



TELUS Mental Health Index.

United Kingdom | March 2025

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What you need to know for March 2025.

More than **three in ten workers feel anxious and isolated**, and more than one-quarter feel depressed and say their mental health is adversely impacting work productivity.

- At 64.7, the mental health of workers has improved by 1.2 points from January 2025; however, the score generally reflects an up-and-down trend from its peak in January 2023
- 33 per cent of workers have a high mental health risk, 41 per cent have a moderate mental health risk, and 26 per cent have a low mental health risk
- 34 per cent of workers feel anxious
- 31 per cent feel isolated
- 27 per cent feel depressed
- 25 per cent say their mental health is adversely impacting work productivity
- 23 per cent do not have emergency savings for basic needs
- All mental health sub-scores, apart from optimism, have either increased or remain unchanged from January 2025
- Anxiety and isolation have been the lowest mental health sub-scores for three years
- Scotland is the only region with a modest decrease in mental health; England has the highest mental health score in March 2025
- 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-quarter of workers.

- 36 per cent of workers say financial concerns are a source of personal stress
- 23 per cent of workers say health/medical concerns are a source of personal stress
- 18 per cent of workers say a lack of time for self-care or hobbies is a source of personal stress
- 15 per cent of workers say self-esteem or personal insecurity is a source of personal stress
- 14 per cent of workers say their housing or living situation is a source of personal stress
- The mental health score of 15 per cent of workers citing self-esteem or personal insecurity as a source of personal stress is more than 37 points lower than that of workers reporting no personal stress and more than 18 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 18 points lower than the national average



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

- 32 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 16 points lower than the national average
- 31 per cent of workers say a high workload is a source of work stress
- 21 per cent of workers say a lack of work-life balance is a source of work stress
- 18 per cent of workers say poor communication is a source of work stress
- 17 per cent of workers say a lack of recognition or feedback is a source of work stress
- 16 per cent of workers say insufficient resources or support is a source of work stress
- 14 per cent of workers say job insecurity is a source of work stress
- The mental health score of 14 per cent of workers citing job insecurity as a source of stress is 23 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 a lack of work-life balance is a source of stress



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

- 30 per cent of parents with teens, 28 per cent of parents with young adult children, and 23 per cent of parents with school-age kids are concerned about their children's mental health
- 24 per cent of parents with school-age kids and 19 per cent of parents with teens are concerned about their children's social relationships
- Parents concerned about their children's mental health have the lowest mental health scores in all categories, at least 10 points lower than the national average
- 33 per cent of working parents are experiencing stress from balancing work and family responsibilities
- 27 per cent of working parents are feeling guilty for not spending enough time with their families
- 23 per cent of working parents are feeling overwhelmed by the pressure to excel at work and at home

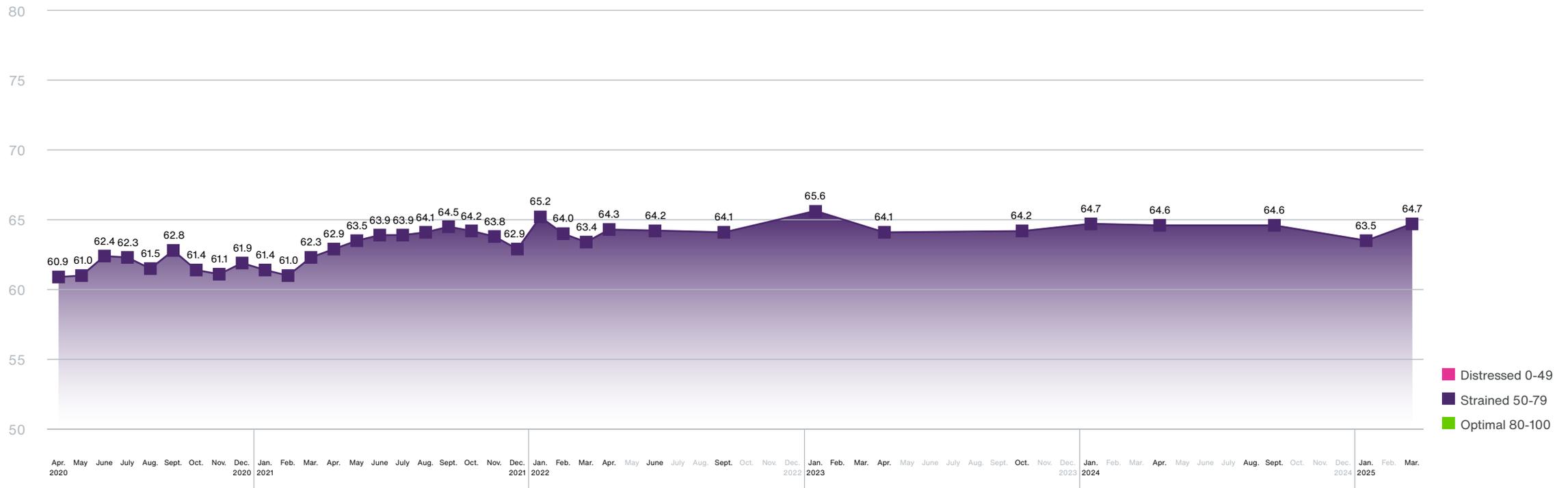
Improving fitness, weight loss, and better financial management are the top lifestyle goals workers have set for themselves.

- 42 per cent of workers want to improve their fitness; however, 18 per cent of those have not made any progress towards their goal
- 38 per cent of workers want to lose weight; however, 30 per cent of those have not made any progress towards their goal
- 24 per cent of workers want to improve financial management; however, 23 per cent of those have not made any progress towards their goal
- 22 per cent of workers want to improve their nutrition; however, 13 per cent of those have not made any progress towards their goal
- 20 per cent of workers want to better manage stress; however, 25 per cent of those have not made any progress towards their goal
- 11 per cent of workers want to improve their relationships; however, 30 per cent of those have not made any progress towards their goal

The Mental Health Index.

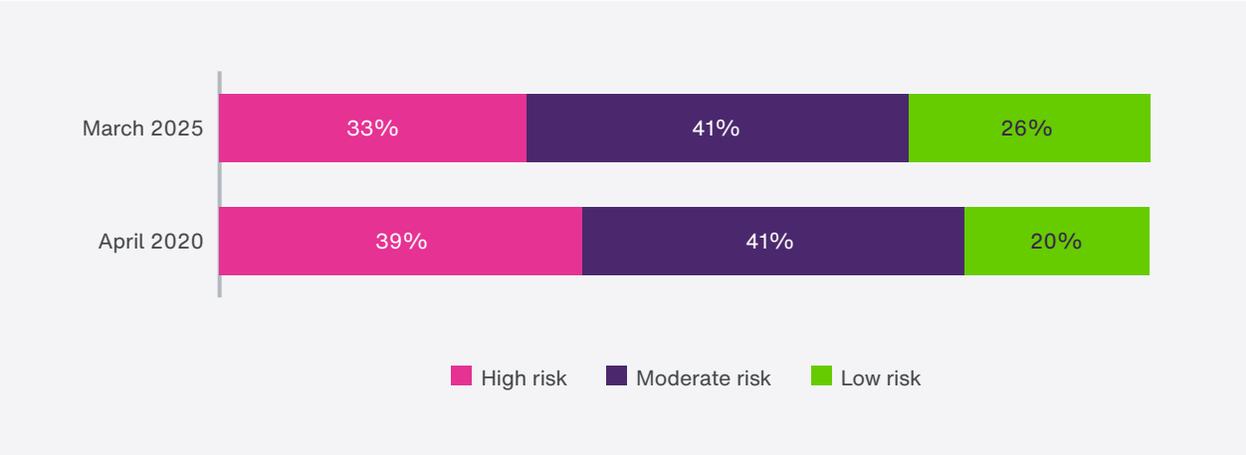
The overall Mental Health Index for March 2025 is **64.7**. Since reaching its peak in January 2023, the mental health score of workers in the United Kingdom has declined. March 2025 marks an improvement of 1.2 points over January 2025.

MHI Current Month March 2025	January 2025
64.7	63.5



Mental health risk.

In March 2025, 33 per cent of workers have a high mental health risk, 41 per cent have a moderate mental health risk, and 26 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 declined by six 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.

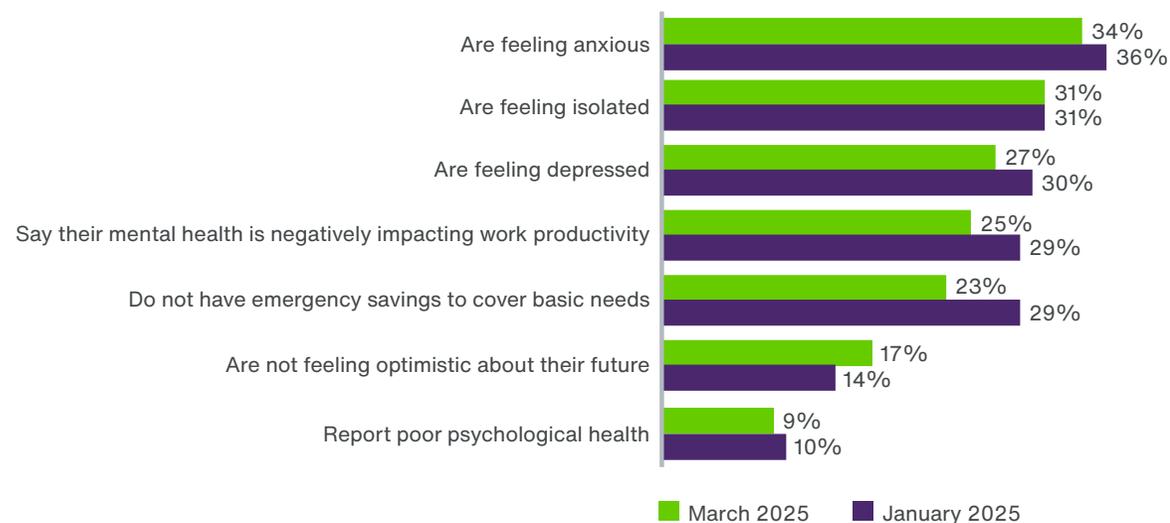
For three years, anxiety (57.3) has been the lowest Mental Health Index sub-score. Isolation (61.6), depression (62.6), optimism (63.0), work productivity (66.1), and psychological health (72.4) follow. Financial risk (73.7) is the most favourable mental health measure in March 2025.

- All mental health sub-scores, apart from optimism, have either increased or remain unchanged from January 2025
- With a nearly four-point improvement, the financial risk sub-score is the most favourable mental health measure in March 2025

More than one-third (34 per cent) of workers feel anxious, 31 per cent feel isolated, 27 per cent feel depressed, 25 per cent say their mental health is negatively impacting their work productivity, 23 per cent do not have emergency savings for basic needs, 17 per cent do not feel optimistic about their future, and nine per cent of workers generally cite poor psychological health.

