



TELUS Mental Health Index.

Canada | April 2024

 **TELUS**® Health

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What you need to know for April 2024.

Anxiety and isolation have been the lowest mental health sub-scores for two years.

- At 64.0, the mental health of workers has declined from March
- 33 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, and 24 per cent have a low mental health risk
- All mental health sub-scores, apart from work productivity, have declined, or are unchanged from March
- Mental health scores improved in British Columbia, Alberta, Ontario, and Newfoundland and Labrador whereas scores in other provinces have declined, or are unchanged, compared to March
- The mental health score of managers has declined whereas the score for non-managers is unchanged from the previous month
- Labourers continue to have a lower mental health score than service industry and office workers



One-third of workers are finding it difficult to be motivated to do their work.

- 33 per cent of workers who find it more difficult to be motivated at work have a mental health score nearly 27 points lower than workers not reporting difficulty with motivation and more than 15 points lower than the national average
- Workers under 40 are nearly twice as likely as workers over 50 to find it increasingly difficult to be motivated to do their work
- Personal issues are the leading cause of lack of motivation at work (reported by 31 per cent of workers)
- 23 per cent don't feel valued at work, 13 per cent report that their work is boring, 12 per cent report that there is too much change at work, and eight per cent find it difficult to be motivated to do their work because of conflict with colleagues
- Managers and workers under 40 are more likely to find it difficult to be motivated to do their work because of conflict with colleagues

Younger workers are three times more likely to feel burnt out.

- 47 per cent of workers who feel somewhat burnt out have a mental health score nearly 20 points lower than workers not feeling burnt out and six points lower than the national average
- 12 per cent of workers who feel extremely burnt out have a mental health score nearly 38 points lower than workers not feeling burnt out and 24 points lower than the national average
- 42 per cent of workers feel mentally and/or physically exhausted at the end of their workday; the mental health score of this group is nearly 26 points lower than workers not reporting exhaustion and nearly 16 points lower than the national average
- Too much work is the leading cause of burnout (reported by 25 per cent of workers)
- 20 per cent of workers report having too many personal demands, 11 per cent feel a lack of support for the work that they do, and 10 per cent feel a lack of recognition for the work that they do

Three in ten workers are unsure, or would not know where to go for professional help with a mental health issue.

- Workers not knowing where to go for professional help with a mental health issue are more likely to report feeling burnt out
- 33 per cent of workers report that their employer doesn't offer an Employee Assistance Program, a further 22 per cent are unsure
- Workers with access to an Employee Assistance Program through their employer have better mental health than workers without access
- 23 per cent of workers last heard about their EAP from their company's intranet/website, 22 per cent last heard about their EAP during benefits enrollment, 15 per cent last heard about their EAP via an email message, and 13 per cent last heard about their EAP from a poster at their workplace





More than half of workers are not concerned about their company's use of Artificial Intelligence.

- The mental health score of 57 per cent of workers who are not concerned about their company's use of AI is at least 11 points higher than workers with concerns and more than five points higher than the national average
- 26 per cent of workers are worried that their jobs will change and 14 per cent are worried that their jobs will be eliminated
- Lower income and younger workers are more likely to be worried that their jobs will be eliminated
- Workers under 40 are nearly three times more likely than workers over 50 to have used AI tools to do some part of their work
- Managers are two and a half times more likely than non-managers to have used AI tools to do some part of their work
- Workers most commonly reporting using AI are in Media and Telecommunications, Technology, Professional, Scientific and Technical Services, Information and Cultural Industries, and Finance and Insurance

Almost half of workers believe that AI will have a positive impact on healthcare.

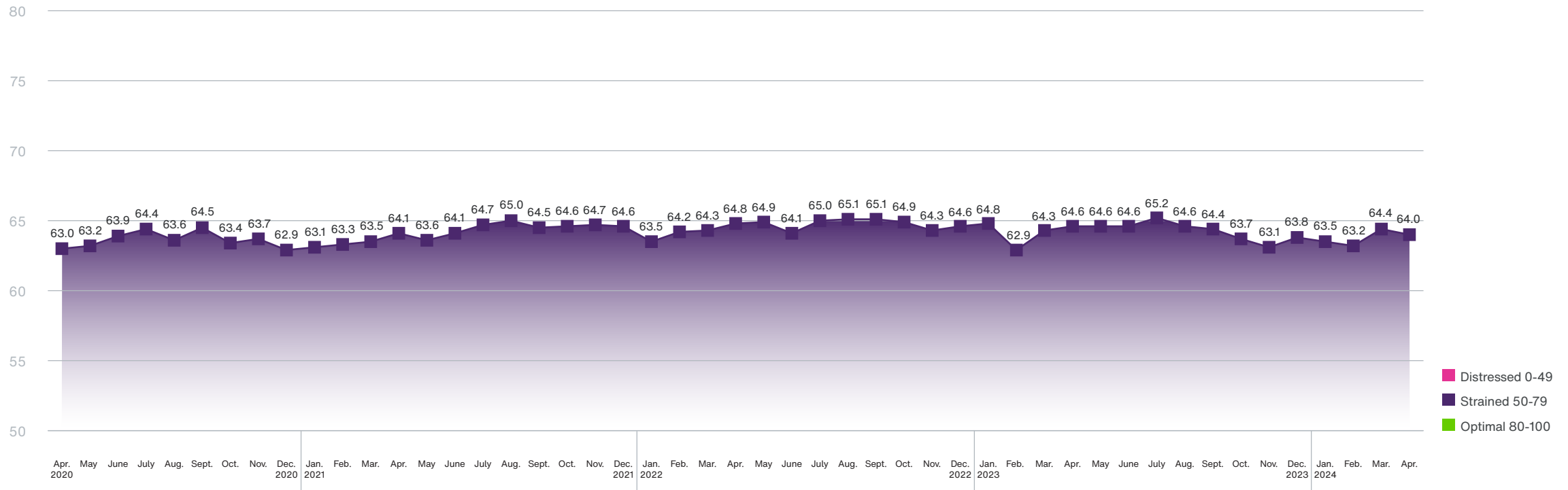
- 46 per cent believe that AI will have a positive impact on healthcare
- 33 per cent believe that AI will have a positive impact on the industry they work in; 31 per cent believe that the impact will be negative
- Technology, Utilities, and Finance and Insurance workers are most likely to report a positive impact
- Workers in Arts, Entertainment and Recreation, Agriculture, Forestry, Fishing and Hunting, and Food Services are least likely to report a positive impact
- 17 per cent of workers are considering upgrading their skills related to the use of AI
- Managers and younger workers are at least twice as likely to be considering upgrading their skills related to the use of AI

The Mental Health Index.

