



# TELUS Mental Health Index.

Canada | March 2025

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## What you need to know for March 2025.

More than **one-third of workers feel anxious**, one in three feel isolated and do not have emergency savings to cover basic needs, and more than one-quarter say their mental health is adversely impacting work productivity.

- At 63.1, the mental health of workers is nearly unchanged from January; however, the score is almost equal to April 2020 and generally reflects a downward trend from its peak in July 2023
- 35 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, and 22 per cent have a low mental health risk
- 35 per cent of workers feel anxious
- 31 per cent feel isolated
- 30 per cent do not have emergency savings for basic needs
- 28 per cent say their mental health is adversely impacting work productivity
- 28 per cent feel depressed
- Anxiety, depression, optimism, and general psychological health sub-scores have declined from January
- Anxiety and isolation have been the lowest mental health sub-scores for three years
- Mental health scores have declined in Quebec, Saskatchewan, British Columbia, and Manitoba, whereas scores in other provinces have improved compared to January
- The mental health score of managers continues to be higher than the score of non-managers
- Labourers continue to have a lower mental health score than service industry and office workers



Financial concerns are the overwhelming source of personal stress; health concerns drive stress for nearly one in three workers.

- 49 per cent of workers say financial concerns are a source of personal stress
- 29 per cent of workers say health/medical concerns are a source of personal stress
- 21 per cent of workers say a lack of time for self-care or hobbies is a source of personal stress
- 20 per cent of workers say personal expectations or goals are a source of personal stress
- 17 per cent of workers say their housing or living situation is a source of personal stress
- The mental health score of 13 per cent of workers citing social isolation as a source of stress is 38 points lower than workers reporting no personal stress and more than 18 points lower than the national average
- 39 per cent of workers say personal issues are their primary reason for feeling overwhelmed; the mental health score of this group is 18 points lower than the national average



More than one-third of workers feel overwhelmed by their responsibilities, with disproportionate concern among younger workers and parents.

- 36 per cent of workers feel overwhelmed by their responsibilities or commitments; the mental health score of this group is nearly 29 points lower than that of workers not feeling overwhelmed, and 15 points lower than the national average
- 30 per cent of workers say a high workload is a source of work stress
- 24 per cent of workers say a lack of work-life balance is a source of work stress
- 19 per cent of workers say insufficient resources or support is a source of work stress
- 18 per cent of workers say job insecurity is a source of work stress
- 17 per cent of workers say a lack of recognition or feedback is a source of work stress
- 17 per cent of workers say poor communication is a source of work stress
- The mental health score of 18 per cent of workers citing job insecurity as a source of stress is 25 points lower than workers reporting no work stress and more than 12 points lower than the national average
- Younger workers (under 40) are more likely to say that job insecurity and a lack of work-life balance are sources of stress



At least one in three parents of school-aged kids, teens, and young adults are concerned about their children's mental health.

- 33 per cent of parents with young adult children, 32 per cent of parents with teens, and 26 per cent of parents with school-age kids are concerned about their children's mental health
- 37 per cent of parents with teens and 36 per cent of parents with school-age kids are concerned about their children's screen time
- 29 per cent of parents with teens and school-age kids are concerned about their children's social relationships
- Parents concerned about their children's mental health have MHI scores at least four points lower than the national average
- Parents with young adult children are most concerned about their children's financial stability
- 34 per cent of working parents are experiencing stress from balancing work and family responsibilities
- 28 per cent of working parents are feeling guilty over not spending enough time with their families
- 27 per cent of working parents are feeling overwhelmed by the pressure to excel at work and home

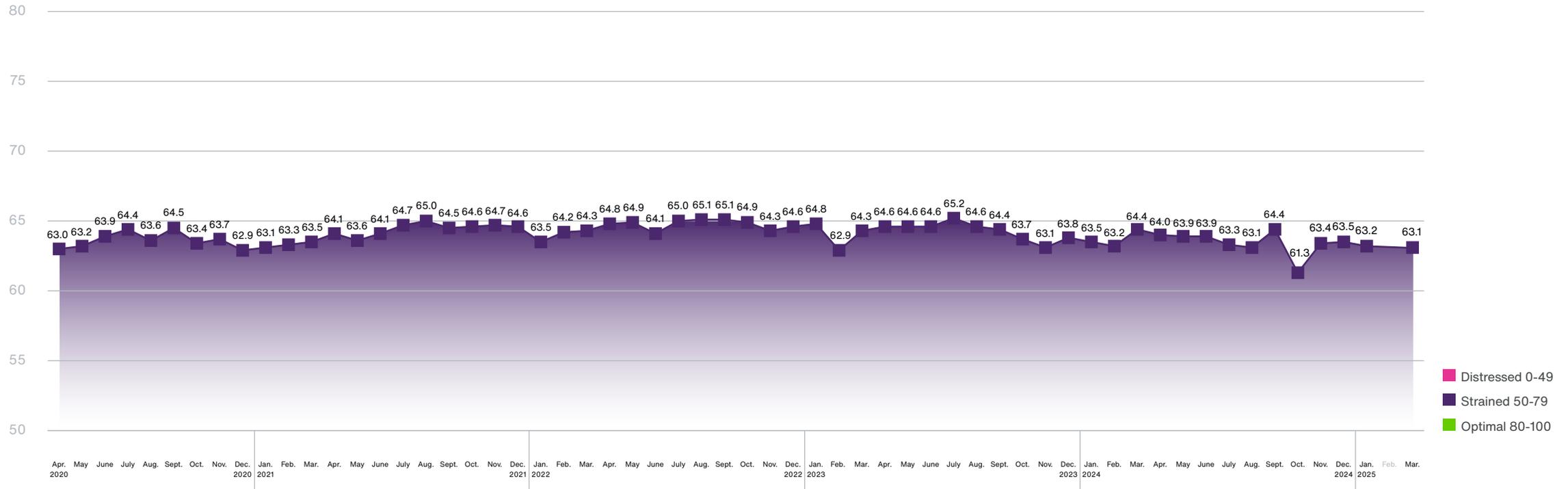
Improving fitness, weight loss, and better financial management are the top lifestyle goals workers have set for themselves.

- 46 per cent of workers want to improve their fitness; however, 23 per cent of those have not made any progress towards their goal
- 37 per cent of workers want to lose weight; however, 38 per cent of those have not made any progress towards their goal
- 35 per cent of workers want to improve financial management; however, 26 per cent of those have not made any progress towards their goal
- 34 per cent of workers want to improve their nutrition; however, 16 per cent of those have not made any progress towards their goal
- 29 per cent of workers want to better manage stress; however, 26 per cent of those have not made any progress towards their goal
- 18 per cent of workers want to improve their relationships; however, 27 per cent of those have not made any progress towards their goal

# The Mental Health Index.

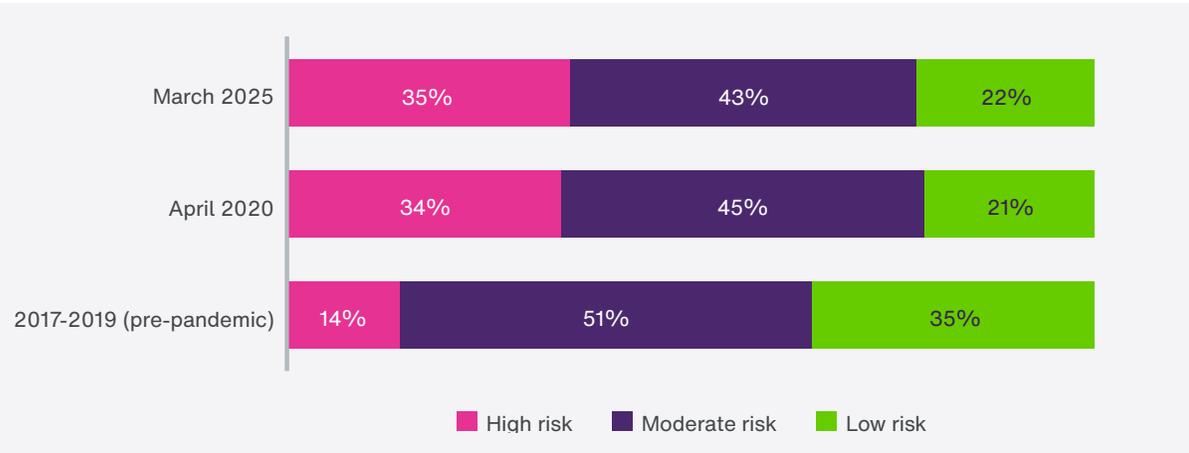
The overall Mental Health Index (MHI) for March 2025 is 63.1. The mental health of workers in Canada is nearly unchanged from the previous period and has remained stable since November 2024.

MHI Current Month March 2025	January 2025
63.1	63.2



## Mental health risk.

In March 2025, 35 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, and 22 per cent have a low mental health risk. Nearly five years after the launch of the Mental Health Index in April 2020, the proportion of workers in the high-risk group has increased by one per cent.



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

## Mental Health Index sub-scores.

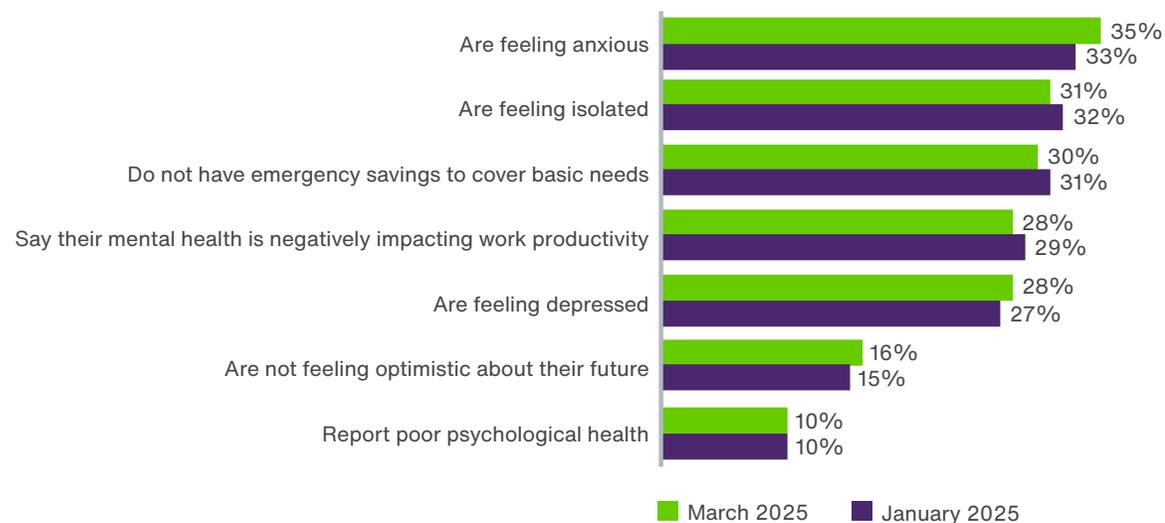
For nearly three years, anxiety (55.6) has been the lowest Mental Health Index sub-score. Isolation (59.9), depression (61.2), work productivity (62.7), optimism (63.9), and financial risk (67.9) follow. General psychological health (71.4) remains the most favourable mental health measure in March 2025.

- Anxiety and isolation have been the lowest mental health scores for three years
- Anxiety, depression, optimism, and general psychological health sub-scores have declined from the previous period

More than one-third (35 per cent) of workers feel anxious, 31 per cent feel isolated, 30 per cent do not have emergency savings for basic needs, 28 per cent say their mental health is negatively impacting their work productivity, 28 per cent feel depressed, 16 per cent do not feel optimistic about their future, and 10 per cent of workers generally cite poor psychological health.

