



# TELUS Mental Health Index.

New Zealand | March 2025

# Table of contents

|  |          |   |           |   |           |
|--|----------|---|-----------|---|-----------|
| <b>1. What you need to know for March 2025</b> ..... | <b>3</b> | <b>3. The Mental Health Index by region</b> .....   | <b>14</b> | <b>6. Overview of the TELUS Mental Health Index</b> ..... | <b>45</b> |
| <b>2. The Mental Health Index</b> .....              | <b>6</b> | <b>4. The Mental Health Index by industry</b> ..... | <b>16</b> | Methodology.....  | 45        |
| Mental health risk .....                             | 7        | <b>5. Spotlight</b> .....                           | <b>17</b> | Calculations.....   | 45        |
| Mental Health Index sub-scores.....                  | 8        | Stressors.....                                      | 17        | Additional data and analyses.....                         | 45        |
| Anxiety .....  | 9        | Parenthood and work-life balance .....              | 23        |   |           |
| Isolation.....                                       | 10       | Lifestyle goals .....                               | 35        |   |           |
| Financial risk.....                                  | 11       | Fitness.....  | 37        |   |           |
| Work productivity.....                               | 12       | Financial management .....                          | 38        |   |           |
| Mental health by gender and age .....                | 13       | Weight loss .....                                   | 39        |   |           |
| Mental health by employment status.....              | 13       | Nutrition .....                                     | 40        |   |           |
| Emergency savings.....                               | 13       | Stress management.....                              | 41        |   |           |
|  |          | Relationships .....                                 | 42        |   |           |
|  |          | Preventative health screening .....                 | 43        |   |           |
|  |          | Weight gain.....                                    | 44        |   |           |

# What you need to know for March 2025.

Nearly two in five do not have emergency savings for their basic needs and feel anxious, more than one in three feel isolated and say their mental health is adversely impacting work productivity.

- At 60.6, the mental health of workers has increased modestly from January 2025
- 37 per cent of workers have a high mental health risk, 46 per cent have a moderate mental health risk, and 17 per cent have a low mental health risk
- 39 per cent do not have emergency savings for basic needs
- 37 per cent feel anxious
- 34 per cent feel isolated
- 31 per cent say their mental health is adversely impacting work productivity
- 30 per cent feel depressed
- Mental health scores have declined in Marlborough, Nelson, Tasman, and West Coast and Waikato, whereas scores in other regions have improved from January 2025
- The mental health score of managers and non-managers is equal
- 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 three in ten workers.

- 54 per cent of workers say financial concerns are a source of personal stress
- 28 per cent of workers say health/medical concerns are a source of personal stress
- 23 per cent of workers say a lack of time for self-care or hobbies is a source of personal stress
- 22 per cent of workers say self-esteem or personal insecurity is a source of personal stress
- 22 per cent of workers say personal expectations or goals are a source of personal stress
- 20 per cent of workers say a partner/spouse relationship is a source of personal stress
- 19 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 nearly 35 points lower than that of workers reporting no personal stress and more than 16 points lower than the national average
- 41 per cent of workers say personal issues are their primary reason for feeling overwhelmed; the mental health score of this group is nearly 16 points lower than the national average



Two in five workers feel overwhelmed by their responsibilities, with disproportionate concern among younger workers and parents.

- 40 per cent of workers feel overwhelmed by their responsibilities or commitments; the mental health score of this group is more than 24 points lower than that of workers not feeling overwhelmed, and 11 points lower than the national average
- 31 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
- 22 per cent of workers say insufficient resources or support is a source of work stress
- 20 per cent of workers say job insecurity is a source of work stress
- 20 per cent of workers say poor communication is a source of work stress
- 19 per cent of workers say a lack of recognition or feedback is a source of work stress
- The mental health score of eight per cent of workers citing conflict with their manager as a source of stress is more than 14 points lower than workers reporting no work stress, and nearly 7 points lower than the national average
- Younger workers (under 40) are more likely to say a lack of work-life balance and unclear expectations are sources of stress



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

- 41 per cent of parents with teens, 35 per cent of parents with young adult children, and 32 per cent of parents with school-age kids are concerned about their children's mental health
- 44 per cent of parents with teens and 31 per cent of school-age kids are concerned about their children's social relationships
- Parents concerned about their children's mental health have MHI scores at least seven points lower than the national average
- 35 per cent of working parents are feeling guilty over not spending enough time with their families
- 35 per cent of working parents are feeling the stress of balancing work and family responsibilities
- 25 per cent of working parents are feeling overwhelmed by the pressure to excel at work and home

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

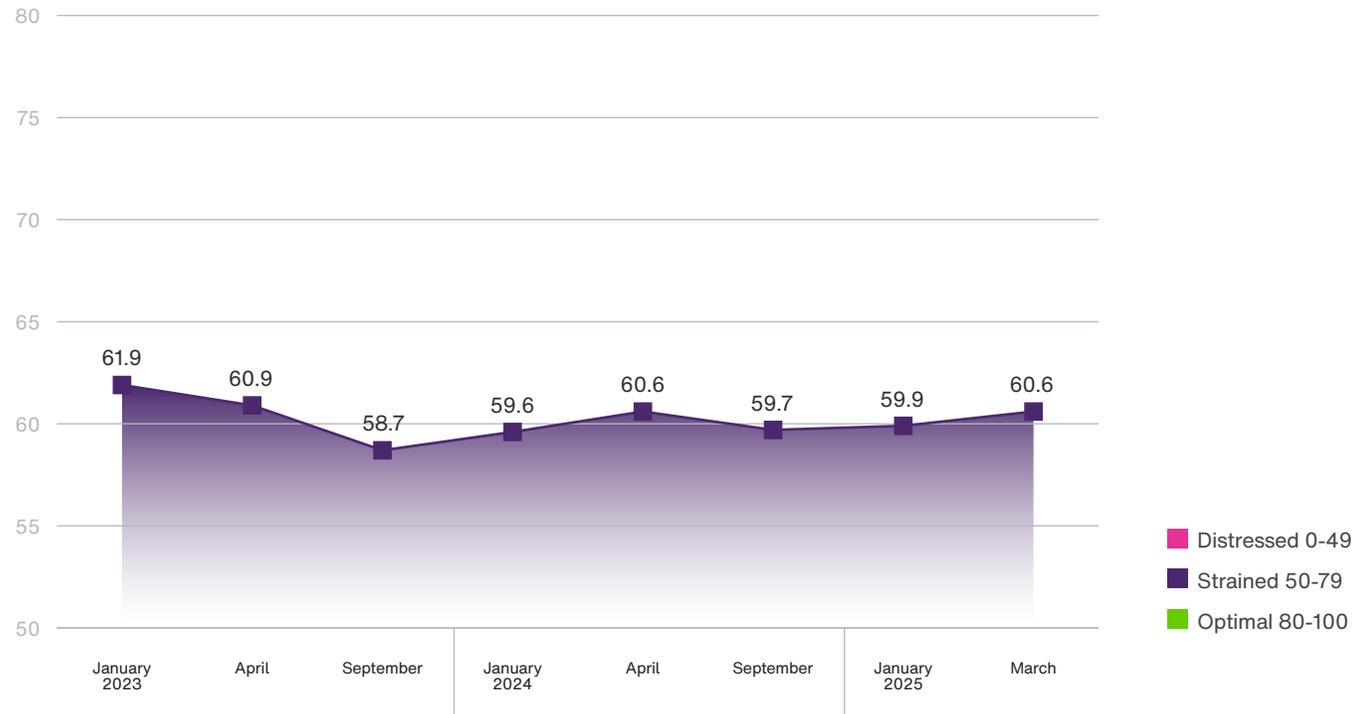
- 54 per cent of workers want to improve their fitness; however, 19 per cent of those have not made any progress towards their goal
- 42 per cent of workers want to improve financial management; however, 21 per cent of those have not made any progress towards their goal
- 41 per cent of workers want to lose weight; however, 4 per cent of those have not made any progress towards their goal
- 35 per cent of workers want to improve their nutrition; however, 16 per cent of those have not made any progress towards their goal
- 30 per cent of workers want to better manage stress; however, 28 per cent of those have not made any progress towards their goal
- 22 per cent of workers want to improve their relationships; however, 25 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 60.6.

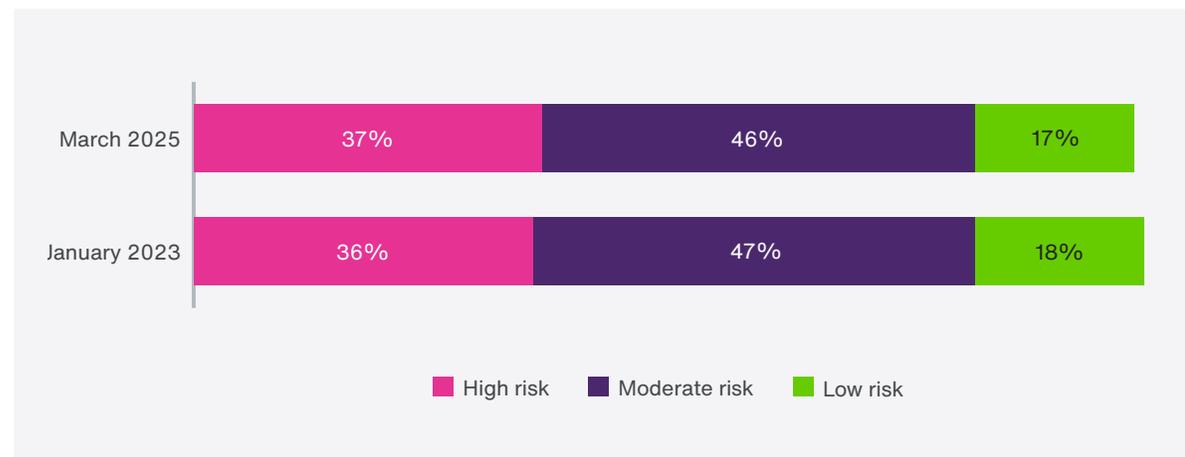
The mental health of workers in New Zealand improved modestly from the previous period.

| MHI Current Month<br>March 2025 | January 2025 |
|---------------------------------|--------------|
| 60.6                            | 59.9         |



## Mental health risk.

In March 2025, 37 per cent of workers have a high mental health risk, 46 per cent have a moderate mental health risk, and 17 per cent have a low mental health risk. More than two years after the launch of the Mental Health Index in January 2023, 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.

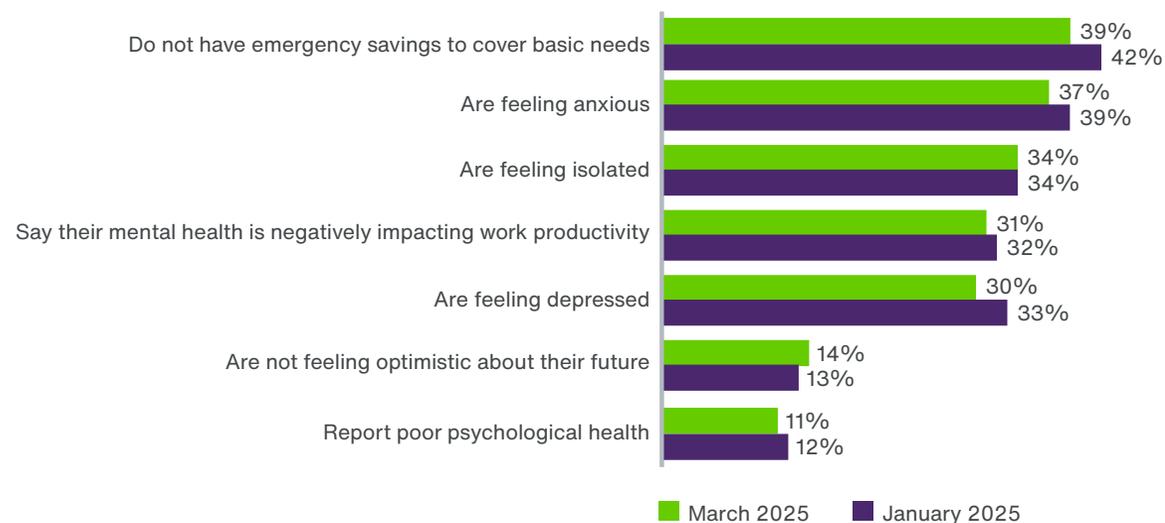
For more than two years, anxiety (53.4) has been the lowest Mental Health Index sub-score. Isolation (57.3), work productivity (57.9), depression (58.5), financial risk (58.9), and optimism (66.3) follow. General Psychological health (69.1) remains the most favourable mental health measure in March 2025.

