



TELUS Mental Health Index.

United States of America | March 2025

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What you need to know for March 2025.

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

- At 69.9, the mental health of workers in the United States has improved modestly following four periods of consecutive declines
- 23 percent of workers have a high mental health risk, 43 percent have a moderate mental health risk, and 34 percent have a low mental health risk
- 26 percent of workers feel anxious
- 24 percent feel isolated
- 22 percent do not have emergency savings for basic needs
- 21 percent say their mental health is adversely impacting work productivity
- 20 percent feel depressed
- All mental health sub-scores have increased from January, except optimism
- Anxiety and isolation have been the lowest mental health sub-scores for three years
- Mental health scores have declined in the Western United States, whereas scores in other regions have improved or remain unchanged compared to January
- The mental health score of managers continues to be higher than the score of non-managers
- Laborers 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 one-quarter of workers.

- 44 percent of workers say financial concerns are a source of personal stress
- 25 percent of workers say health/medical concerns are a source of personal stress
- 18 percent of workers say a lack of time for self-care or hobbies is a source of personal stress
- 16 percent of workers say personal expectations or goals are a source of personal stress
- 15 percent of workers say their partner/spouse relationship is a source of personal stress
- The mental health score of 11 percent of workers citing social isolation as a source of stress is more than 37 points lower than workers reporting no personal stress and more than 20 points lower than the national average
- 42 percent of workers say personal issues are their primary reason for feeling overwhelmed; the mental health score of this group is 19 points lower than the national average



Nearly three in ten workers feel overwhelmed by their responsibilities, with the disproportionate concern among younger workers and parents.

- 29 percent of workers feel overwhelmed by their responsibilities or commitments; the mental health score of this group is nearly 28 points lower than that of workers not feeling overwhelmed, and 17 points lower than the national average
- 27 percent of workers say a high workload is a source of work stress
- 19 percent of workers say a lack of work-life balance is a source of work stress
- 17 percent of workers say insufficient resources or support is a source of work stress
- 15 percent of workers say poor communication is a source of work stress
- 14 percent of workers say job insecurity is a source of work stress
- The mental health score of 14 percent of workers citing job insecurity as a source of stress is 23 points lower than workers reporting no work stress and nearly 13 points lower than the national average
- Younger workers (under 40) are more likely to say that job insecurity and a lack of work-life balance are sources of stress



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

- 31 percent of parents with school-age kids, 30 percent of parents with teens, and 27 percent of parents with young adult children are concerned about their children's mental health
- 32 percent of parents with school-age kids and 29 percent of parents with teens 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
- Parents with young adult children are most concerned about their children's financial stability
- 32 percent of working parents are experiencing stress from balancing work and family responsibilities
- 29 percent of working parents are feeling guilty for not spending enough time with their families
- 27 percent of working parents are feeling overwhelmed by the pressure to excel at work and at home

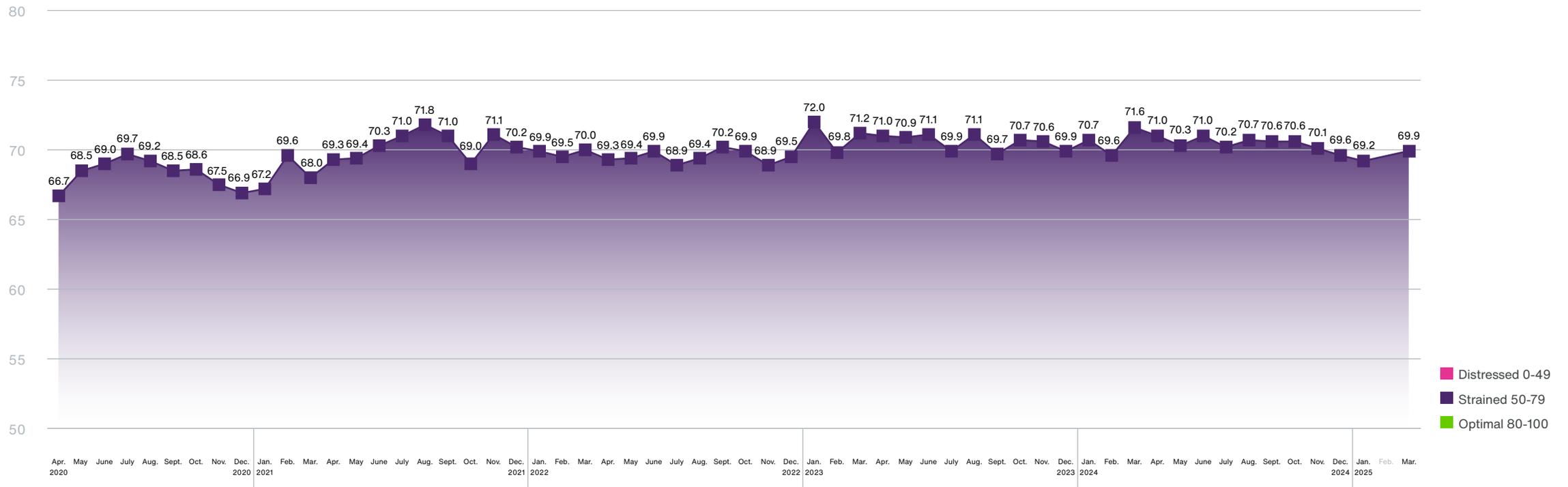
Improving fitness, nutrition, weight loss, and better financial management are the top lifestyle goals workers have set for themselves.

- 47 percent of workers want to improve their fitness; however, 15 percent of those have not made any progress towards their goal
- 43 percent of workers want to lose weight; however, 29 percent of those have not made any progress towards their goal
- 35 percent of workers want to improve their nutrition; however, 11 percent of those have not made any progress towards their goal
- 33 percent of workers want to improve financial management; however, 20 percent of those have not made any progress towards their goal
- 27 percent of workers want to better manage stress; however, 24 percent of those have not made any progress towards their goal
- 21 percent of workers want to keep up with preventative health screening; however, nine percent of those have not made any progress towards their goal
- 17 percent of workers want to improve their relationships; however, 23 percent of those have not made any progress towards their goal

The Mental Health Index.

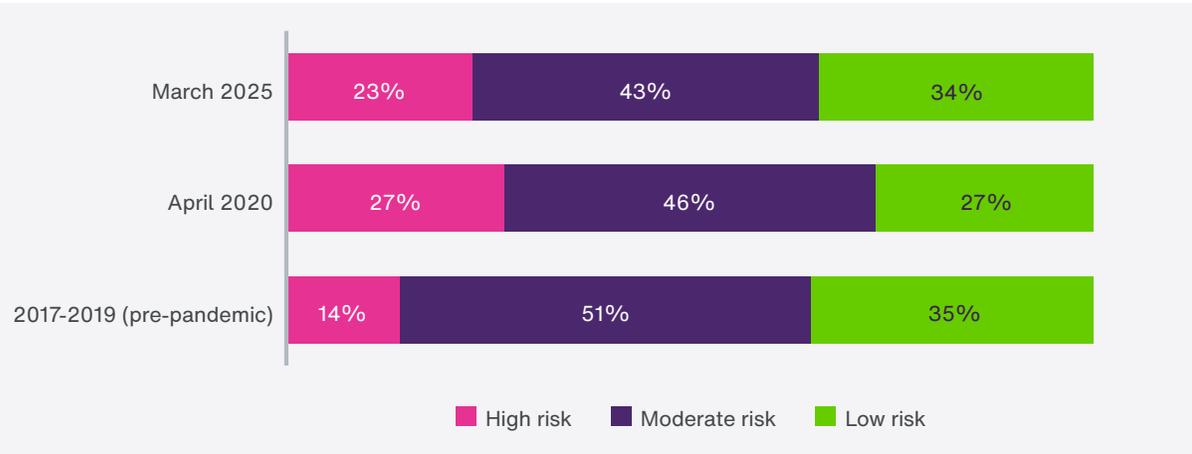
The overall Mental Health Index for March 2025 is **69.9**. After consecutive declines since October 2024, the mental health of workers in the United States has improved by 0.7 points.

MHI Current Month March 2025	January 2025
69.9	69.2



Mental health risk.

In March 2025, 23 percent of workers have a high mental health risk, 43 percent have a moderate mental health risk, and 34 percent have a low mental health risk. Nearly five years since the launch of the Mental Health Index in April 2020, the proportion of workers in the high-risk group has declined by four percent.



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

Mental Health Index sub-scores.

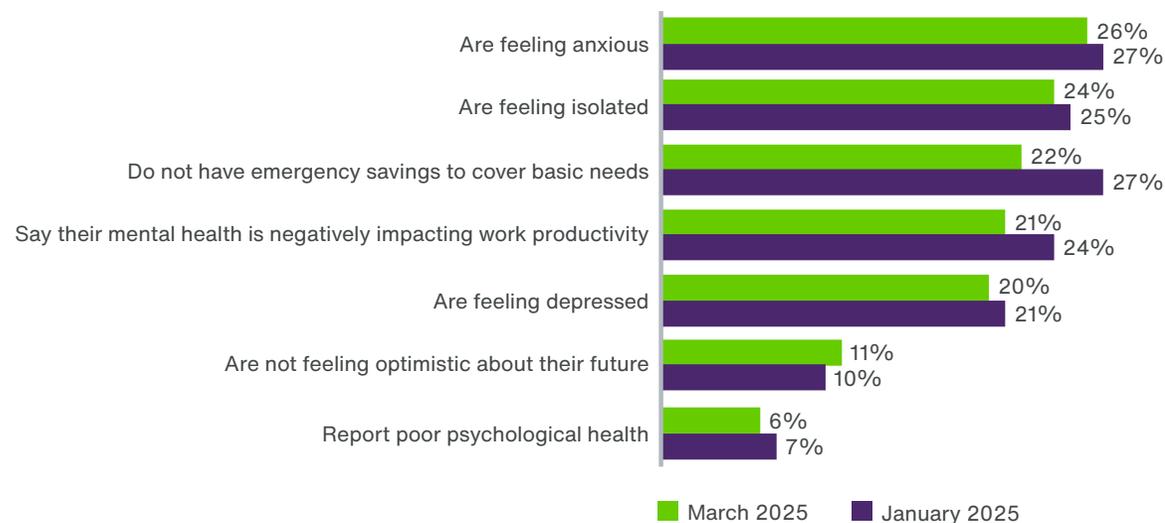
For three years, anxiety (62.8) has been the lowest Mental Health Index sub-score. Isolation (66.7), depression (69.5), work productivity (70.2), optimism (70.2), and financial risk (74.6) follow. General psychological health (76.9) remains the most favourable mental health measure in March 2025.