Mental Health Index Sub-scores	March 2025	January 2025
Anxiety	55.6	56.5
Isolation	59.9	59.0
Depression	61.2	61.4
Work productivity	62.7	61.8
Optimism	63.9	64.7
Financial risk	67.9	67.1
Psychological health	71.4	71.5

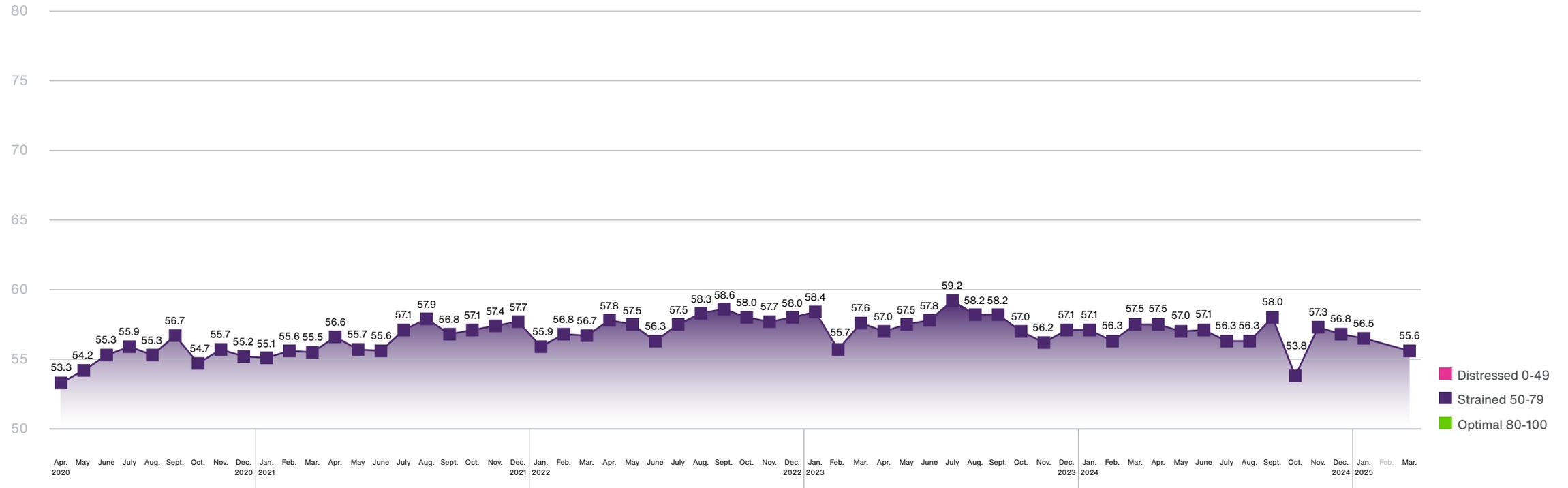
## Percentage at risk by MHI sub-score



# Anxiety

In March 2025, 35 per cent of workers say they often feel unsettled and nervous.

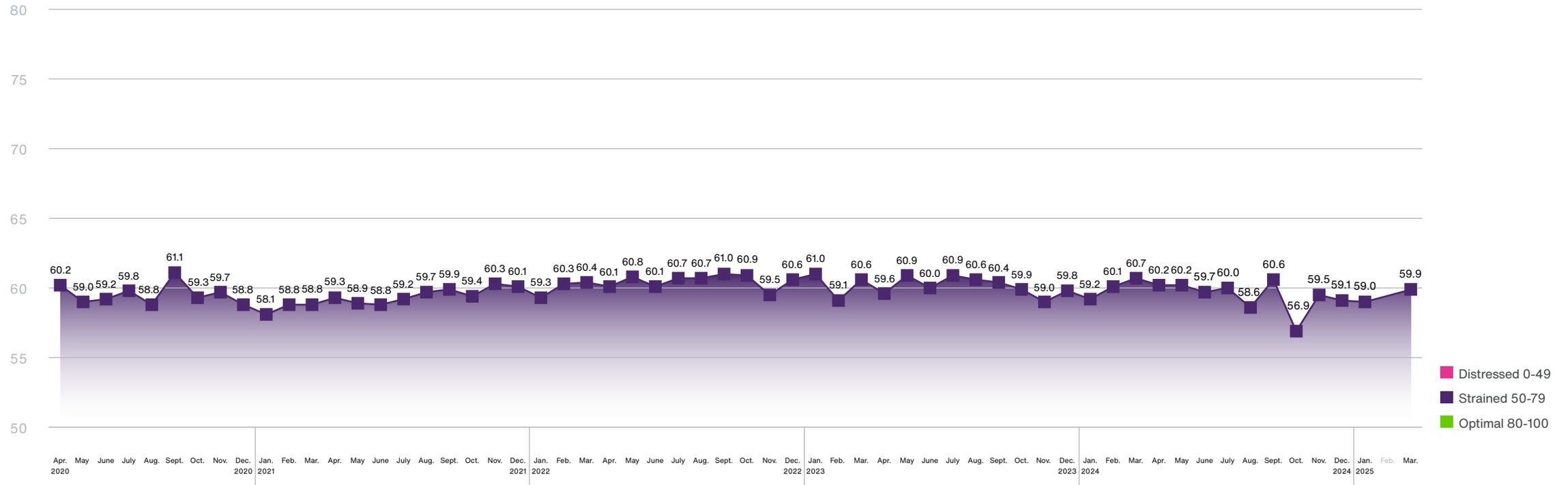
After peaking in August 2023, the anxiety sub-score declined through October 2024; however, a notable turnaround was observed in November with a significant 3.5-point increase. The anxiety sub-score continues its decline through March and remains the lowest mental health sub-score for nearly five years.



## Isolation

**In March 2025, 31 per cent of workers say they often feel alone.**

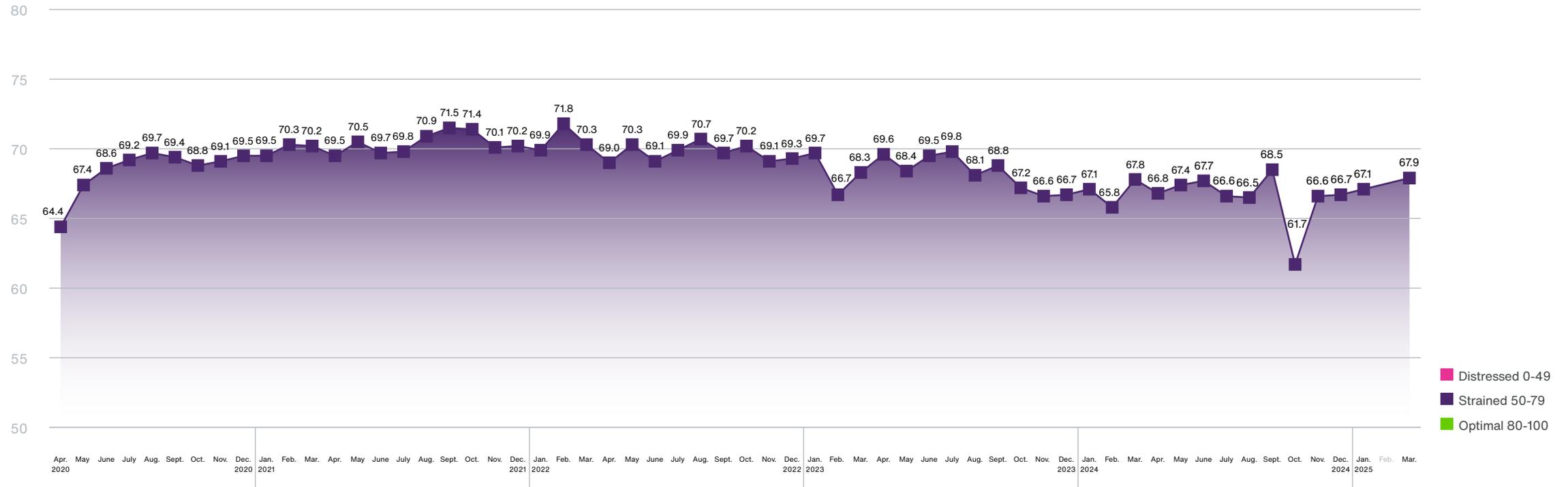
The isolation sub-score gradually improved despite fluctuating periods from April 2020 to October 2022. Ongoing volatility with no clear trend was observed from November 2022 through September 2024. After falling to its lowest point in October 2024, the isolation sub-score rebounded in November. In March 2025, the isolation score has increased nearly one point, yet it remains the second-lowest mental health sub-score for almost three years.



## Financial risk

In March 2025, 30 per cent of workers do not have emergency savings to cover basic needs.

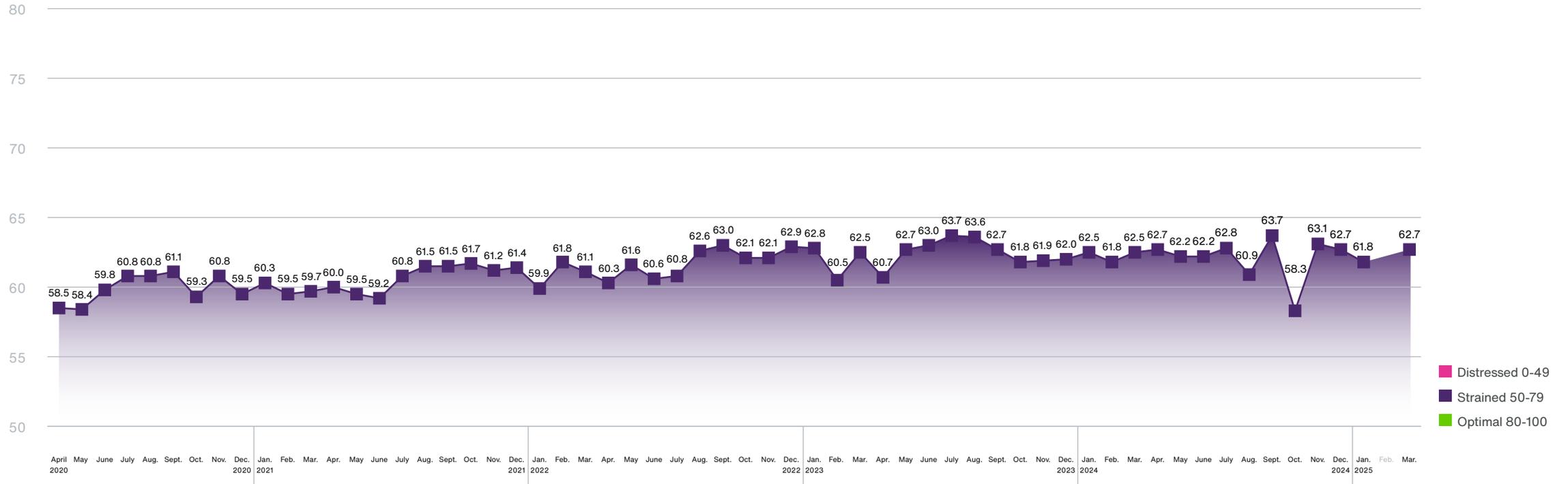
The financial risk score showed gradual improvement from April 2020 to February 2022. Since then, some volatility has been observed, including lows in February 2023, February 2024, and a dramatic, 6.8-point decline in October 2024. The financial risk score rebounded in November 2024 and shows modest improvement through March 2025.