MHI Current Month April 2024	March 2024
64.0	64.4

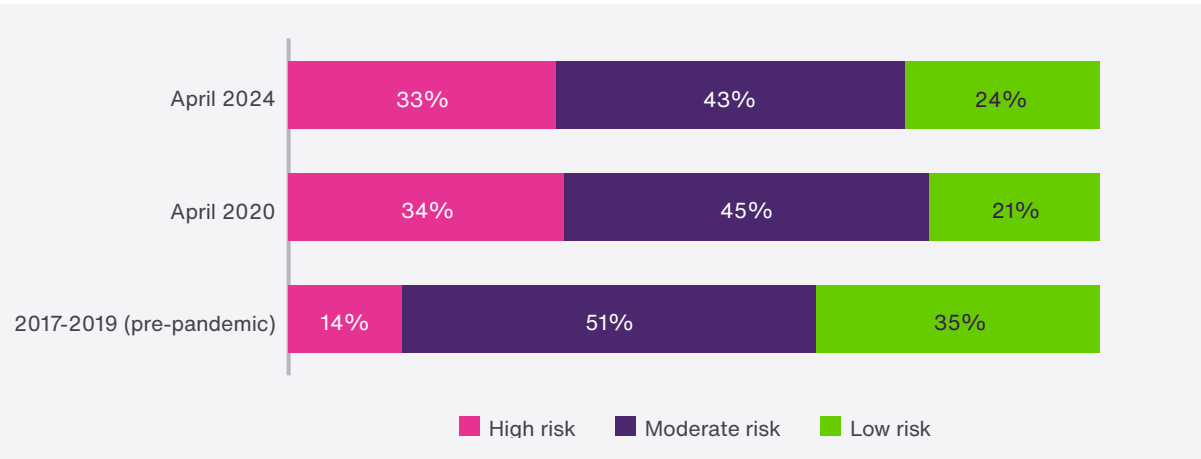
The overall Mental Health Index (MHI) for April 2024 is 64.0.

After rebounding in March, the mental health of workers in Canada has declined in April.



Mental health risk.

In April 2024, 33 per cent of workers in Canada have a high mental health risk, 43 per cent have a moderate mental health risk, and 24 per cent have a low mental health risk. Four years since the launch of the MHI in April 2020, there is a one per cent reduction in workers with a high mental health risk and a three per cent increase in workers with a low mental health risk.



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

Mental Health Index sub-scores.

For two years, the lowest Mental Health Index sub-score continues to be anxiety (57.5). Isolation (60.2), depression (62.4), work productivity (62.7), optimism (66.1), and financial risk (66.8) follow. General psychological health (71.8) continues to be the most favourable mental health measure in April 2024.

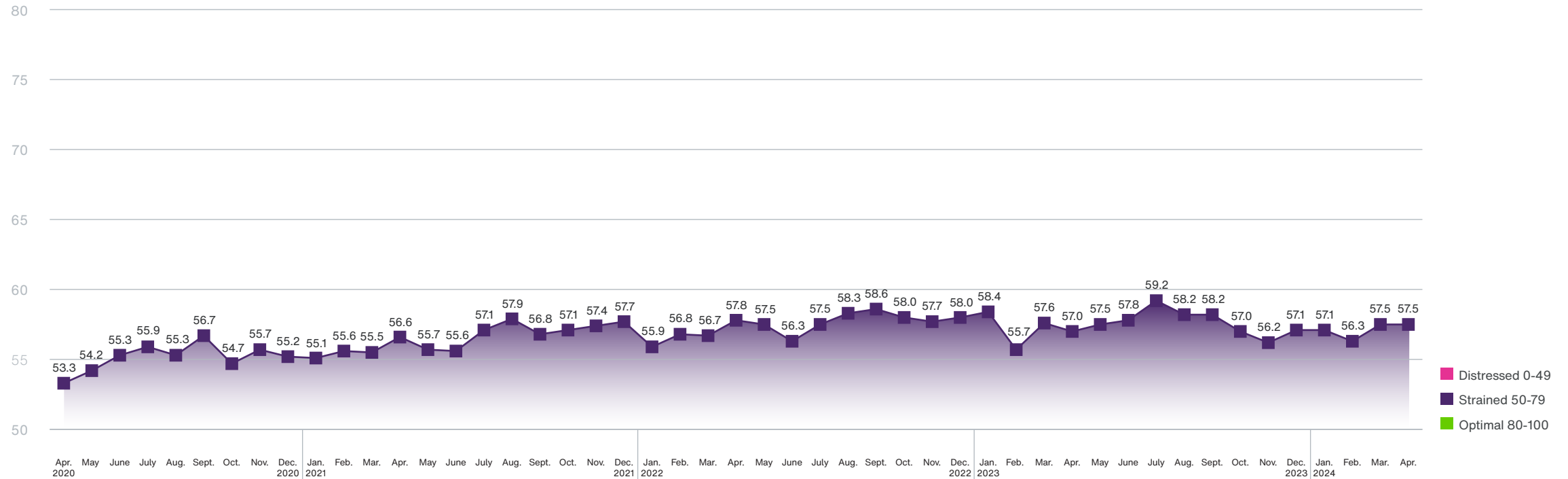
- Anxiety and isolation have been the lowest mental health sub-scores for two years
- All mental health sub-scores, apart from work productivity, have declined, or are unchanged from March
- The financial risk score has declined most notably, down one point from March 2024

Mental Health Index Sub-scores	April 2024	March 2024
Anxiety	57.5	57.5
Isolation	60.2	60.7
Depression	62.4	63.2
Work productivity	62.7	62.5
Optimism	66.1	66.1
Financial risk	66.8	67.8
Psychological health	71.8	71.8



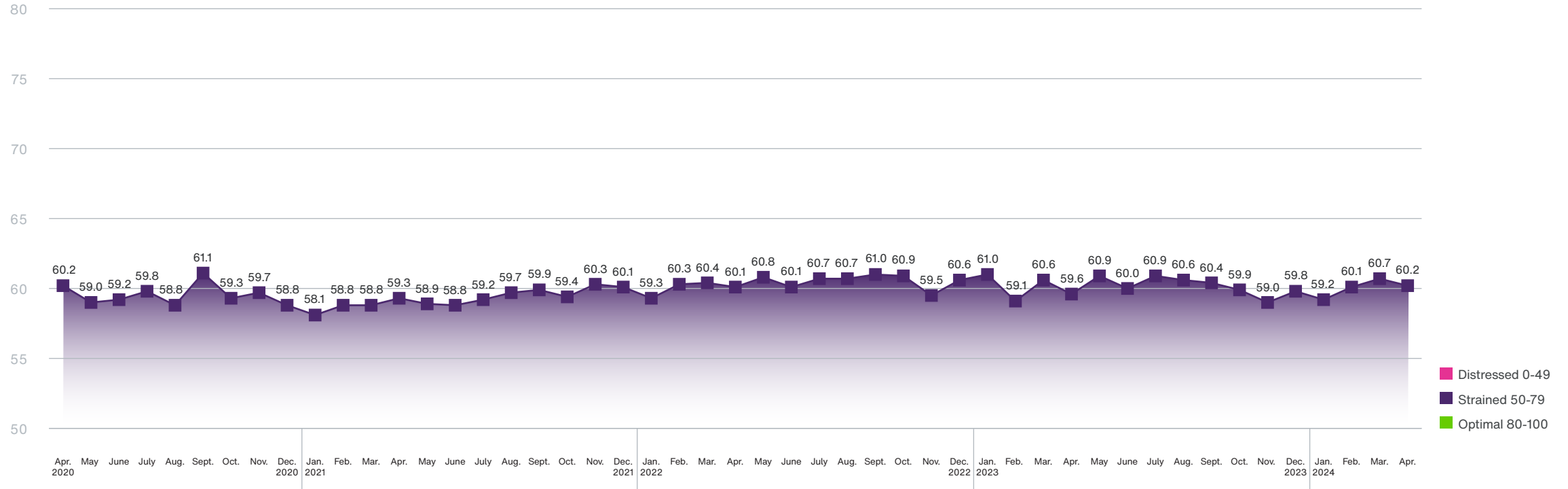
Anxiety

After reaching its peak in July 2023, the anxiety score has generally declined through February 2024. At 57.5, the anxiety sub-score in April 2024 is unchanged from the prior month and continues to be the lowest of all mental health sub-scores for two years.