- Anxiety and isolation have been the lowest mental health sub-scores for three years
- All mental health sub-scores have increased from January, except optimism
- The financial risk sub-score increased most significantly, up 3.3 points from January

More than one-quarter (26 percent) of workers feel anxious, 24 percent feel isolated, 22 percent do not have emergency savings for basic needs, 21 percent say their mental health is negatively impacting their work productivity, 20 percent feel depressed, 11 percent do not feel optimistic about their future, and six percent of workers generally cite poor psychological health.

Mental Health Index Sub-scores	March 2025	January 2025
Anxiety	62.8	62.1
Isolation	66.7	65.6
Depression	69.5	68.1
Work productivity	70.2	68.2
Optimism	70.2	71.9
Financial risk	74.6	71.3
Psychological health	76.9	76.5

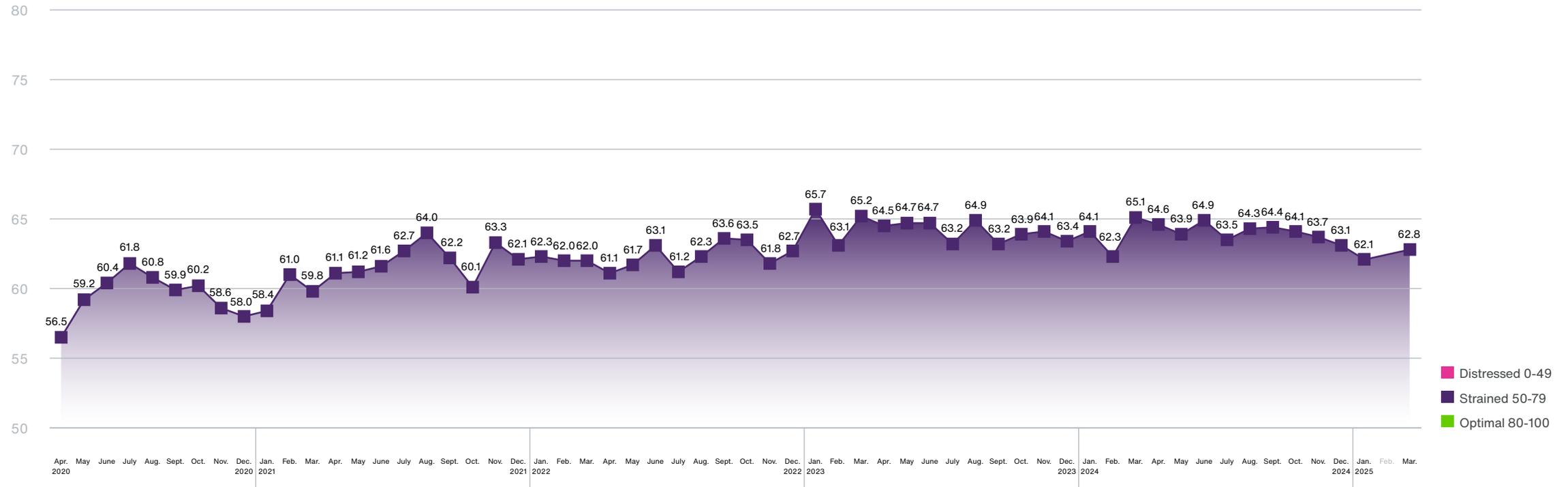
Percentage at risk by MHI sub-score



Anxiety

In March 2025, 26 percent of workers say they often feel unsettled and nervous.

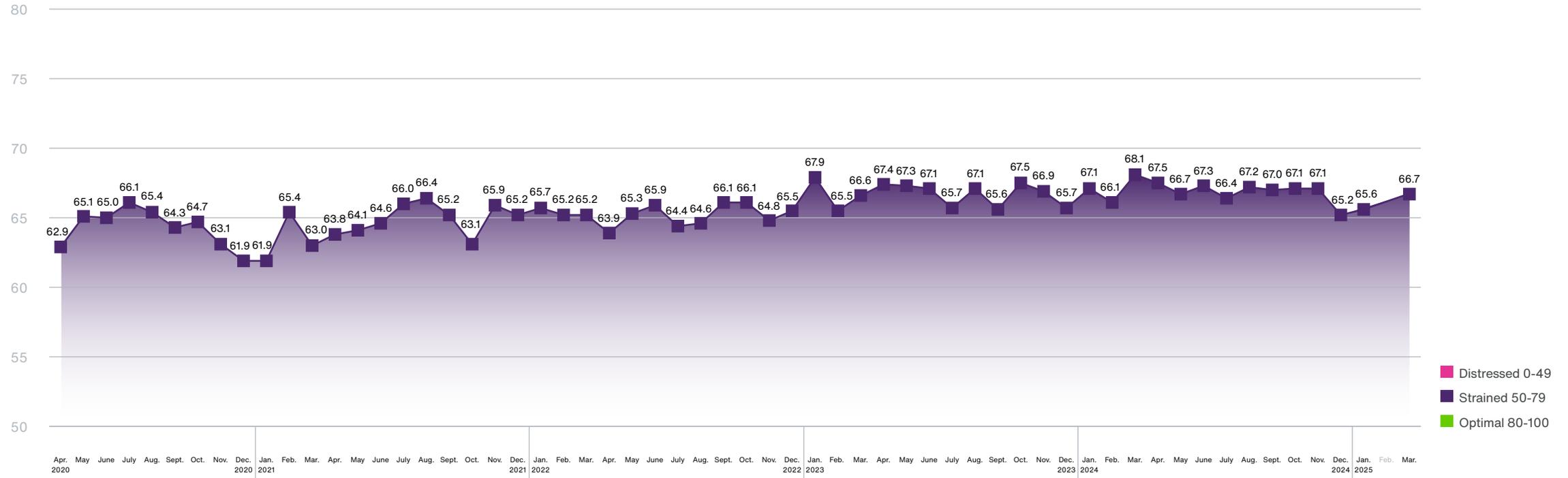
Despite incremental improvements since the launch of the MHI in April 2020, anxiety has been the lowest mental health sub-score for three years. Following a substantial improvement in March 2024, the anxiety score has generally declined through January 2025. In March 2025, the anxiety sub-score improved modestly over the previous period, yet it remains the lowest mental health sub-score for three years.



Isolation

In March 2025, 24 per cent of workers say they often feel alone.

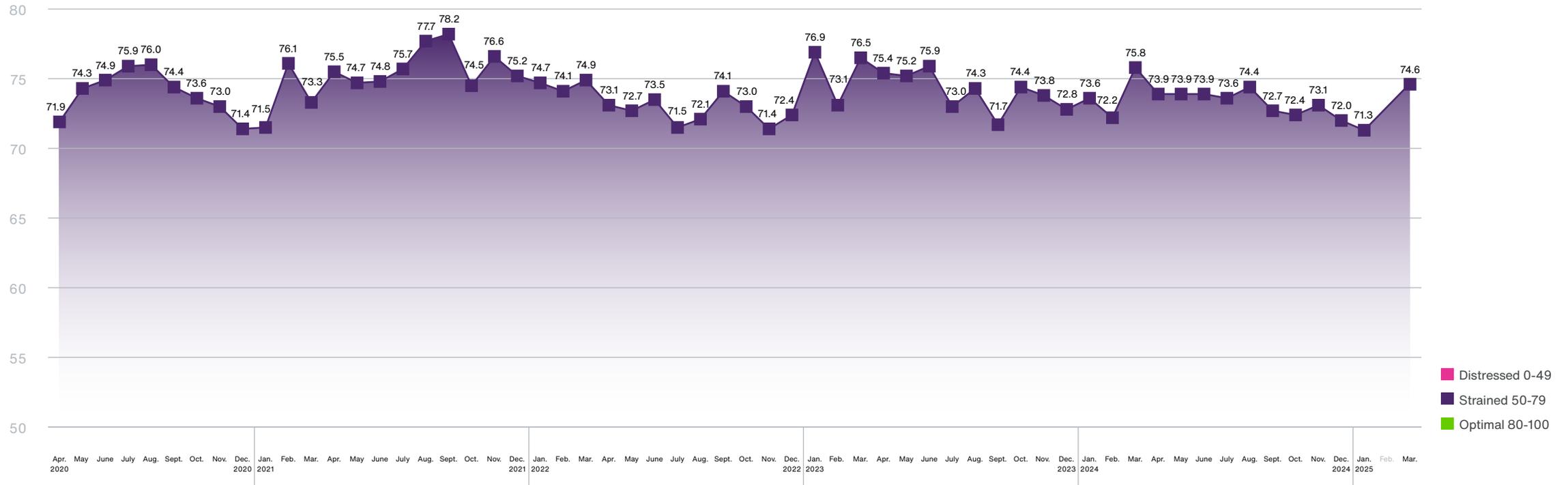
Despite frequent periods of volatility, isolation sub-scores have generally improved since the launch of the MHI in April 2020. After peaking in March 2024, the isolation sub-score generally declined through December. In March 2025, the isolation sub-score has improved by one point, yet it remains the second-lowest mental health sub-score for three years.