Mental Health Index Sub-scores	March 2025	January 2025
Anxiety	57.3	55.1
Isolation	61.6	60.1
Depression	62.6	60.5
Optimism	63.0	64.9
Work productivity	66.1	62.0
Psychological health	72.4	72.4
Financial risk	73.7	69.9

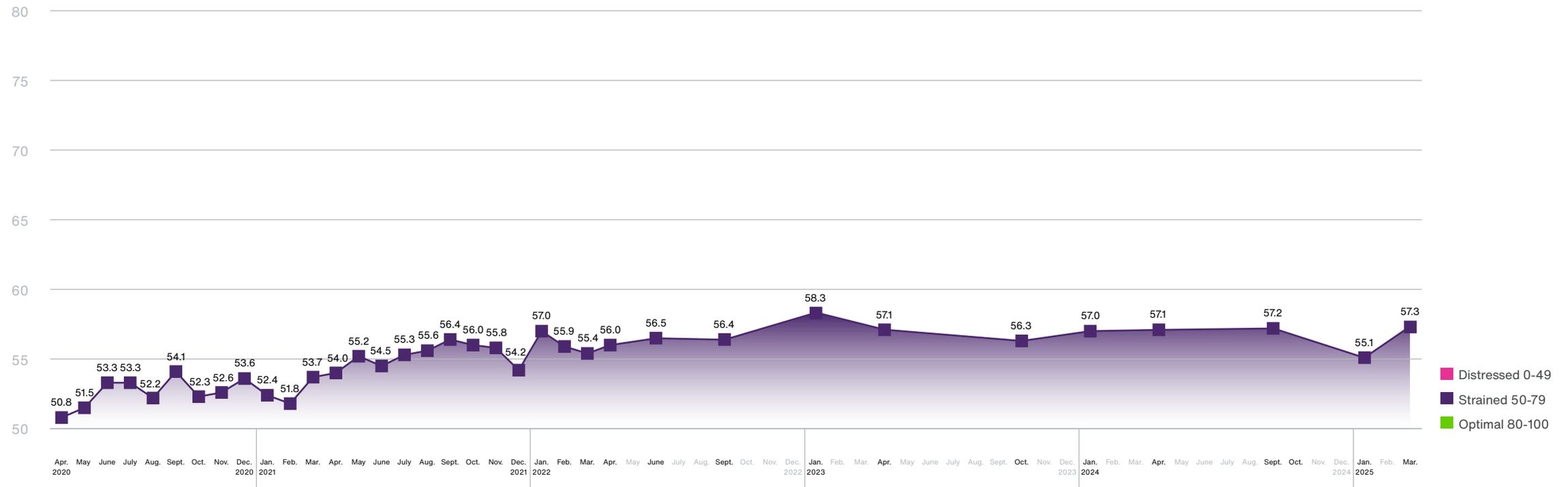
Percentage at risk by MHI sub-score



Anxiety

In March 2025, 34 per cent of workers say they often feel unsettled and nervous.

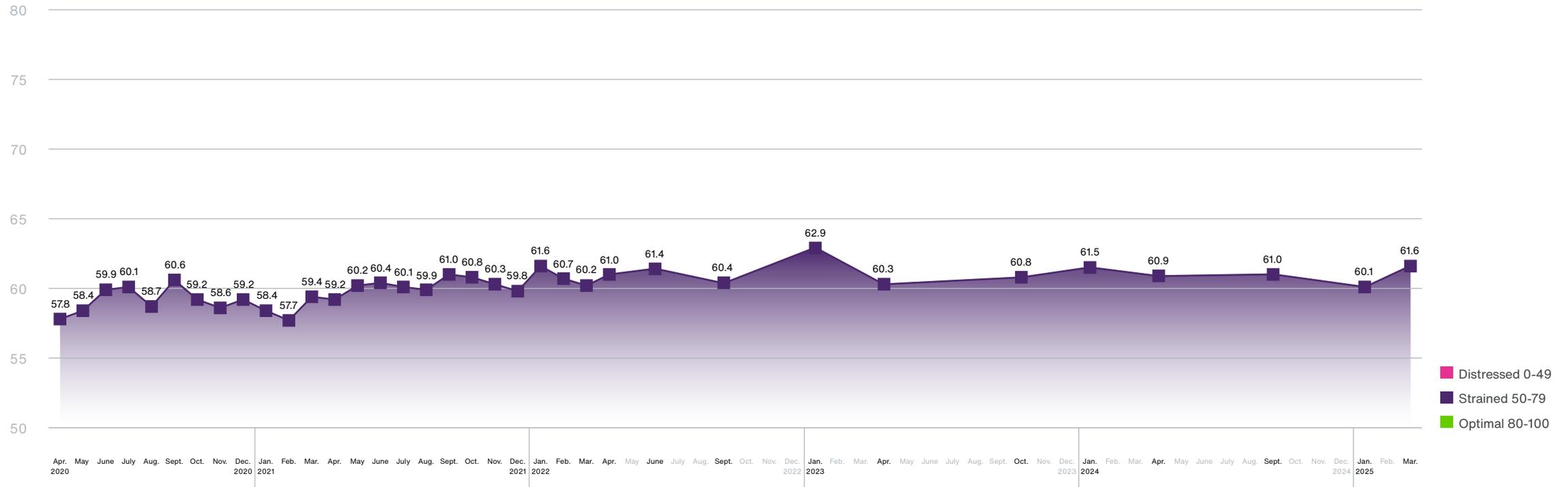
The anxiety sub-score has fluctuated since the launch of the MHI in April 2020. After peaking in January 2023, the anxiety sub-score declined for two consecutive periods. In March 2025, the anxiety score rebounded from a significant drop in January 2025; however, it remains the lowest mental health sub-score in three years.



Isolation

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

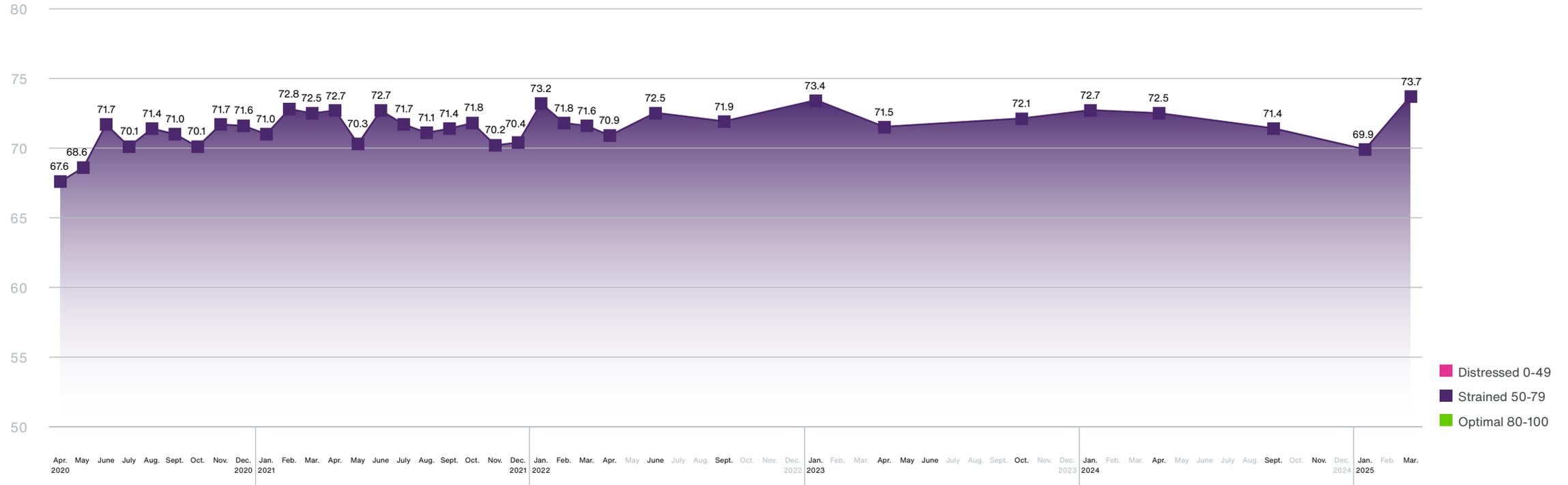
Since April 2020, the isolation sub-score has fluctuated significantly. It peaked in January 2023 but then experienced a sharp decline in April 2023, remaining relatively stable at around 61 points since that time. In March 2025, the isolation score improved by 1.5 points after a modest decline in January; however, it remains the second-lowest sub-score for three years.



Financial risk

In March 2025, 23 per cent of workers do not have emergency savings to cover basic needs.

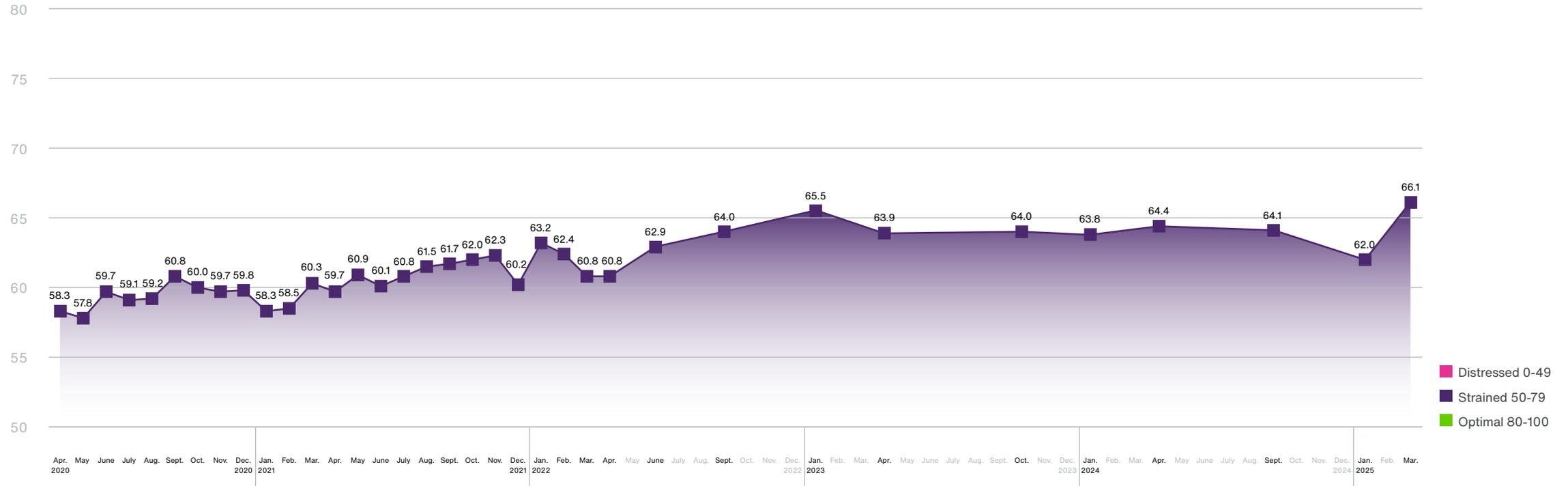
The financial risk score showed considerable volatility from April 2020 to January 2023. Since then, the scores declined more than three points through January 2025. In March 2025, the score rebounded significantly, regaining the losses since January 2023.