## Work productivity

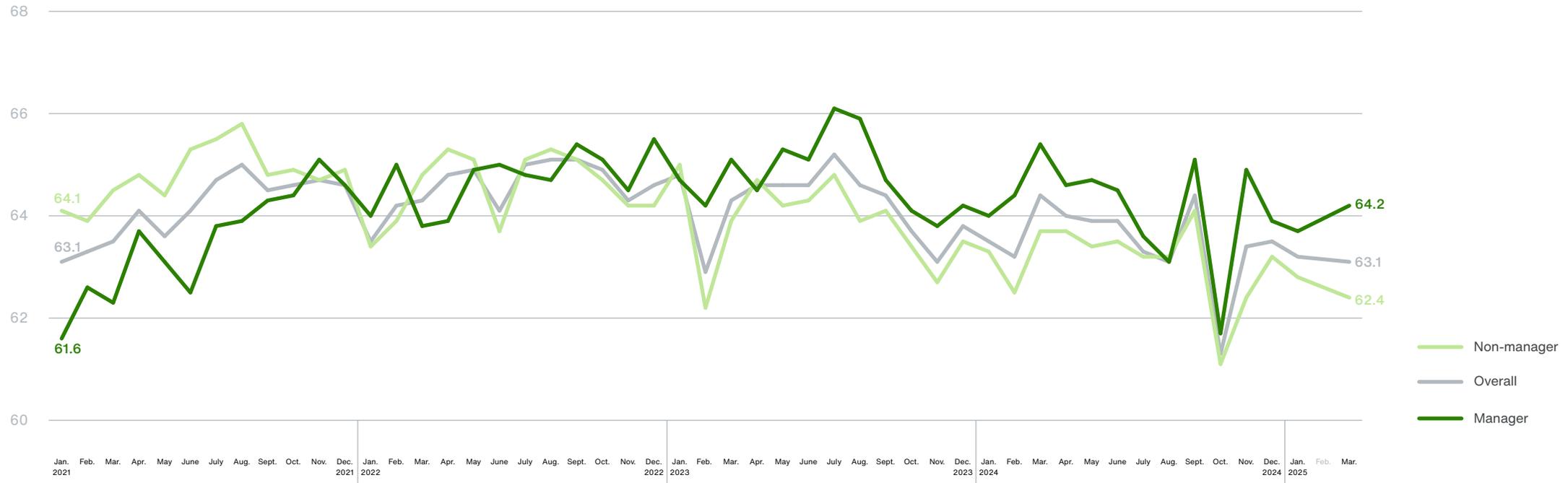
In March 2025, 28 per cent of workers say their mental health is negatively impacting their work productivity and goals.

Overall, the impact of mental health on work productivity has shown a general improvement, suggesting that the adverse effects of mental health on work productivity have decreased over time. After peaking in September 2024, the work productivity score declined significantly in October 2024, falling to its lowest point since the launch of the MHI in April 2020. Following a brief but notable 4.8-point improvement in November, the work productivity sub-score declined through January 2025. In March 2025, the work productivity sub-score rebounded nearly one point from January 2025.



## Managers compared to non-managers

The mental health of managers and non-managers has shifted since 2020. Initially, managers struggled more, having consistently lower mental health scores than non-managers and the national average through early 2021. In November 2021, manager and non-manager scores converged and remained aligned until January 2023. The dynamic shifted significantly in February 2023, when non-managers experienced a sharp decline in mental health, and since then, managers have maintained higher mental health scores. In March 2025, the mental health score of managers has improved modestly and continues to be higher than the mental health scores of non-managers and the national average.



## Mental health by gender and age.

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In March 2025, the mental health score of women is 60.5 compared to 65.9 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between workers with and without minor children have been reported since the launch of the MHI in April 2020. Nearly five years later, this pattern continues with a lower score for workers with at least one child (60.7) than workers without children (64.2)

## Mental health by employment status.

- Overall, three per cent of respondents are unemployed<sup>1</sup> and eight per cent report reduced hours or reduced salary
- Workers reporting fewer hours than the previous month have the lowest mental health score (52.7), followed by workers reporting reduced salary than the last month (53.6), respondents not currently employed (57.9), and workers with no change to salary or hours (64.2)
- Labourers have a lower mental health score (62.8) than service industry (63.1) and office workers (63.5)
- Managers have a higher mental health score (64.2) than non-managers (62.4)
- Respondents working for companies with more than 10,000 employees have the highest mental health score (64.8)
- Respondents working for companies with 5,001-10,000 employees have the lowest mental health score (60.4)



## Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (48.4) than the overall group (63.1). Workers with emergency savings have a mental health score of 68.7

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

# The Mental Health Index by province.

In March 2025, mental health scores have declined in Quebec, Saskatchewan, British Columbia, and Manitoba, while scores in other provinces have improved compared to January 2025.

- With a significant 1.6-point decline, Quebec has the lowest mental health score (61.2) in March 2025
- Despite a modest (0.4-point) decline, Manitoba has the highest mental health score (65.4) in March 2025



Province	March 2025	January 2025	Change
The Maritimes	62.9	62.3	0.6
Alberta	62.9	62.5	0.4
Newfoundland and Labrador	62.6	62.3	0.3
Ontario	63.3	63.0	0.3
Manitoba	65.4	65.8	-0.4
British Columbia	63.4	64.1	-0.7
Quebec	61.2	62.8	-1.6
Saskatchewan	64.6	66.7	-2.1

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	March 2025	Jan. 2025
Employed (no change in hours/salary)	64.2	64.1
Employed (fewer hours compared to last month)	52.7	53.7
Employed (reduced salary compared to last month)	53.6	51.1
Not currently employed	57.9	64.0

Age group	March 2025	Jan. 2025
Age 20-29	54.6	53.7
Age 30-39	57.6	57.3
Age 40-49	59.7	60.3
Age 50-59	64.5	64.8
Age 60-69	71.7	71.5

Number of children	March 2025	Jan. 2025
No children in household	64.2	64.5
1 child	60.6	60.4
2 children	60.7	60.5
3 children or more	61.5	62.1

Gender	March 2025	Jan. 2025
Men	65.9	66.1
Women	60.5	60.5

Household income/annum	March 2025	Jan. 2025
<\$30K	53.7	53.9
\$30K to <\$60K	58.2	57.9
\$60K to <\$100K	61.6	62.4
\$100K to <\$150K	65.4	65.7
\$150K or more	68.5	68.7

Employer size	March 2025	Jan. 2025
Self-employed/sole proprietor	63.9	66.0
2-50 employees	62.9	62.8
51-100 employees	61.2	60.6
101-500 employees	64.2	63.0
501-1,000 employees	61.8	62.5
1,001-5,000 employees	64.0	64.3
5,001-10,000 employees	60.4	59.7
More than 10,000 employees	64.8	65.5

Manager	March 2025	Jan. 2025
Manager	64.2	63.7
Non-manager	62.4	62.8

Work environment	March 2025	Jan. 2025
Labour	62.8	61.8
Office/desk	63.5	63.9
Service	63.1	62.5

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

# The Mental Health Index by industry.

Workers in Administrative and Support services have the lowest mental health score (55.2), followed by workers in Media and Telecommunications (56.5), and Food Services (57.0).

Workers in Management of Companies and Enterprises (71.3), the Automotive Industry (70.2), and Professional, Scientific and Technical Services (69.8) have the highest mental health scores this month.



Industry	March 2025	January 2025	Change
Management of Companies and Enterprises	71.3	61.8	9.5
Warehousing	62.0	56.0	6.0
Mining, Quarrying, and Oil and Gas Extraction	66.9	61.0	5.9
Information and Cultural Industries	64.1	59.3	4.8
Automotive Industry	70.2	66.8	3.4
Agriculture, Forestry, Fishing and Hunting	64.4	61.2	3.2
Accommodation	63.3	60.5	2.8
Health Care and Social Assistance	60.6	57.9	2.7
Retail Trade	64.0	62.2	1.8
Professional, Scientific and Technical Services	69.8	68.2	1.6
Arts, Entertainment and Recreation	59.9	58.4	1.5
Public Administration	66.1	64.8	1.3
Construction	64.3	63.5	0.8
Transportation	66.2	66.2	0.0
Finance and Insurance	63.4	63.8	-0.4
Educational Services	65.4	66.0	-0.6
Wholesale Trade	62.6	63.4	-0.8
Manufacturing	64.4	65.5	-1.1
Administrative and Support Services	55.2	56.4	-1.2
Real Estate, Rental and Leasing	65.4	67.0	-1.6
Utilities	60.8	62.4	-1.6
Food Services	57.0	60.4	-3.4
Technology	61.1	65.4	-4.3
Other	60.3	64.7	-4.4
Other services (except Public Administration)	60.3	65.8	-5.5
Media and Telecommunications	56.5	63.5	-7.0

# Spotlight

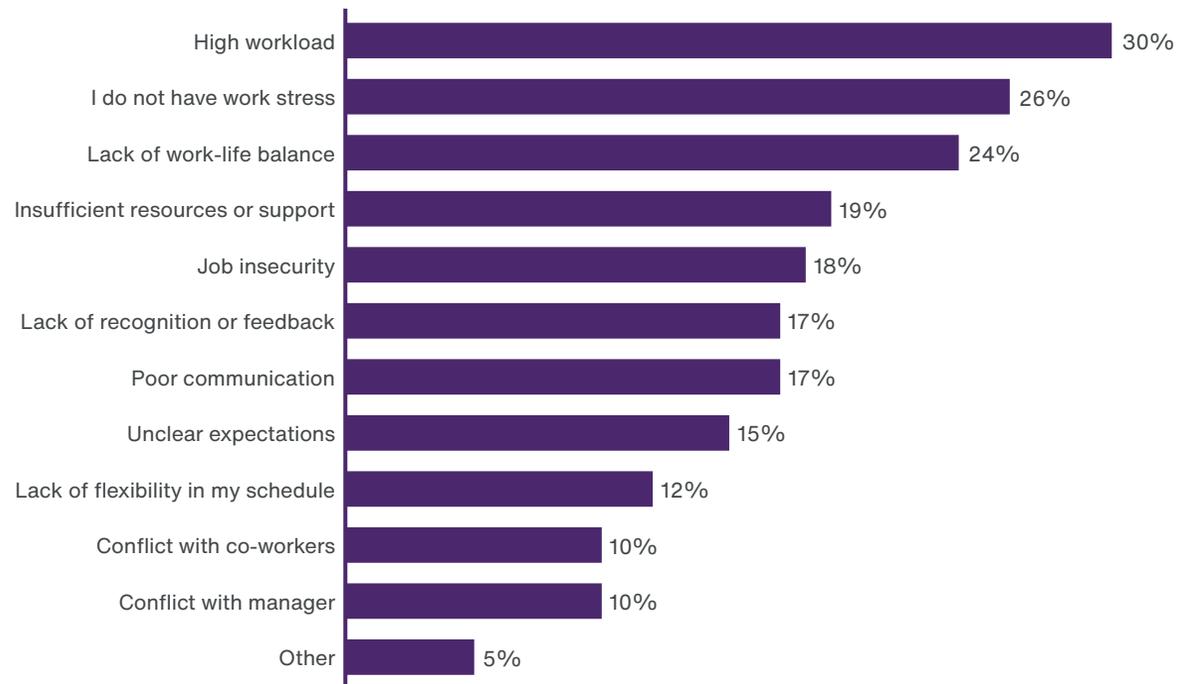
## Stressors

**Workload and lack of work-life balance are the most common sources of work stress.**

- High workload, reported by 30 per cent of workers, is the leading source of work stress, followed by a lack of work-life balance (24 per cent), insufficient resources or support (19 per cent), job insecurity (18 per cent), a lack of recognition or feedback (17 per cent), and poor communication (17 per cent)
- Workers under 40 are 70 per cent more likely than workers over 50 to report a lack of work-life balance as a source of work stress
- Workers under 40 are 60 per cent more likely than workers over 50 to report job insecurity as a source of work stress
- Managers are 40 per cent more likely than non-managers to identify a high workload as a source of work stress