Financial risk

In March 2025, 22 per cent of workers do not have emergency savings to cover basic needs.

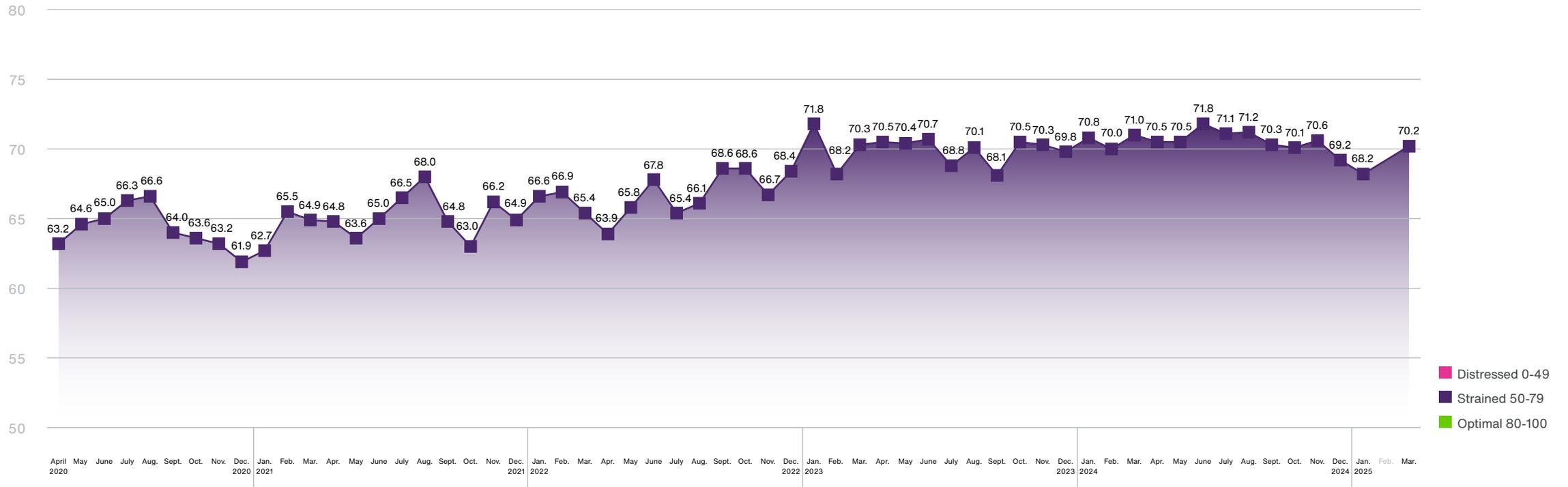
The financial risk score has varied significantly since the launch of the MHI in April 2020. Following a near four-point improvement from February to March 2024, the financial risk score declined by over three points through October 2024. After a brief rebound in November 2024, the financial risk score continued to decline through January 2025. In March 2025, the financial risk sub-score improved significantly, up 3.3 points from the previous period.



Work productivity

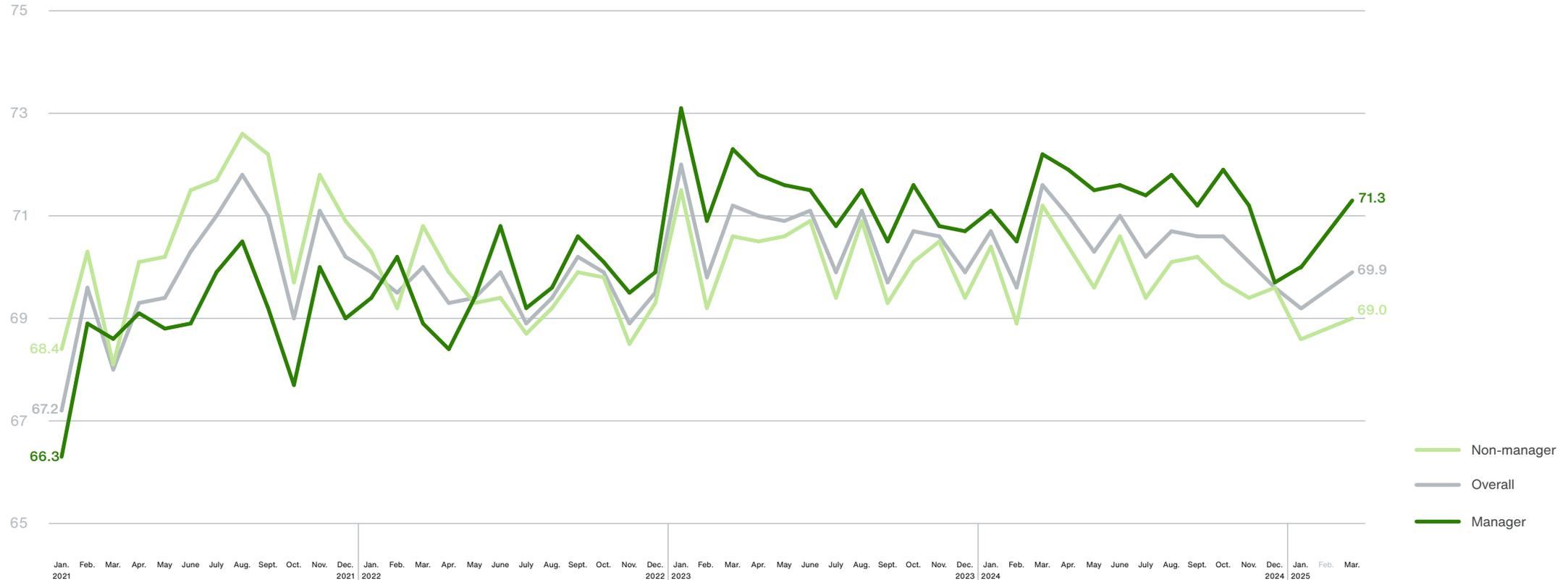
In March 2025, 21 per cent of workers say their mental health is negatively impacting their work productivity and goals

Overall, the impact of mental health on work productivity has shown general improvement, suggesting that the adverse effects of mental health on work productivity have slowly decreased. Since peaking in July 2024, the work productivity sub-score has generally declined. In March 2025, a significant two-point increase is observed in the work productivity sub-score..



Managers compared to non-managers

Before June 2022, managers consistently had lower mental health scores than non-managers and the national average. A significant shift occurred in June 2022, when managers' mental health scores began to exceed those of non-managers. In March 2025, the trend continues with the mental health score of managers (71.3) higher than the mental health score of non-managers (69.0) and the national average (69.9).



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 68.0 compared to 71.9 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between workers with and without minor children have been reported since the launch of the MHI in April 2020. More than four years later, this pattern continues with a lower score for workers with at least one child (66.0) than for workers without children (71.0)

Mental health by employment status.

- Overall, three percent of respondents are unemployed¹ and six percent report reduced hours or reduced salary
- Workers reporting fewer hours compared to the previous month have the lowest mental health score (58.7), followed by workers reporting reduced salary than the last month (59.0), respondents not currently employed (66.5), and workers with no change to salary or hours 70.8
- Laborers continue to have a lower mental health score (66.0) than service industry workers (70.1) and office workers (70.9)
- Managers have a higher mental health score (71.3) than non-managers (69.0)
- Respondents working for companies with 1,001-5,000 employees have the highest mental health score (71.1)
- Respondents working for companies with 51-100 employees have the lowest mental health score (67.5)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (53.9) than the overall group (69.9). Workers with emergency savings have a mental health score of 74.6

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

The Mental Health Index by region.

In March 2025, the mental health score in the Western region of the United States has declined, whereas the mental health scores in the Midwest and Southern United States have improved from the previous period.

- The Northeastern United States continues to have the highest mental health score (70.9)
- Despite a 1.3-point increase, the Southern United States continues to have the lowest mental health score (69.5)



Region	March 2025	January 2025	Change
Midwest	70.1	68.1	2.0
South	69.5	68.2	1.3
Northeast	70.9	70.9	0.0
West	69.5	70.2	-0.7

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)	70.8	70.1
Employed (fewer hours compared to last month)	58.7	60.6
Employed (reduced salary compared to last month)	59.0	54.4
Not currently employed	66.5	64.9

Age group	March 2025	Jan. 2025
Age 20-29	62.8	56.9
Age 30-39	63.6	61.5
Age 40-49	66.2	66.6
Age 50-59	69.1	69.1
Age 60-69	75.6	75.8

Number of children	March 2025	Jan. 2025
No children in household	71.0	70.8
1 child	66.7	65.6
2 children	66.4	65.3
3 children or more	70.8	66.2

Gender	March 2025	Jan. 2025
Men	71.9	71.3
Women	68.0	67.1

Household income/annum	March 2025	Jan. 2025
<\$30K	59.3	58.9
\$30K to <\$60K	64.2	62.1
\$60K to <\$100K	69.6	69.4
\$100K to <\$150K	72.6	72.4
\$150K or more	75.9	76.7

Employer size	March 2025	Jan. 2025
Self-employed/sole proprietor	69.1	68.9
2-50 employees	70.1	69.1
51-100 employees	67.5	65.3
101-500 employees	70.9	69.6
501-1,000 employees	69.3	67.2
1,001-5,000 employees	71.1	71.5
5,001-10,000 employees	69.9	69.0
More than 10,000 employees	70.6	71.7

Manager	March 2025	Jan. 2025
Manager	71.3	70.0
Non-manager	69.0	68.6

Work environment	March 2025	Jan. 2025
Labor	66.0	63.7
Office/desk	70.9	70.8
Service	70.1	69.2

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 Accommodation have the lowest mental health score (63.7), followed by workers in Administrative and Support services (64.1), and Agriculture, Forestry, Fishing and Hunting (64.3).