Isolation

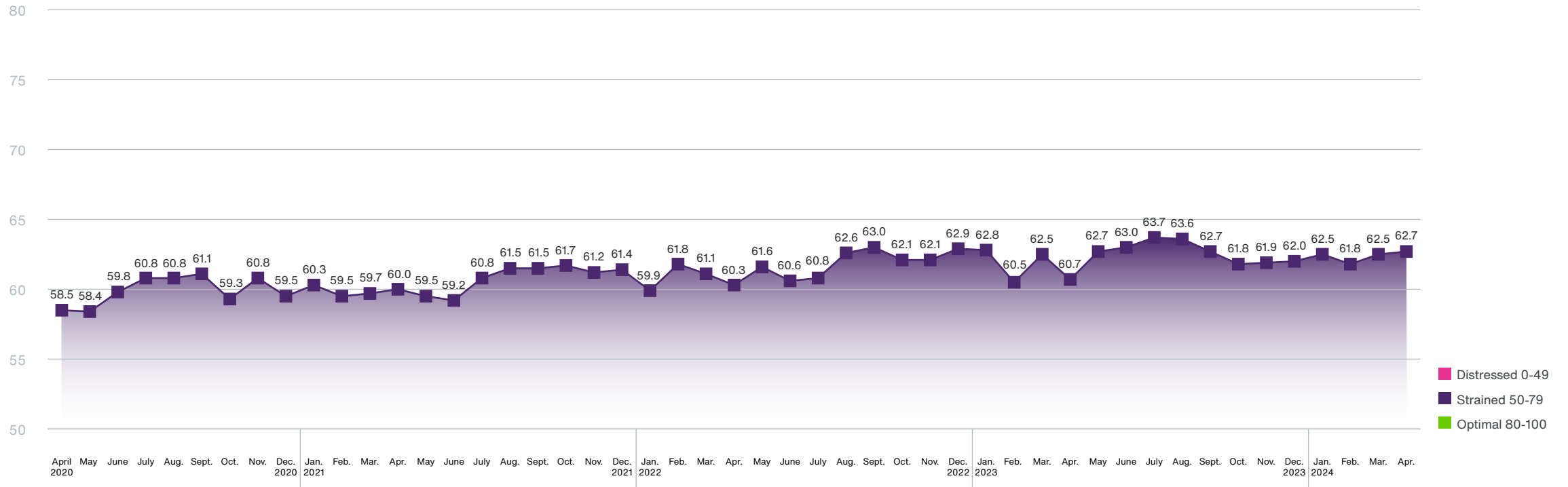
After falling to its lowest point in January 2021, the isolation sub-score has made incremental improvements through September 2022. Since November 2022, isolation scores have varied with multiple periods of increases and declines. In April 2024, the isolation score has declined modestly from the prior month and remains the second lowest mental health sub-score for two years.



Work productivity

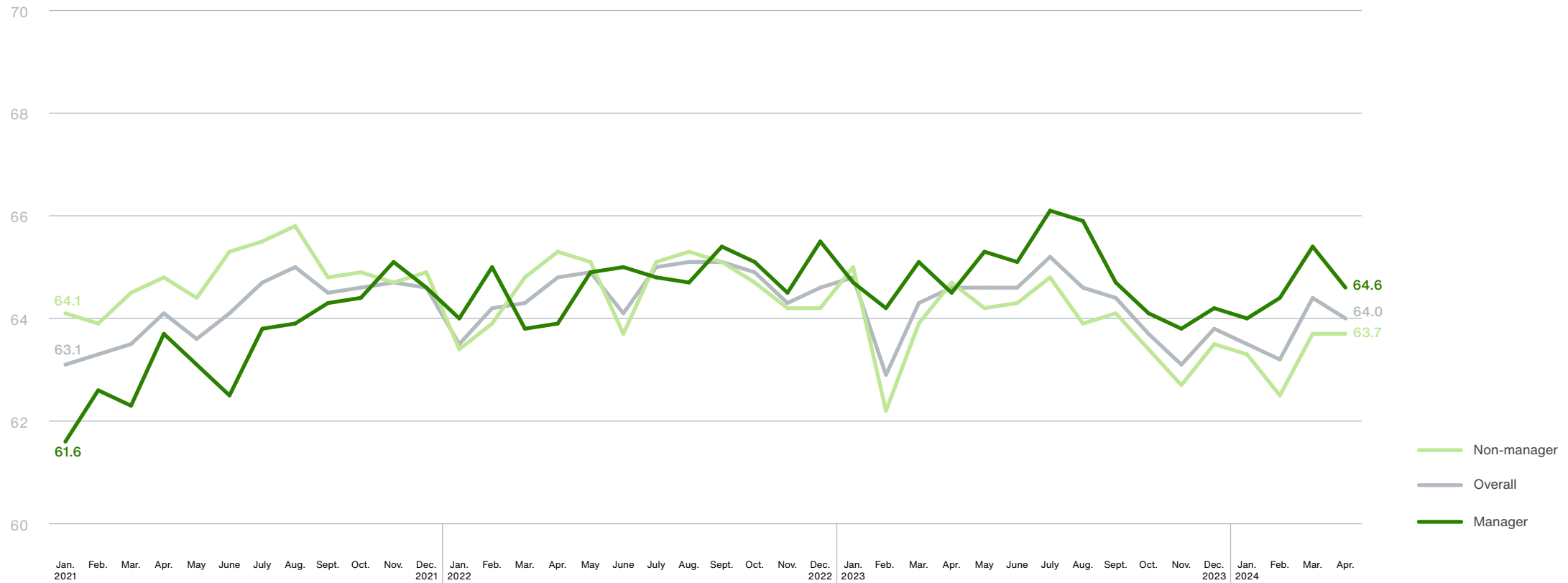
The work productivity sub-score measures the impact of mental health on work productivity and goals.

Overall, the impact of mental health on work productivity has shown general improvement suggesting that the negative impact of mental health on work productivity has slowly decreased. After reaching its peak in July 2023, the work productivity score declined through February 2024. In April 2024, the work productivity sub-score continues to improve for the second consecutive month.



Managers compared to non-managers.

From January to October 2021, the mental health scores of managers were lower than the scores of non-managers and lower than Canadian averages. 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 and the scores of managers have been higher than the scores of non-managers since that time. In April 2024, the mental health score of managers has declined modestly whereas the score for non-managers is unchanged from March.



Mental health by gender and age.

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In April 2024, the mental health score of women is 62.0 compared to 66.1 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between workers with and without minor children have been reported since the launch of the MHI in April 2020. Four years later, this pattern continues with a lower score for workers with at least one child (61.0) than workers without children (65.4)

Mental health by employment status.