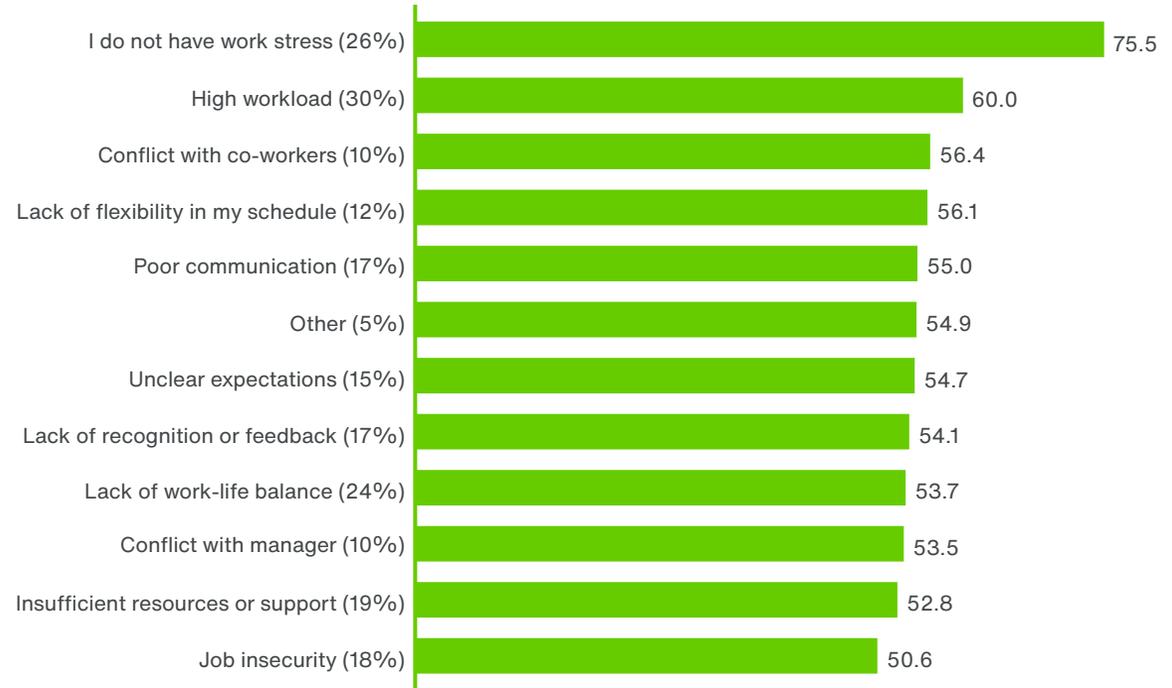


**What are your sources of work stress?**



- The lowest mental health score (50.6) is among 18 per cent of workers citing job insecurity as a source of work stress, 25 points lower than workers reporting no work stress (75.5) and more than 12 points lower than the national average (63.1)
- Twenty-six per cent of workers report no work stress; this group has the highest mental health score (75.5), more than 12 points higher than the national average (63.1)
- Workers over 50 are nearly three times more likely than workers under 40 to report no work stress
- Non-managers are 60 per cent more likely than managers to report no work stress
- Non-parents are 60 per cent more likely than parents to report no work stress

#### MHI score by “What are your sources of work stress?”

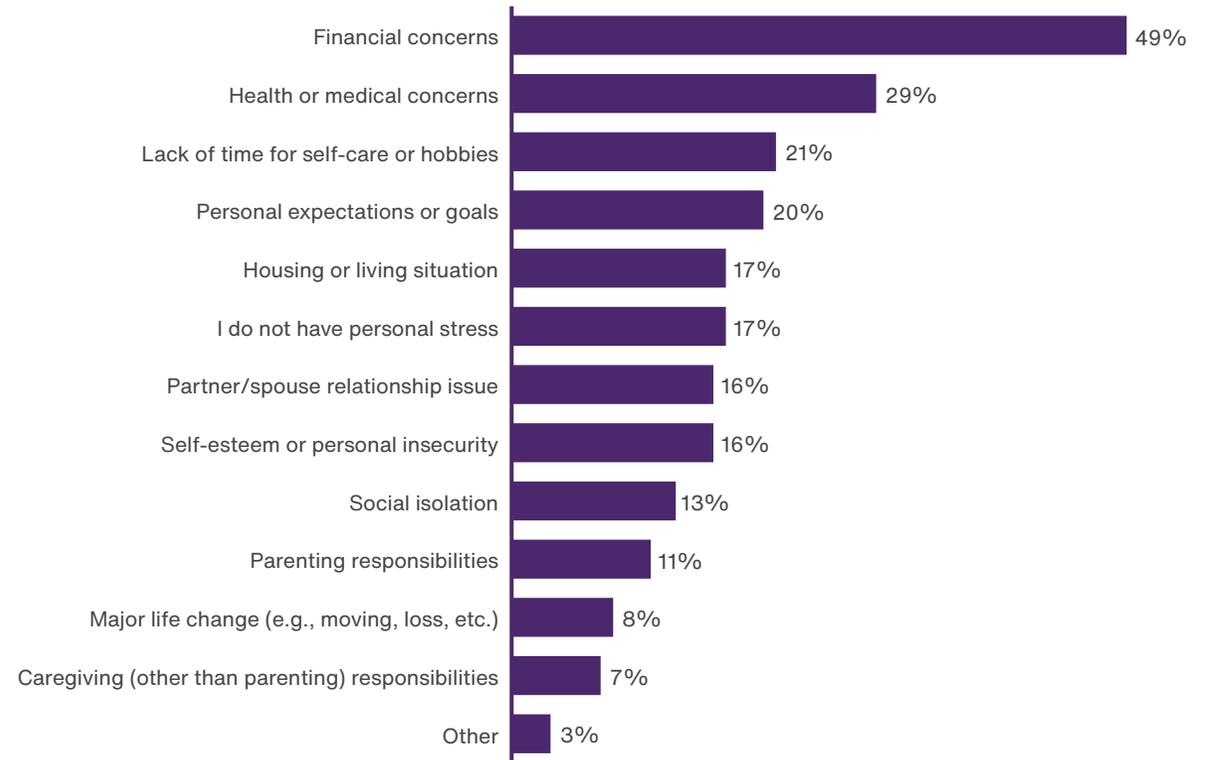


**Financial and health concerns are the most common sources of personal stress.**

- Financial concern, reported by nearly half (49 per cent) of workers is the leading source of personal stress, followed by health or medical concerns (29 per cent), a lack of time for self-care or hobbies (21 per cent), personal expectations or goals (20 per cent), and housing or living situation (17 per cent)
- The lowest mental health score (44.8) is among 16 per cent of workers citing self-esteem or personal insecurity as a source of personal stress, more than 38 points lower than workers reporting no personal stress (83.0) and more than 18 points lower than the national average (63.1)

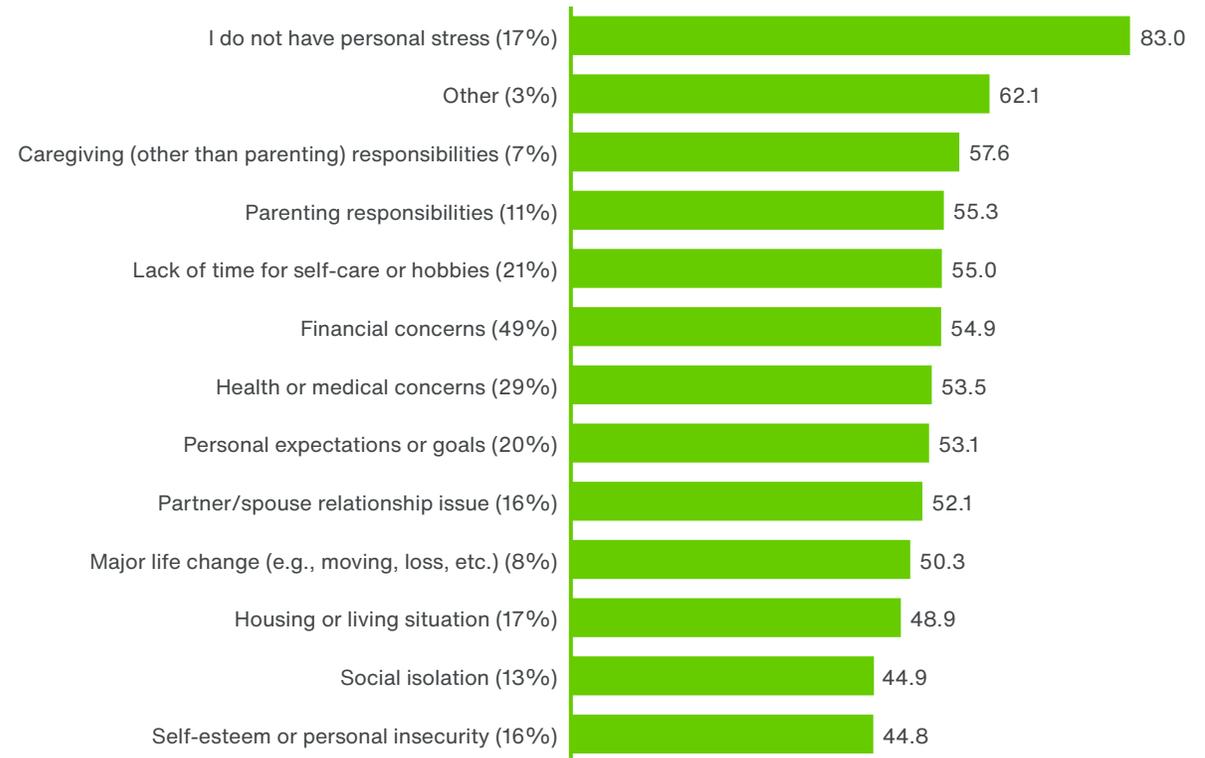


**What are your sources of personal stress?**



- More than one in six (17 per cent) workers report no personal stress; this group has the highest mental health score (83.0), 20 points higher than the national average (63.1)
- Workers over 50 are more than twice as likely as workers under 40 to report no personal stress
- Non-parents are 60 per cent more likely than parents to report no personal stress
- Men are 50 per cent more likely than women to report no personal stress

MHI score by “What are your sources of personal stress?”