Workers in Finance and Insurance (74.3), Professional, Scientific and Technical Services (73.3), and Manufacturing (72.3) have the highest mental health scores in March 2025.



Industry	March 2025	January 2025	Change
Food Services	67.1	55.3	11.8
Utilities	72.3	62.9	9.4
Information and Cultural Industries	69.0	62.3	6.7
Management of Companies and Enterprises	72.0	67.1	4.9
Arts, Entertainment and Recreation	68.8	65.0	3.8
Retail Trade	68.2	65.9	2.3
Agriculture, Forestry, Fishing and Hunting	64.3	63.0	1.3
Manufacturing	72.3	71.1	1.2
Health Care and Social Assistance	69.6	68.5	1.1
Construction	68.5	67.4	1.1
Media and Telecommunications	66.0	65.4	0.6
Finance and Insurance	74.3	73.8	0.5
Other services (except Public Administration)	69.9	69.5	0.4
Transportation and Warehousing	67.5	67.2	0.3
Public Administration	71.9	71.7	0.2
Real Estate, Rental and Leasing	71.9	71.9	0.0
Educational Services	71.2	72.0	-0.8
Professional, Scientific and Technical Services	73.3	75.4	-2.1
Administrative and Support Services	64.1	67.1	-3.0
Wholesale Trade	67.2	71.1	-3.9
Accommodation	63.7	70.7	-7.0

Spotlight

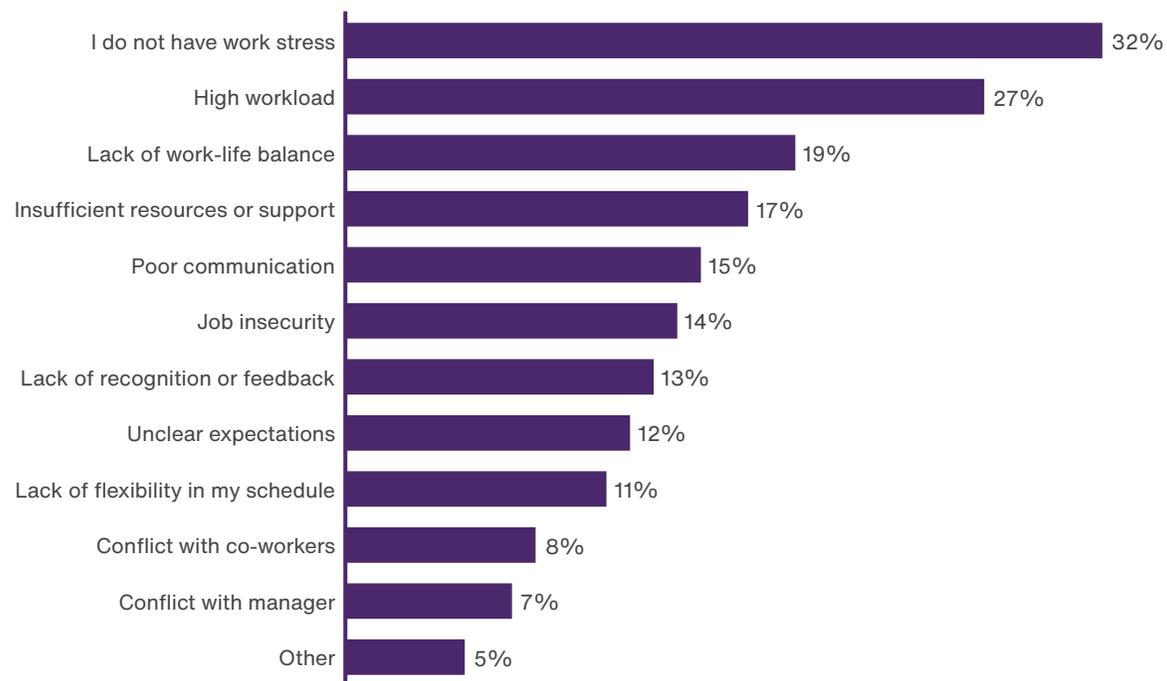
Stressors

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

- High workload, reported by 27 percent of workers, is the leading source of work stress, followed by a lack of work-life balance (19 percent), insufficient resources or support (17 percent), poor communication (15 percent), job insecurity (14 percent), and a lack of recognition or feedback (13 percent)
- Workers under 40 are nearly 80 percent more likely than workers over 50 to report job insecurity as a source of work stress
- 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 more than twice as likely as workers under 40 to report no work stress

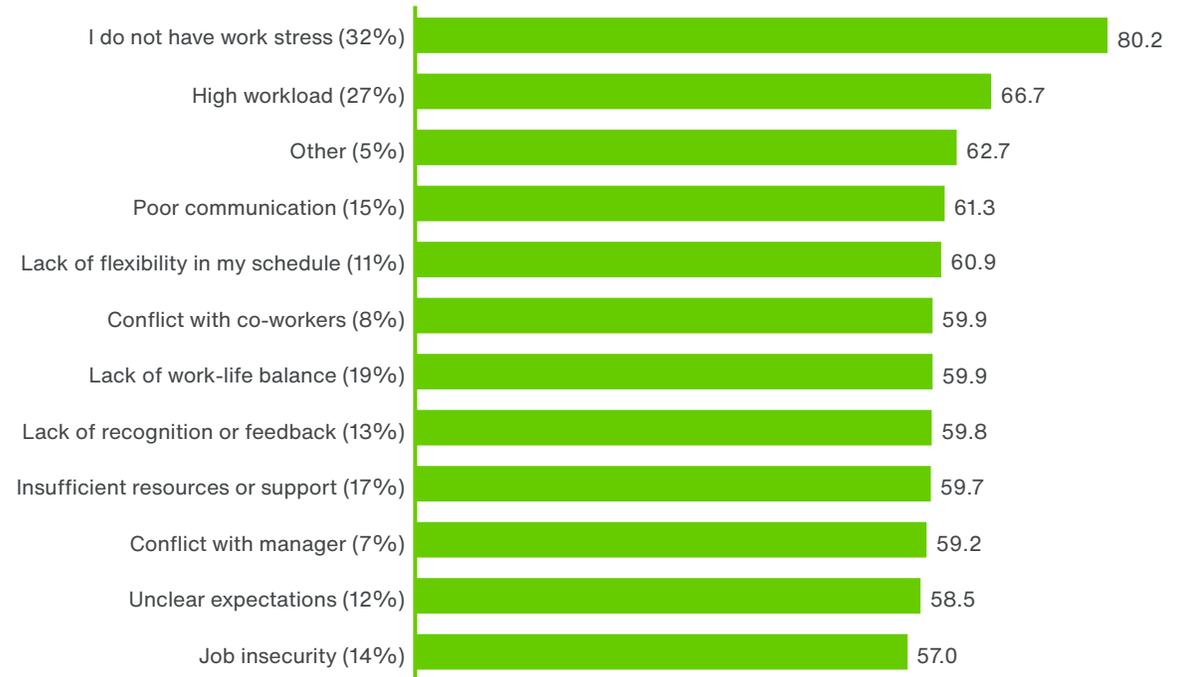


What are your sources of work stress?



- The lowest mental health score (57.0) is among 14 percent of workers citing job insecurity as a source of work stress, more than 23 points lower than workers reporting no work stress (80.2) and nearly 13 points lower than the national average (69.9)
- Thirty-two percent of workers report no work stress; this group has the highest mental health score (80.2), more than 10 points higher than the national average (69.9)
- Managers are more than 60 percent as likely as non-managers to identify a high workload as a source of work stress
- Non-parents are 60 percent more likely than parents to report no work stress
- Non-managers are more than 40 percent as likely as managers to report no work stress

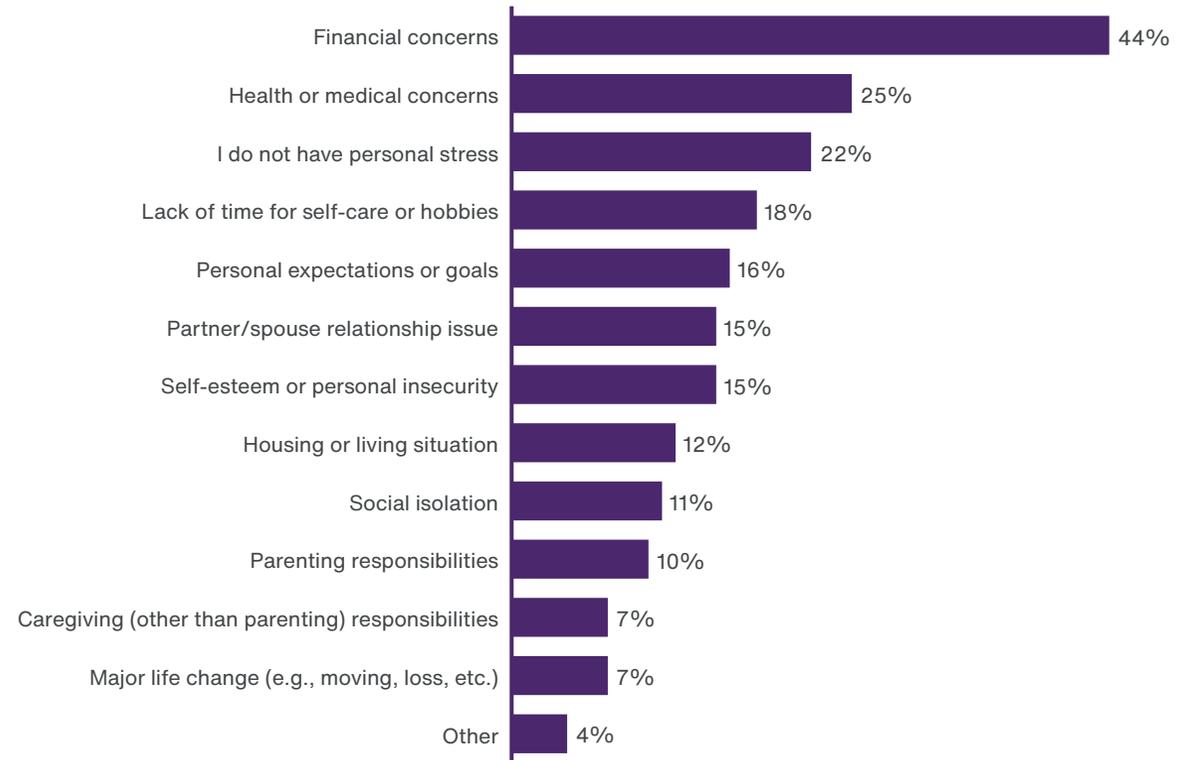
MHI score by “What are your sources of work stress?”