- Overall, four per cent of respondents are unemployed¹ and nine per cent report reduced hours or reduced salary
- Workers reporting reduced salary when compared to the prior month have the lowest mental health score (50.5), followed by workers reporting fewer hours than the prior month (55.0), respondents not currently employed (64.3), and workers with no change to salary or hours (65.0)
- Labourers have a lower mental health score (62.4) than service industry (63.7) and office workers (64.6)
- Managers have a higher mental health score (64.6) than non-managers (63.7)
- Respondents working for companies with 1,001-5,000 employees have the highest mental health score (67.1)
- Respondents working for companies with 51-100 employees have the lowest mental health score (60.3)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (48.1) than the overall group (64.0). Workers with emergency savings have a mental health score of 70.2

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

The Mental Health Index by province.

In April 2024, the mental health scores in Newfoundland and Labrador, Alberta, British Columbia, and Ontario have improved whereas scores in other provinces have declined, or are unchanged, compared to March 2024.

- The most significant decline is in Quebec, down 3.3 points from March 2024
- Despite a modest (0.6 point) decline, Saskatchewan has the highest mental health score (66.2) in April 2024
- The lowest mental health score is in the Maritimes (62.1), down 3.1 points from March 2024

Province	April 2024	March 2024	Change
Newfoundland and Labrador	65.0	63.3	1.7
Alberta	62.9	61.6	1.3
British Columbia	64.5	63.9	0.6
Ontario	64.0	63.7	0.3
Saskatchewan	66.2	66.8	-0.6
Manitoba	66.1	68.3	-2.2
The Maritimes	62.1	65.2	-3.1
Quebec	64.2	67.5	-3.3

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	Apr. 2024	March 2024
Employed (no change in hours/salary)	65.0	65.0
Employed (fewer hours compared to last month)	55.0	56.8
Employed (reduced salary compared to last month)	50.5	51.5
Not currently employed	64.3	66.5

Age group	Apr. 2024	March 2024
Age 20-29	53.1	54.2
Age 30-39	57.8	58.3
Age 40-49	61.8	61.0
Age 50-59	66.1	66.1
Age 60-69	72.9	73.7

Number of children	Apr. 2024	March 2024
No children in household	65.4	65.8
1 child	60.4	61.9
2 children	61.1	59.9
3 children or more	63.2	62.0

Gender	Apr. 2024	March 2024
Men	66.1	67.3
Women	62.0	61.2

Household income/annum	Apr. 2024	March 2024
<\$30K	54.0	53.3
\$30K to <\$60K	60.3	61.0
\$60K to <\$100K	62.8	63.6
\$100K to <\$150K	66.4	66.5
\$150K or more	70.0	69.9

Employer size	Apr. 2024	March 2024
Self-employed/sole proprietor	66.3	66.3
2-50 employees	64.5	65.7
51-100 employees	60.3	61.9
101-500 employees	62.5	62.4
501-1,000 employees	62.4	64.2
1,001-5,000 employees	67.1	65.3
5,001-10,000 employees	64.2	61.6
More than 10,000 employees	64.5	66.1

Manager	Apr. 2024	March 2024
Manager	64.6	65.4
Non-manager	63.7	63.7

Work environment	Apr. 2024	March 2024
Labour	62.4	62.9
Office/desk	64.6	65.0
Service	63.7	63.6

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.

Workers in Food Services have the lowest mental health score (58.1), followed by workers in Utilities (59.5), and Administrative and Support services (59.8).

Workers in Mining, Quarrying, and Oil and Gas Extraction (70.0), the Automotive Industry (69.9), and Accommodation (69.7) have the highest mental health scores this month.



Industry	April 2024	March 2024	Change
Accommodation	69.7	61.2	8.5
Information and Cultural Industries	63.2	57.9	5.3
Mining, Quarrying, and Oil and Gas Extraction	70.0	65.9	4.1
Wholesale Trade	64.7	60.8	3.9
Administrative and Support services	59.8	57.7	2.1
Transportation	67.1	65.2	1.9
Media and Telecommunications	63.1	61.5	1.6
Agriculture, Forestry, Fishing and Hunting	66.5	65.2	1.3
Retail Trade	63.6	62.6	1.0
Automotive Industry	69.9	69.2	0.7
Arts, Entertainment and Recreation	63.1	62.7	0.4
Warehousing	62.3	61.9	0.4
Health Care and Social Assistance	62.2	61.9	0.3
Professional, Scientific and Technical Services	68.2	68.1	0.1
Educational Services	65.1	65.2	-0.1
Finance and Insurance	64.4	65.5	-1.1
Manufacturing	65.9	67.4	-1.5
Other services (except Public Administration)	59.9	61.5	-1.6
Public Administration	64.9	67.7	-2.8
Construction	64.0	67.2	-3.2
Real Estate, Rental and Leasing	63.9	67.4	-3.5
Food Services	58.1	61.7	-3.6
Management of Companies and Enterprises	66.8	71.8	-5.0
Utilities	59.5	65.4	-5.9

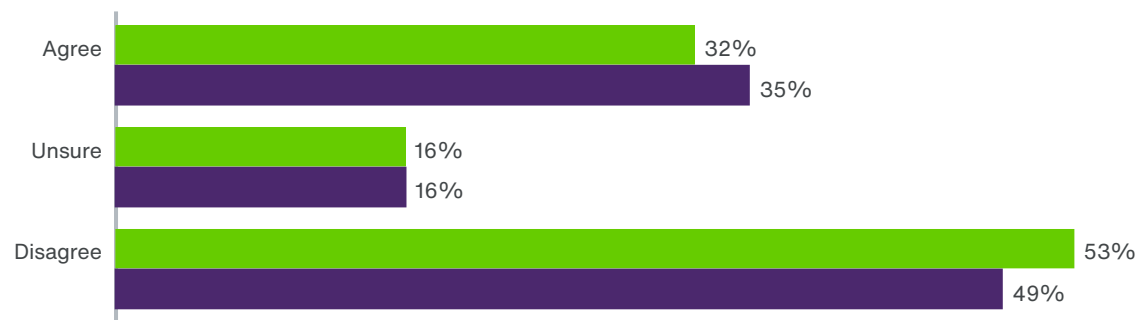
Spotlight

Burnout

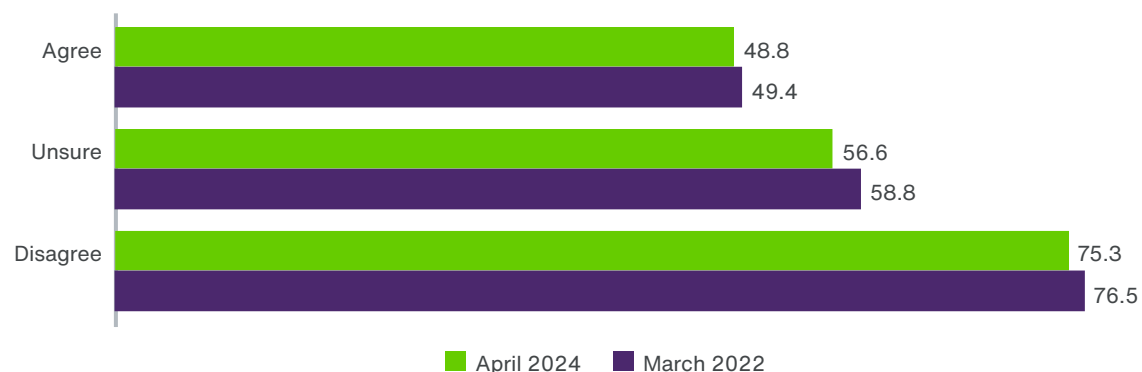
Nearly one-third (32 per cent) of workers are finding it increasingly difficult to be motivated to do their work.