Work productivity

In March 2025, 25 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 a two-point decrease from September 2024 to January 2025, the work productivity sub-score rebounded in March 2025, up by 3.1 points from January, and reaching its highest level since the launch of the MHI in April 2020.



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 62.2 compared to 67.3 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. More than four years later, this pattern continues with a lower score for workers with at least one child (61.0) than workers without children (66.2)

Mental health by employment status.

- Overall, three per cent of respondents are unemployed¹ and six per cent report reduced hours or reduced salary
- Workers reporting reduced salary than the previous month have the lowest mental health score (47.4), followed by workers reporting reduced salary than the last month (53.4), respondents not currently employed (62.6), and workers with no change to salary or hours (65.6)
- Managers have a higher mental health score (66.2) than non-managers (63.6)
- Labourers have a lower mental health score (62.9) than service (63.5) and office workers (65.8)
- Respondents working for companies with 1,001-5,000 employees have the highest mental health score (66.9)
- Respondents working for companies with 51-100 employees have the lowest mental health score (61.3)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (39.7) than the overall group (64.7). Workers with emergency savings have a mental health score of 74.2

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

The Mental Health Index by region.

In March 2025, mental health scores in all regions except Scotland have improved compared to January 2025.

- Scotland is the only region to experience a decrease, a modest 0.1-point decline from January 2025, resulting in the lowest mental health score
- With a 1.1-point improvement from January 2025, England has the highest mental health score



Region	March 2025	January 2025	Change
Northern Ireland	64.4	60.0	4.4
Wales	64.9	61.1	3.8
England	65.0	63.9	1.1
Scotland	62.4	62.5	-0.1

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)	65.6	64.5
Employed (fewer hours compared to last month)	53.4	53.6
Employed (reduced salary compared to last month)	47.4	44.3
Not currently employed	62.6	64.4

Age group	March 2025	Jan. 2025
Age 20-29	58.7	58.4
Age 30-39	59.9	58.9
Age 40-49	60.4	59.9
Age 50-59	65.0	64.4
Age 60-69	71.8	70.9

Number of children	March 2025	Jan. 2025
No children in household	66.2	65.5
1 child	61.0	60.1
2 children	62.8	60.5
3 children or more	62.4	60.8

Gender	March 2025	Jan. 2025
Men	67.3	66.0
Women	62.2	61.0

Household income/annum	March 2025	Jan. 2025
<£15K	54.0	55.0
£15K to <£30K	56.6	56.4
£30K to <£60K	64.7	63.2
£60K to <£100K	69.3	67.1
£100K and over	75.5	72.6

Employer size	March 2025	Jan. 2025
Self-employed/sole proprietor	65.8	62.2
2-50 employees	63.6	64.5
51-100 employees	61.3	59.2
101-500 employees	64.7	63.3
501-1,000 employees	64.6	62.9
1,001-5,000 employees	66.9	65.2
5,001-10,000 employees	65.1	64.5
More than 10,000 employees	66.4	64.4

Manager	March 2025	Jan. 2025
Manager	66.2	64.3
Non-manager	63.6	62.8

Work environment	March 2025	Jan. 2025
Labour	62.9	58.1
Office/desk	65.8	65.1
Service	63.5	63.2

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

The Mental Health Index by industry.

Workers in Food Services have the lowest mental health score (51.6), followed by workers in Administrative and Support services (57.6), and Wholesale Trade (60.4).

Workers in Real Estate, Rental and Leasing (74.7), Media and Telecommunications (71.8), and Accommodation (71.1) have the highest mental health scores this month.



Industry	March 2025	January 2025	Change
Accommodation	71.1	58.9	12.2
Media and Telecommunications	71.8	63.1	8.7
Public Administration	65.7	61.3	4.3
Other services (except Public Administration)	66.1	62.7	3.4
Construction	65.9	62.9	2.9
Real Estate, Rental and Leasing	74.7	71.9	2.8
Manufacturing	68.8	66.2	2.6
Wholesale Trade	60.4	57.9	2.5
Transportation and Warehousing	65.2	62.8	2.4
Health Care and Social Assistance	65.0	62.8	2.2
Technology	70.0	68.3	1.7
Other	67.1	65.7	1.4
Retail Trade	61.3	59.9	1.4
Administrative and Support Services	57.6	58.3	-0.6
Arts, Entertainment and Recreation	60.5	61.4	-0.9
Professional, Scientific and Technical Services	66.1	68.2	-2.1
Utilities	66.7	68.9	-2.1
Finance and Insurance	66.3	68.9	-2.6
Food Services	51.6	55.1	-3.5
Educational Services	64.4	68.7	-4.2

Spotlight

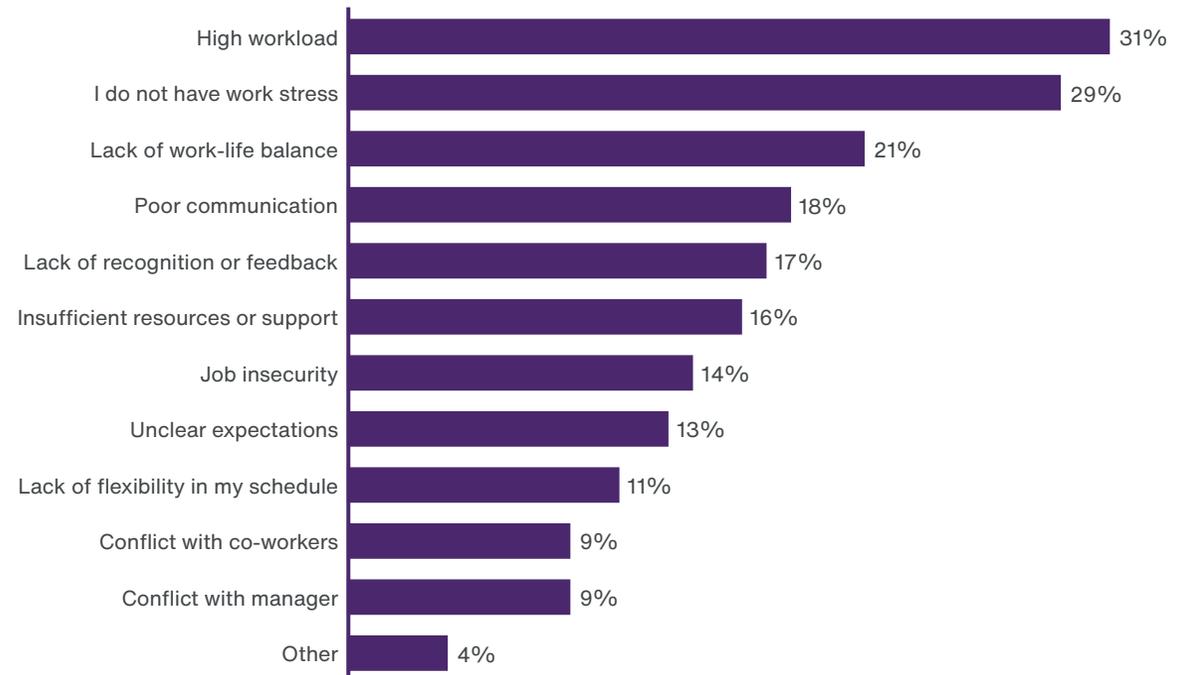
Stressors

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 (21 per cent), poor communication (18 per cent), a lack of recognition or feedback (17 per cent), insufficient resources or support (16 per cent), and job insecurity (14 per cent)
- Workers under 40 are twice as likely as workers over 50 to report a lack of work-life balance as a source of work stress
- Workers over 50 are 20 per cent more likely than workers under 40 to report job insecurity as a source of work stress

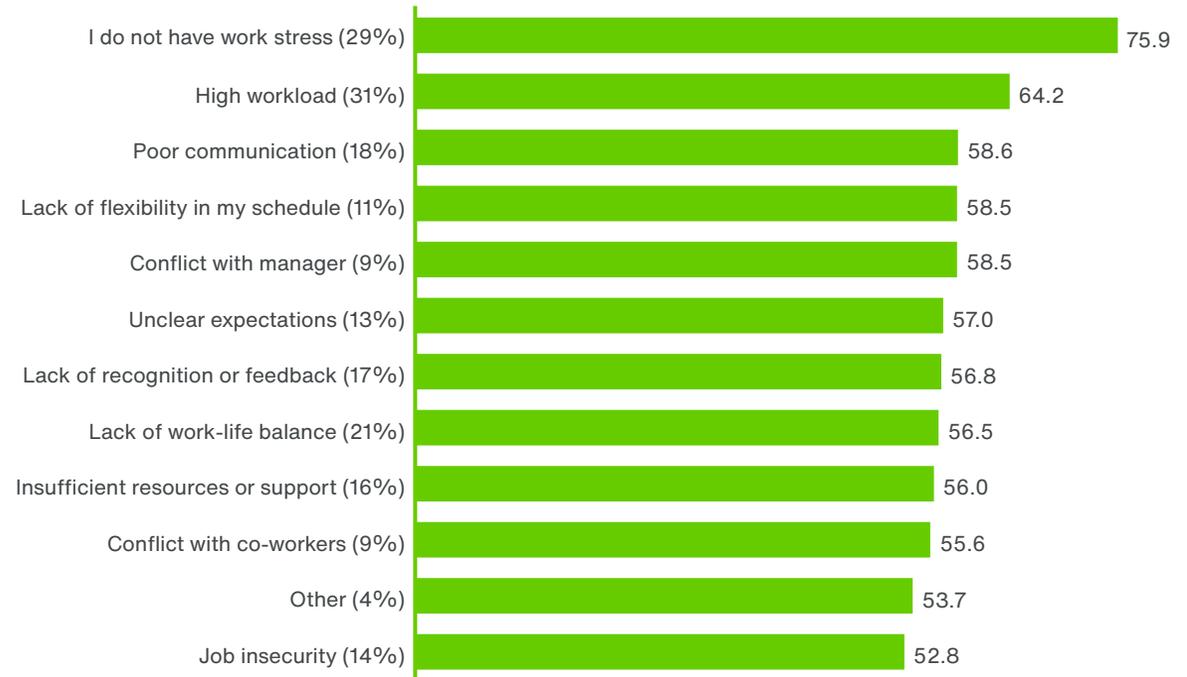


What are your sources of work stress?