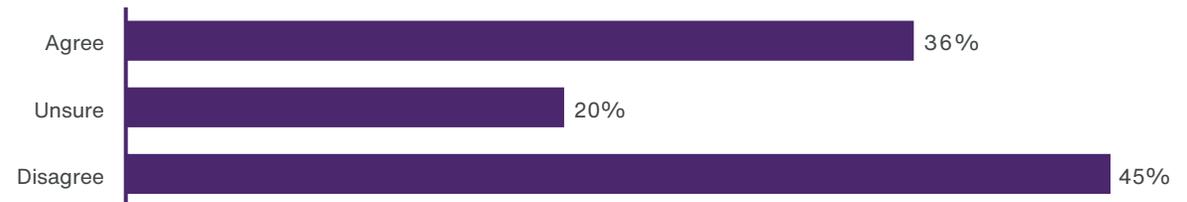


**More than one-third of workers feel overwhelmed by their responsibilities, with the concern disproportionately among younger workers and parents.**

- More than one-third (36 per cent) of workers feel overwhelmed by their responsibilities or commitments; this group has the lowest mental health score (48.1), nearly 29 points lower than workers not feeling overwhelmed by their responsibilities or commitments (76.8) and 15 points lower than the national average (63.1)
- Workers under 40 are more than twice as likely as workers over 50 to feel overwhelmed by their responsibilities or commitments
- Parents are 60 per cent more likely than non-parents to feel overwhelmed by their responsibilities or commitments
- Nearly half (45 per cent) of workers do not feel overwhelmed by their responsibilities or commitments; this group has the highest mental health score (76.8), nearly 14 points higher than the national average (63.1)



**I feel overwhelmed by my responsibilities or commitments**



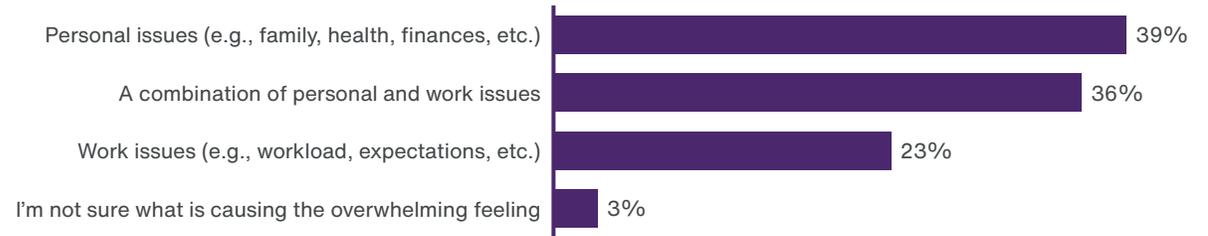
**MHI score by “I feel overwhelmed by my responsibilities or commitments”**



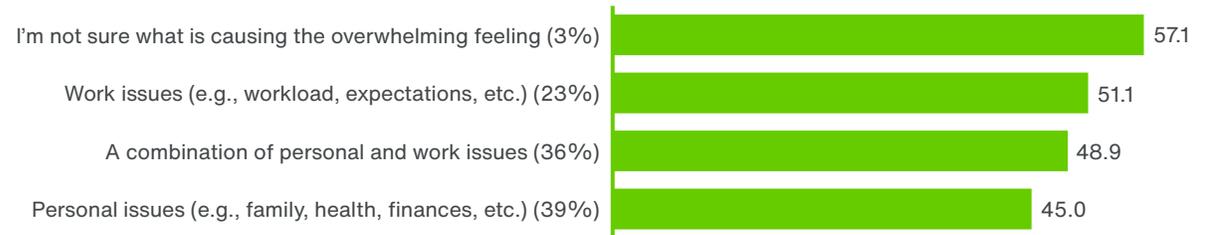
### Two in five workers say personal issues is their primary source of feeling overwhelmed.

- Thirty-nine per cent of workers report personal issues as their primary source of feeling overwhelmed; this group has the lowest mental health score (45.0), 18 points lower than the national average (63.1)
- More than one-third (36 per cent) of workers report a combination of personal and work issues as the primary source of feeling overwhelmed, and 23 per cent report work issues as the primary source of feeling overwhelmed
- Managers are 60 per cent more likely than non-managers to report work issues as the primary source of feeling overwhelmed
- Men are 50 per cent more likely than women to report work issues as the primary source of feeling overwhelmed
- Workers under 40 are 40 per cent more likely than workers over 50 to report work issues as the primary source of feeling overwhelmed

### What is your primary source of feeling overwhelmed?



### MHI score by “What is your primary source of feeling overwhelmed?”



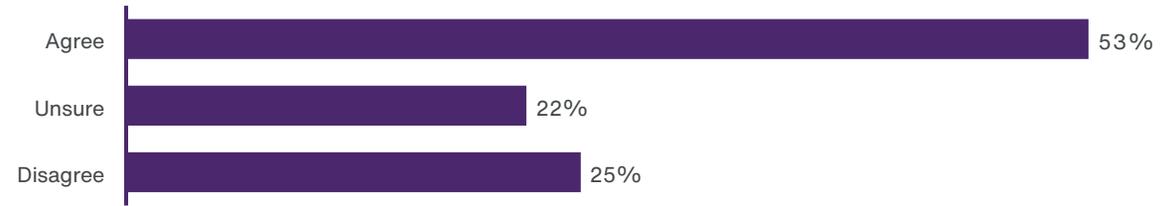
## Parenthood and work-life balance.

**Just over half of workers say their employer offers a family-friendly workplace.**

- Fifty-three per cent of workers say their employer offers a family-friendly workplace; this group has the highest mental health score (67.6), more than four points higher than the national average (63.1)
- One in four (25 per cent) say their workplace is not family-friendly; this group has the lowest mental health score (56.9), nearly 11 points lower than workers who say their workplace is family-friendly (67.6) and more than six points lower than the national average (63.1)



### My employer offers a family-friendly workplace



### MHI score by “My employer offers a family-friendly workplace”



**Two-thirds of working parents feel supported by their managers.**

- Nearly two-thirds (65 per cent) of working parents feel supported by their manager; this group has the highest mental health score (66.9), nearly four points higher than the national average (63.1)
- One in six (16 per cent) working parents don't feel supported by their manager; this group has the lowest mental health score (52.9), 14 points lower than working parents who feel supported (66.9), and more than 10 points lower than the national average (63.1)
- Working parents over 50 are 40 per cent more likely than workers under 40 to feel unsupported by their manager



**My manager supports me as a working parent**



**MHI score by “My manager supports me as a working parent”**



### Three-quarters of working parents feel supported by their colleagues.

- Nearly three-quarters (74 per cent) of working parents feel supported by their colleagues; this group has the highest mental health score (66.4), more than three points higher than the national average (63.1)
- More than one in ten (11 per cent) working parents don't feel supported by their colleagues; this group has the lowest mental health score (49.3), 17 points lower than workers who feel supported (66.4) and nearly 14 points lower than the national average (63.1)



#### My colleagues generally support me as a working parent



#### MHI score by “My colleagues generally support me as a working parent”

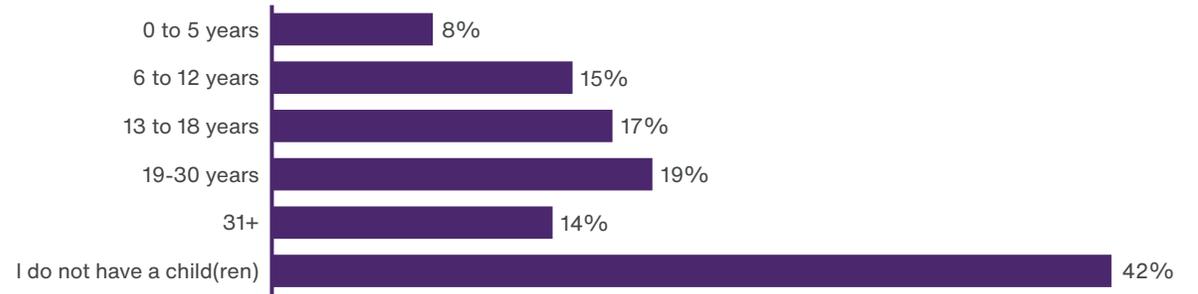


**Working parents with children under 12 have the lowest mental health scores.**

- Workers with children over the age of 19 have the highest mental health scores, at least three and a half points higher than the national average (63.1) and at least seven points higher than workers with children under the age of 12



**What age(s) are your child(ren)?**



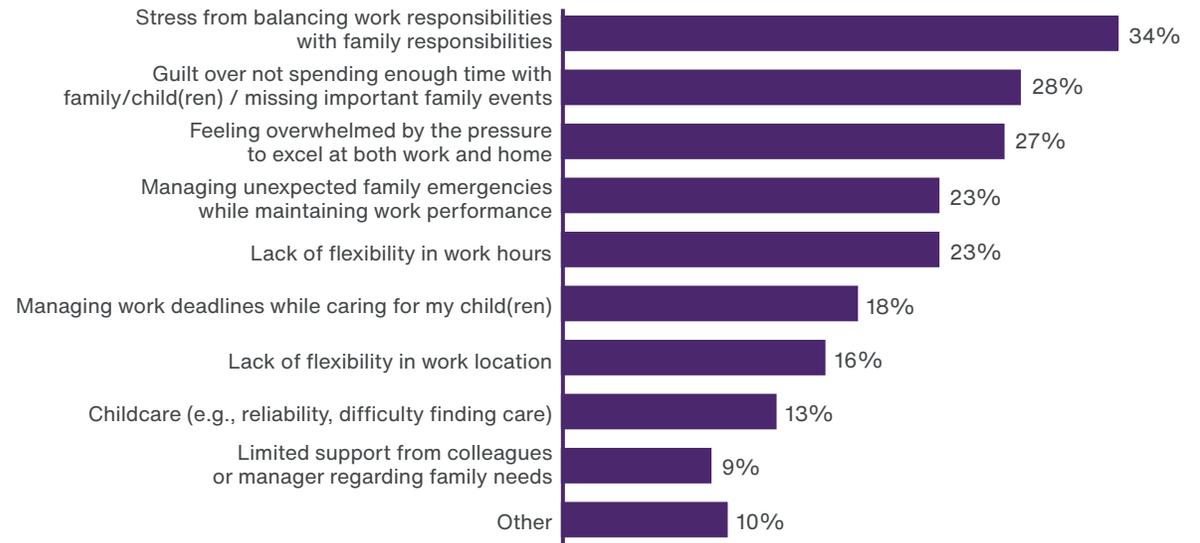
**MHI score by “What age(s) are your child(ren)?”**



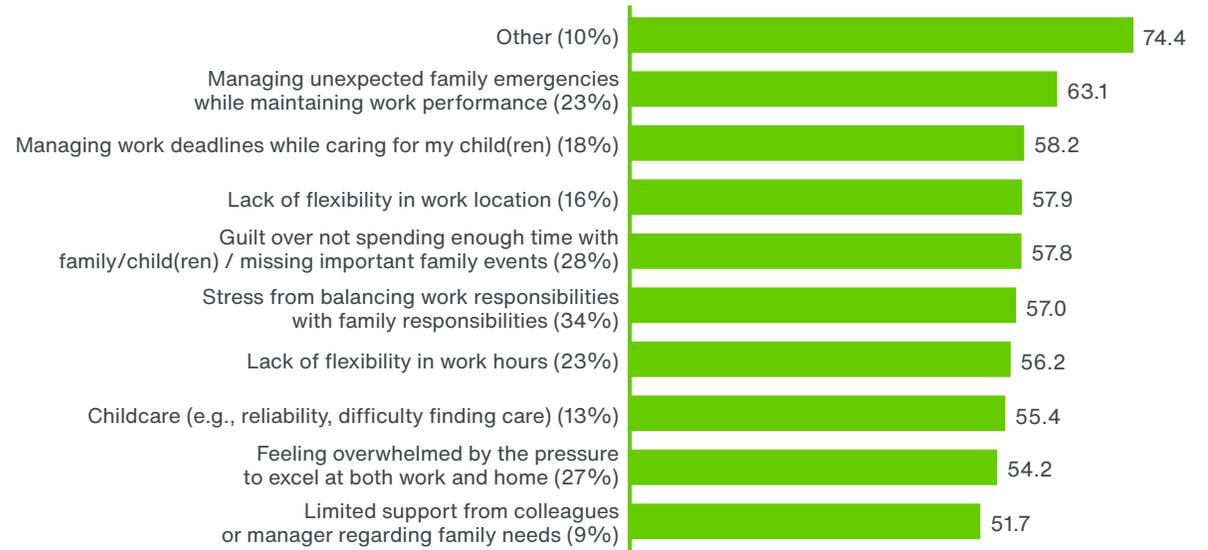
**Stress from balancing work and family, and guilt over not spending enough time with family/children, are the top concerns for working parents.**

- More than one-third (34 per cent) of parents are feeling the stress of balancing work responsibilities with family responsibilities, 28 per cent feel guilty for not spending enough time with family/children or missing important family events, 27 per cent are feeling overwhelmed by the pressure to excel at both work and home, 23 per cent are concerned about the lack of flexibility in work hours and 23 per cent are concerned about managing unexpected family emergencies while maintaining work performance
- Parents under 40 are 60 per cent more likely than parents over 50 to be concerned about the lack of flexibility in work location as well as working hours

**As a working parent, what are your concerns related to balancing work and family responsibilities?**



MHI score by “As a working parent, what are your concerns related to balancing work and family responsibilities?”