- Workers finding it more difficult to be motivated have the lowest/worst mental health score (48.8), nearly 27 points lower than workers not reporting difficulty with motivation and more than 15 points lower than the national average (64.0)
- Workers under 40 are nearly twice as likely as workers over 50 to find it increasingly difficult to be motivated to do their work, suggesting a potentially higher rate of burnout among younger workers
- More than half (53 per cent) are not finding it difficult to be motivated to do their work; this group has the highest/best mental health score (75.3), more than 11 points higher than the national average (64.0)

I am finding it increasingly difficult to be motivated to do my work



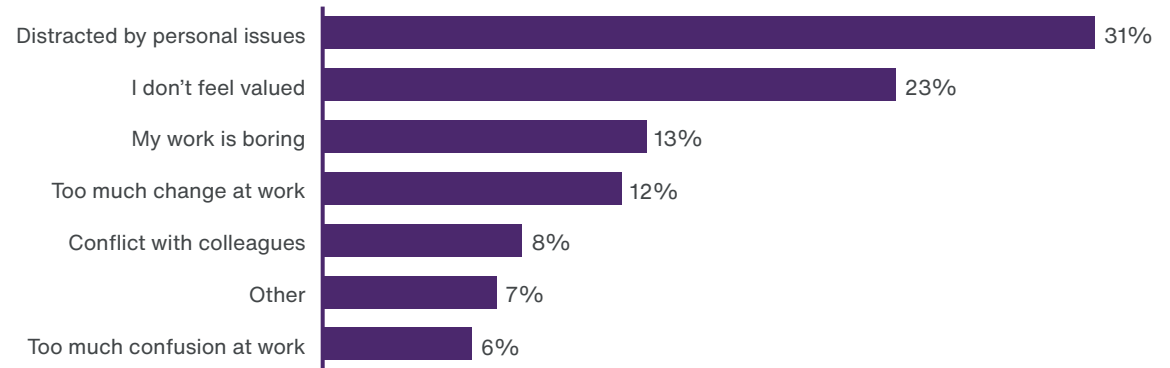
MHI score by “I am finding it increasingly difficult to be motivated to do my work”



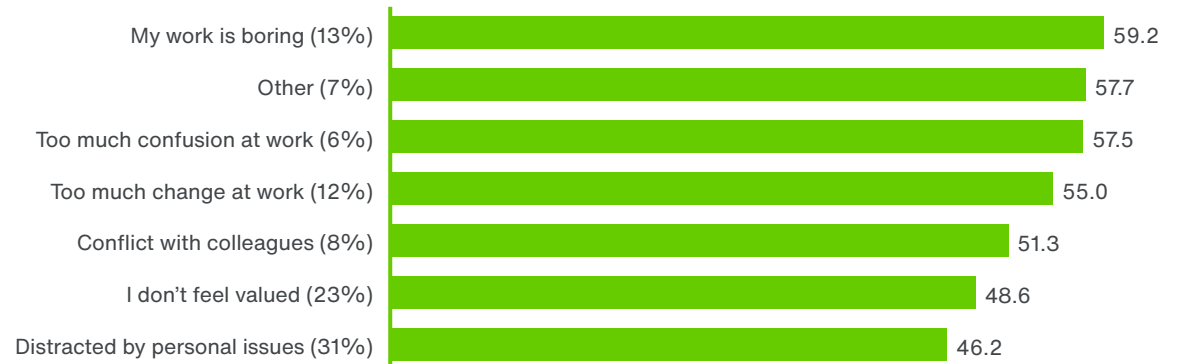
Among workers finding it difficult to be motivated to do their work, personal issues are the leading cause.

- Nearly one-third (31 per cent) are distracted by personal issues; this group has the lowest/worst mental health score (46.2), nearly 18 points lower than the national average (64.0)
- Nearly one-quarter (23 per cent) don't feel valued at work, 13 per cent report that their work is boring, 12 per cent report that there is too much change at work, and eight per cent find it difficult to be motivated to do their work because of conflict with colleagues
- Managers are twice as likely as non-managers to find it difficult to be motivated to do their work because of conflict with colleagues
- Workers under 40 are 60 per cent more likely than workers over 50 to find it difficult to be motivated to do their work because of conflict with colleagues

Primary reason for finding it difficult to be motivated to work



MHI score by "Primary reason for finding it difficult to be motivated to work"

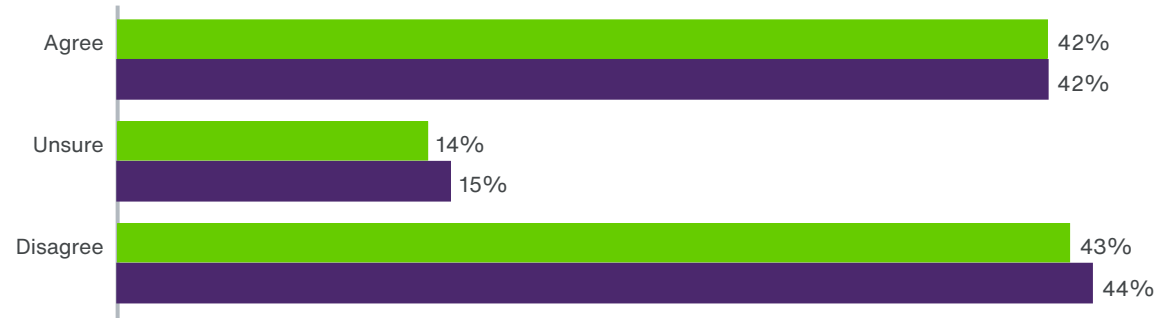


More than two in five (42 per cent) workers often end their workday feeling mentally and/or physically exhausted.

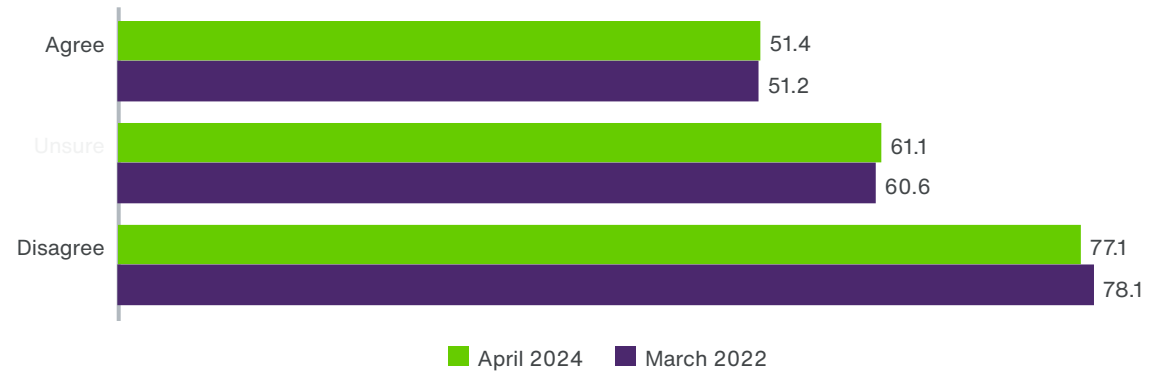
- The mental health score of 42 per cent of workers feeling mentally and/or physically exhausted at the end of their workday (51.4) is nearly 26 points lower than workers not reporting exhaustion (77.1) and nearly 16 points lower than the national average (64.0)
- Workers under 40 are 75 per cent more likely than workers over 50 to end their workday feeling mentally and/or physically exhausted, indicating that younger workers may be more likely to suffer from burnout
- More than two in five (43 per cent) do not end their workday feeling mentally and/or physically exhausted; this group has the highest/best mental health score (77.1), 13 points higher than the national average (64.0)



I often end my workday feeling mentally and/or physically exhausted



MHI score by “I often end my workday feeling mentally and/or physically exhausted”



More than half (59 per cent) of workers feel burnt out.