- Anxiety and isolation have been the lowest mental health scores for more than two years
- Work productivity, optimism, and psychological health sub-scores have declined modestly from January 2025
- The most significant improvement is in the depression sub-score, up 1.8 points from January 2025

Almost two in five (39 per cent) workers do not have emergency savings for basic needs, 37 per cent feel anxious, 34 per cent feel isolated, 31 per cent say their mental health is negatively impacting their work productivity, 30 per cent feel depressed, 14 per cent do not feel optimistic about their future, and 11 per cent of workers generally cite poor psychological health.

| Mental Health Index Sub-scores | March 2025 | January 2025 |
|--------------------------------|------------|--------------|
| Anxiety                        | 53.4       | 52.3         |
| Isolation                      | 57.3       | 57.0         |
| Work productivity              | 57.9       | 58.2         |
| Depression                     | 58.5       | 56.7         |
| Financial risk                 | 58.9       | 57.2         |
| Optimism                       | 66.3       | 66.6         |
| Psychological health           | 69.1       | 69.2         |

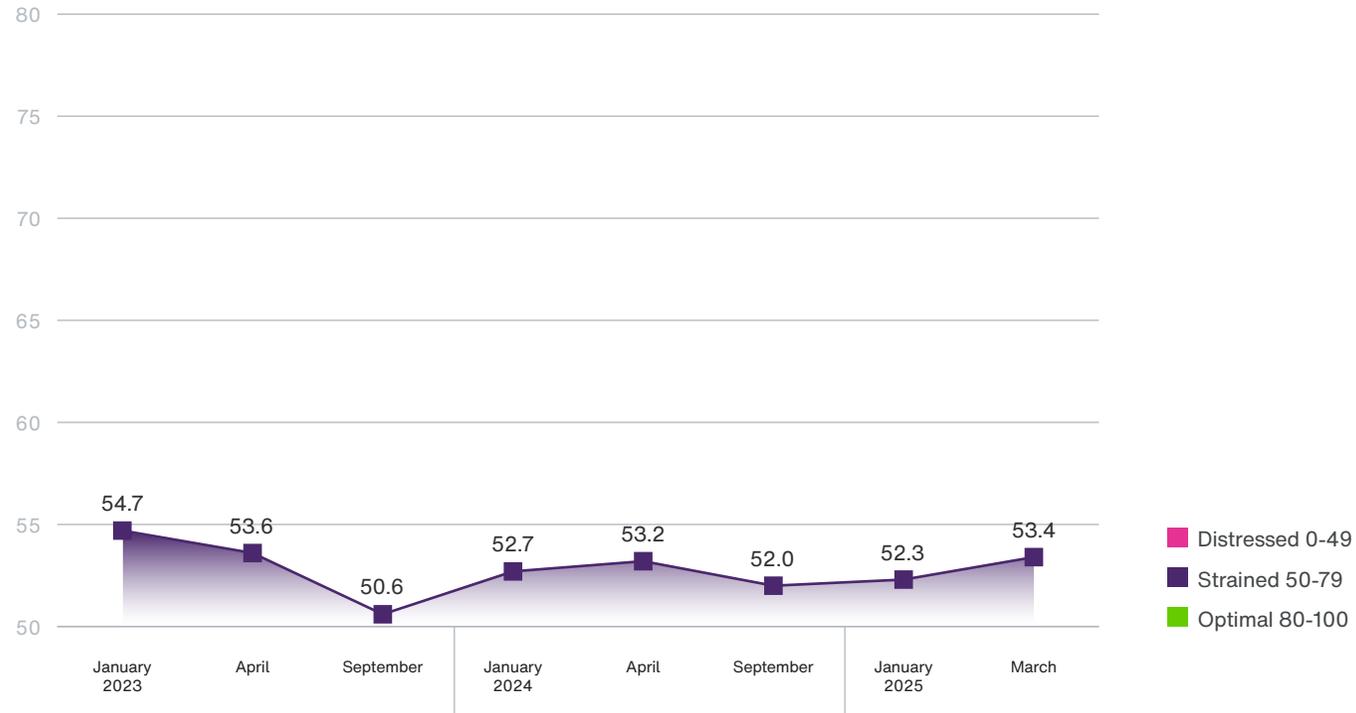
## Percentage at risk by MHI sub-score



## Anxiety

In March 2025, 37 per cent of workers say they often feel unsettled and nervous.

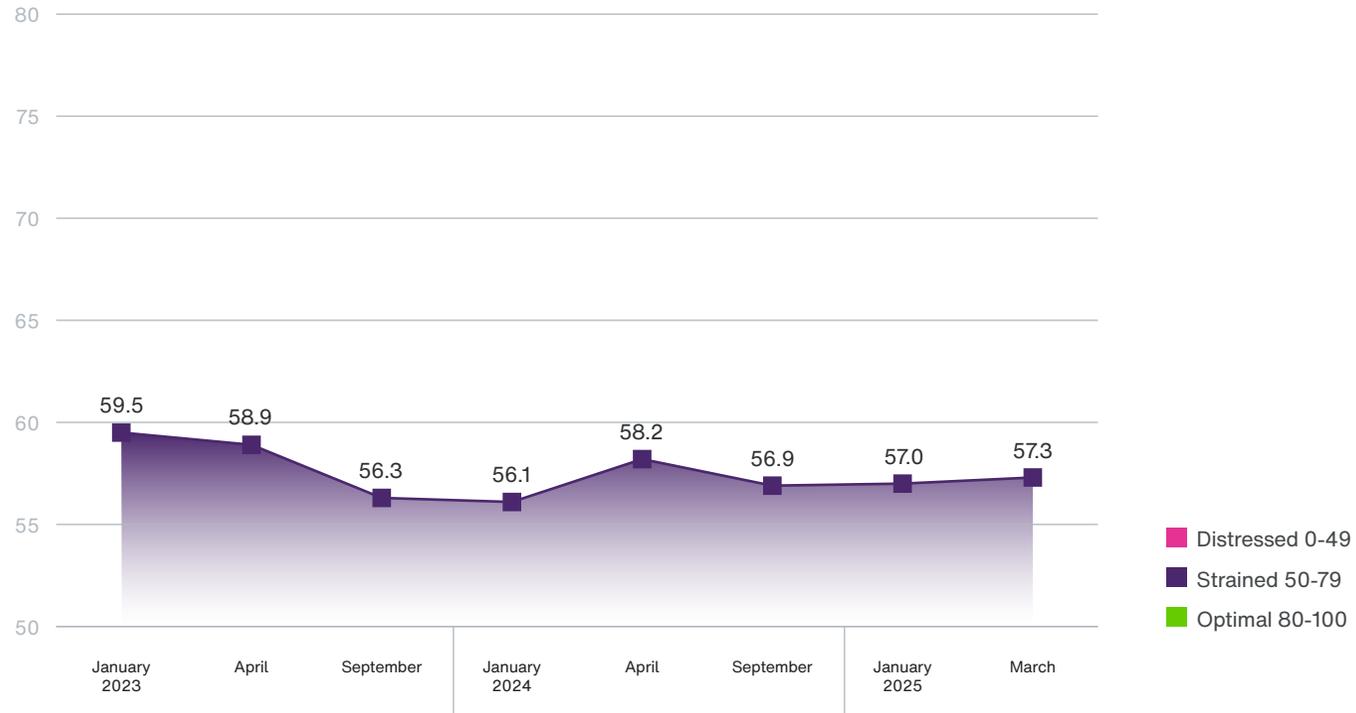
Anxiety sub-scores have fluctuated since the launch of the MHI in January 2023. Following a notable decline in September 2024, the anxiety sub-score has improved through March 2025, yet it remains the lowest of all mental health sub-scores for two years.



## Isolation

**In March 2025, 34 per cent of workers say they often feel alone.**

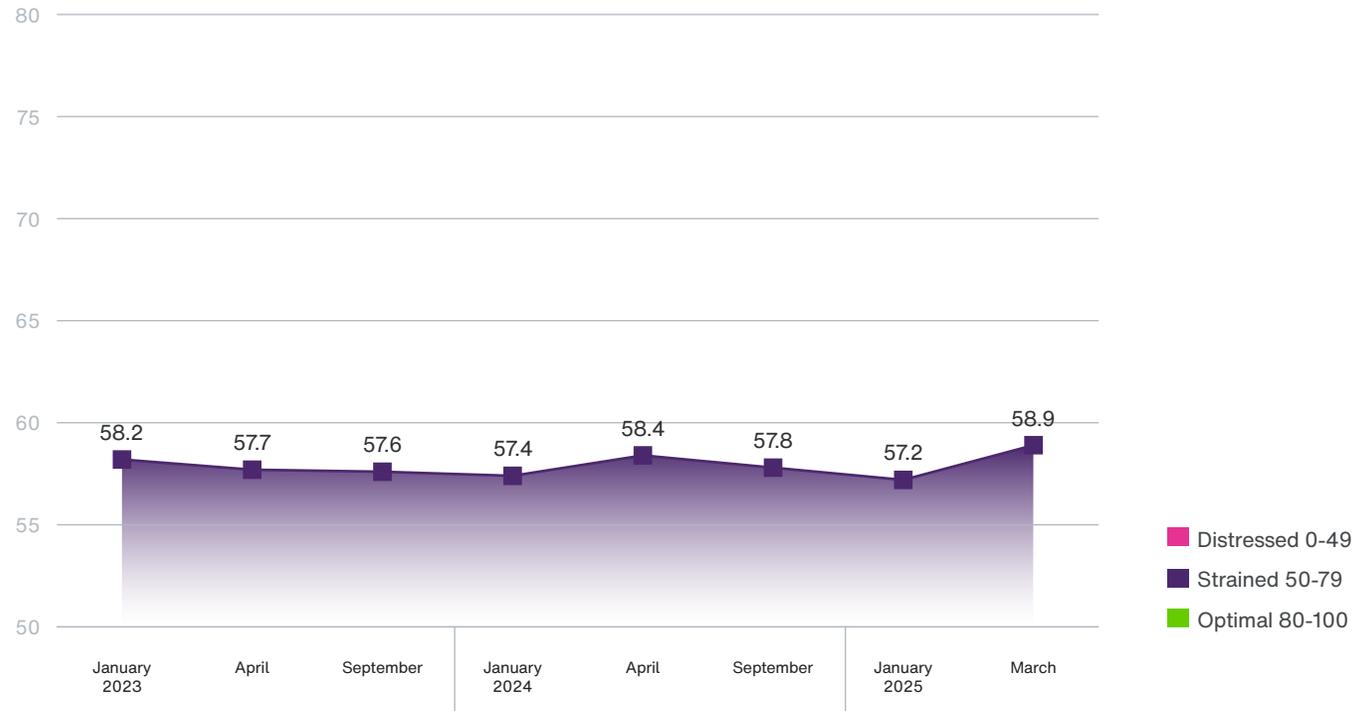
From January 2023 to January 2024, the isolation sub-score declined steadily. It briefly rebounded in April 2024 but dropped again in September. As of March 2025, it is slowly improving, yet it remains the second-lowest among all mental health sub-scores for two years.