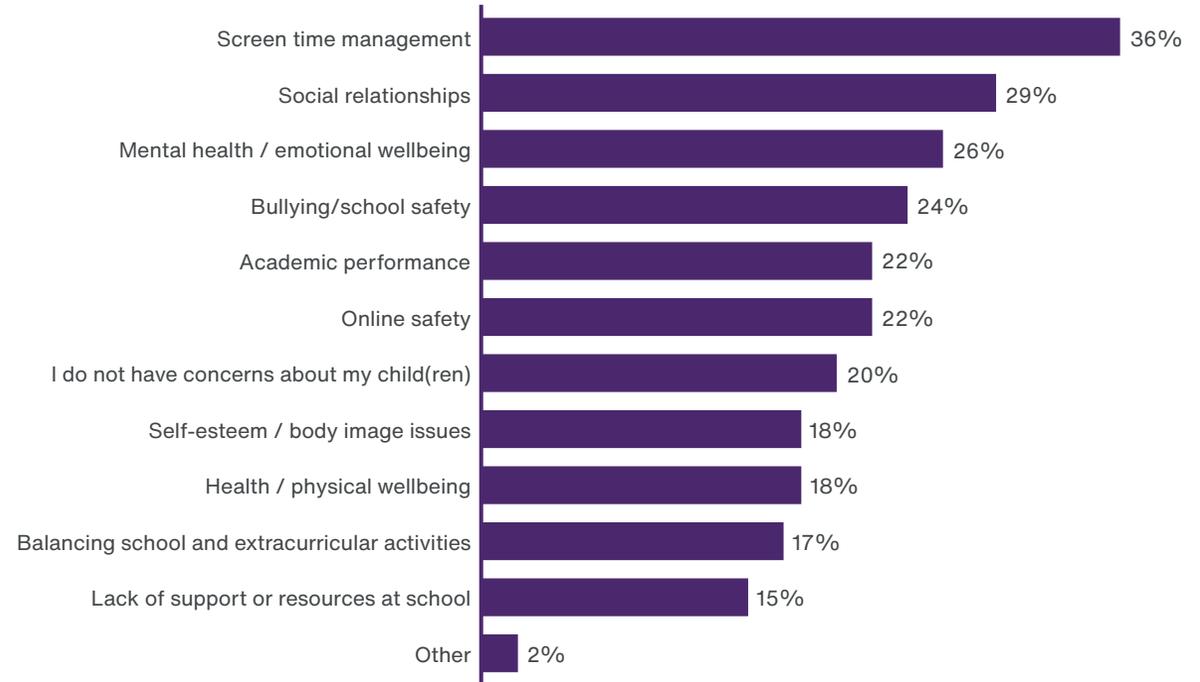


**Screen time management, social relationships, and mental health/emotional wellbeing are the top concerns among parents with school-age children.**

- More than one-third (36 per cent) of parents are concerned about screen time management, 29 per cent are concerned about their children’s social relationships, 26 per cent are concerned their school-age children’s mental health/emotional wellbeing, 24 per cent are concerned about bullying/school safety, 22 per cent are concerned about academic performance, and 22 per cent are concerned about online safety



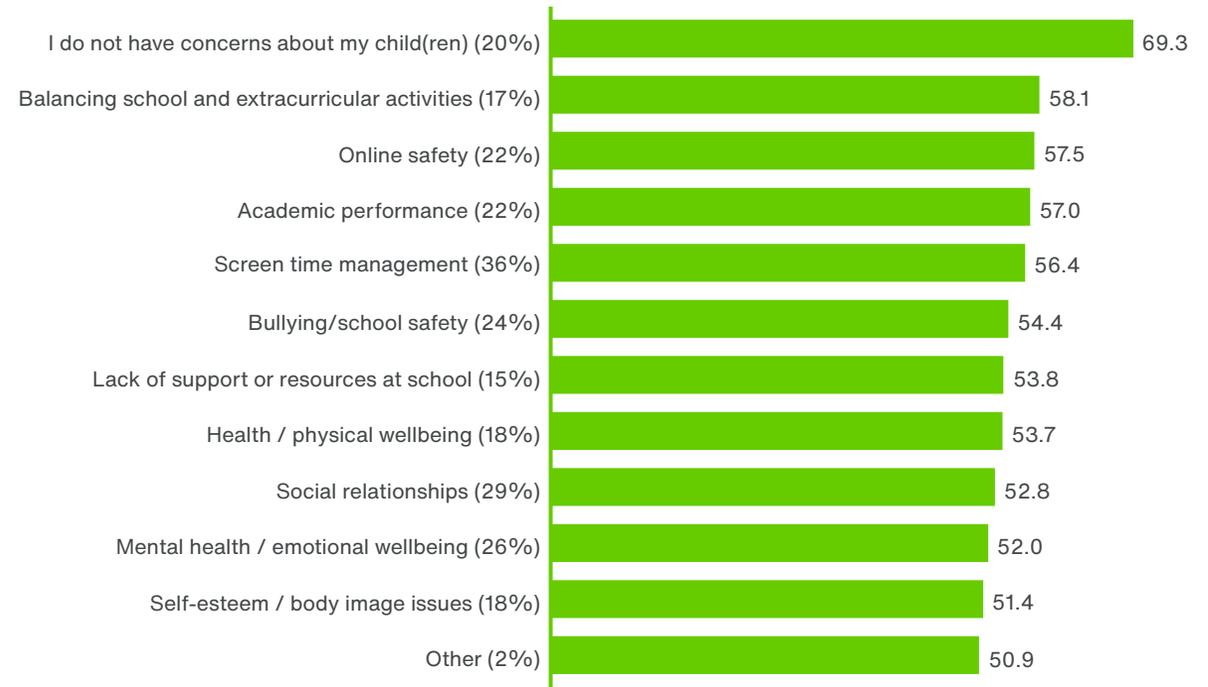
**Do you have any of the following concerns with respect to your school-age child(ren)?**



- Twenty-six per cent of parents concerned about their school-age children’s mental health/emotional wellbeing have a mental health score (52.0) 11 points lower than the national average (63.1)
- One in five (20 per cent) parents do not have concerns about their school-age children; this group has the highest mental health score (69.3), more than six points higher than the national average (63.1)



**MHI score by “Do you have any of the following concerns with respect to your school-age child(ren)?”**

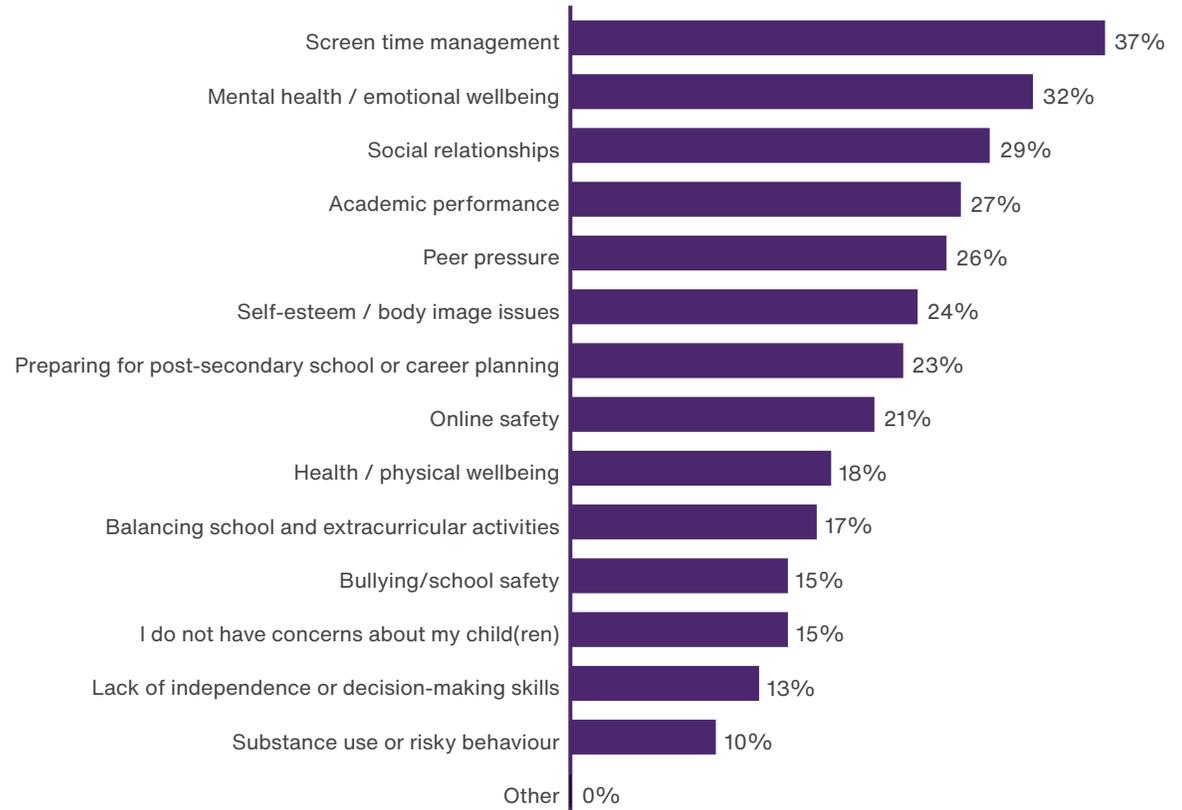


**Screen time management, mental health/emotional wellbeing, and social relationships are the top concerns among parents with teenagers.**

- Nearly two in five (37 per cent) parents are concerned about screen time management, 32 per cent are concerned about their teen’s mental health/emotional wellbeing, 29 per cent are concerned about their teen’s social relationships, 27 per cent are concerned about academic performance, 26 per cent are concerned about peer pressure, and 24 per cent are concerned about their teen’s self-esteem/body image issues