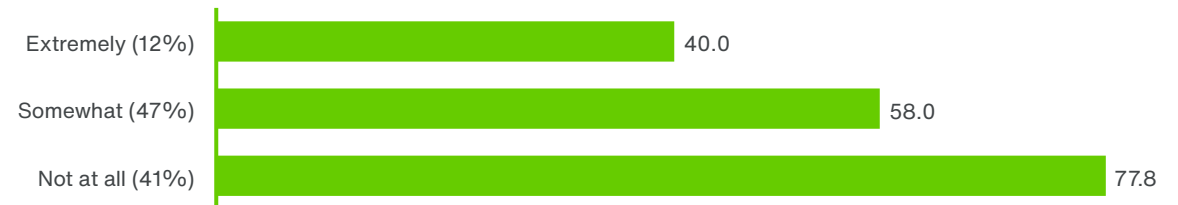
- Nearly half (47 per cent) report feeling somewhat burnt out; this group has a mental health score (58.0) nearly 20 points lower than workers not feeling burnt out (77.8) and six points lower than the national average (64.0)
- More than one in ten (12 per cent) report feeling extremely burnt out; this group has the lowest/worst mental health score (40.0), nearly 38 points lower than workers who do not feel burnt out (77.8) and 24 points lower than the national average (64.0)
- Workers under 40 are three times more likely than workers over 50 to feel extremely burnt out
- Women are 50 per cent more likely than men to feel extremely burnt out
- More than two in five (41 per cent) do not feel burnt out; this group has the highest/best mental health score (77.8), 14 points higher than the national average (64.0)
- Non-parents and workers over 50 are significantly more likely to not feel burnt out



Do you feel burnt out?



MHI score by “Do you feel burnt out?”

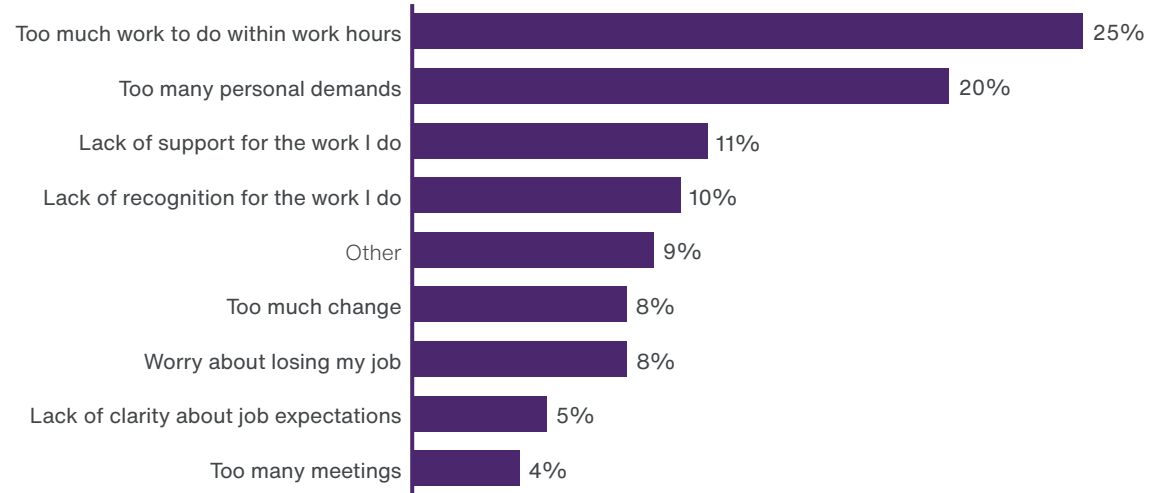


Among 59 per cent of workers reporting feeling burnt out, too much work is the leading cause.

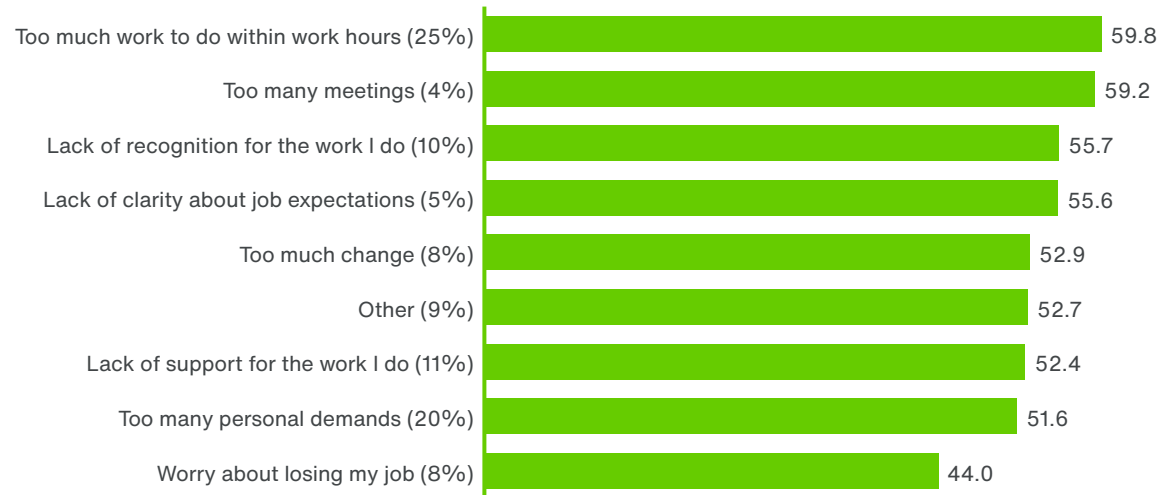
- One-quarter (25 per cent) feel burnt out because they have too much work to do within working hours, 20 per cent have too many personal demands, 11 per cent feel a lack of support for the work they do, and 10 per cent feel a lack of recognition for the work they do
- The lowest/worst mental health score (44.0) is among eight per cent of workers who are worried about losing their job, 20 points lower than the national average (64.0)



Primary reason for feeling burnt out



MHI score by “Primary reason for feeling burnt out”



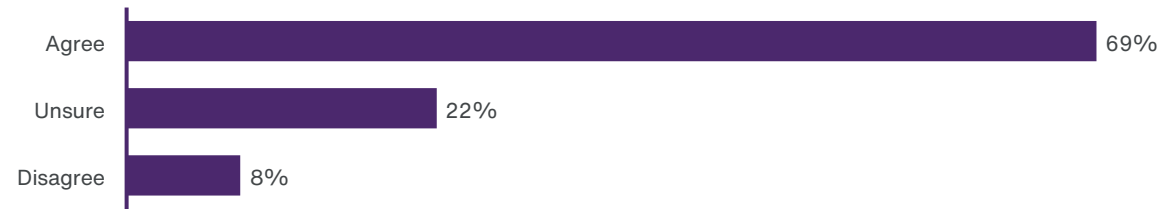
Professional support for mental health.