- The lowest mental health score (52.8) is among the 14 per cent of workers citing job insecurity as a source of work stress, 23 points lower than workers reporting no work stress (75.9) and nearly 12 points lower than the national average (64.7)
- Twenty-nine per cent of workers report no work stress; this group has the highest mental health score (75.9), more than 11 points higher than the national average (64.7)
- Workers over 50 are nearly twice as likely as workers under 40 to report no work stress
- Non-parents are nearly 70 per cent more likely than parents to report no work stress
- Non-managers are 60 per cent more likely than managers to report no work stress

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

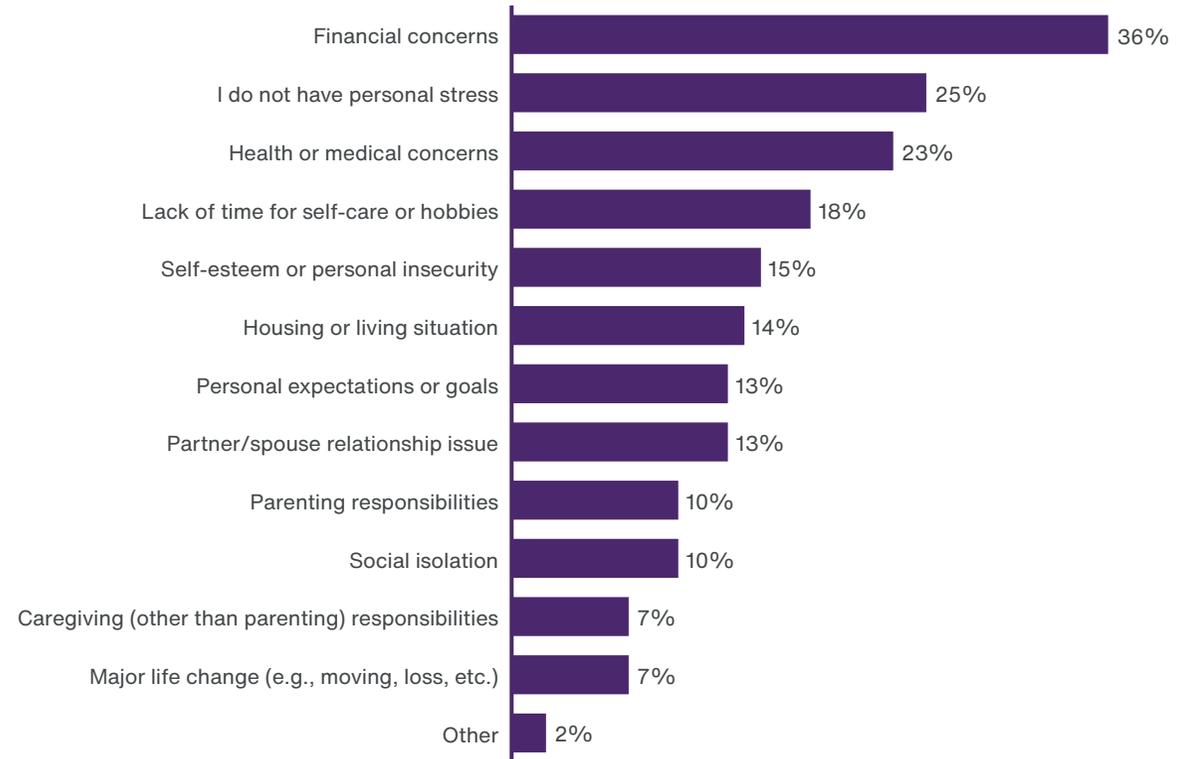


Financial and health concerns are the most common sources of personal stress.

- Financial concern, reported by nearly half (36 per cent) of workers is the leading source of personal stress, followed by health or medical concerns (23 per cent), a lack of time for self-care or hobbies (18 per cent), self-esteem or personal insecurity (15 per cent), and housing or living situation (14 per cent)
- The lowest mental health score (46.4) is among 15 per cent of workers citing self-esteem or personal insecurity as a source of personal stress, more than 37 points lower than workers reporting no personal stress (83.5) and more than 18 points lower than the national average (64.7)

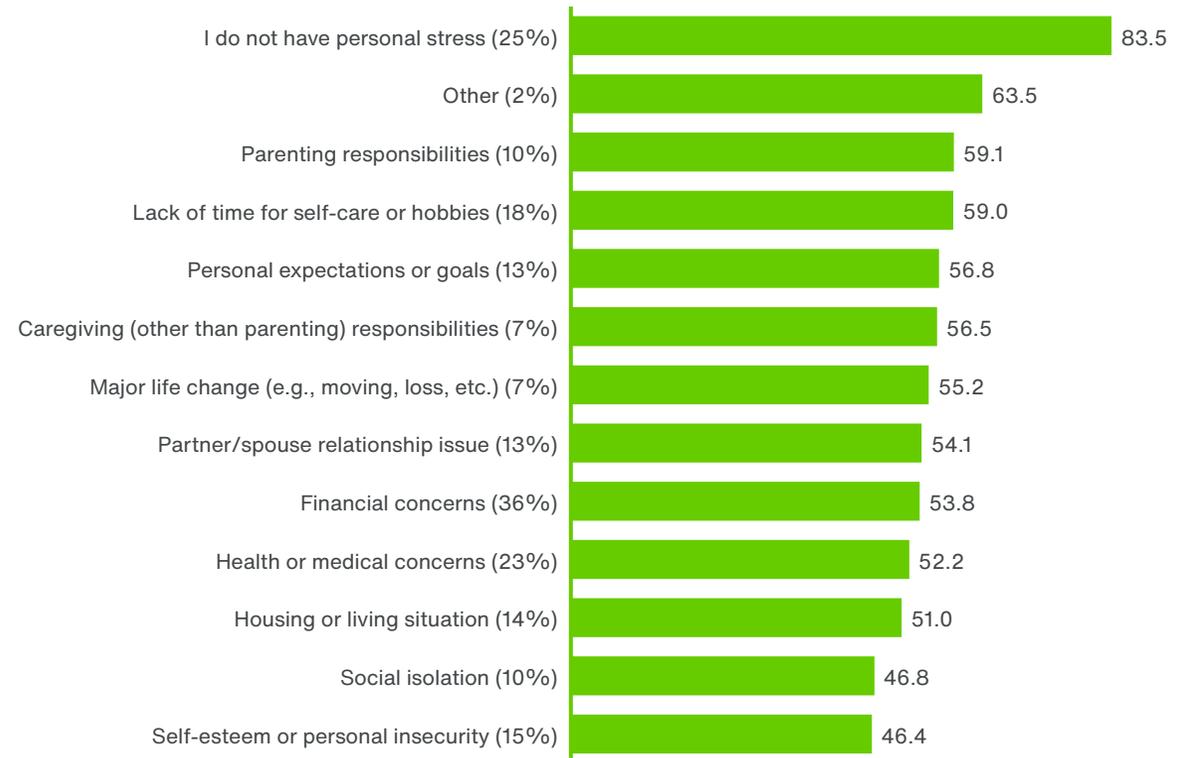


What are your sources of personal stress?



- One-quarter (25 per cent) of workers report no personal stress; this group has the highest mental health score (83.5), more than 18 points higher than the national average (64.7)
- Workers over 50 are more than three times as likely as workers under 40 to report no personal stress
- Non-parents are 70 per cent more likely than parents to report no personal stress
- Men are more than 60 per cent as likely as women to report no personal stress

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

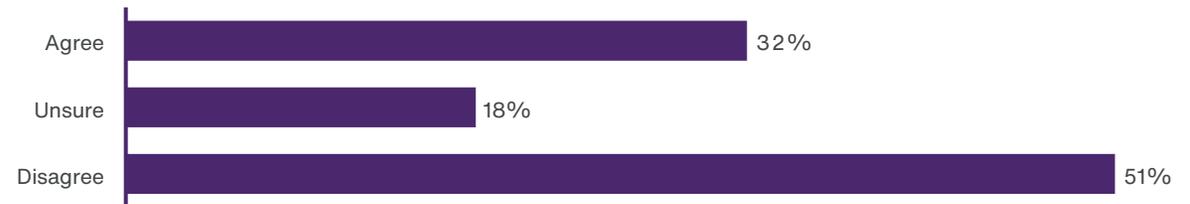


Nearly one-third of workers feel overwhelmed by their responsibilities, with the concern disproportionately among younger workers and parents.

- Almost one-third (32 per cent) of workers feel overwhelmed by their responsibilities or commitments; this group has the lowest mental health score (48.8), nearly 29 points lower than workers not feeling overwhelmed by their responsibilities or commitments (77.5) and 16 points lower than the national average (64.7)
- Workers under 40 are more than twice as likely as workers over 50 to feel overwhelmed by their responsibilities or commitments
- Parents are nearly twice as likely as non-parents to feel overwhelmed by their responsibilities or commitments
- More than half (51 per cent) of workers do not feel overwhelmed by their responsibilities or commitments; this group has the highest mental health score (77.5), more than 12 points higher than the national average (64.7)



I feel overwhelmed by my responsibilities or commitments



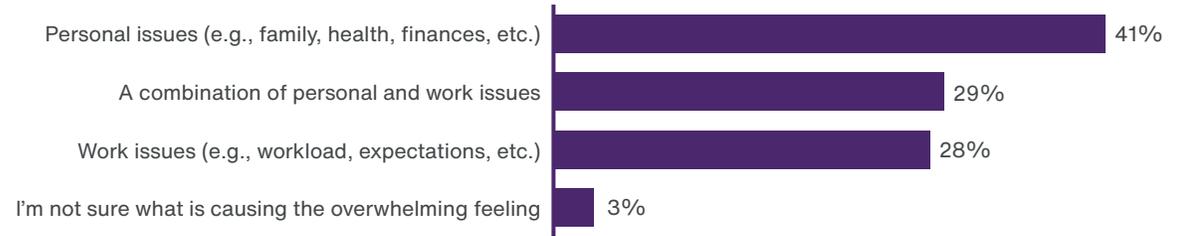
MHI score by “I feel overwhelmed by my responsibilities or commitments”



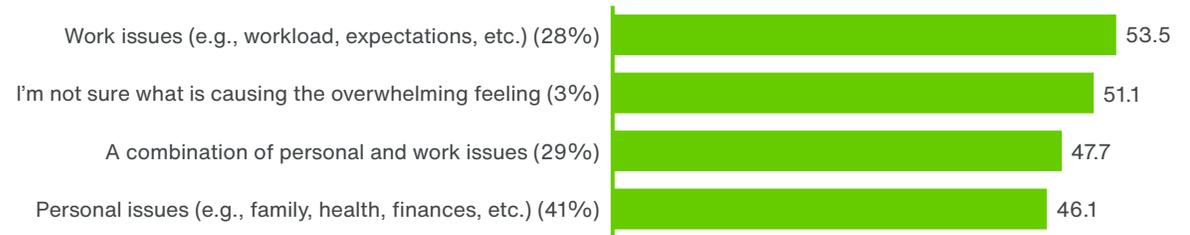
Two in five workers say personal issues are their primary source of feeling overwhelmed.