## Financial risk

**In March 2025, 39 per cent of workers do not have emergency savings to cover their basic needs.**

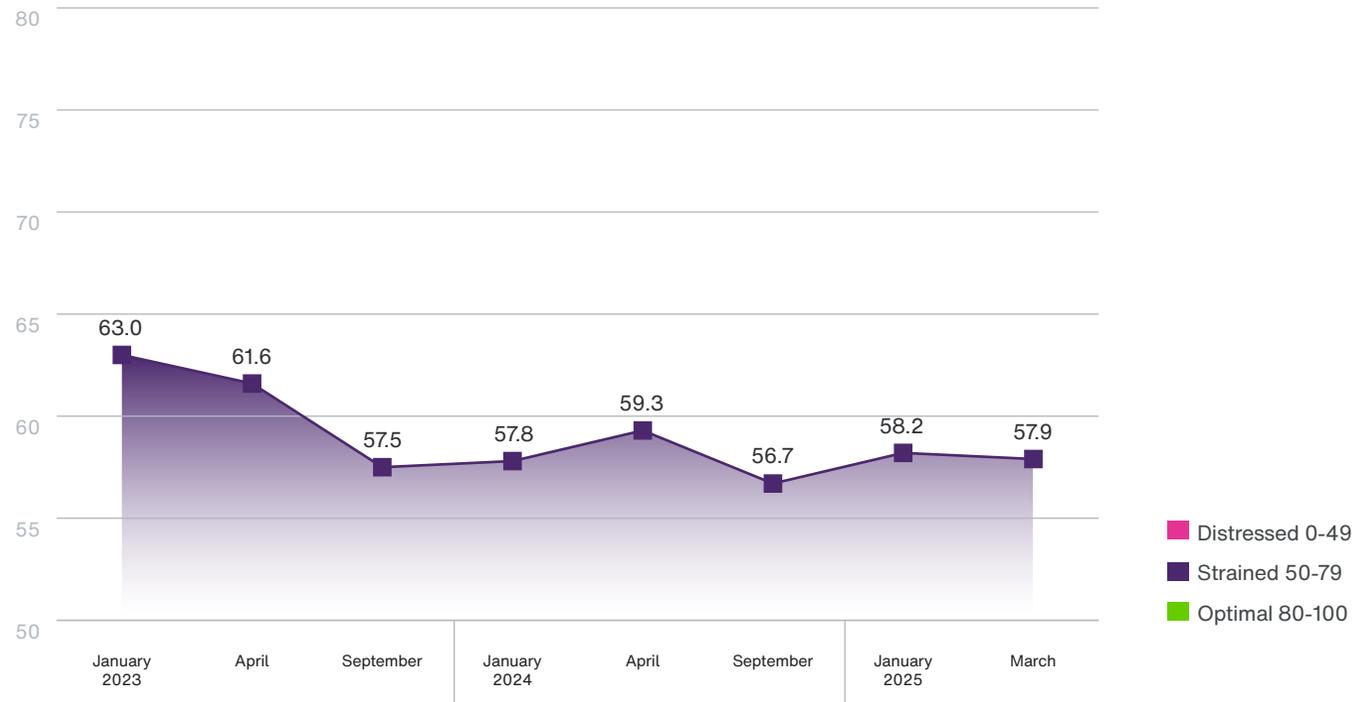
The financial risk score declined gradually from January 2023 to January 2024, followed by a one-point improvement in April 2024. The score declined through January 2025, reaching its lowest point. In March 2025, the score rebounded by 1.7 points; however, nearly two in five workers (39 percent) still do not have emergency savings to cover their basic needs.



## Work productivity

In March 2025, 31 per cent of workers say their mental health is negatively impacting their work productivity and goals.

Work productivity has generally declined since January 2023. After falling to its lowest point in September 2024 (56.7), the work productivity score rebounded in January 2025 but declined modestly in March 2025.



## 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 58.9 compared to 62.4 for men
- Since April 2020, mental health scores have improved with age

## Mental health by employment status.

- Overall, three per cent of respondents are unemployed<sup>1</sup> and 11 per cent report reduced hours or reduced salary
- Workers reporting reduced salary compared to the previous month have the lowest mental health score (52.8), followed by workers reporting fewer hours than the last month (52.8), respondents not currently employed (54.2), and workers with no change to salary or hours (61.9)
- Labourers have a lower mental health score (57.1) than service industry (60.3) and office workers (62.3)
- Managers and non-managers have equal mental health scores (60.9)
- Respondents working for companies with 1,001-5,000 employees have the highest mental health score (64.1)
- Respondents working for companies with 51-100 employees have the lowest mental health score (57.9)



## Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (41.9) than the overall group (60.6). Workers with emergency savings have a mental health score of 70.1.

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

## The Mental Health Index by region.

The mental health score of workers on the South Island (61.9) is higher than that of workers on the North Island (60.2). The lowest mental health scores are in Waikato (58.0), followed by Otago and Southland (58.4), and Wellington (58.9). Gisborne and Hawke’s Bay have the highest mental health score (63.2), followed by Canterbury (63.0) and Manawatū-Whanganui and Taranaki (62.9).

- The most significant decline in mental health is in Waikato, down 2.5 points from November 2024
- With a significant 4.7-point increase, the mental health score in Northland has seen the most significant improvement from November 2024
- With a significant 2.7-point decline, the region of Marlborough, Nelson, Tasman, and West Coast reported the highest mental health decline in March 2025

| Region                                      | March 2025 | January 2025 | Change |
|---|------------|--------------|--------|
| Northland                                   | 60.4       | 55.7         | 4.7    |
| Gisborne and Hawke’s Bay                    | 63.2       | 60.7         | 2.5    |
| Wellington                                  | 58.9       | 56.4         | 2.5    |
| Otago and Southland                         | 58.4       | 57.2         | 1.2    |
| Canterbury                                  | 63.0       | 62.3         | 0.7    |
| Auckland                                    | 59.8       | 59.4         | 0.4    |
| Manawatū-Whanganui and Taranaki             | 62.9       | 62.5         | 0.4    |
| Bay of Plenty                               | 61.9       | 61.8         | 0.1    |
| Waikato                                     | 58.0       | 60.5         | -2.5   |
| Marlborough, Nelson, Tasman, and West Coast | 62.4       | 65.1         | -2.7   |

| N vs S Island | March 2025 | January 2025 | Change |
|---------------|------------|--------------|--------|
| North Island  | 60.2       | 59.5         | 0.7    |
| South Island  | 61.9       | 61.4         | 0.5    |

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

| Employment status                                   | March 2025 | Jan. 2025 |
|---|------------|-----------|
| Employed<br>(no change in hours/salary)             | 61.9       | 61.6      |
| Employed (fewer hours<br>compared to last month)    | 52.8       | 53.6      |
| Employed (reduced salary<br>compared to last month) | 52.8       | 45.3      |
| Not currently employed                              | 54.2       | 49.5      |

| Age group | March 2025 | Jan. 2025 |
|-----------|------------|-----------|
| Age 20-29 | 56.5       | 53.9      |
| Age 30-39 | 57.4       | 57.0      |
| Age 40-49 | 61.2       | 60.9      |
| Age 50-59 | 67.3       | 66.0      |
| Age 60-69 | 69.8       | 75.8      |

| Number of children       | March 2025 | Jan. 2025 |
|--------------------------|------------|-----------|
| No children in household | 61.0       | 61.8      |
| 1 child                  | 59.3       | 58.4      |
| 2 children               | 61.2       | 56.7      |
| 3 children or more       | 59.8       | 57.2      |

| Gender | March 2025 | Jan. 2025 |
|--------|------------|-----------|
| Men    | 62.4       | 62.5      |
| Women  | 58.9       | 57.7      |

| Household income/annum | March 2025 | Jan. 2025 |
|------------------------|------------|-----------|
| <\$30K                 | 51.9       | 48.0      |
| \$30K to <\$60K        | 54.5       | 53.6      |
| \$60K to <\$100K       | 58.2       | 59.3      |
| \$100K to <\$150K      | 61.9       | 61.8      |
| \$150K or more         | 67.5       | 64.6      |

| Employer size                 | March 2025 | Jan. 2025 |
|-------------------------------|------------|-----------|
| Self-employed/sole proprietor | 58.2       | 59.7      |
| 2-50 employees                | 61.3       | 61.8      |
| 51-100 employees              | 57.9       | 57.6      |
| 101-500 employees             | 62.3       | 60.3      |
| 501-1,000 employees           | 58.3       | 57.8      |
| 1,001-5,000 employees         | 64.1       | 58.6      |
| 5,001-10,000 employees        | 63.1       | 60.7      |
| More than 10,000 employees    | 61.4       | 64.6      |

| Manager     | March 2025 | Jan. 2025 |
|-------------|------------|-----------|
| Manager     | 60.9       | 60.0      |
| Non-manager | 60.9       | 60.5      |

| Work environment | March 2025 | Jan. 2025 |
|------------------|------------|-----------|
| Labour           | 57.1       | 57.8      |
| Office/desk      | 62.3       | 61.1      |
| Service          | 60.3       | 59.3      |

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

## The Mental Health Index by industry.

Workers in Other services (except Public Administration) have the lowest mental health score (51.5), followed by workers in Arts, Entertainment and Recreation (51.7) and Utilities (51.7).

Workers in Wholesale Trade (65.7), Accommodation (64.6) and Educational Services (64.5) have the highest mental health scores this month.



| Industry  | March 2025 | January 2025 | Change |
|---|------------|--------------|--------|
| Accommodation                                   | 64.6       | 49.7         | 14.9   |
| Full-time post-secondary student                | 55.2       | 46.5         | 8.7    |
| Media and Telecommunications                    | 59.0       | 53.6         | 5.4    |
| Other   | 57.6       | 53.4         | 4.2    |
| Wholesale Trade                                 | 65.7       | 61.7         | 4.0    |
| Agriculture, Forestry, Fishing and Hunting      | 60.9       | 58.6         | 2.2    |
| Transportation and Warehousing                  | 61.7       | 59.8         | 1.9    |
| Administrative and Support services             | 56.9       | 55.0         | 1.9    |
| Educational Services                            | 64.5       | 63.0         | 1.5    |
| Technology                                      | 64.2       | 62.7         | 1.5    |
| Health Care and Social Assistance               | 64.1       | 63.3         | 0.8    |
| Public Administration                           | 63.0       | 62.5         | 0.6    |
| Utilities                                       | 51.7       | 51.8         | 0.0    |
| Real Estate, Rental and Leasing                 | 62.3       | 62.7         | -0.4   |
| Food Services                                   | 53.9       | 54.5         | -0.6   |
| Manufacturing                                   | 61.9       | 63.0         | -1.1   |
| Professional, Scientific and Technical Services | 63.8       | 65.5         | -1.6   |
| Construction                                    | 63.7       | 65.4         | -1.6   |
| Information and Cultural Industries             | 52.2       | 55.2         | -3.0   |
| Retail Trade                                    | 55.0       | 58.9         | -3.9   |
| Other services (except Public Administration)   | 51.5       | 55.9         | -4.4   |
| Finance and Insurance                           | 59.6       | 64.9         | -5.3   |
| Arts, Entertainment and Recreation              | 51.7       | 59.8         | -8.1   |