Three in ten (30 per cent) workers are unsure, or would not know where to go for professional help if they had a mental health issue.

- Nearly seven in ten (69 per cent) would know where to go for professional help if they had a mental health issue; this group has highest/best mental health score (67.0), 11 points higher than workers who would not know where to go for help (56.1) and four points higher than the national average (64.0)
- Workers who know where to go for professional help if they had a mental health issue are more likely to report not feeling burnt out
- Nearly one-third (30 per cent) are unsure, or would not know where to go for professional help if they had a mental health issue



If I had a mental health issue, I would know where to go for professional help



MHI score by “If I had a mental health issue, I would know where to go for professional help”



Percentage not feeling burnt out by knowing where to find professional help for a mental health issue

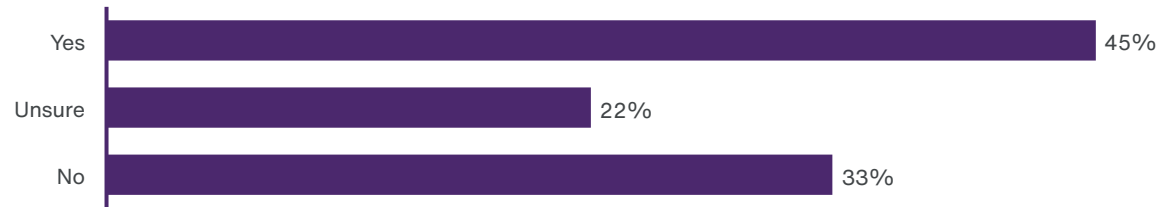


Employee Assistance Program (EAP).

More than half (55 per cent) of workers are unsure, or their employer does not offer an Employee Assistance Program.

- The mental health scores of workers who do not know, or report that their employer does not offer an EAP, are at least three points lower than workers with an EAP (66.1)
- Nearly half (45 per cent) report that their employer offers an EAP; this group has the highest/best mental health score (66.1), three points higher than workers without an EAP (63.3) and two points higher than the national average (64.0)
- Nearly one-quarter (23 per cent) of workers reporting that their employer offers an EAP last heard about it from their company's intranet/website, 22 per cent last heard about their EAP during benefits enrollment, 15 per cent heard about their EAP via an email message, and 13 per cent last heard about their EAP from a poster at their workplace

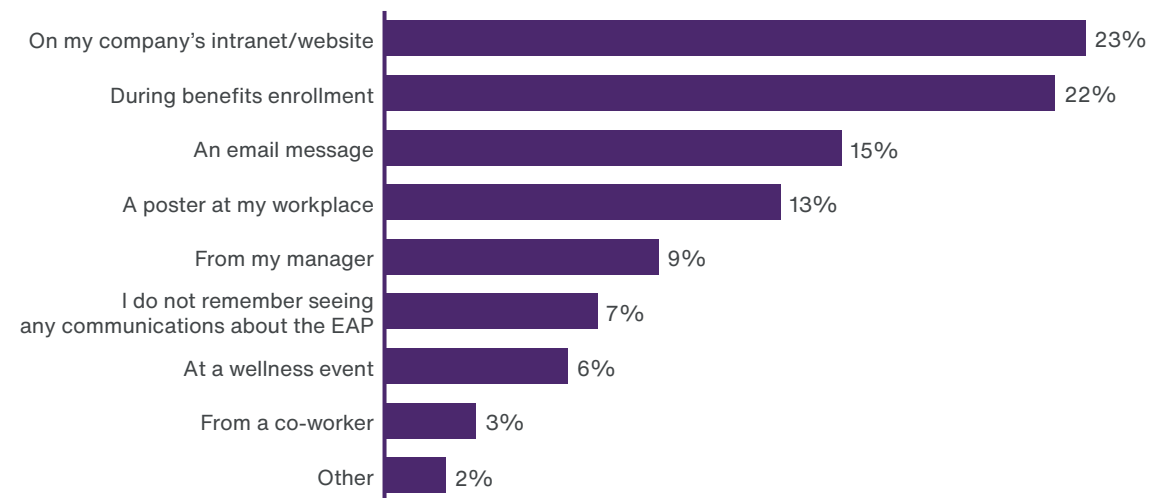
Does your employer offer an Employee Assistance Program?



MHI score by “Does your employer offer an Employee Assistance Program?”



Where did you last hear about your Employee Assistance Program?



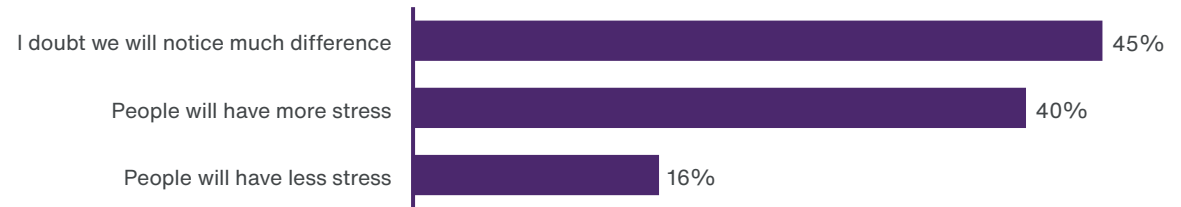
Artificial Intelligence (AI) in the workplace.

Nearly half (45 per cent) of workers do not expect an impact on work stress because of the use of AI.

- Two in five (40 per cent) think that people will have more stress because of increased use of AI in the workplace; this group has the lowest/worst mental health score (59.9) four points lower than the national average (64.0)
- One in six (16 per cent) think that people will have less stress because of increased use of AI in the workplace; this group has the highest/best mental health score (68.6), nearly nine points higher than workers who think it will result in more stress (59.9) and four points higher than the national average (64.0)



Perceived impact of increased use of Artificial Intelligence (AI) on work stress



MHI score by “Perceived impact of increased use of Artificial Intelligence (AI) on work stress”

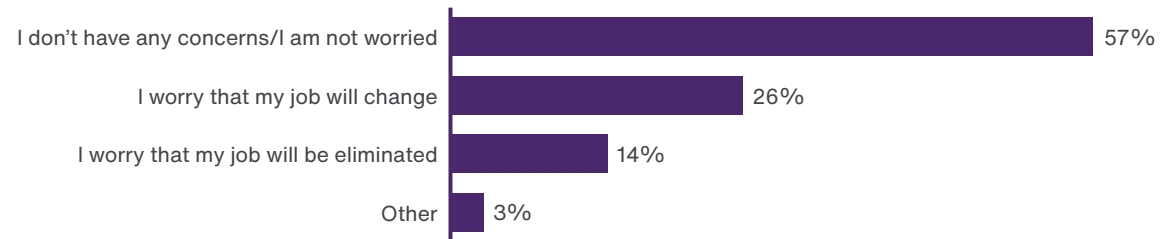


More than half (57 per cent) of workers do not have concerns about their company's use of AI.