- Forty-one per cent of workers report personal issues as their primary source of feeling overwhelmed; this group has the lowest mental health score (46.1), 18 points lower than the national average (64.7)
- Nearly three in ten (29 per cent) workers report a combination of personal and work issues as the primary source of feeling overwhelmed, and 28 per cent 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
- Workers under 40 are nearly three times as likely as 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?”



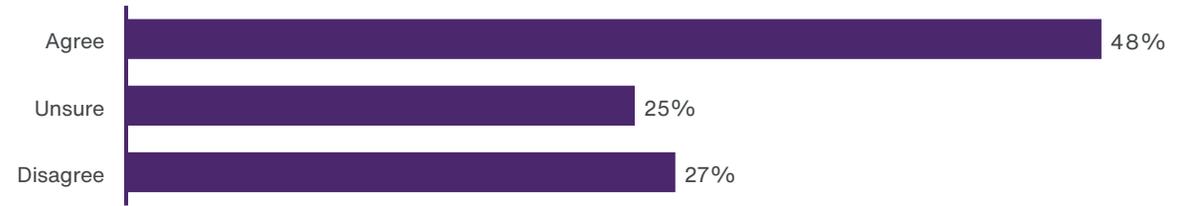
Parenthood and work-life balance.

Fewer than half of workers say their employer offers a family-friendly workplace.

- Forty-eight per cent of workers say their employer offers a family-friendly workplace; this group has the highest mental health score (68.6), nearly four points higher than the national average (64.7)
- More than one-quarter (27 per cent) say their workplace is not family-friendly; this group has the lowest mental health score (60.2), more than eight points lower than workers who say their workplace is family-friendly (68.6) and more than four points lower than the national average (64.7)



My employer offers a family-friendly workplace



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

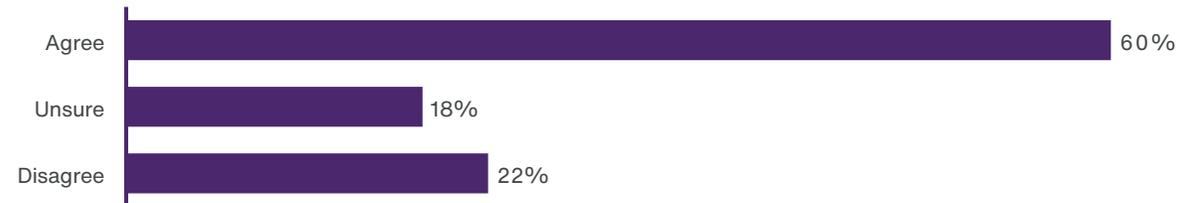


Three in five working parents feel supported by their managers..

- Three in five (60 per cent) working parents feel supported by their manager; this group has the highest mental health score (66.4), nearly two points higher than the national average (64.7)
- Nearly one in five (22 per cent) working parents don't feel supported by their manager; this group has the lowest mental health score (56.9), nearly 10 points lower than working parents who feel supported (66.4), and nearly eight points lower than the national average (64.7)
- Working parents over 50 are nearly 60 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”



Nearly seven in ten working parents feel supported by their colleagues.

- Nearly seven in ten (69 per cent) working parents feel supported by their colleagues; this group has the highest mental health score (66.7), two points higher than the national average (64.7)
- More than one in eight (13 per cent) working parents don't feel supported by their colleagues; this group has the lowest mental health score (54.9), nearly 12 points lower than the workers who feel supported (66.7) and nearly 10 points lower than the national average (64.7)



My colleagues generally support me as a working parent



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

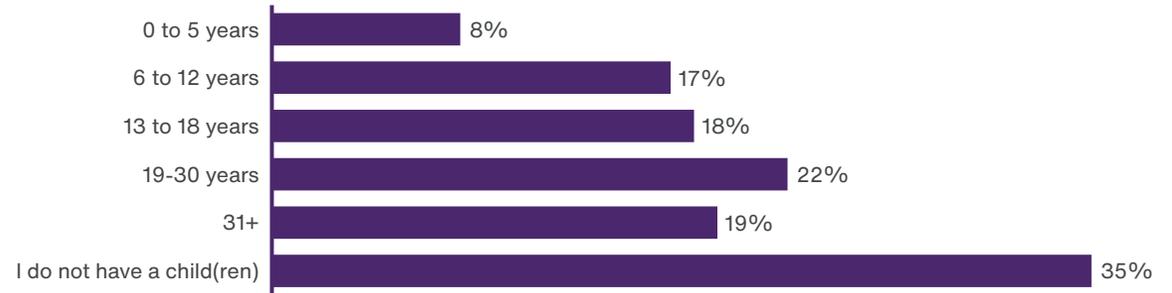


Working parents with children under 12 have the lowest mental health scores.

- Workers with children over the age of 19 have the highest mental health scores, at least one point higher than the national average (64.7) and at least four points higher than workers with children under the age of 12



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



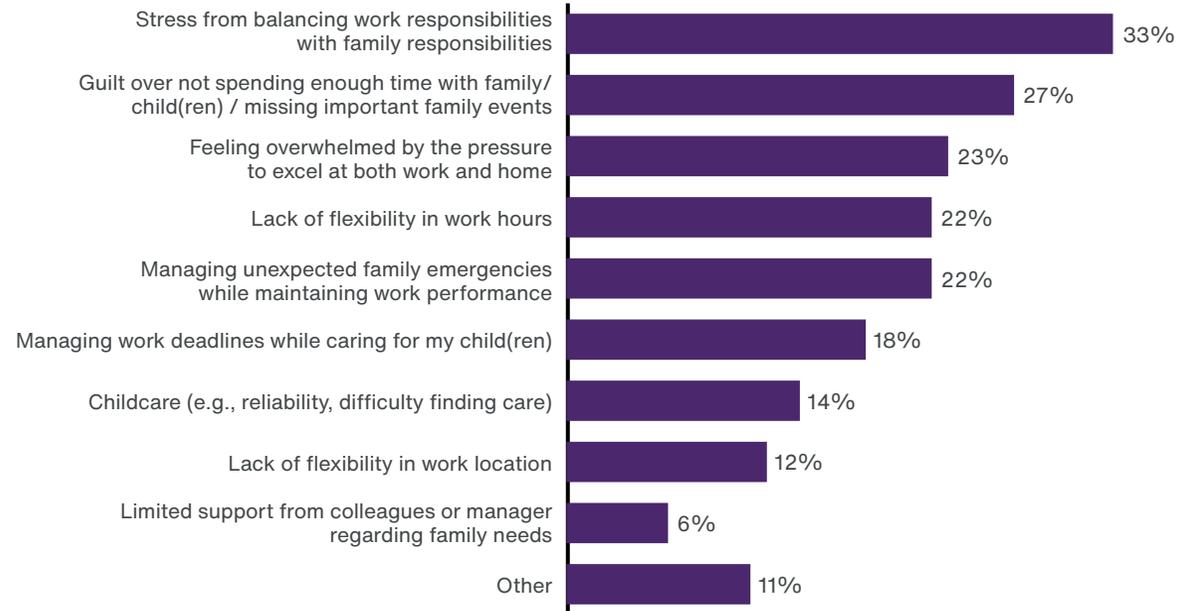
MHI score by “What age(s) are your child(ren)?”



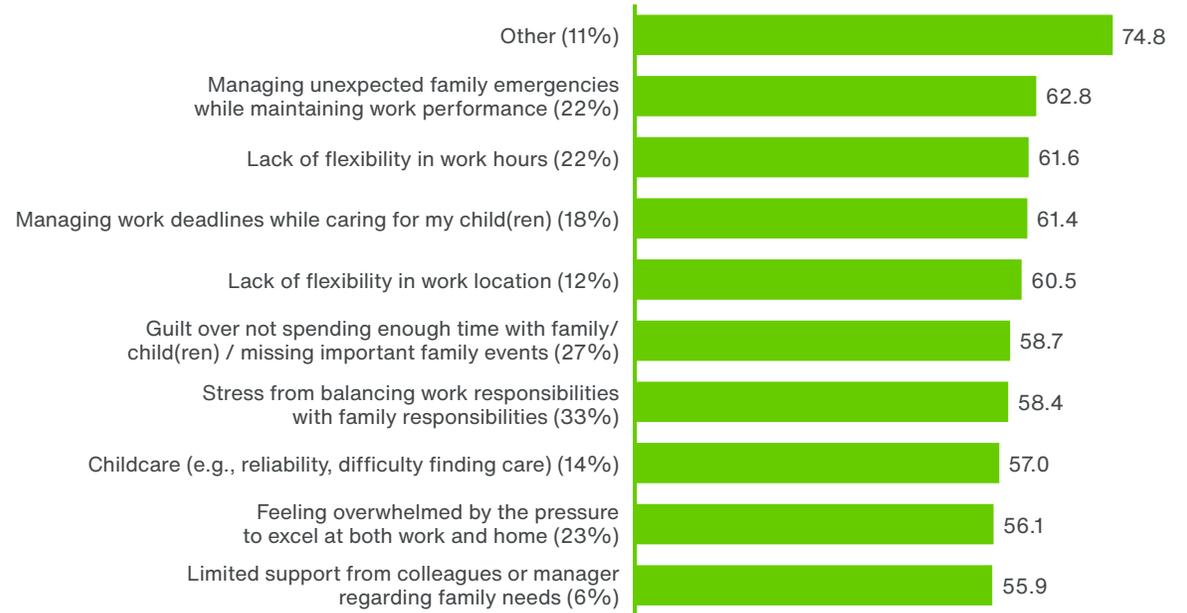
Stress from balancing work and family, and guilt over not spending enough time with family and children, are the top concerns for working parents.

- One-third (33 per cent) of parents are concerned about the stress of balancing work and family responsibilities, 27 per cent feel guilty for not spending enough time with family/children or missing important family events, 23 per cent are feeling overwhelmed by the pressure to excel at both work and home, 22 per cent are concerned about the lack of flexibility in work hours and 22 per cent are concerned about managing unexpected family emergencies while maintaining work performance
- Parents under 40 are more than twice as likely as 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?”