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

- Financial concern, reported by nearly half (44 percent) of workers is the leading source of personal stress, followed by health or medical concerns (25 percent), a lack of time for self-care or hobbies (18 percent), personal expectations or goals (16 percent), partner/spouse relationship issues (15 percent) and self-esteem or personal insecurity (15 percent)
- Workers over 50 are more than twice as likely as workers under 40 to report no personal stress
- Men are more than 30 percent as likely as women to report no personal stress
- Non-parents are 80 percent more likely than parents to report no personal stress

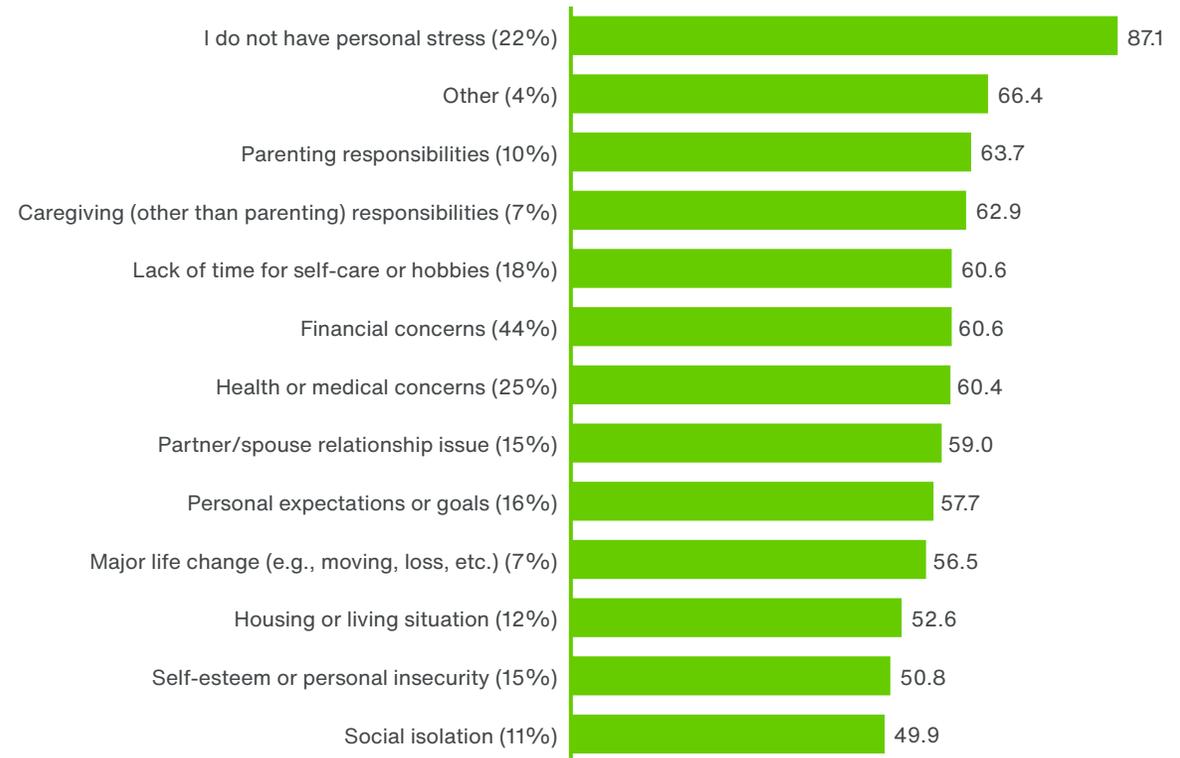
What are your sources of personal stress?



- More than one in five (22 percent) workers report no personal stress; this group has the highest mental health score (87.1), more than 17 points higher than the national average (69.9)
- The lowest mental health score (49.9) is among 11 percent of workers who cite social isolation as the source of personal stress, more than 37 points lower than workers reporting no personal stress (87.1) and 20 points lower than the national average (69.9)



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

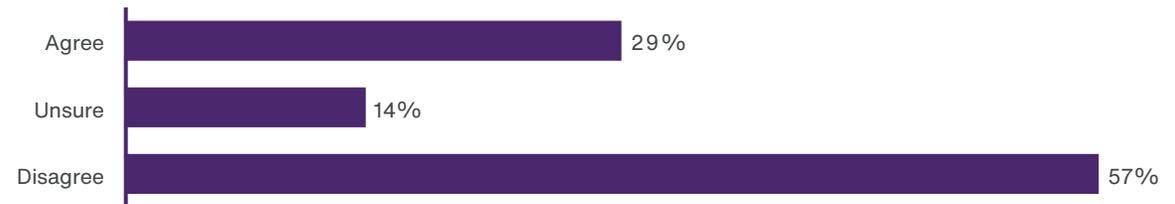


Nearly three in ten workers feel overwhelmed by their responsibilities, with the concern disproportionately among younger workers and parents.

- Nearly three in ten (29 percent) workers feel overwhelmed by their responsibilities or commitments; this group has the lowest mental health score (52.7), nearly 28 points lower than workers not feeling overwhelmed by their responsibilities or commitments (80.4) and 17 points lower than the national average (69.9)
- Workers under 40 are more than twice as likely as workers over 50 to feel overwhelmed by their responsibilities or commitments
- Non-parents are more than 40 percent more likely than parents to feel overwhelmed by their responsibilities or commitments
- Nearly six in ten (57 percent) workers do not feel overwhelmed by their responsibilities or commitments; this group has the highest mental health score (80.4), more than 10 points higher than the national average (69.9)



I feel overwhelmed by my responsibilities or commitments



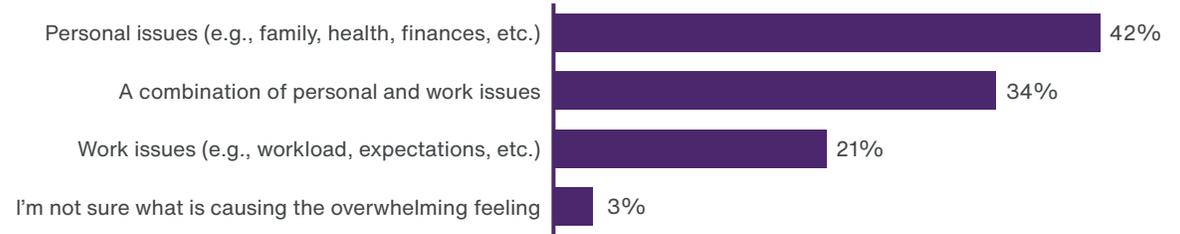
MHI score by “I feel overwhelmed by my responsibilities or commitments”



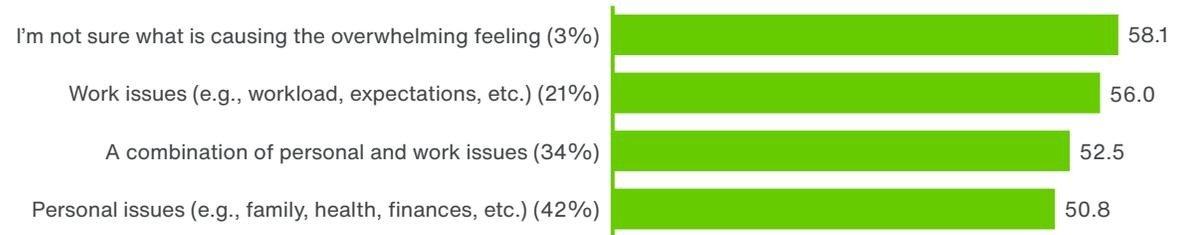
More than two in five workers say personal issues is their primary source of feeling overwhelmed.

- Forty-two percent of workers report personal issues as their primary source of feeling overwhelmed; this group has the lowest mental health score (50.8), 19 points lower than the national average (69.9)
- More than one-third (34 percent) of workers report a combination of personal and work issues as the primary source of feeling overwhelmed, and 21 percent report work issues as the primary source of feeling overwhelmed
- Workers under 40 are three times more likely than workers over 50 to report work issues as the primary source of feeling overwhelmed
- Managers are 80 percent more likely than non-managers to report work issues as the primary source of feeling overwhelmed
- Parents are 80 percent more likely than non-parents 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.

More than three in five workers say their employer offers a family-friendly workplace.

- Sixty-three percent of workers say their employer offers a family-friendly workplace; this group has the highest mental health score (73.6), nearly four points higher than the national average (69.9)
- Nearly one in five (19 percent) say their workplace is not family-friendly; this group has the lowest mental health score (63.4), more than 10 points lower than workers who say their workplace is family-friendly (73.6) and more than six points lower than the national average (69.9)



My employer offers a family-friendly workplace



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



Three-quarters of working parents feel supported by their managers.