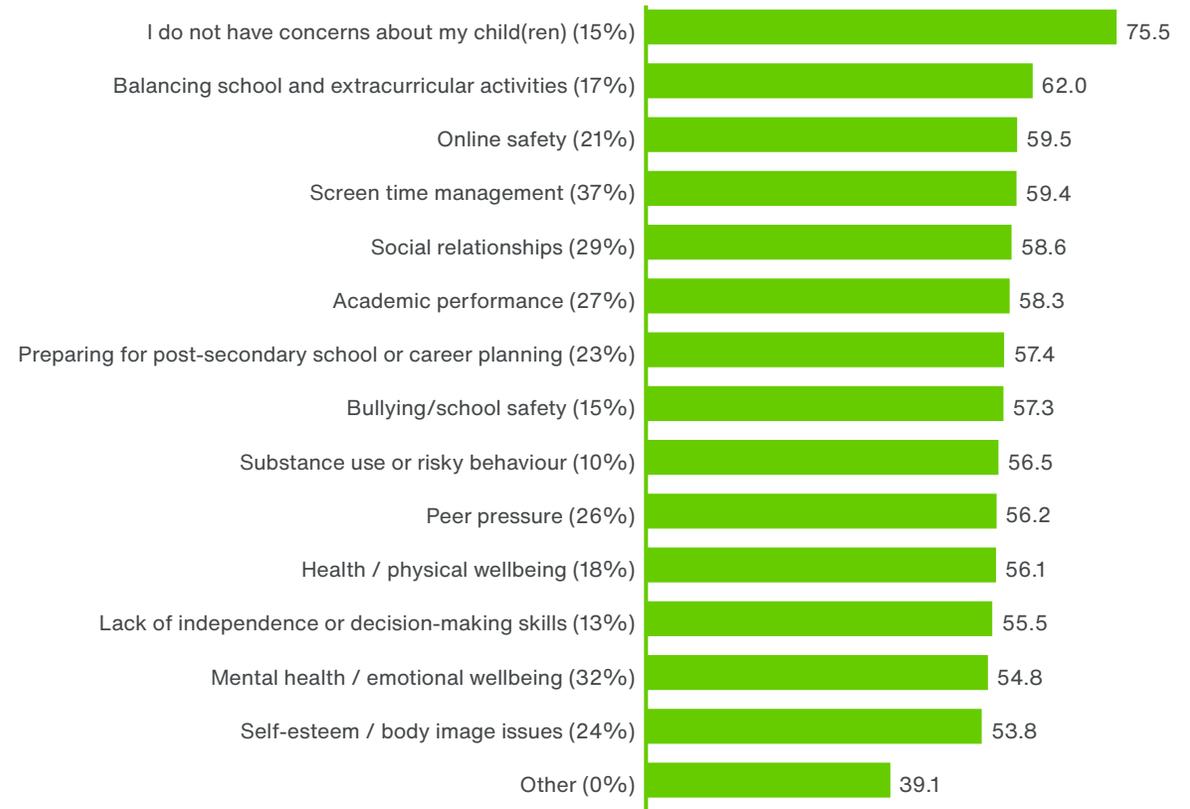
**Do you have any of the following concerns with respect to your teenage child(ren)?**



- Thirty-two per cent of parents concerned about their teen’s mental health/emotional wellbeing have a mental health score (54.8) more than eight points lower than the national average (63.1)
- More than one in seven (15 per cent) parents do not have concerns about their teens; this group has the highest mental health score (75.5), more than 12 points higher than the national average (63.1)



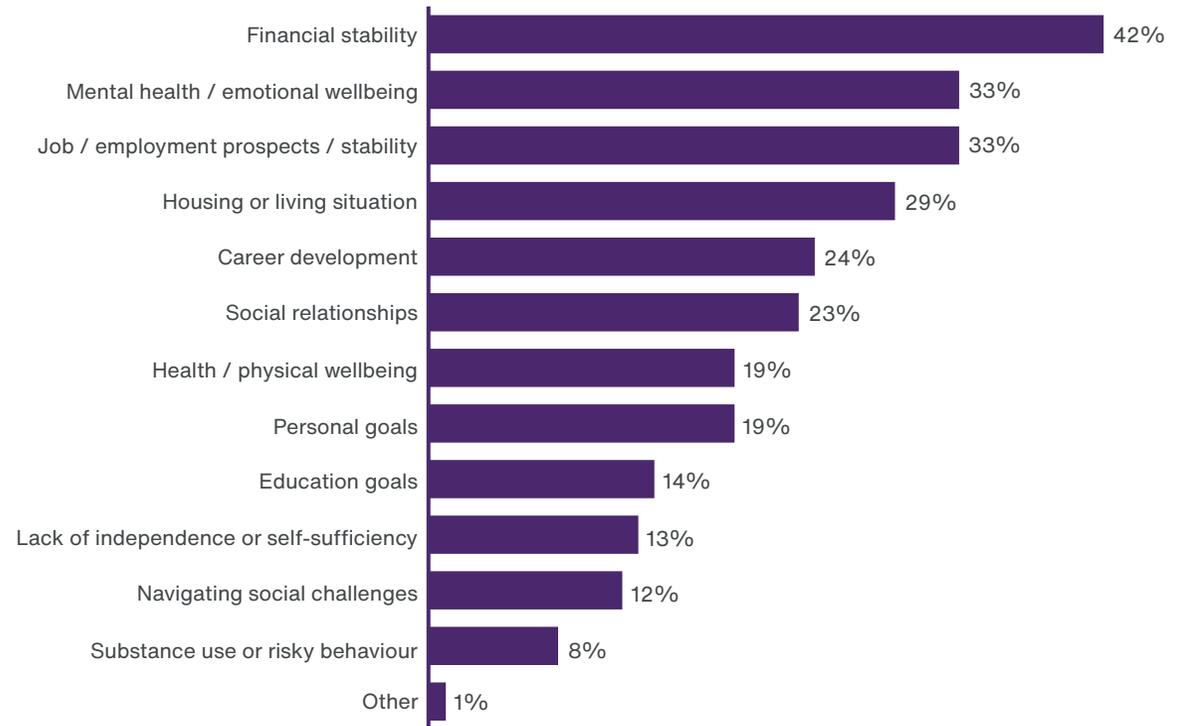
### Do you have any of the following concerns with respect to your teenage child(ren)?



**Financial stability, mental health/emotional wellbeing, and job/employment prospects are the top concerns among parents with young adult children.**

- More than two in five (42 per cent) parents are concerned about the financial stability of their young adult children, 33 per cent are concerned about their young adult children's mental health/emotional wellbeing, 33 per cent are concerned about job/employment prospects/stability, 29 per cent are concerned about their young adult children's housing or living situation, 24 per cent are concerned about career development, and 23 per cent are concerned about their young adult children's social relationships

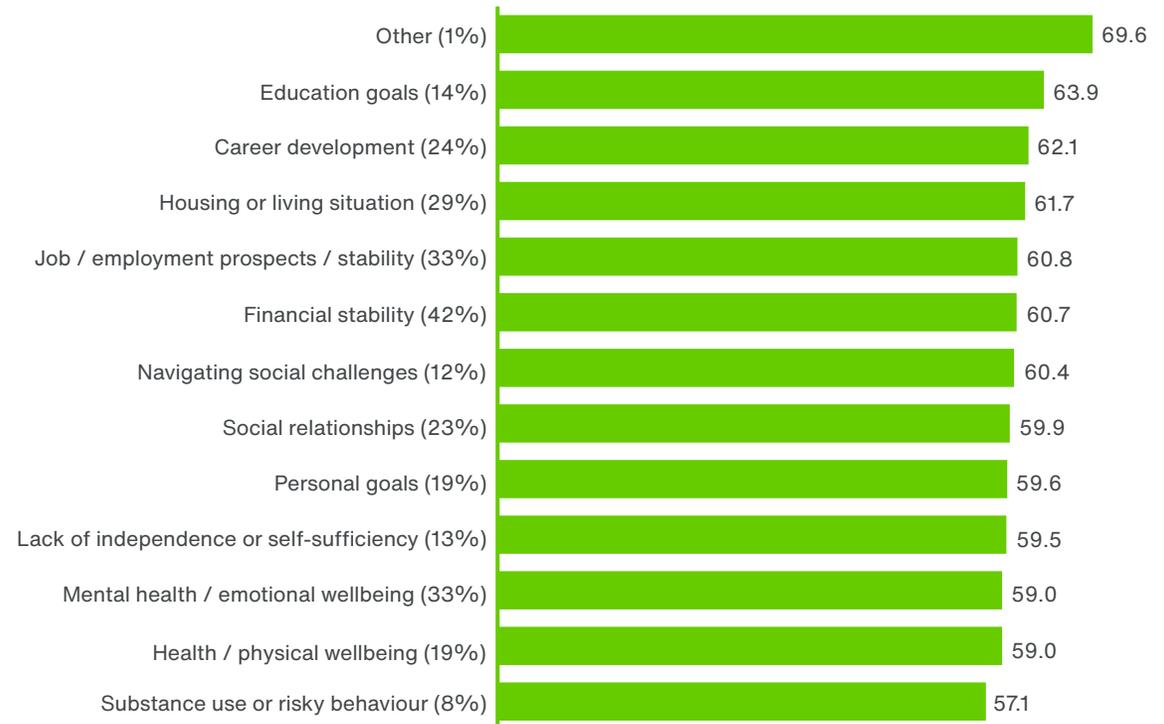
**Do you have any of the following concerns with respect to your young adult child(ren)?**



- Thirty-three per cent of parents concerned about their young adult children’s mental health/emotional wellbeing have a mental health score (59.0) four points lower than the national average (63.1)



MHI score by “Do you have any of the following concerns with respect to your young adult child(ren)?”



## Lifestyle goals

**Improving fitness, weight loss, and better financial management are the top goals workers set for themselves.**

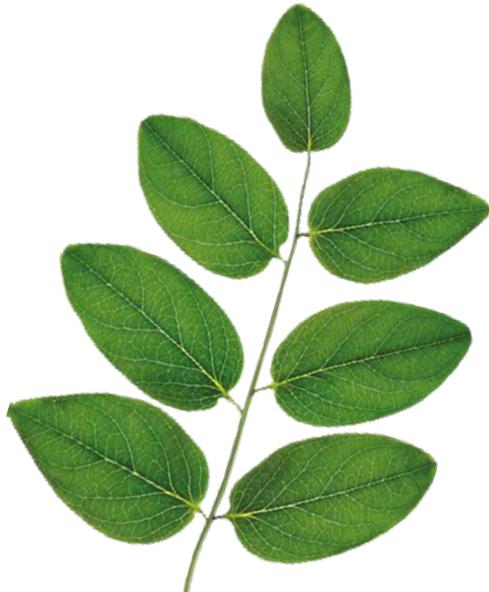
- Nearly half (46 per cent) of workers have set a goal to improve their fitness, 37 per cent have set a goal for weight loss, 35 per cent have set a goal to improve financial management, 34 per cent have set a goal to improve their nutrition, and 29 per cent have set a goal to better manage stress
- Workers under 40 are 60 per cent more likely than workers over 50 to have set a goal to better manage stress
- Workers over 50 are nearly three times more likely than workers under 40 to have set a goal to keep up with preventative health screening
- Women are 50 per cent more likely than men to have set a goal to keep up with preventative health screening
- Non-parents are 50 per cent more likely than parents to have set a goal to keep up with preventative health screening

Have you set any of the following goals?