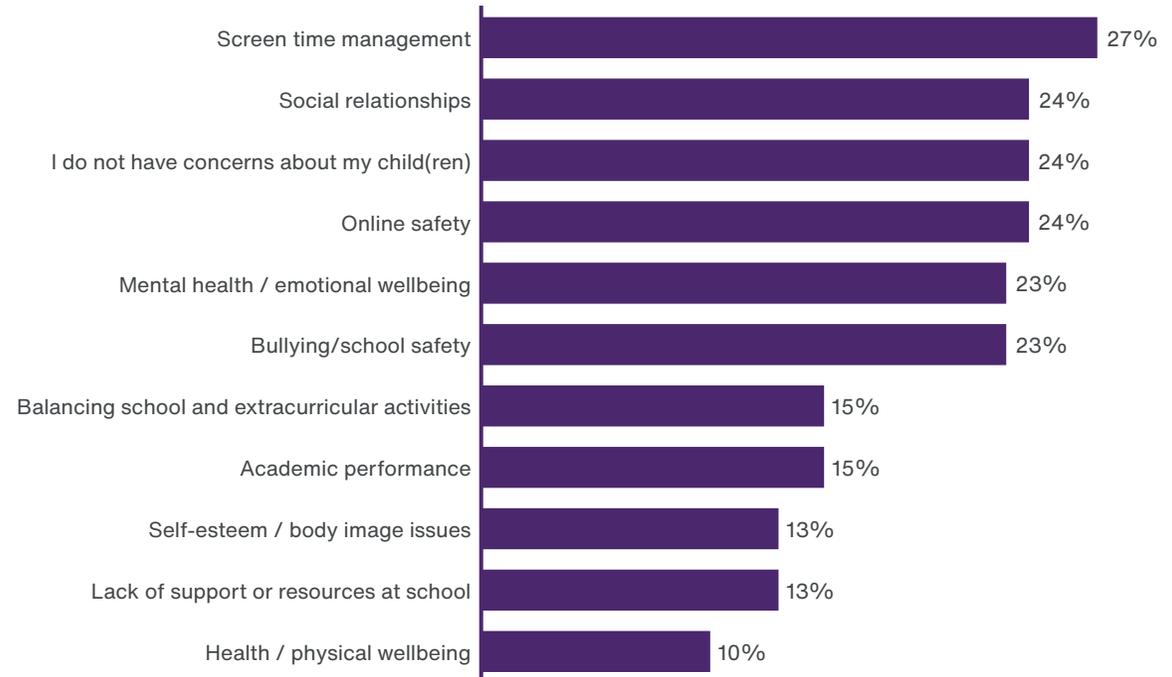


Screen time management, social relationships, online safety, and mental health/emotional wellbeing are the top concerns among parents with school-age children.

- More than one-quarter (27 per cent) of parents are concerned about screen time management, 24 per cent are concerned about their children's social relationships, 24 per cent are concerned about online safety, 23 per cent are concerned about their school-age children's mental health/emotional wellbeing, and 23 per cent are concerned about bullying/school safety



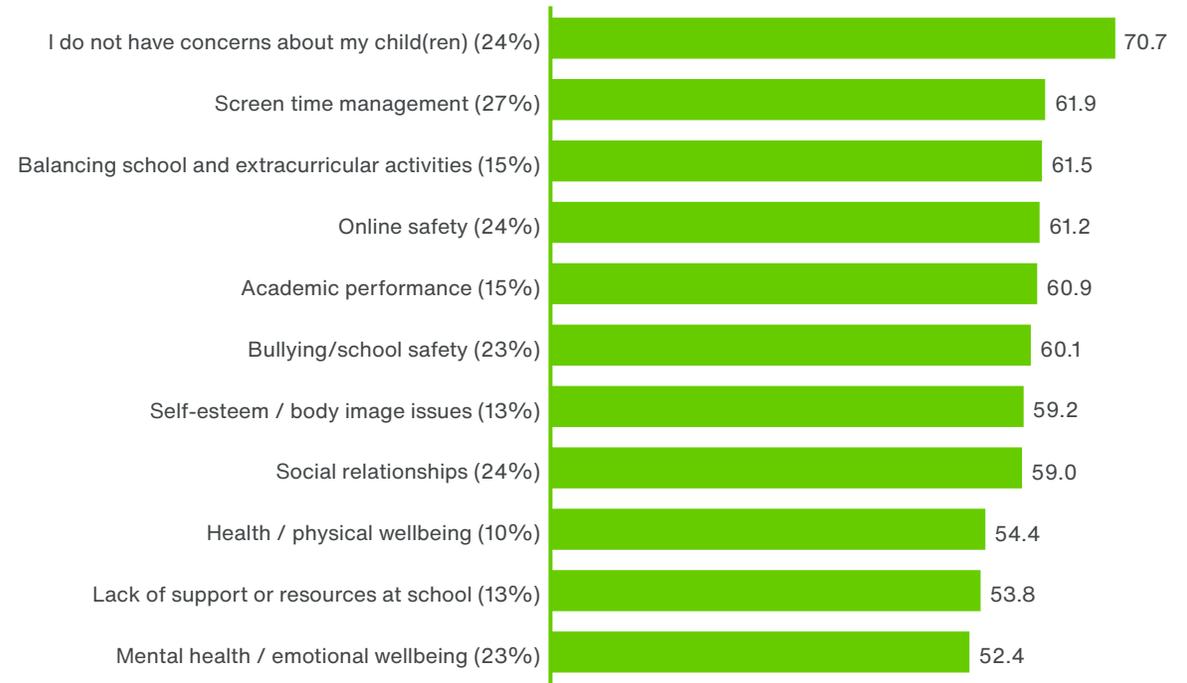
Do you have any of the following concerns with respect to your school-age child(ren)?



- Twenty-three per cent of parents concerned about their school-age children’s mental health/emotional wellbeing have the lowest mental health score (52.4), more than 12 points lower than the national average (64.7)
- Nearly one-quarter (24 per cent) of parents do not have concerns about their school-age children; this group has the highest mental health score (70.4), nearly six points higher than the national average (64.7)



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

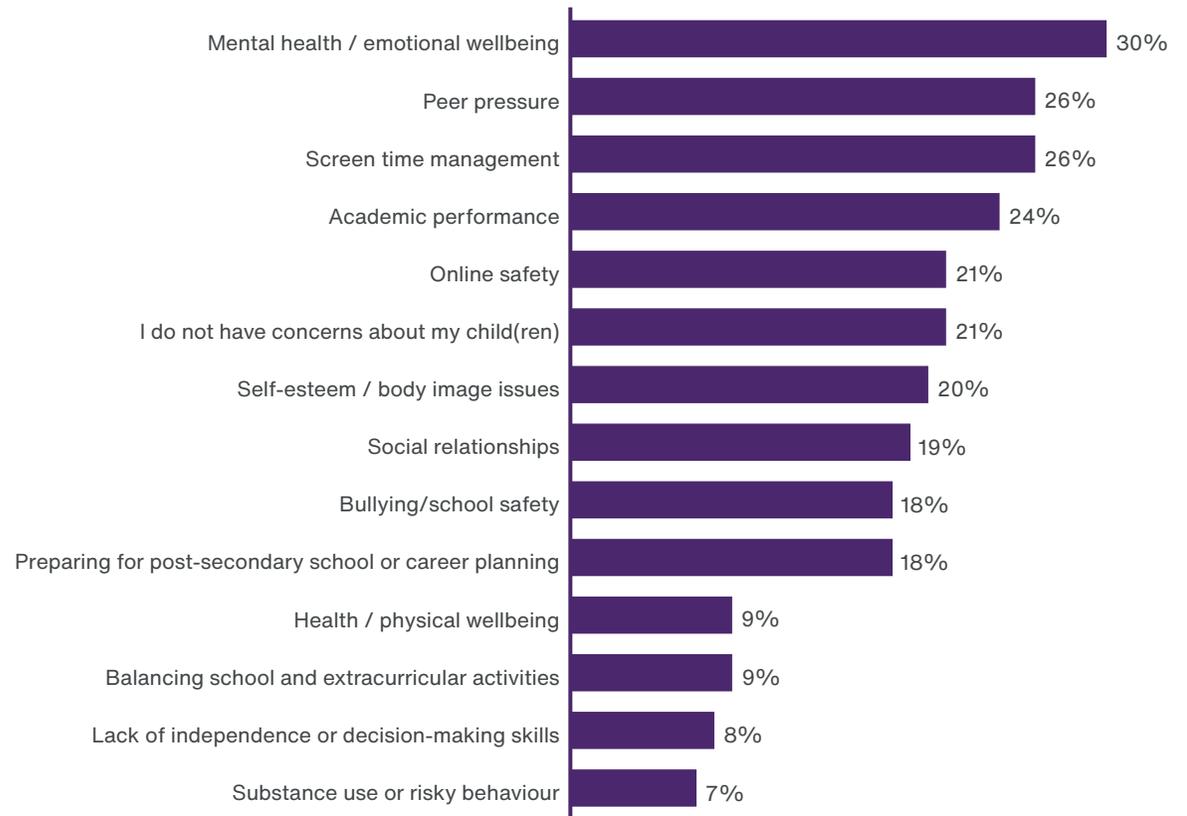


Mental health/emotional wellbeing, peer pressure and screen time management are the top concerns among parents with teenagers.

- 30 per cent are concerned about their teen’s mental health/emotional wellbeing, 26 per cent are concerned about peer pressure, 26 per cent parents are concerned about screen time management, 24 per cent are concerned about academic performance, 21 per cent are concerned about their teen’s online safety, and 20 per cent are concerned about their teen’s self-esteem/body image issues



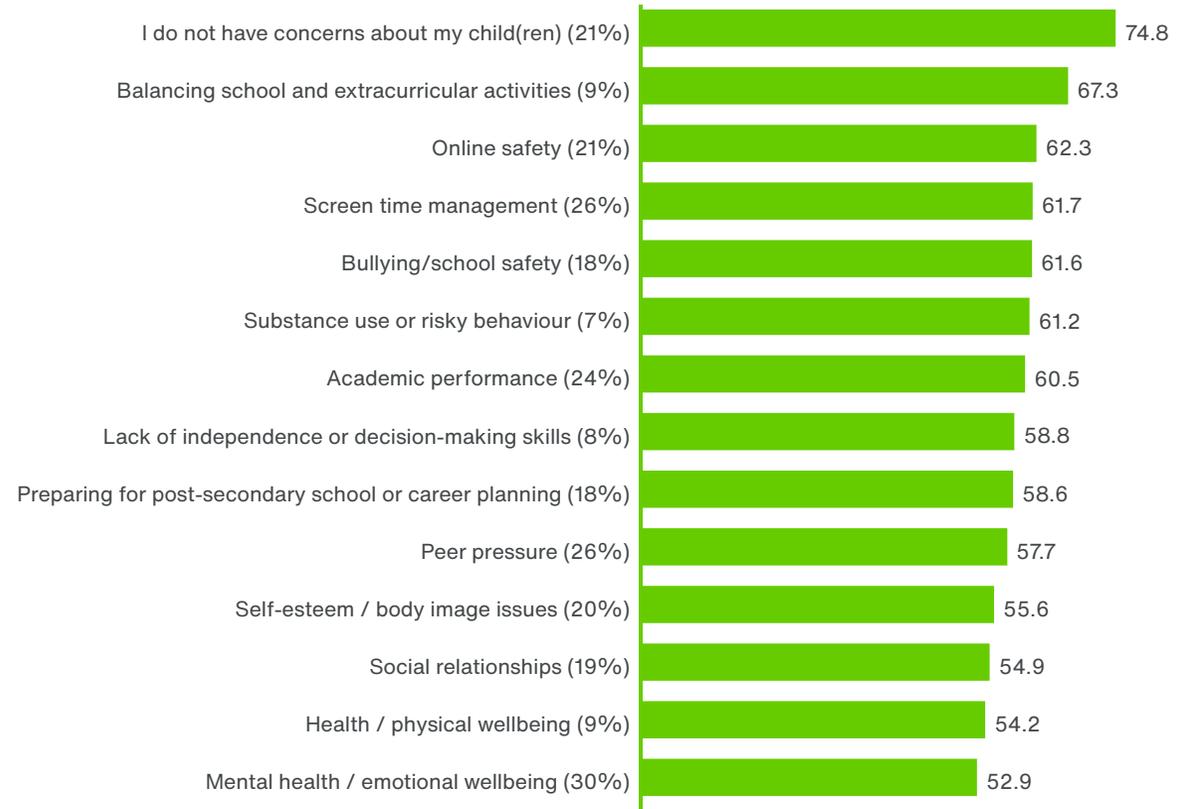
Do you have any of the following concerns with respect to your teenage child(ren)?