- Three-quarters (75 percent) of working parents feel supported by their manager; this group has the highest mental health score (72.1), more than two points higher than the national average (69.9)
- One in eight (12 percent) working parents don't feel supported by their manager; this group has the lowest mental health score (59.5), nearly 13 points lower than working parents who feel supported (72.1), and more than 10 points lower than the national average (69.9)
- Managers are 60 percent more likely than non-managers 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 four in five working parents feel supported by their colleagues.

- More than four in five (82 percent) of working parents feel supported by their colleagues; this group has the highest mental health score (71.6), nearly two points higher than the national average (69.9)
- Seven percent of working parents don't feel supported by their colleagues; this group has the lowest mental health score (55.2), more than 16 points lower than workers who feel supported (71.6) and nearly 15 points lower than the national average (69.9)



My colleagues generally support me as a working parent



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

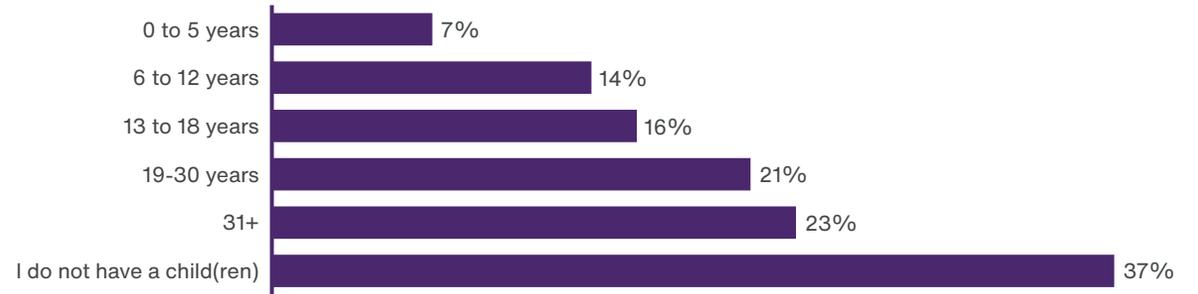


Working parents with children under 12 have the lowest mental health scores.

- Workers with children over the age of 19 have the highest mental health scores, at least two points higher than the national average (69.9) and at least five points higher than workers with children under the age of 12



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



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



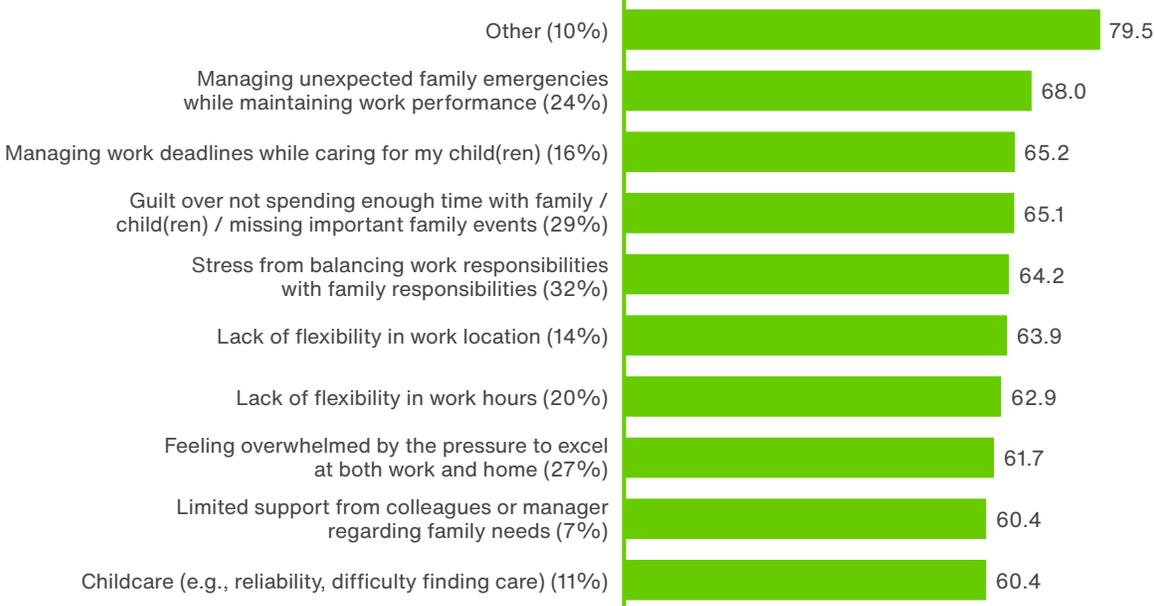
Stress from balancing work and family, and guilt over not spending enough time with family/children, are the top concerns for working parents.

- Nearly one-third (32 percent) of parents are feeling the stress of balancing work responsibilities with family responsibilities, 29 percent feel guilt for not spending enough time with family/children or missing important family events, 27 percent are feeling overwhelmed by the pressure to excel at both work and home, 24 percent are concerned about managing unexpected family emergencies while maintaining work performance and 20 percent are concerned about the lack of flexibility in work hours
- 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?”

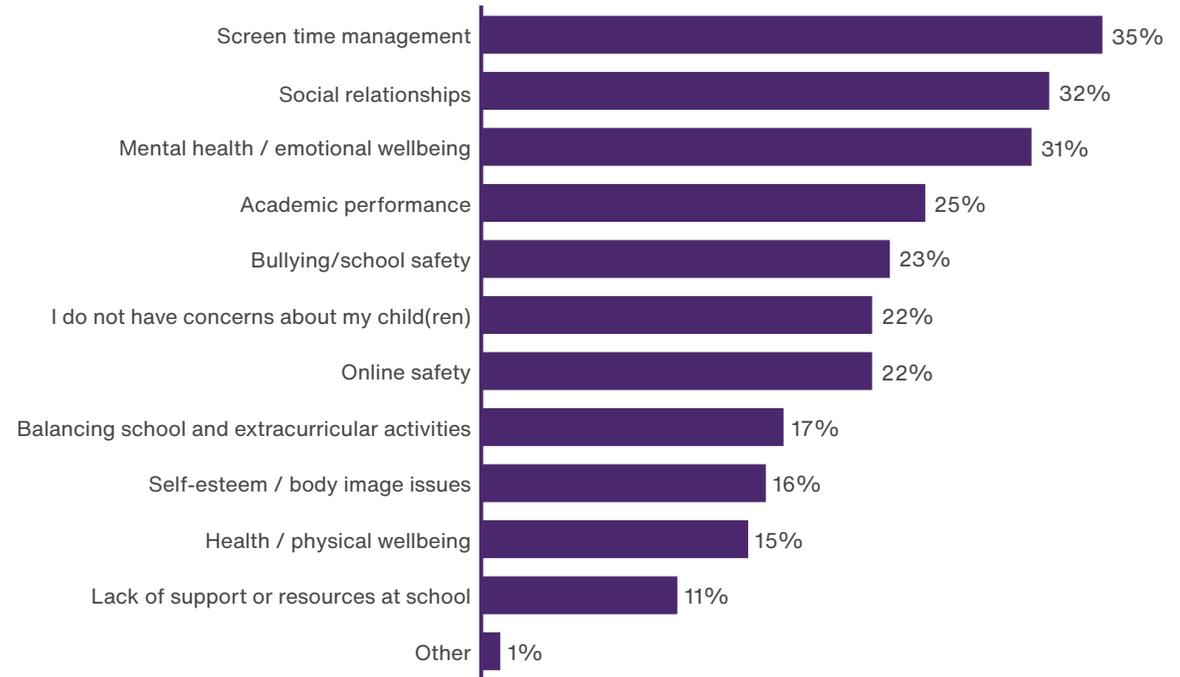


Screen time, social relationships, and mental health/emotional wellbeing are the top concerns among parents with school-age children.

- More than one-third (35 percent) of parents are concerned about screen time management, 32 percent are concerned about their children’s social relationships, 31 percent are concerned their school-age children’s mental health/emotional wellbeing, 25 percent are concerned about academic performance, 23 percent are concerned about bullying/school safety, and 22 percent are concerned about online safety



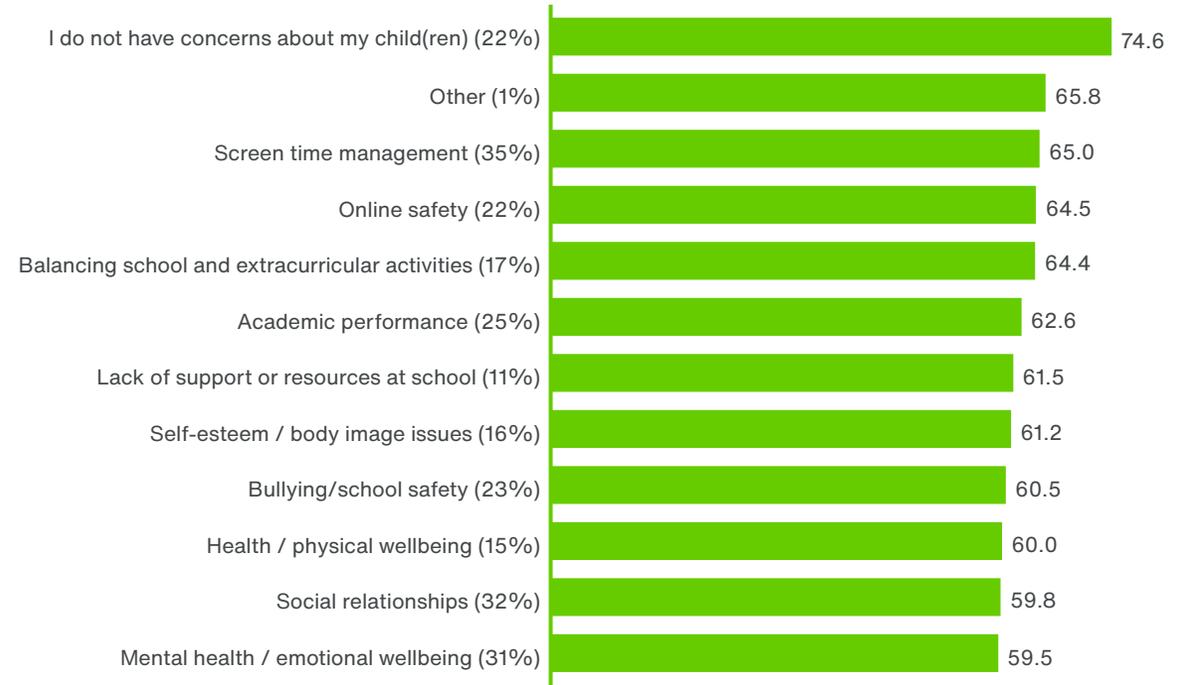
Do you have any of the following concerns with respect to your school-age child(ren)?