- The lowest mental health score (52.8) is among 29 per cent of workers who have set a goal to better manage stress, more than 16 points lower than workers who have not set any goals (69.1) and more than 10 points lower than the national average (63.1)
- One in six (17 per cent) have not set any goals; this group has the highest mental health score (69.1), six points higher than the national average (63.1)

### MHI score by “Have you set any of the following goals?”

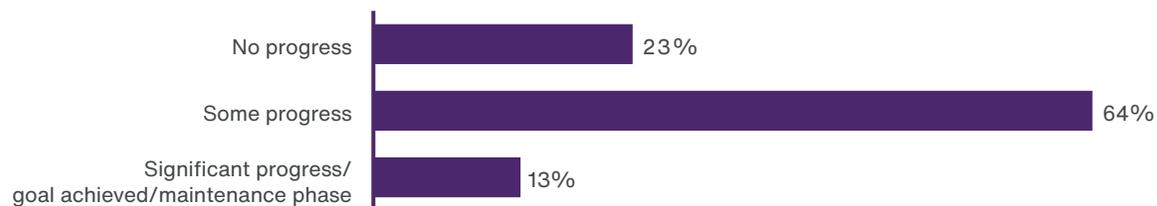


# Fitness

**Among workers who set a goal to improve their fitness, nearly one-quarter have not made any progress.**

- Nearly one-quarter (23 per cent) have not made any progress towards improving their fitness; this group has the lowest mental health score (54.3), nearly 18 points lower than workers who have made significant progress (71.9) and nearly nine points lower than the national average (63.1)
- Thirteen per cent have made significant progress towards improving their fitness; this group has the highest mental health score (71.9), nearly nine points higher than the national average (63.1)
- Managers are 60 per cent more likely than non-managers to have made significant progress towards improving their fitness
- Men are 50 per cent more likely than women to have made significant progress towards improving their fitness

## What is your progress towards improving your fitness?



## MHI score by “What is your progress towards improving your fitness?”



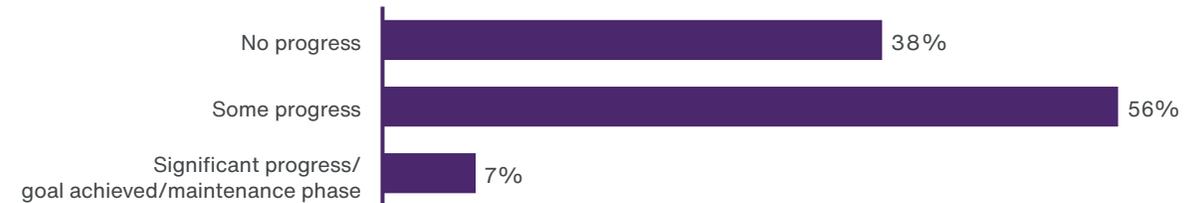
# Weight loss

Among workers who set a weight loss goal, nearly two in five have not made any progress.

- Nearly two in five (38 per cent) have not made any progress towards their weight loss goal; this group has the lowest mental health score (55.6), more than 12 points lower than workers who have made significant progress (68.1) and more than seven points lower than the national average (63.1)
- Women are 50 per cent more likely than men to have not made any progress towards their weight loss goal
- Seven per cent have made significant progress towards their weight loss goal; this group has the highest mental health score (68.1), five points higher than the national average (63.1)



## What is your progress towards reaching your weight loss goal?



## MHI score by “What is your progress towards reaching your weight loss goal?”

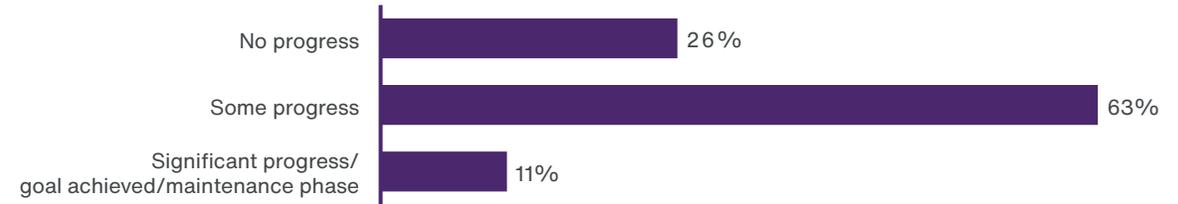


# Financial management

**Among workers who set a goal to improve their financial management, more than one-quarter have not made any progress.**

- More than one-quarter (26 per cent) have not made any progress towards improving financial management; this group has the lowest mental health score (46.5), more than 22 points lower than workers who have made significant progress (68.6) and nearly 17 points lower than the national average (63.1)
- Non-managers are 50 per cent more likely than managers to have not made any progress towards improving financial management
- Eleven per cent have made significant progress towards improving financial management; this group has the highest mental health score (68.6), more than five points higher than the national average (63.1)

## What is your progress towards improving financial management?



## MHI score by “What is your progress towards improving financial management?”



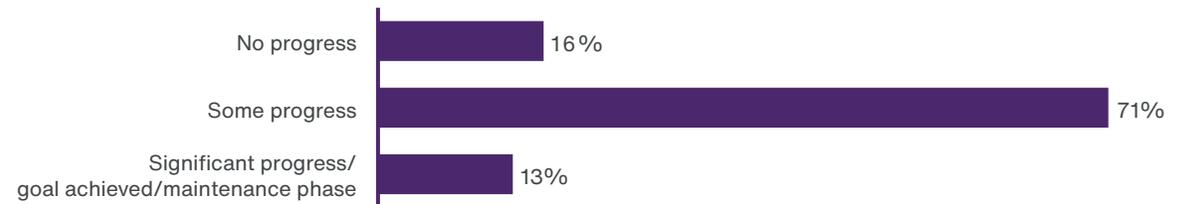
# Nutrition

Among workers who set a goal to improve their nutrition, one in six has not made any progress.

- One in six (16 per cent) has not made any progress towards improving their nutrition; this group has the lowest mental health score (49.2), 21 points lower than workers who have made significant progress (70.2) and 14 points lower than the national average (63.1)
- Thirteen per cent have made significant progress towards improving their nutrition; this group has the highest mental health score (70.2), seven points higher than the national average (63.1)



## What is your progress towards improving your nutrition?



## MHI score by “What is your progress towards improving your nutrition?”



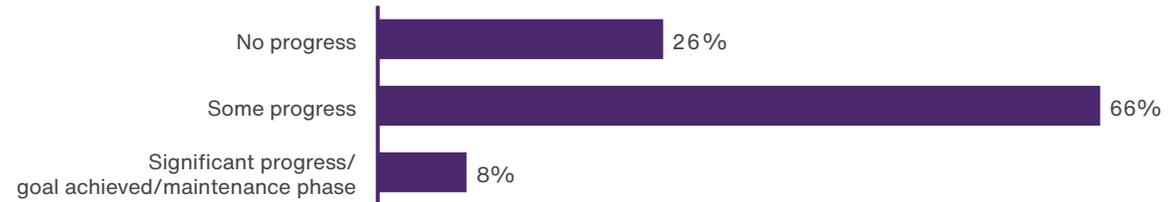
## Stress management

**Among workers who set a goal to improve stress management, more than one-quarter have not made any progress.**

- More than one-quarter (26 per cent) have not made any progress towards improving stress management; this group has the lowest mental health score (41.7), 24 points lower than workers who have made significant progress (65.6) and more than 21 points lower than the national average (63.1)
- Eight per cent have made significant progress towards improving stress management; this group has the highest mental health score (70.2), more than two points higher than the national average (63.1)
- Workers under 40 are nearly twice as likely as workers over 50 to have made significant progress towards improving stress management
- Managers are nearly twice as likely as non-managers to have made significant progress towards improving stress management



### What is your progress towards improving stress management?



### MHI score by “What is your progress towards improving stress management?”

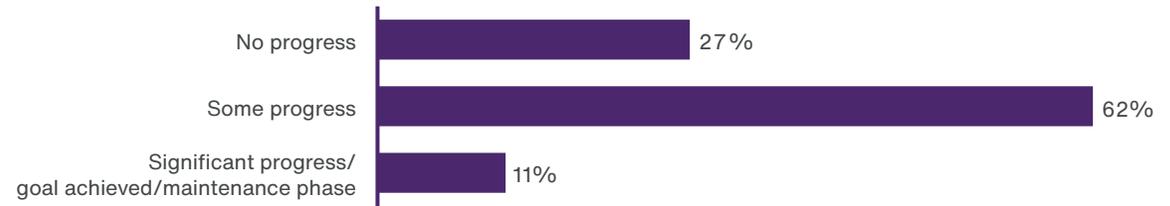


# Relationships

**Among workers who set a goal of improving relationships, more than one-quarter have not made any progress.**

- More than one-quarter (27 per cent) have not made any progress towards improving their relationships; this group has the lowest mental health score (47.3), more than 20 points lower than workers who have made significant progress (67.5) and nearly 16 points lower than the national average (63.1)
- Eleven per cent have made significant progress towards improving their relationships; this group has the highest mental health score (67.5), more than four points higher than the national average (63.1)
- Managers are nearly twice as likely as non-managers to have made significant progress towards improving their relationships

## What is your progress towards improving relationships?



## MHI score by “What is your progress towards improving relationships?”



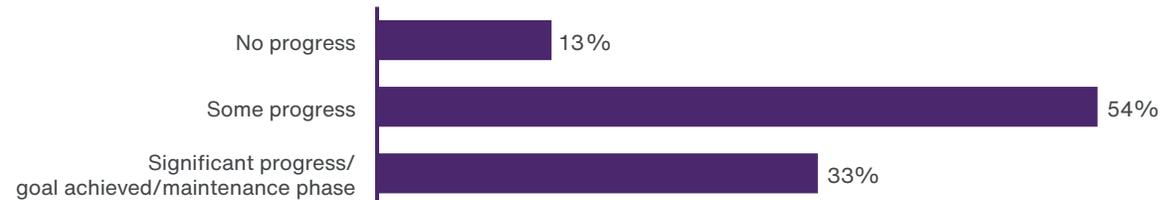
## Preventative health screening.

**Among workers who set a goal to keep up with preventative health screening, one in eight has not made any progress.**

- One-third (33 per cent) have made significant progress towards keeping up with preventative health screening; this group has the highest mental health score (72.7), nearly 10 points higher than the national average (63.1)
- Workers over 50 are nearly two and a half times more likely than workers under 40 to have made significant progress towards keeping up with preventative health screening
- Thirteen per cent have not made any progress towards keeping up with preventative health screening; this group has the lowest mental health score (51.5), more than 21 points lower than workers who have made significant progress (72.7) and nearly 12 points lower than the national average (63.1)
- Parents are two and a half times more likely than non-parents to have not made progress towards keeping up with preventative health screening



### What is your progress towards keeping up with preventative health screening



### MHI score by “What is your progress towards keeping up with preventative health screening”



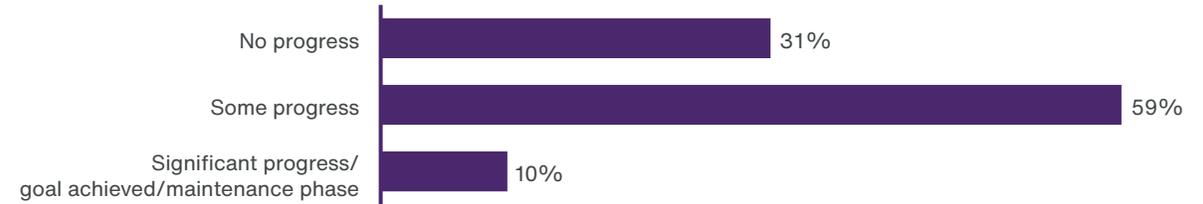
# Weight gain

Among workers who set a goal to gain weight, nearly one-third have not made any progress.

- One in three (31 per cent) workers have not made any progress towards their weight gain goal; this group has a mental health score (55.0), seven points lower than workers who have made significant progress (62.0) and eight points lower than the national average (63.1)
- Ten per cent have made significant progress towards their weight gain goal; this group has the highest mental health score (62.0), modestly lower than the national average (63.1)



## What is your progress towards reaching your weight goal?



## MHI score by “What is your progress towards reaching your weight goal?”



# Overview of the TELUS Mental Health Index.

The mental health and wellbeing of a population are essential to overall health and work productivity. The Mental Health Index measures the current mental health status of employed adults. 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 businesses and governments.

## 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 previous six months. Participants are selected to represent the age, gender, industry, and geographic distribution in Canada. Respondents are asked to consider the last two weeks when answering each question. Data for the current report was collected between March 14 and March 20, 2025.

## Calculations

A scoring system, which assigns point values to individual responses, is used to create the Mental Health Index. 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. The 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 subgroup is available upon request.

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





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