# Spotlight

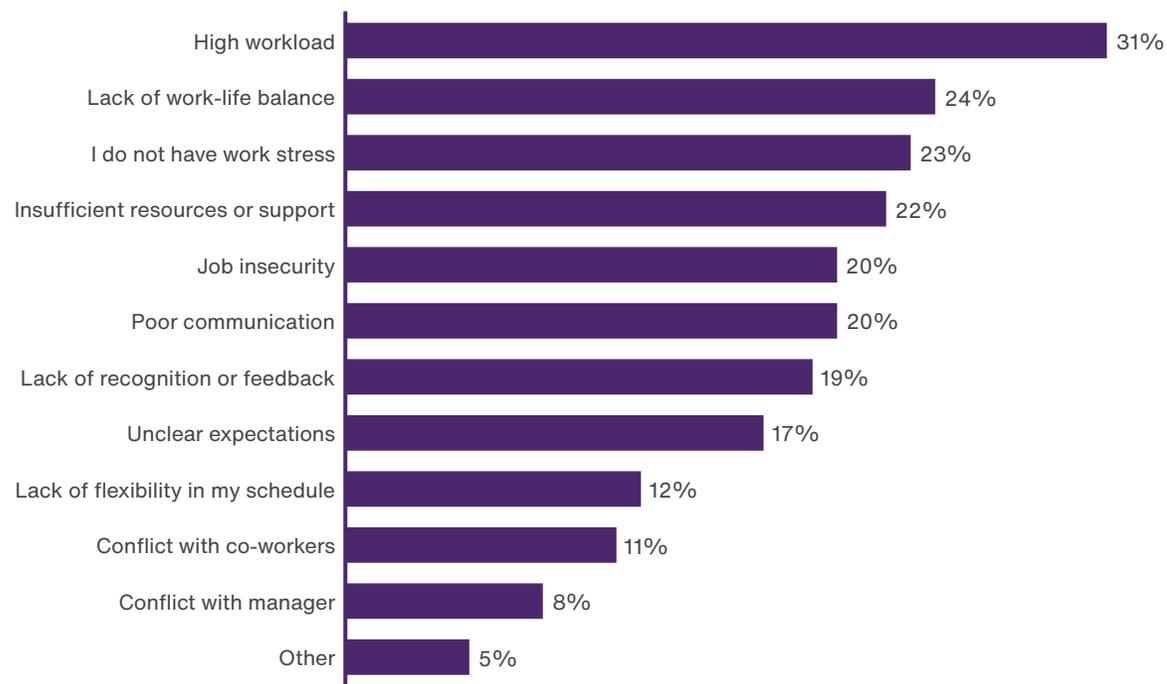
## Stressors

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

- High workload, reported by 31 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 (22 per cent), job insecurity (22 per cent), poor communication (20 per cent) and a lack of recognition or feedback (19 per cent).
- Workers under 40 are three times 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 unclear expectations as a source of work stress
- Managers are 30 per cent more likely than non-managers to identify a high workload as a source of work stress

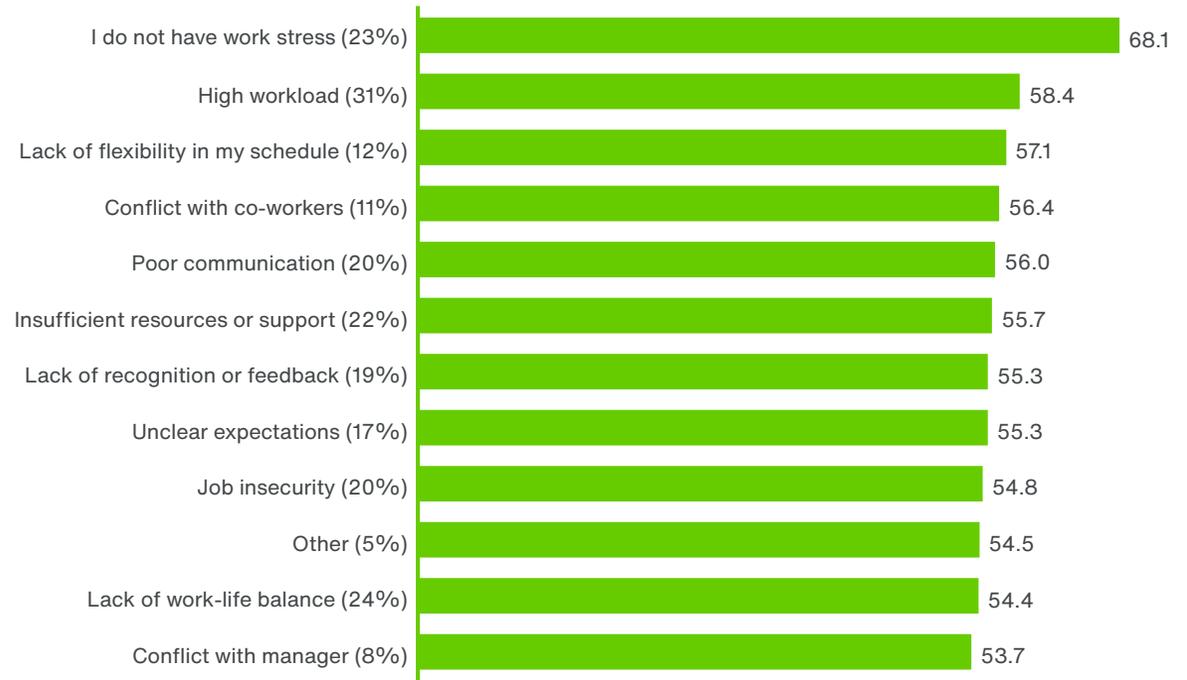


**What are your sources of work stress?**



- The lowest mental health score (53.7) is among eight per cent of workers citing conflict with their manager as a source of work stress, more than 14 points lower than workers reporting no work stress (68.1) and nearly seven points lower than the national average (60.6)
- Twenty-three per cent of workers report no work stress; this group has the highest mental health score (68.1), more than seven points higher than the national average (60.6)
- 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

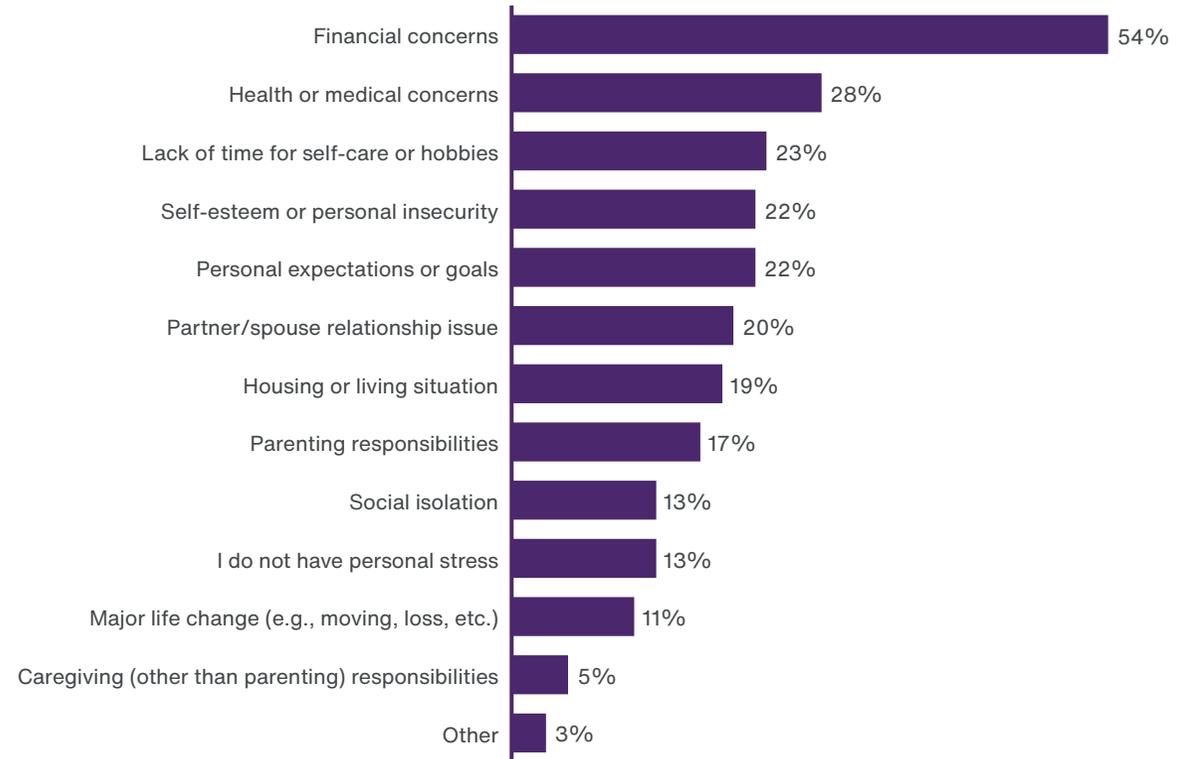
#### MHI score by “What are your sources of work stress?”



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

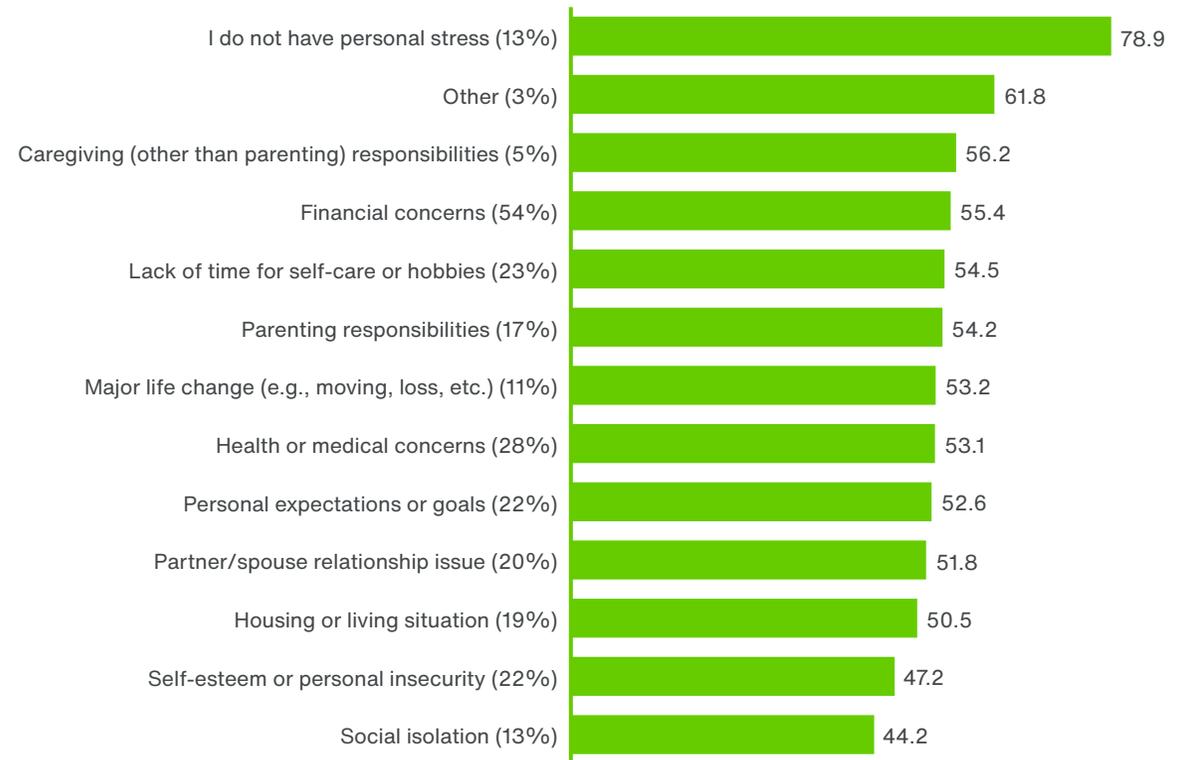
- Financial concern, reported by more than half (54 per cent) of workers is the leading source of personal stress, followed health or medical concerns (28 per cent), a lack of time for self-care or hobbies (23 per cent), personal expectations or goals (22 per cent), and self-esteem or personal insecurity (22 per cent)
- The lowest mental health score (44.2) is among 13 per cent of workers citing social isolation as the source of personal stress, nearly 35 points lower than workers reporting no personal stress (78.9) and more than 16 points lower than the national average (60.6)