- Twenty-six percent of parents concerned about their school-age children’s mental health/emotional wellbeing have a mental health score (59.5) more than 10 points lower than the national average (69.9)
- More than one in five (22 percent) parents do not have concerns about their school-age children; this group has the highest mental health score (74.6), nearly five points higher than the national average (69.9)



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

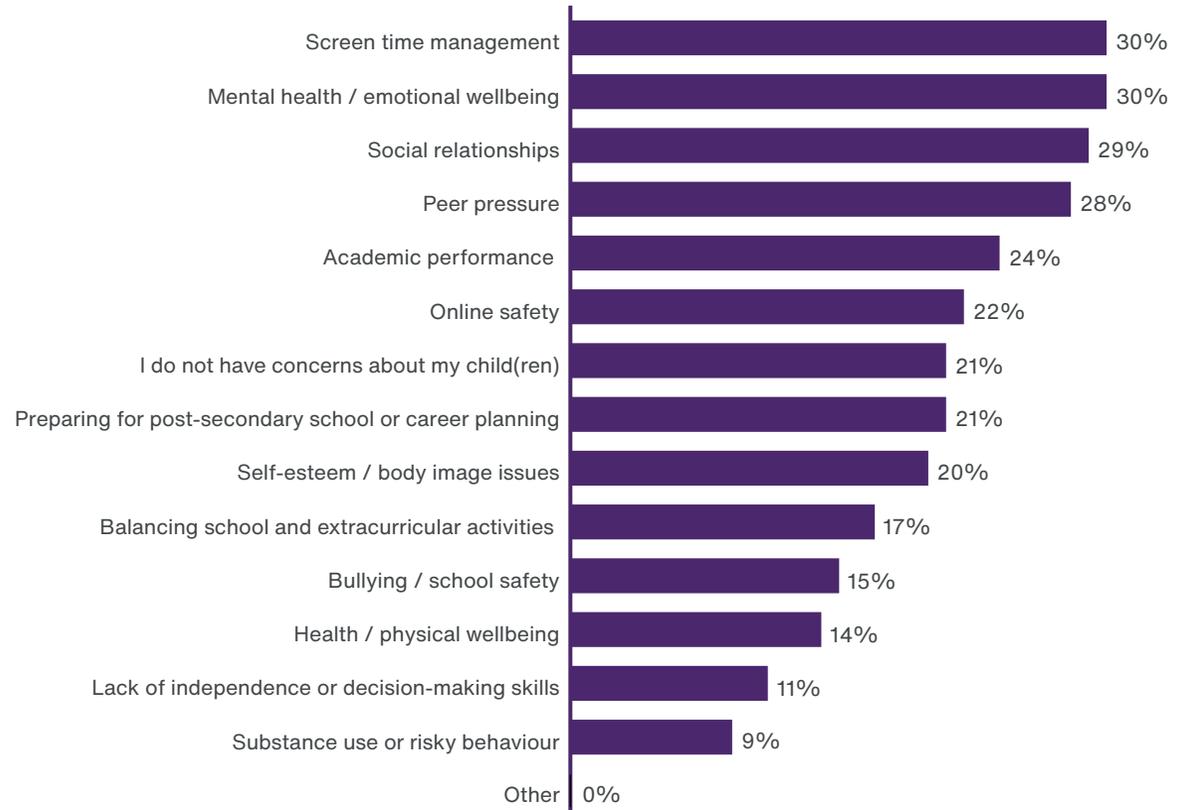


Screen time management, mental health/emotional wellbeing, and social relationships are the top concerns among parents with teenagers.

- Three in ten (30 percent) parents are concerned about screen time management, 30 percent are concerned about their teen’s mental health/emotional wellbeing, 29 percent are concerned about their teen’s social relationships, 28 percent are concerned about peer pressure, 24 percent are concerned about academic performance, and 22 percent are concerned about their teen’s online safety



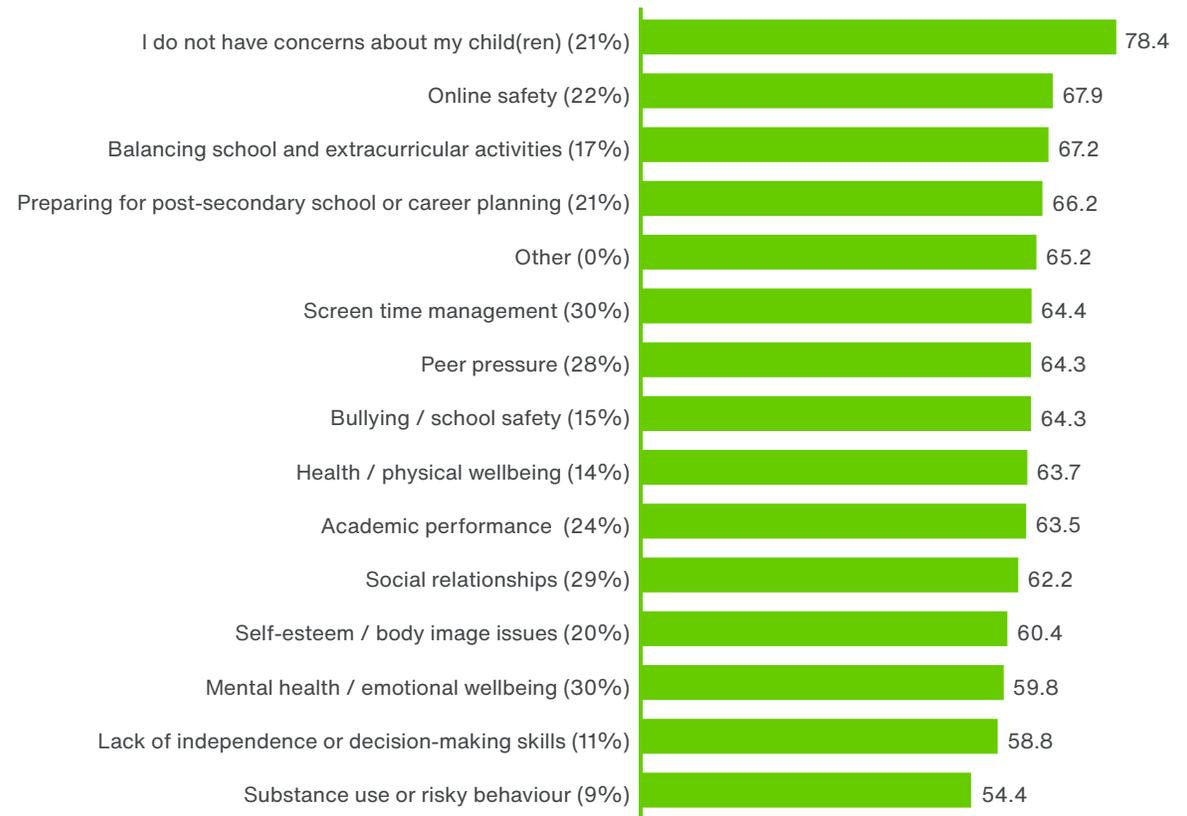
Do you have any of the following concerns with respect to your teenage child(ren)?



- Thirty percent of parents concerned about their teen’s mental health/emotional wellbeing have a mental health score (59.8) more than 10 points lower than the national average (69.9)
- More than one in five (21 percent) parents do not have concerns about their teens; this group has the highest mental health score (78.4), more than eight points higher than the national average (69.9)



