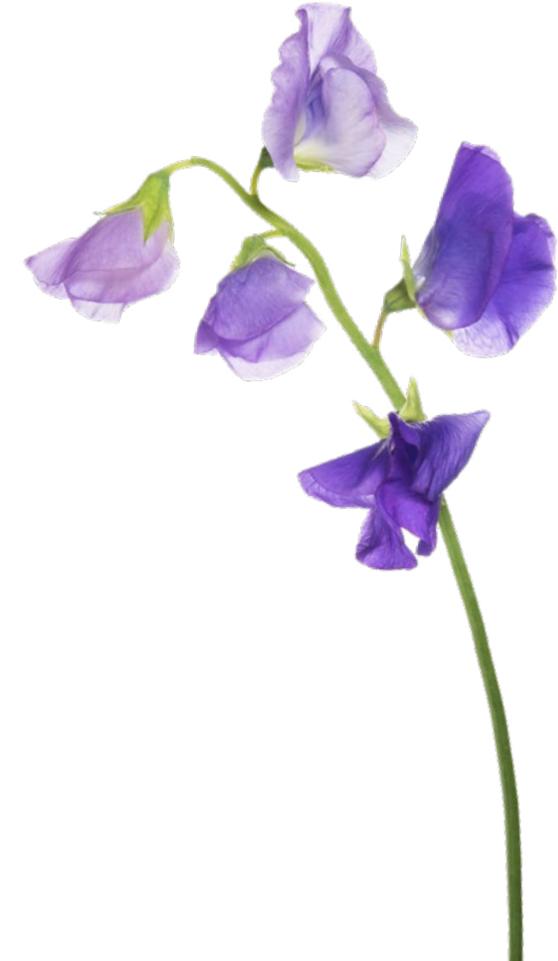
To create the Mental Health Index, a response scoring system is applied to turn individual responses into point values. Higher point values are associated with better mental health and less mental health risk. The sum of scores is divided by the total number of possible points to generate a score out of 100. The raw score is the mathematical mean of the individual scores. Distribution of scores is defined according to the following scale:

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

## Additional data and analyses.

Demographic breakdowns of sub-scores, and specific cross-correlational and custom analyses, are available upon request. Benchmarking against the national results or any sub-group is available upon request.

Contact [MHI@lifeworks.com](mailto:MHI@lifeworks.com)





[www.telushealth.com](http://www.telushealth.com)