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



- More than one in eight (13 per cent) workers do not have personal stress; this group has the highest mental health score (78.9), more than 18 points higher than the national average (60.6)
- Workers over 50 are more than three times as likely as workers under 40 to report no personal stress
- Non-parents are more than twice as likely as parents to report no personal stress
- Men are 40 per cent more likely than women to report no personal stress

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

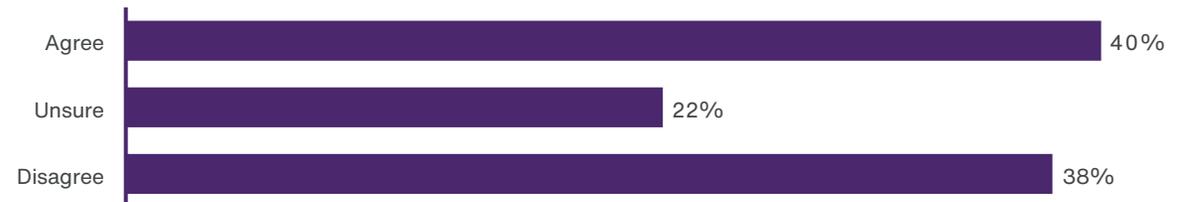


**Two in five workers feel overwhelmed by their responsibilities, with the concern disproportionately among younger workers and parents.**

- Two in five (40 per cent) workers feel overwhelmed by their responsibilities or commitments; this group has the lowest mental health score (49.5), more than 24 points lower than workers not feeling overwhelmed by their responsibilities or commitments (73.8) and 11 points lower than the national average (60.6)
- Workers under 40 are nearly three times as likely as workers over 50 to feel overwhelmed by their responsibilities or commitments
- Parents are 40 per cent more likely than non-parents to feel overwhelmed by their responsibilities or commitments
- Nearly two in five (38 per cent) workers do not feel overwhelmed by their responsibilities or commitments; this group has the highest mental health score (73.8), more than 13 points higher than the national average (60.6)



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



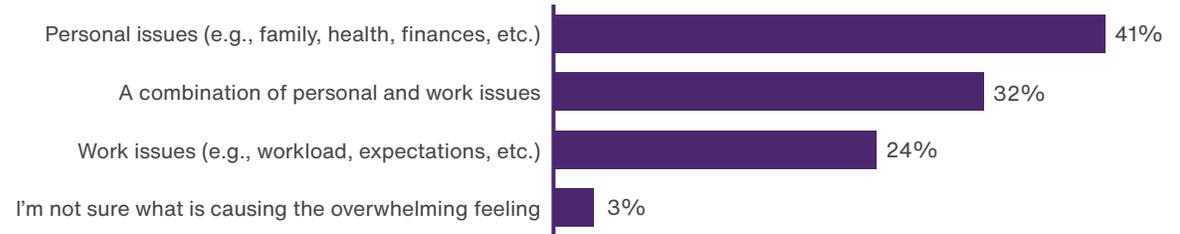
#### MHI score by “I feel overwhelmed by my responsibilities or commitments”



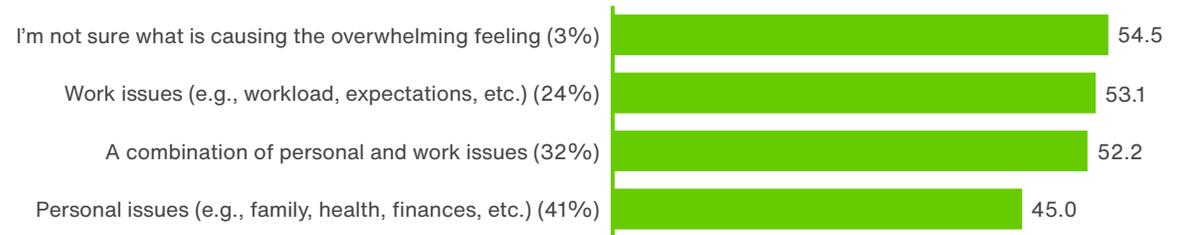
**More than two in five workers say personal issues is their primary source of feeling overwhelmed.**

- More than two in five (41 per cent) workers report personal issues as their primary source of feeling overwhelmed; this group has the lowest mental health score (45.0), nearly 16 points lower than the national average (60.6)
- Near one-third (32 per cent) of workers report a combination of personal and work issues as the primary source of feeling overwhelmed, and 24 per cent report work issues as the primary source of feeling overwhelmed
- Workers under 40 are more than four times as likely as workers over 50 to report work issues as the primary source of feeling overwhelmed
- Managers are more than twice as likely as 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

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



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



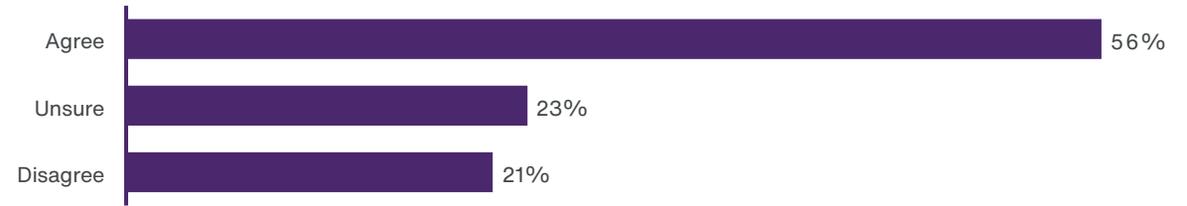
## Parenthood and work-life balance.

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

- Fifty-six per cent of workers say their employer offers a family-friendly workplace; this group has the highest mental health score (62.8), more than two points higher than the national average (60.6)
- More than one in five (21 per cent) say their workplace is not family-friendly; this group has the lowest mental health score (57.4), more than five points lower than workers who say their workplace is family-friendly (62.8) and more than two points lower than the national average (60.6)



### My employer offers a family-friendly workplace



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



**Nearly three-quarters of working parents feel supported by their manager.**

- Nearly three-quarters (73 per cent) of working parents feel supported by their manager; this group has the highest mental health score (64.1), nearly four points higher than the national average (60.6)
- More than one in eight (13 per cent) working parents don't feel supported by their manager; this group has the lowest mental health score (50.3), nearly 14 points lower than working parents who feel supported (64.1), and more than 10 points lower than the national average (60.6)
- Working parents over 50 are 30 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”**



**More than three-quarters of working parents feel supported by their colleagues.**

- More than three-quarters (77 per cent) of working parents feel supported by their colleagues; this group has the highest mental health score (64.5), nearly four points higher than the national average (60.6)
- Fewer than one in ten (eight per cent) working parents don't feel supported by their colleagues; this group has the lowest mental health score (48.9), nearly 16 points lower than workers who feel supported (64.5) and nearly 12 points lower than the national average (60.6)



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



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

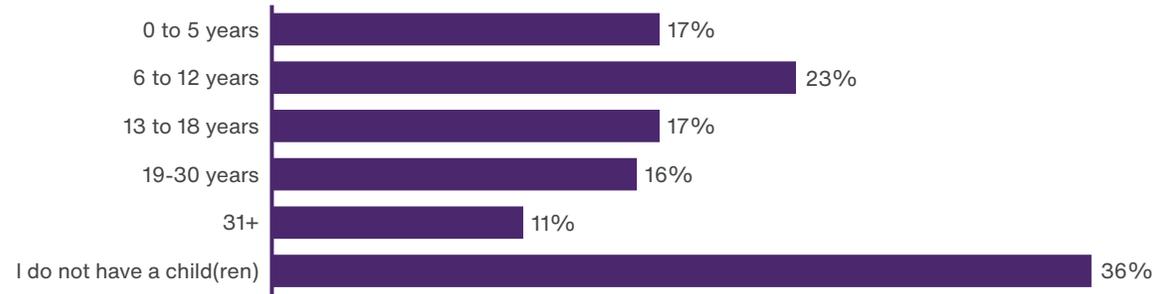


**Working parents with children under 12 have the lowest mental health scores.**

- Workers with children over the age of 19 have the highest mental health scores, at least about four points higher than the national average (60.6) and at least four points higher than workers with children under the age of 12



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



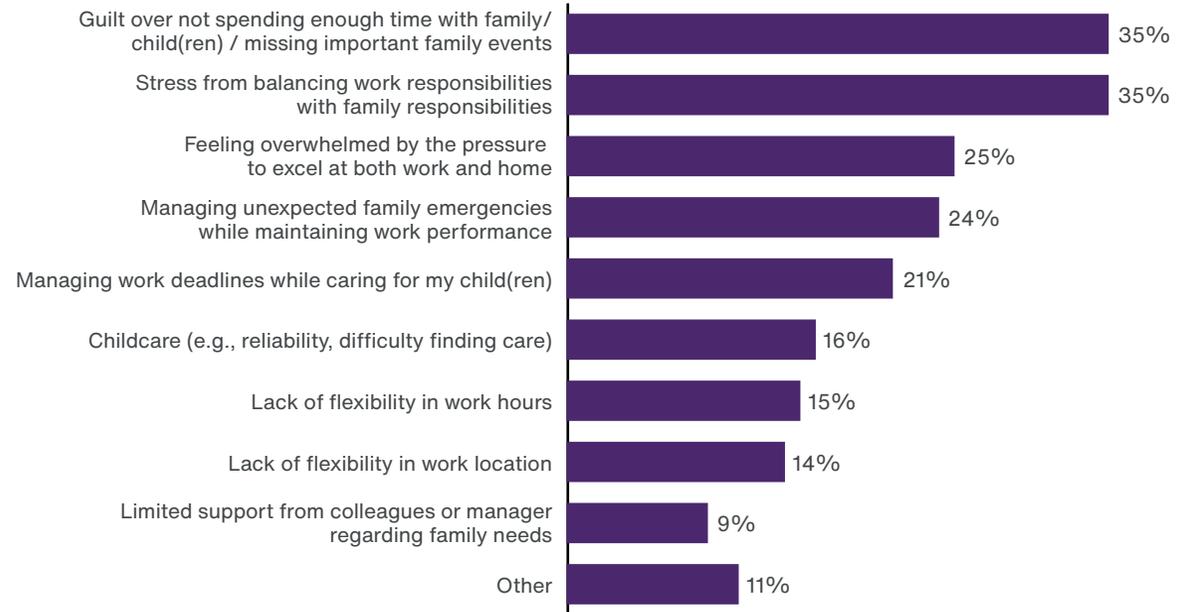
**MHI score by “What age(s) are your child(ren)?”**