- Thirty per cent of parents concerned about their teen’s mental health/emotional wellbeing have the lowest mental health score (52.9), nearly 12 points lower than the national average (64.7)
- More than one-quarter (21 per cent) of parents do not have concerns about their teens; this group has the highest mental health score (74.8), more than 10 points higher than the national average (64.7)



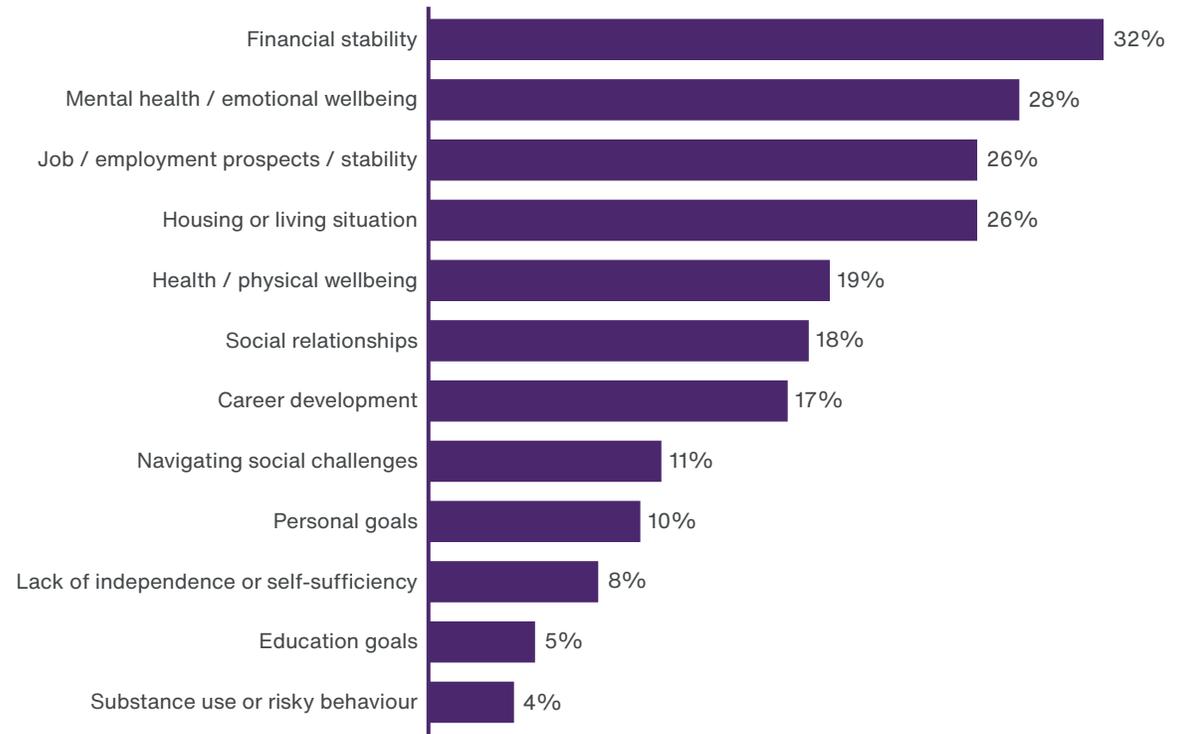
MHI score by “Do you have any of the following concerns with respect to your teenage child(ren)?”



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

- Nearly one in three (32 per cent) parents are concerned about the financial stability of their young adult children, 28 per cent are concerned about their young adult children's mental health/emotional wellbeing, 26 per cent are concerned about job/employment prospects/stability, 26 per cent are concerned about their young adult children's housing or living situation, 18 per cent are concerned about their young adult children's social relationships, and 17 per cent are concerned about career development

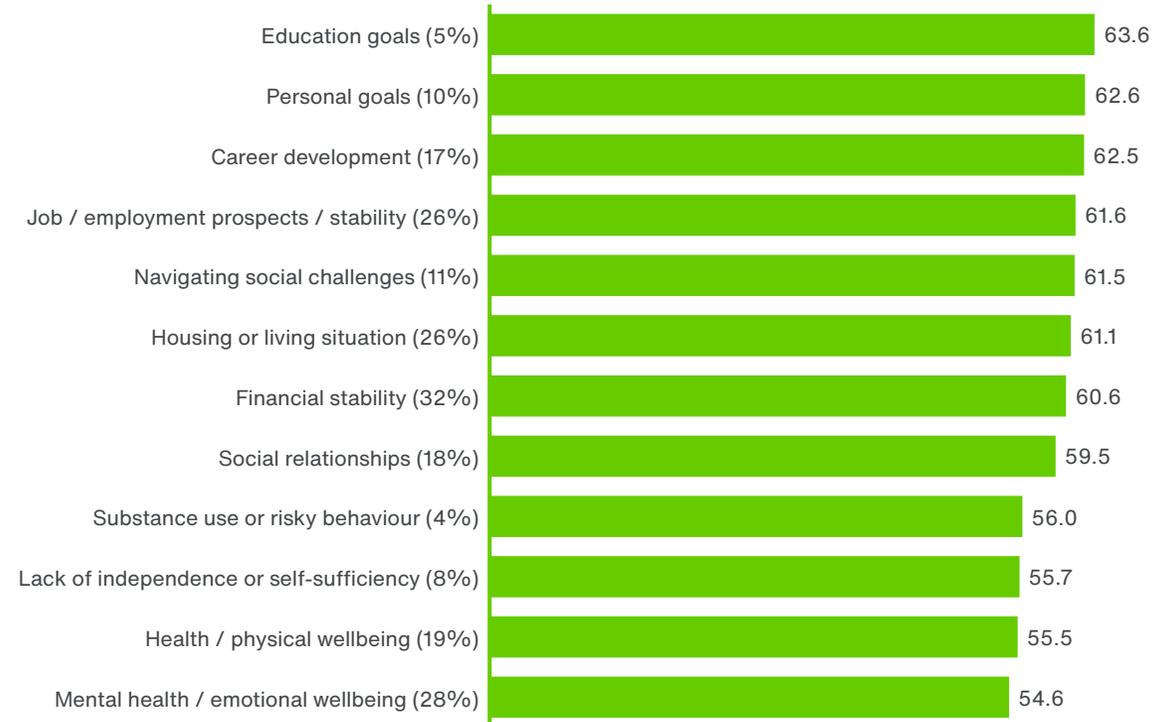
Do you have any of the following concerns with respect to your young adult child(ren)?



- Thirty-three per cent of parents concerned about their young adult children’s mental health/emotional wellbeing have the lowest mental health score (54.6), more than 10 points lower than the national average (64.7)



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.

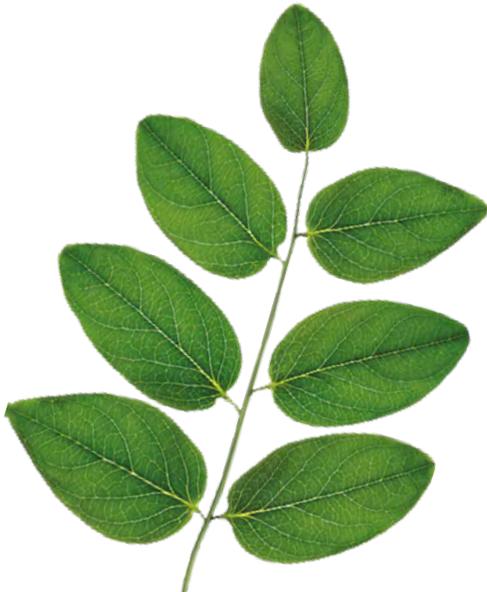
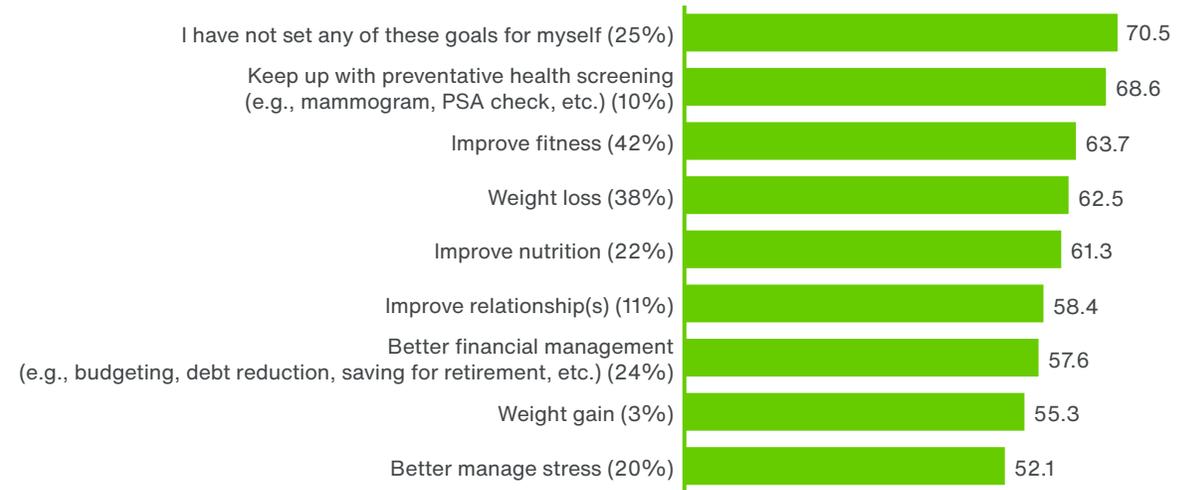
- More than two in five (42 per cent) workers have set a goal to improve their fitness, 38 per cent have set a goal for weight loss, 24 per cent have set a goal to improve financial management, 22 per cent have set a goal to improve their nutrition, and 20 per cent have set a goal to better manage stress
- Workers under 40 are 85 per cent more likely than workers over 50 to have set a goal to better manage stress
- Workers over 50 are nearly four times more likely than workers under 40 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

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



- The lowest mental health score (52.1) is among 20 per cent of workers who have set a goal to better manage stress, more than 18 points lower than workers who have not set any goals (70.5) and more than 12 points lower than the national average (64.7)
- One-quarter (25 per cent) have not set any goals; this group has the highest mental health score (70.5), nearly six points higher than the national average (64.7)

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

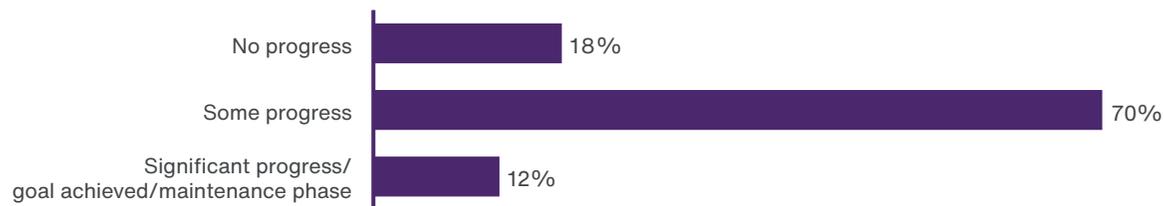


Fitness

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

- Nearly one in five (18 per cent) have not made any progress towards improving their fitness; this group has the lowest mental health score (54.5), more than 20 points lower than workers who have made significant progress (74.7) and more than 10 points lower than the national average (64.7)
- Twelve per cent have made significant progress towards improving their fitness; this group has the highest mental health score (74.7), nearly 10 points higher than the national average (64.7)
- Managers are 70 per cent more likely than non-managers to have made significant progress towards improving their fitness
- Men are more than 40 per cent as likely as 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?”