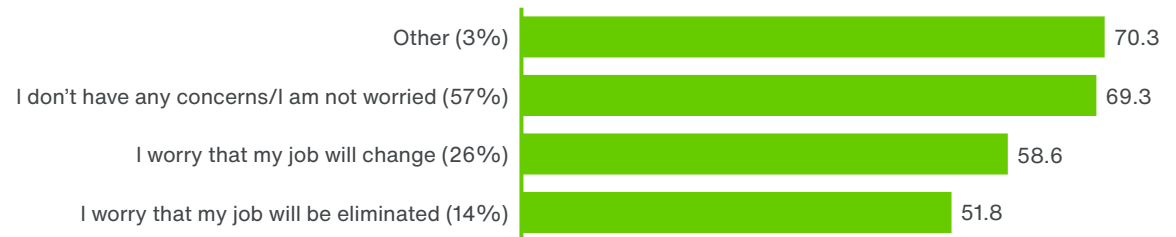
- The mental health score of 57 per cent of workers who are not concerned about their company's use of AI (69.3) is at least 11 points higher than workers with concerns and more than five points higher than the national average (64.0)
- More than one-quarter (26 per cent) are worried that their jobs will change and 14 per cent are worried that their jobs will be eliminated
- The lowest/worst mental health score (51.8) is among 14 per cent who are worried that their jobs will be eliminated because of their company's use of AI
- Workers under 40 are 70 per cent more likely than workers over 50 to be worried that their jobs will be eliminated
- Workers with an annual household income less than \$100,000 are 50 per cent more likely than workers with an annual household income greater than \$100,000 to be worried that their jobs will be eliminated
- Managers are 40 per cent more likely than non-managers to be worried that their jobs will change



Concerns over use of Artificial Intelligence (AI) at work



MHI score by "Concerns over use of Artificial Intelligence (AI) at work"



Eight in ten (80 per cent) workers report not having used AI tools to do any part of their work.

- Four in five (80 per cent) have not used AI tools to do any part of their work; this group has the highest/best mental health score (64.4), modestly higher than workers who have used AI tools for work (63.2) and the national average (64.0)
- One in five (20 per cent) have used AI tools to do some part of their work; this group has a mental health score (63.2) only slightly lower than workers who have not used AI for work (64.4)
- Workers under 40 are nearly three times more likely than workers over 50 to have used AI tools to do some part of their work
- Managers are two and a half times more likely than non-managers to have used AI tools to do some part of their work
- Workers most commonly reporting using AI are in Media and Telecommunications, Technology, Professional, Scientific and Technical Services, Information and Cultural Industries, and Finance and Insurance

Have you used any Artificial Intelligence (AI) tools to do any part of your work?



MHI score by “Have you used any Artificial Intelligence (AI) tools to do any part of your work?”



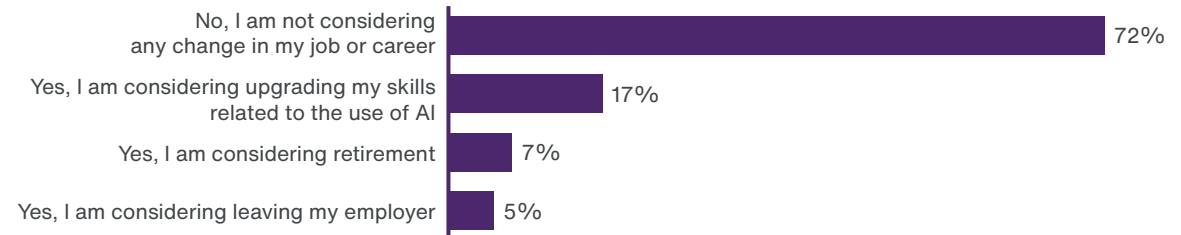
Top five industries that employ AI	
Media and Telecommunications	44%
Technology	38%
Professional, Scientific and Technical Services	28%
Information and Cultural Industries (excluding media and telecommunications)	27%
Finance and Insurance	27%

Nearly three in ten (29 per cent) workers are considering a change because of the use of AI tools in their workplace.

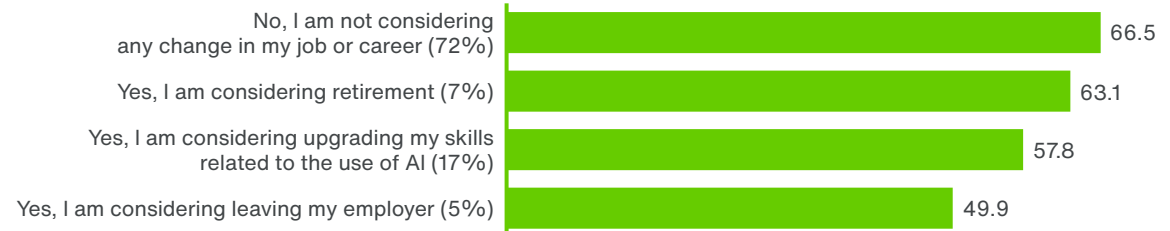
- Nearly one in five (17 per cent) are considering upgrading their skills related to the use of AI and seven per cent are considering retirement
- Workers under 40 are nearly three times more likely than workers over 50 to be considering upgrading their skills related to the use of AI
- Managers are twice as likely as non-managers to be considering upgrading their skills related to the use of AI
- Parents are nearly twice as likely as non-parents to be considering upgrading their skills related to the use of AI
- Nearly three-quarters (72 per cent) are not considering a change because of the use of AI in their workplace; this group has the highest/best mental health score (66.5), more than two points higher than the national average (64.0)
- The lowest/worst mental health score (49.9) is among five per cent of workers who are considering leaving their employer because of the use of AI tools in their workplace, nearly 17 points lower than workers who are not considering any change (66.5) and 14 points lower than the national average (64.0)



Are you considering a change because of the use of AI tools in the workplace?



MHI score by “Are you considering a change because of the use of AI tools in the workplace?”



More workers do not perceive that AI will have an impact on their industry compared to workers reporting either a positive or a negative impact.

- Nearly two in five (36 per cent) believe that AI will have no impact on the industry they work in; this group has the highest/best mental health score (66.9), three points higher than the national average (64.0)
- One-third (33 per cent) believe that AI will have a positive impact on the industry they work in; this group has a mental health score (66.6) nearly nine points higher than workers who believe that AI will have a negative impact (57.8) and nearly three points higher than the national average (64.0)
- Nearly one-third (31 per cent) believe that AI will have a negative impact on the industry they work in; this group has the lowest/worst mental health score (57.8), more than six points lower than the national average (64.0)
- Technology (48 per cent), Utilities (46 per cent), and Finance and Insurance (45 per cent) workers are most likely to report a positive impact
- Arts, Entertainment and Recreation (20 per cent), Agriculture, Forestry, Fishing and Hunting (24 per cent), and Food Services (25 per cent) workers are least likely to report a positive impact



Perceived impact of AI on industry



MHI score by “Perceived impact of AI on industry”



Nearly half (46 per cent) believe that AI will have a positive impact on healthcare.

- The highest/best mental health score (66.4) is among 46 per cent who believe that AI will have a positive impact on healthcare; this score is more than seven points higher than workers who believe AI will have a negative impact (59.1) and two points higher than the national average (64.0)
- More than one-quarter (28 per cent) believe that AI will have a negative impact on healthcare; this group has the lowest/worst mental health score (59.1) five points lower than the national average (64.0)



Perceived impact of AI on healthcare



MHI score by “Perceived impact of AI on healthcare”



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 April 5 and April 15, 2024.

Calculations

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

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

Additional data and analyses.

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

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