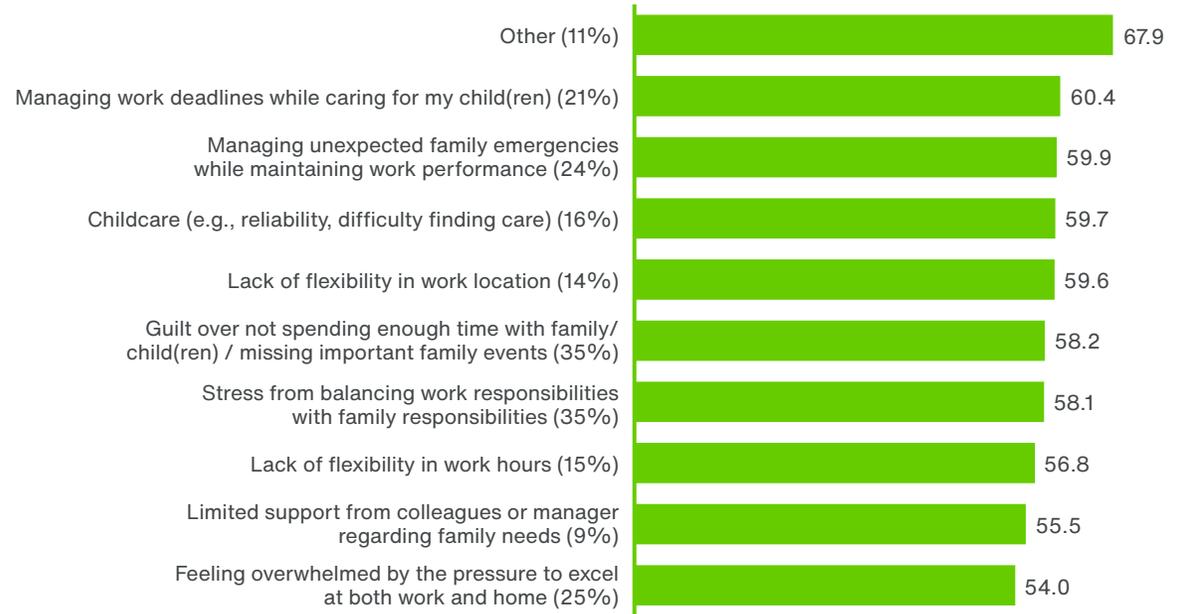
**Guilt over not spending enough time with family/children, and stress from balancing work and family, are the top concerns for working parents.**

- More than one-third (35 per cent) of parents have guilt over not spending enough time with family/children or missing important family events, 35 per cent are feeling the stress of balancing work responsibilities with family responsibilities, 25 per cent are feeling overwhelmed by the pressure to excel at both work and home, 24 per cent are concerned about managing unexpected family emergencies while maintaining work performance, and 21 per cent are concerned about managing work deadlines while caring for children
- Twenty-five per cent of parents feel overwhelmed by the pressure to excel at both work and home; this group has the lowest mental health score (54.0), more than five points lower than the national average (60.6)

**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?”**

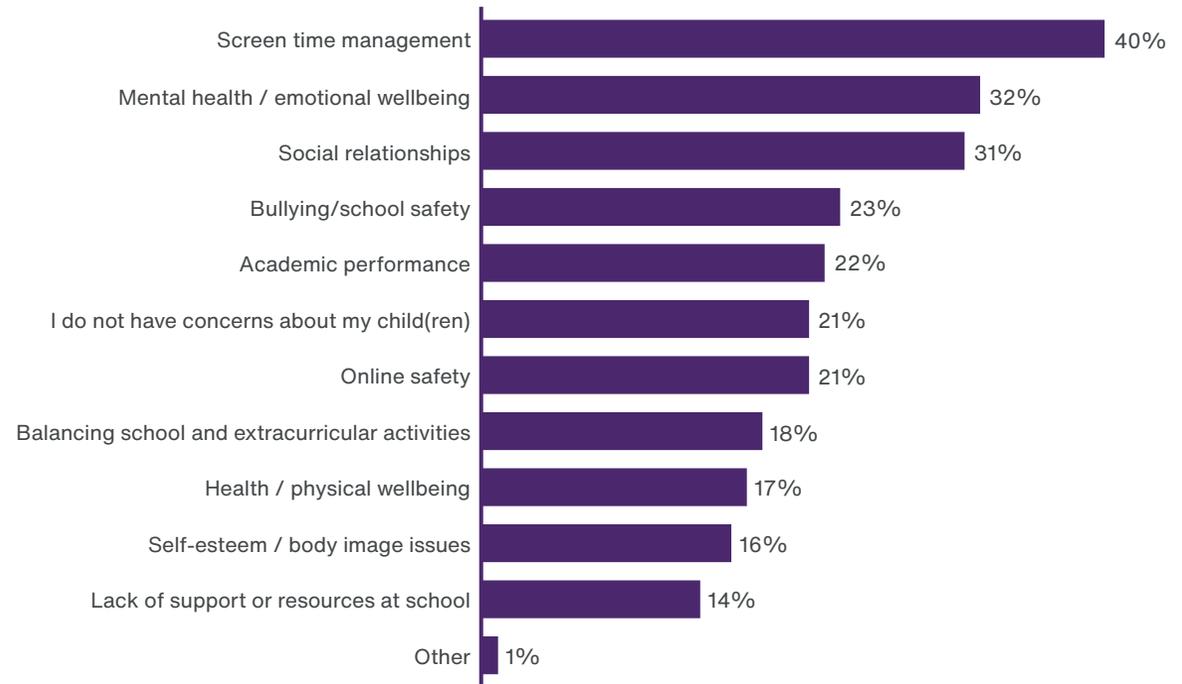


**Screen time management, mental health/emotional wellbeing, and social relationships are the top concerns among parents with school-age children.**

- Two in five (40 per cent) parents are concerned about screen time management, 32 per cent are concerned about their children’s mental health/emotional wellbeing, 31 per cent are concerned about their children’s social relationships, 23 per cent are concerned about bullying/school safety, 22 per cent are concerned about academic performance, and 21 per cent are concerned about online safety



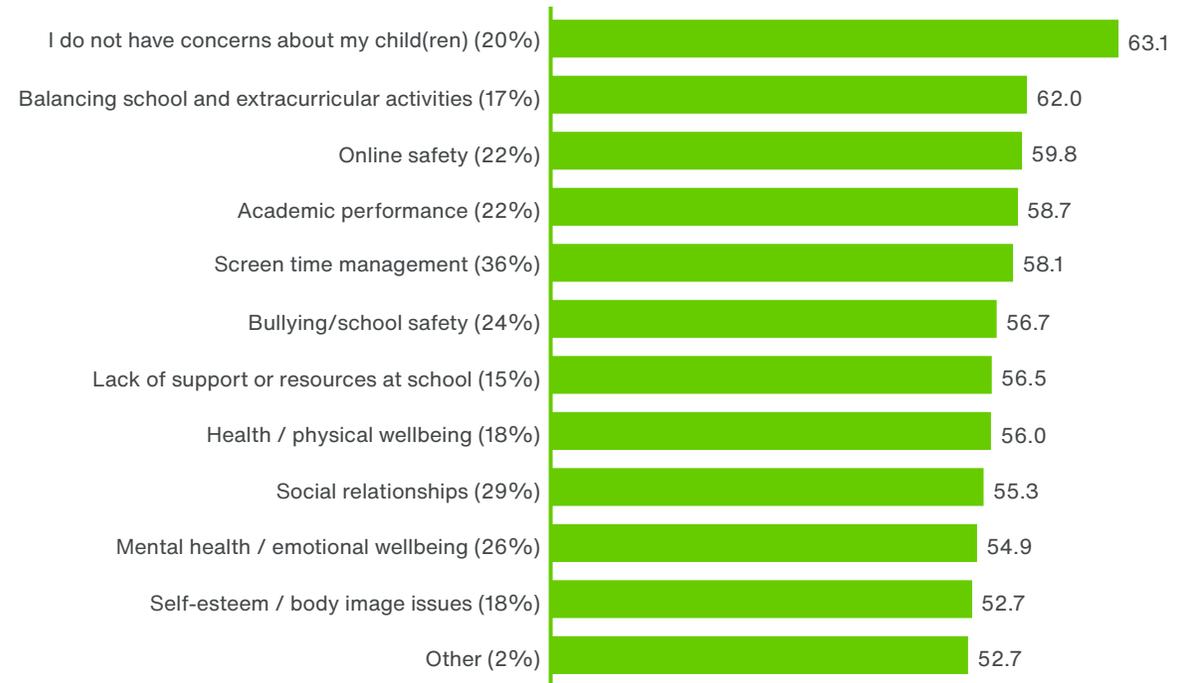
**Do you have any of the following concerns with respect to your school-age child(ren)?**



- Thirty-two per cent of parents concerned about their school-age children’s mental health/emotional wellbeing have a mental health score (52.7) nearly eight points lower than the national average (60.6)
- More than one in five (21 per cent) parents do not have concerns about their school-age children; this group has the highest mental health score (63.1), more than two points higher than the national average (60.6)



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

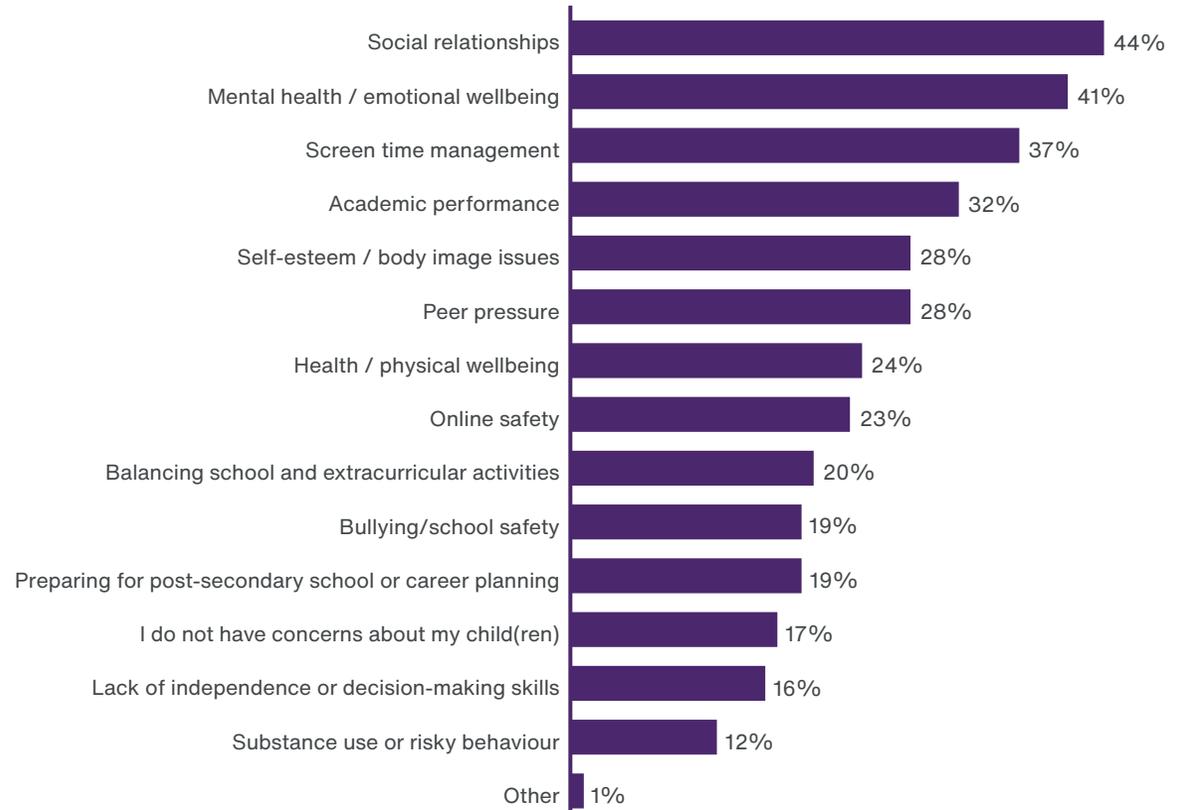


**Social relationships, mental health/emotional wellbeing, and screen time management are the top concerns among parents with teenagers.**