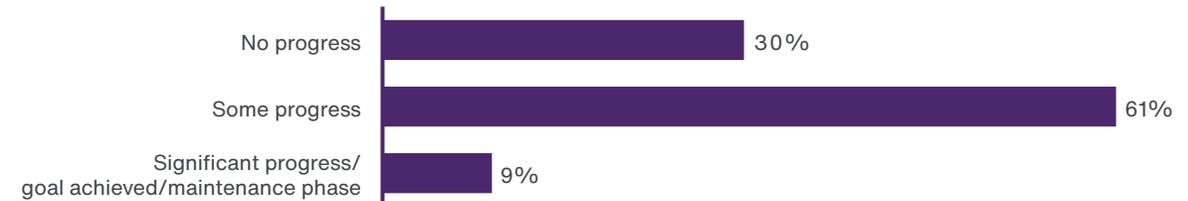
Weight loss

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

- Three in ten (30 per cent) have not made any progress towards their weight loss goal; this group has the lowest mental health score (55.2), more than 14 points lower than workers who have made significant progress (69.4) and more than nine points lower than the national average (64.7)
- Women are 60 per cent more likely than men not to have made any progress towards their weight loss goal
- Nine per cent have made significant progress towards their weight loss goal; this group has the highest mental health score (69.4), nearly five points higher than the national average (64.7)



What is your progress towards reaching your weight loss goal?



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

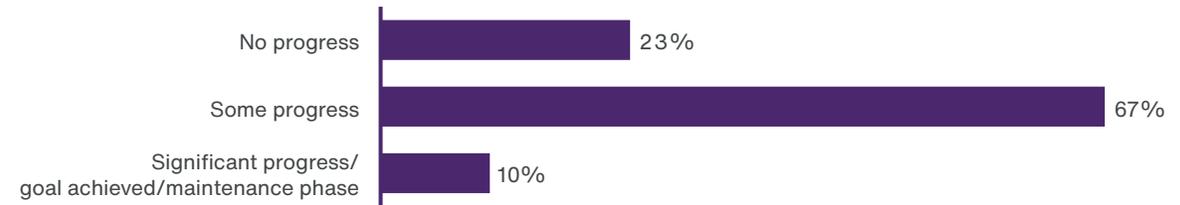


Financial management

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

- Nearly one-quarter (23 per cent) have not made any progress towards improving financial management; this group has the lowest mental health score (41.8), nearly 29 points lower than workers who have made significant progress (70.5) and nearly 23 points lower than the national average (64.7)
- Ten per cent have made significant progress towards improving financial management; this group has the highest mental health score (70.5), nearly six points higher than the national average (64.7)

What is your progress towards improving financial management?



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



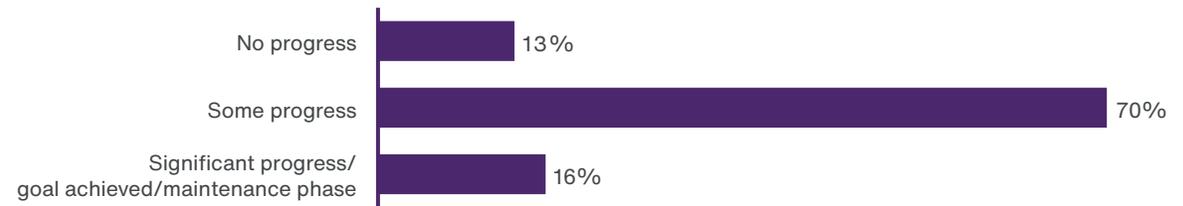
Nutrition

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

- More than one in eight (13 per cent) has not made any progress towards improving their nutrition; this group has the lowest mental health score (50.2), more than 26 points lower than workers who have made significant progress (76.6) and more than 14 points lower than the national average (64.7)
- Thirteen per cent have made significant progress towards improving their nutrition; this group has the highest mental health score (76.6), nearly 12 points higher than the national average (64.7)



What is your progress towards improving your nutrition?



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



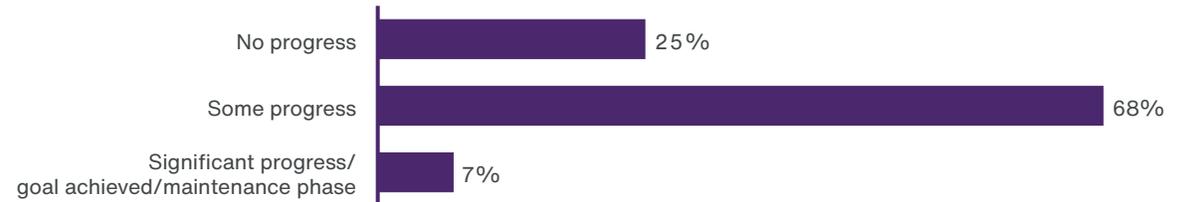
Stress management

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

- More than one-quarter (25 per cent) have not made any progress towards improving stress management; this group has the lowest mental health score (40.5), nearly 23 points lower than workers who have made significant progress (63.4) and more than 24 points lower than the national average (64.7)
- Seven per cent have made significant progress towards improving stress management; this group has the highest mental health score (63.4), more than one point lower than the national average (64.7)
- Workers under 40 are nearly three times as likely as workers over 50 to have made significant progress towards improving stress management
- Managers are nearly three times 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?”

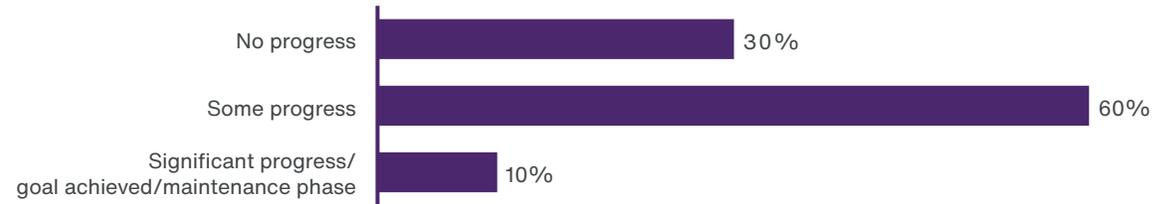


Relationships

Among workers who set a goal of improving relationships, three in ten have not made any progress.

- Three in ten (30 per cent) have not made any progress towards improving their relationships; this group has the lowest mental health score (53.6), nearly 17 points lower than workers who have made significant progress (70.4) and more than 11 points lower than the national average (64.7)
- Ten per cent have made significant progress towards improving their relationships; this group has the highest mental health score (70.4), almost six points higher than the national average (64.7)
- 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?”



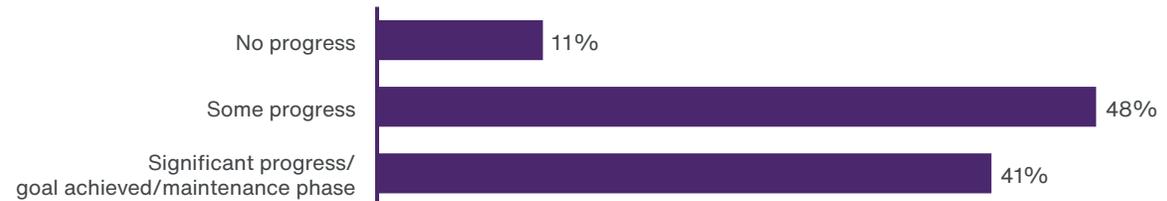
Preventative health screening.

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

- Two in five (40 per cent) have made significant progress towards keeping up with preventative health screening; this group has the highest mental health score (77.9), more than 13 points higher than the national average (64.7)
- Workers over 50 are more than six times as likely as workers under 40 to have made significant progress towards keeping up with preventative health screening
- Eleven per cent have not made any progress towards keeping up with preventative health screening; this group has the lowest mental health score (55.7), more than 22 points lower than workers who have made significant progress (77.9) and nine points lower than the national average (64.7)
- Managers are two and a half times more likely than non-managers 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?”

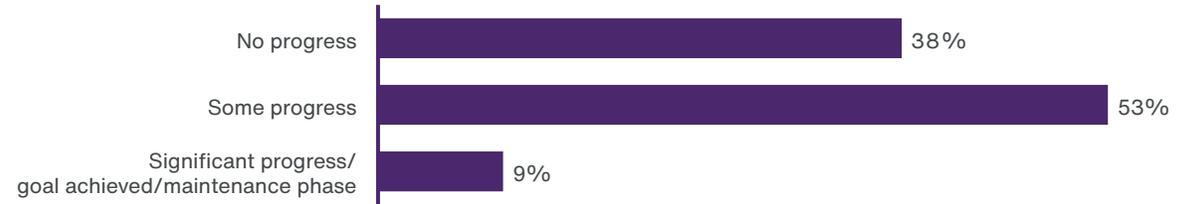


Weight gain

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

- Nearly two in five (38 per cent) workers have not made any progress towards their weight gain goal; this group has a mental health score (51.8), nearly two points lower than workers who have made significant progress (53.6) and nearly 13 points lower than the national average (64.7)
- More than half (53%) have made some progress towards their weight gain goal, and nine per cent have made significant progress

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 2,000 people who live in the United Kingdom 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 the United Kingdom. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between March 14 and March 25, 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 national results or any subgroup is available upon request.

Contact MHI@telushealth.com





www.telushealth.com