- More than two in five (44 per cent) of parents are concerned about their teen’s social relationships, 41 per cent are concerned about their teen’s mental health/emotional wellbeing, 37 per cent parents are concerned about screen time management, 32 per cent are concerned about academic performance, 28 per cent are concerned about their teen’s self-esteem/body image issues and 28 per cent are concerned about peer pressure



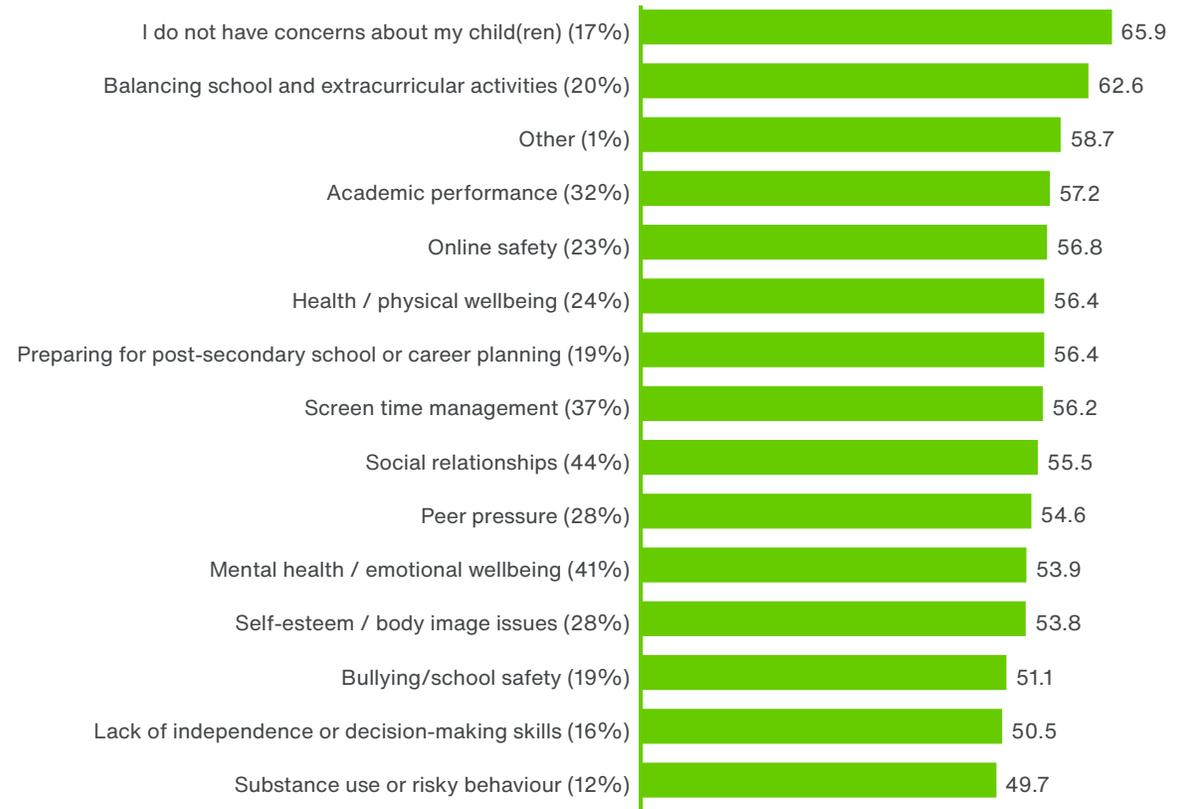
**Do you have any of the following concerns with respect to your teenage child(ren)?**



- Thirty-two per cent of parents concerned about their teen’s mental health/emotional wellbeing have a mental health score (53.9) nearly seven points lower than the national average (60.6)
- More than one in six (17 per cent) parents do not have concerns about their teens; this group has the highest mental health score (65.9), more than five points higher than the national average (60.6)



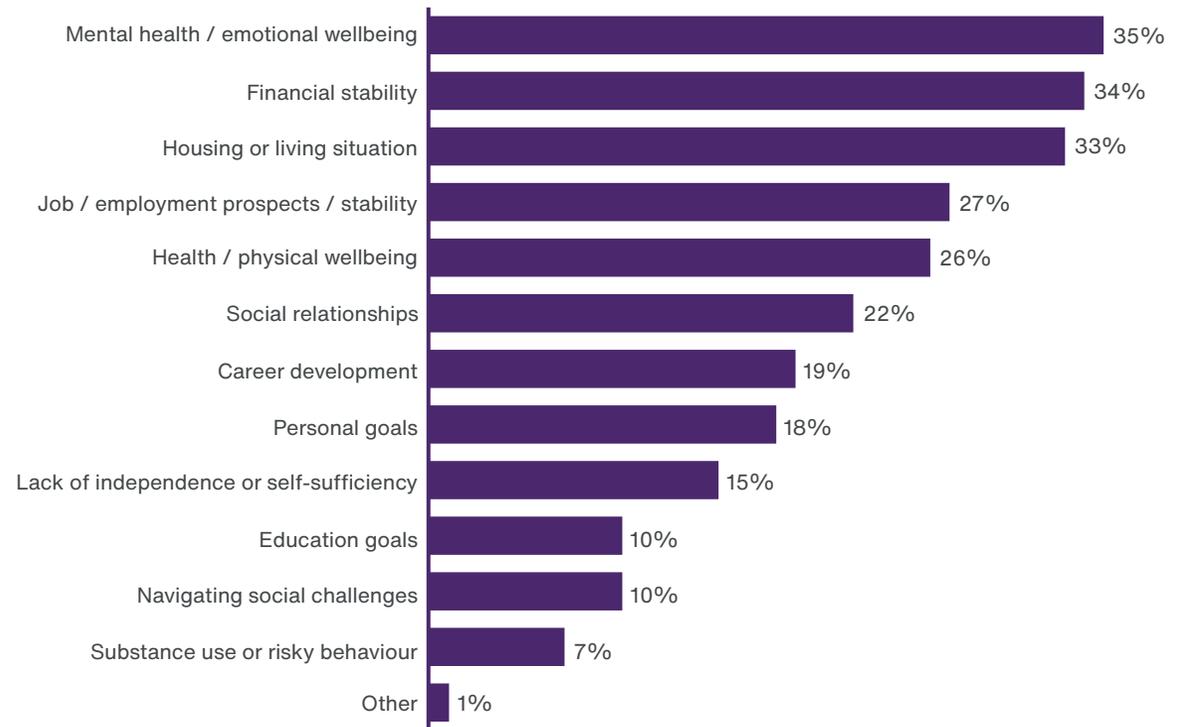
**MHI score by “Do you have any of the following concerns with respect to your teenage child(ren)?”**



**Mental health/emotional wellbeing, financial stability, and housing or living situation are the top concerns among parents with young adult children.**

- More than one-third (35 per cent) of parents are concerned about their young adult children’s mental health/emotional wellbeing, 34 per cent are concerned about the financial stability of their young adult children, 33 per cent are concerned about their young adult children’s housing or living situation, 27 per cent are concerned about job/employment prospects/stability, 26 per cent are concerned about their young adult children’s health/physical wellbeing, and 22 per cent are concerned about their young adult children’s social relationships

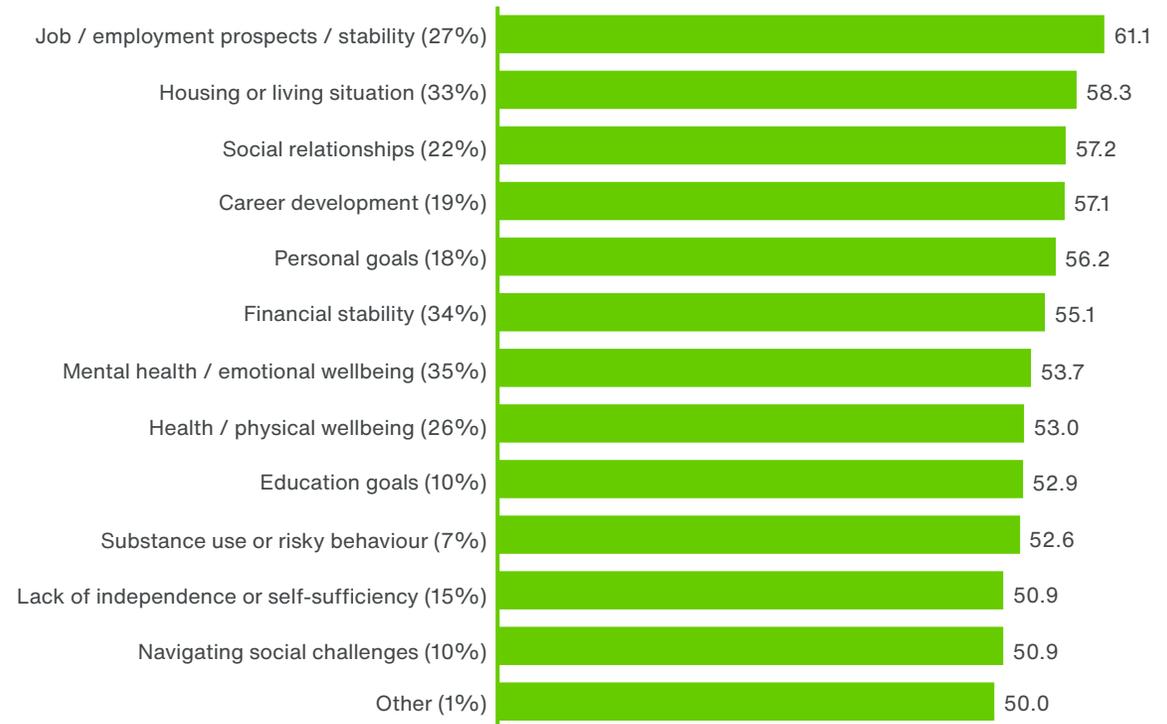
**Do you have any of the following concerns with respect to your young adult child(ren)?**



- Thirty-five per cent of parents concerned about their young adult children’s mental health/emotional wellbeing have a mental health score (53.7) nearly seven points lower than the national average (60.6)



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

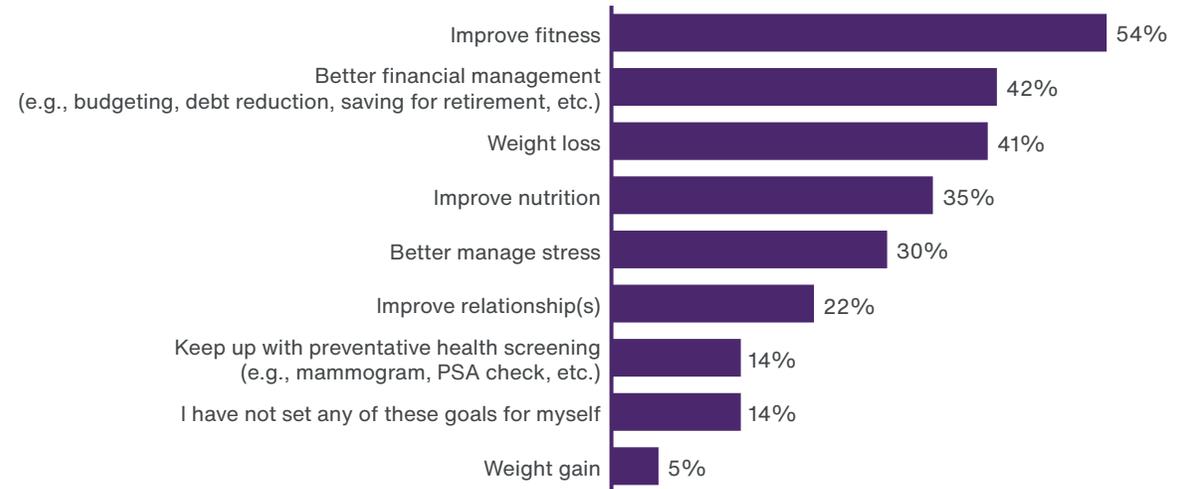


## Lifestyle goals

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

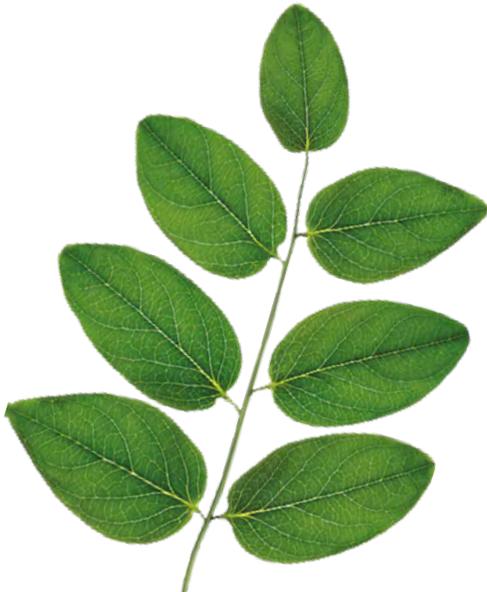
- More than half (54 per cent) of workers have set a goal to improve their fitness, 42 per cent have set a goal to improve financial management, 41 per cent have set a goal for weight loss, 35 per cent have set a goal to improve their nutrition, and 30 per cent have set a goal to better manage stress
- Workers under 40 are more than twice as likely as 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 70 per cent more likely than men to have set a goal to keep up with preventative health screening
- Non-parents are 40 per cent more likely than parents to have set a goal to keep up with preventative health screening

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



- The lowest mental health score (52.1) is among 30 per cent of workers who have set a goal to better manage stress, 11 points lower than workers who have not set any goals (63.1) and more than eight points lower than the national average (60.6)
- One in seven (14 per cent) have not set any goals; this group has the highest mental health score (63.1), more than two points higher than the national average (60.6)

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

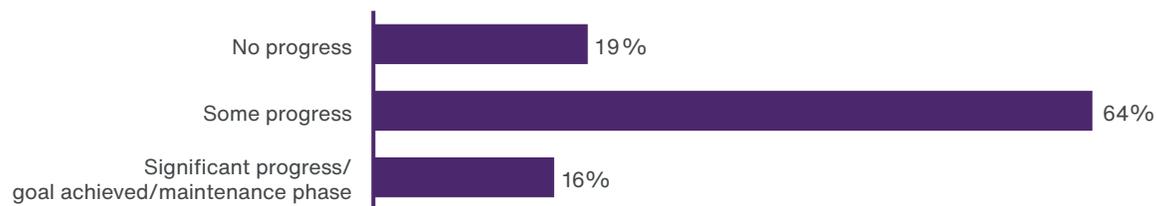


# Fitness

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

- Nearly one in five (19 per cent) have not made any progress towards improving their fitness; this group has the lowest mental health score (54.0), nearly 12 points lower than workers who have made significant progress (66.0) and more than six points lower than the national average (60.6)
- Thirteen per cent have made significant progress towards improving their fitness; this group has the highest mental health score (66.0), more than five points higher than the national average (60.6)
- Men are more than twice as likely as women to have made significant progress towards improving their fitness
- Managers are twice as likely as non-managers 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?”

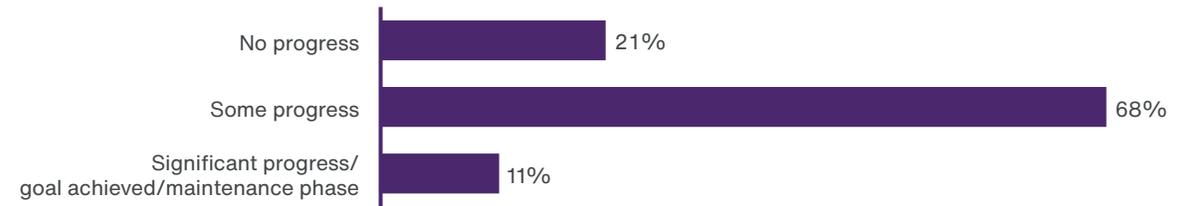


# Financial management

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

- More than one in five (21 per cent) have not made any progress towards improving financial management; this group has the lowest mental health score (48.1), 19 points lower than workers who have made significant progress (67.1) and more than 12 points lower than the national average (60.6)
- Workers under 40 are more than twice as likely as workers over 50 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 (67.1), more than six points higher than the national average (60.6)

What is your progress towards improving financial management?



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



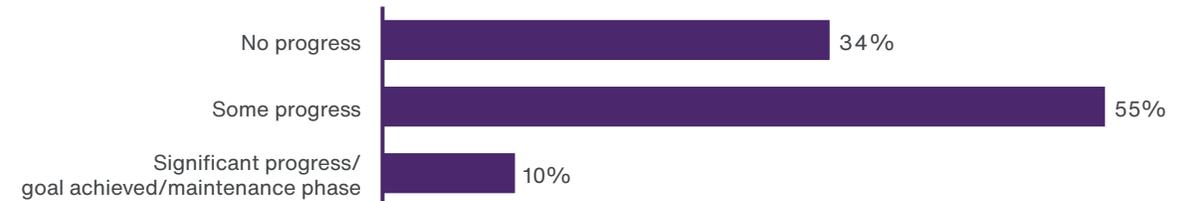
# Weight loss

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

- More than one-third (34 per cent) have not made any progress towards their weight loss goal; this group has the lowest mental health score (55.2), more than nine points lower than workers who have made significant progress (64.4) and more than five points lower than the national average (60.6)
- Women are more than twice as likely as men not to have made any progress towards their weight loss goal
- Ten per cent have made significant progress towards their weight loss goal; this group has the highest mental health score (64.4), nearly four points higher than the national average (60.6)



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



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



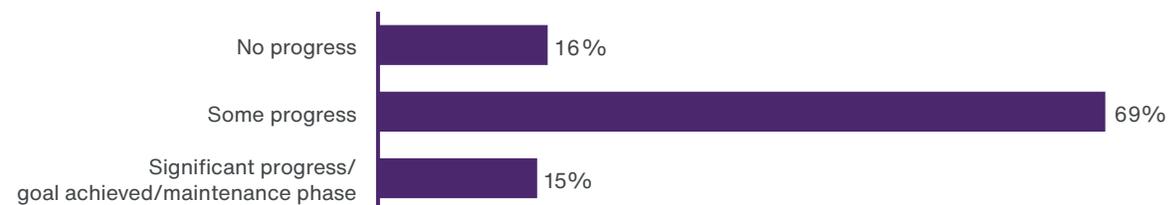
## Nutrition

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 (50.8), more than eight points lower than workers who have made significant progress (58.9) and nearly 10 points lower than the national average (60.6)
- Fifteen per cent have made significant progress towards improving their nutrition; this group has the highest mental health score (58.9), though still nearly one point lower than the national average (60.6)



### What is your progress towards improving your nutrition?



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



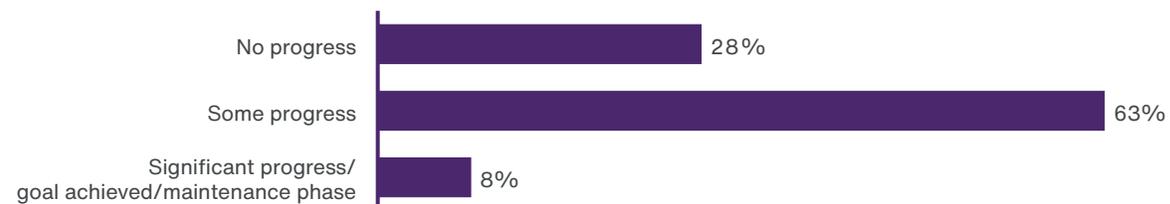
## Stress management

Among workers who set a goal to improve stress management, nearly one in three have not made any progress.

- Nearly one in three (28 per cent) have not made any progress towards improving stress management; this group has the lowest mental health score (44.4), 18 points lower than workers who have made significant progress (62.4) and more than 16 points lower than the national average (60.6)
- Eight per cent have made significant progress towards improving stress management; this group has the highest mental health score (62.4), nearly two points higher than the national average (60.6)
- Managers are nearly three times more likely than non-managers to have made significant progress towards improving stress management
- Workers under 40 are more than twice as likely as workers over 50 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?”

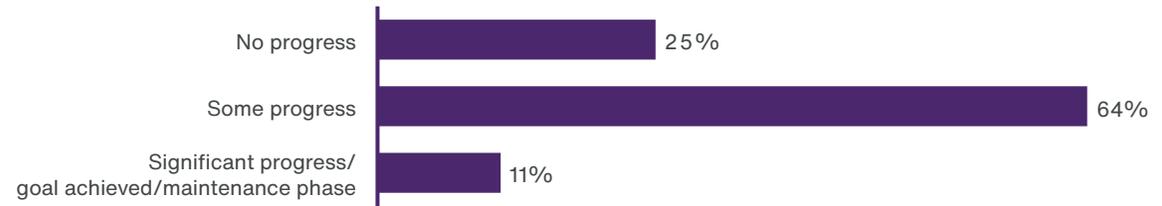


# Relationships

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

- One-quarter (25 per cent) have not made any progress towards improving their relationships; this group has the lowest mental health score (47.0), 15 points lower than workers who have made significant progress (62.0) and more than 13 points lower than the national average (60.6)
- Eleven per cent have made significant progress towards improving their relationships; this group has the highest mental health score (62.0), just over one point higher than the national average (60.6)
- Managers are more than 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?”



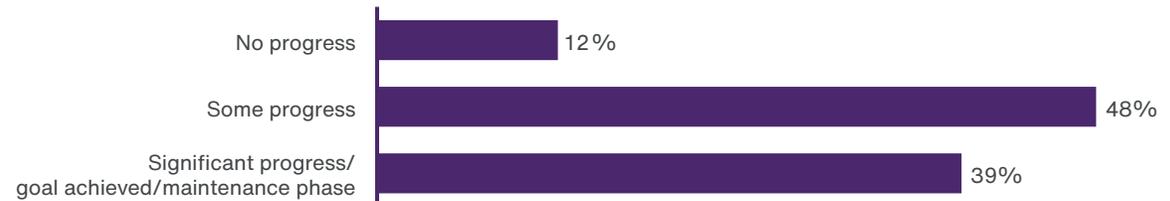
## Preventative health screening.

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

- Nearly two in five (39 per cent) have made significant progress towards keeping up with preventative health screening; this group has the highest mental health score (69.3), nearly nine points higher than the national average (60.6)
- Workers over 50 are more than seven times as likely as workers under 40 to have made significant progress towards keeping up with preventative health screening
- Twelve per cent have not made any progress towards keeping up with preventative health screening; this group has the lowest mental health score (44.0), more than 25 points lower than workers who have made significant progress (69.3) and nearly 17 points lower than the national average (60.6)
- Women are more than twice as likely as men 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, more than one-quarter have not made any progress.

- More than one-quarter (27 per cent) of workers have not made any progress towards their weight gain goal; this group has a mental health score (46.7), more than 12 points lower than workers who have made significant progress (59.3) and more than 14 points lower than the national average (60.6)
- Twenty-four per cent have made significant progress towards their weight gain goal; this group has the highest mental health score (59.3), more than one point lower than the national average (60.6)



## 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 1,000 people who live in New Zealand and are currently employed or who were employed within the prior six months. Participants are selected to represent the age, gender, industry, and geographic distribution in New Zealand. 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 27, 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)



# TELUS Mental Health Index.

Canada | February 2025