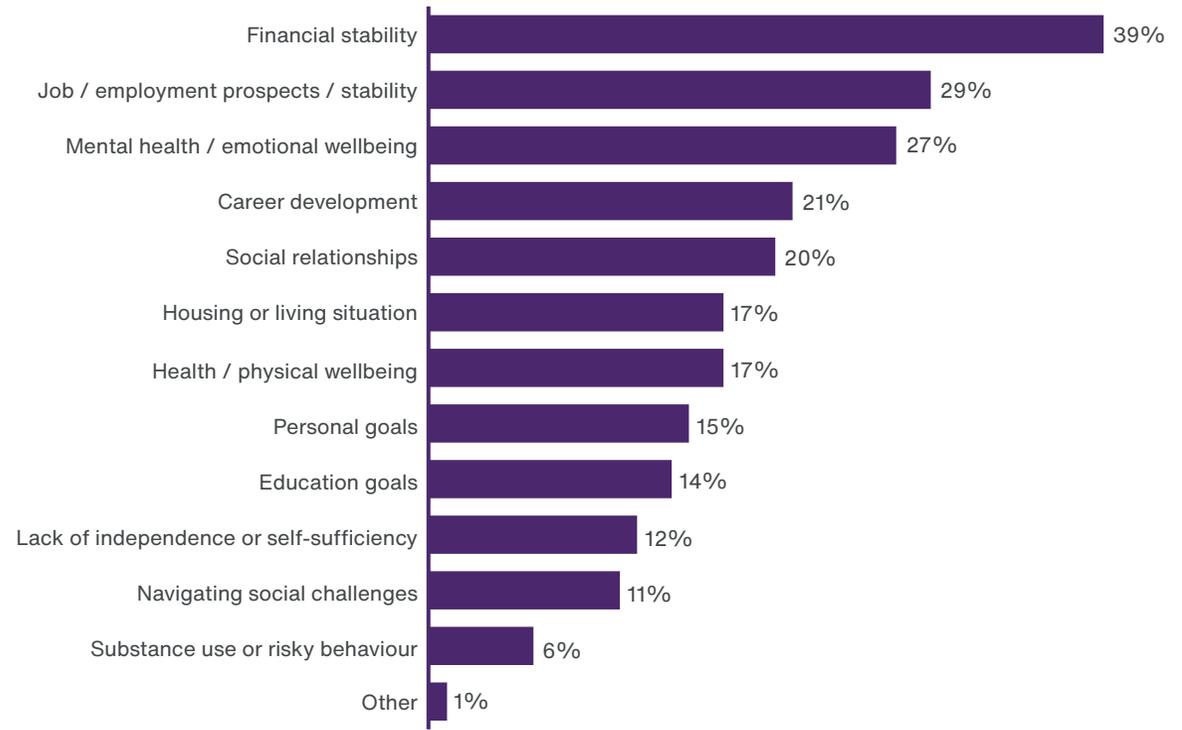
Do you have any of the following concerns with respect to your teenage child(ren)?



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

- Nearly two in five (39 percent) parents are concerned about the financial stability of their young adult children, 29 percent are concerned about job/employment prospects/stability, 27 percent are concerned about their young adult children’s mental health/emotional wellbeing, 21 percent are concerned about career development, 20 percent are concerned about their young adult children’s social relationships, and 17 percent are concerned about their young adult children’s housing or living situation

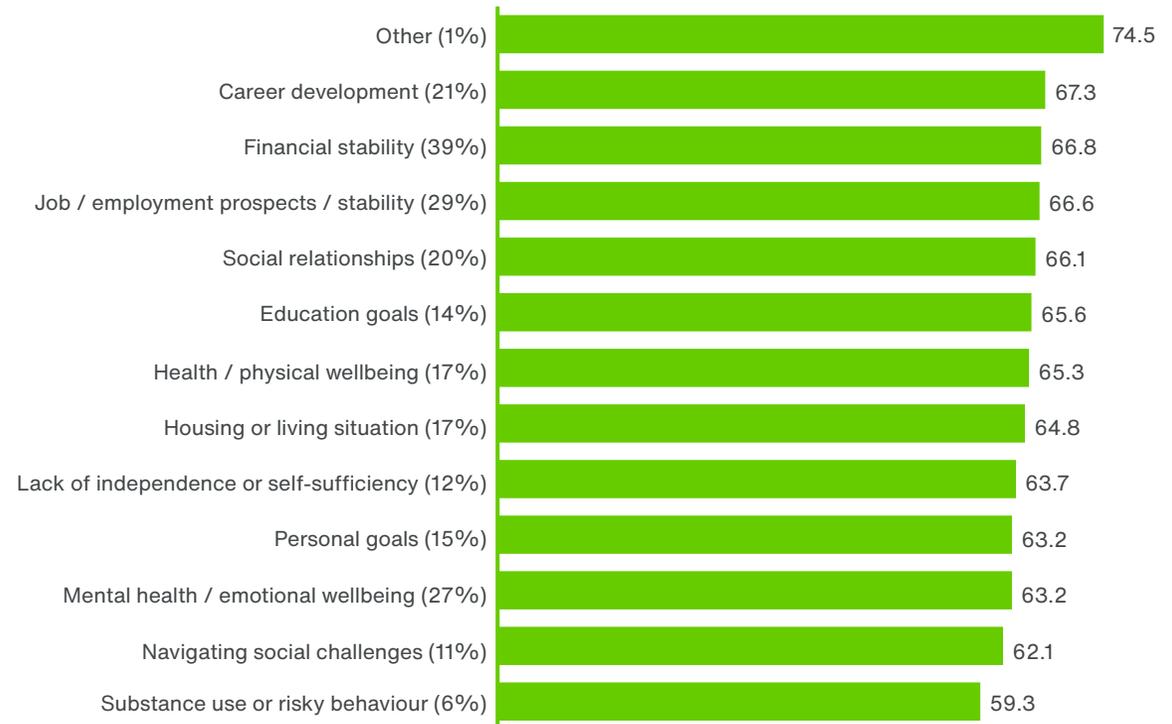
Do you have any of the following concerns with respect to your young adult child(ren)?



- Twenty-seven percent of parents concerned about their young adult children’s mental health/emotional wellbeing have a mental health score (63.2) nearly seven points lower than the national average (69.9)



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 nutrition are the top goals workers set for themselves.

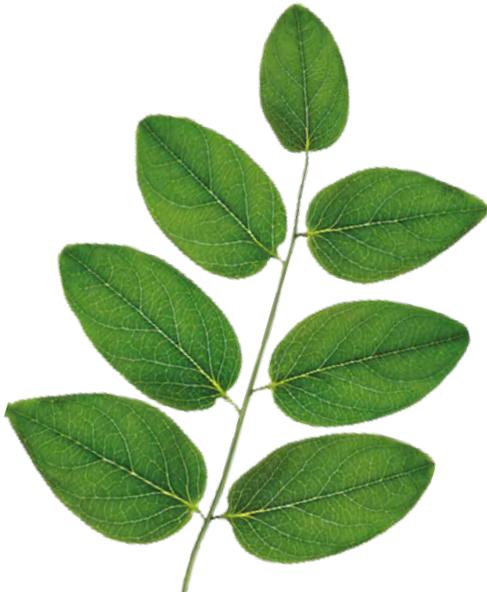
- Nearly half (47 percent) of workers have set a goal to improve their fitness, 43 percent have set a goal for weight loss, 35 percent have set a goal to improve their nutrition, 33 percent have set a goal to improve financial management, and 27 percent have set a goal to better manage stress
- Workers under 40 are twice as likely as workers over 50 to have set a goal to better manage stress
- Workers over 50 are more than twice as likely as workers under 40 to have set a goal to keep up with preventative health screening
- Women are 30 percent more likely than men to have set a goal to keep up with preventative health screening
- Non-parents are 50 percent more likely than parents to have set a goal to keep up with preventative health screening

Have you set any of the following goals?



- The lowest mental health score (58.6) is among 27 percent of workers who have set a goal to better manage stress, more than 17 points lower than workers who have not set any goals (75.9) and more than 11 points lower than the national average (69.9)
- Nearly one in six (15 percent) have not set any goals; this group has the highest mental health score (75.9), six points higher than the national average (69.9)

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

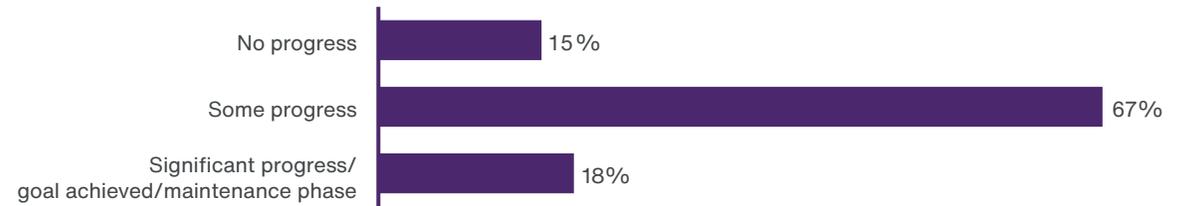


Fitness

Among workers who set a goal to improve their fitness, nearly one in seven has not made any progress.

- Nearly one in seven (15 percent) has not made any progress towards improving their fitness; this group has the lowest mental health score (58.0), more than 20 points lower than workers who have made significant progress (78.1) and nearly 12 points lower than the national average (69.9)
- Eighteen percent have made significant progress towards improving their fitness; this group has the highest mental health score (78.1), more than eight points higher than the national average (69.9)
- Managers are almost 80 percent more likely than non-managers to have made significant progress towards improving their fitness
- Men are more than 40 percent 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?”



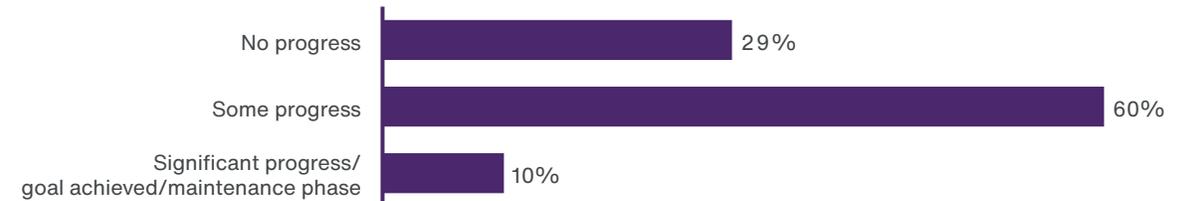
Weight loss

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

- Nearly three in ten (29 percent) have not made any progress towards their weight loss goal; this group has the lowest mental health score (61.6), more than 13 points lower than workers who have made significant progress (75.1) and more than eight points lower than the national average (69.9)
- Women are 70 percent more likely than men not to have made any progress towards their weight loss goal
- Ten percent have made significant progress towards their weight loss goal; this group has the highest mental health score (75.1), more than five points higher than the national average (69.9)



What is your progress towards reaching your weight loss goal?



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

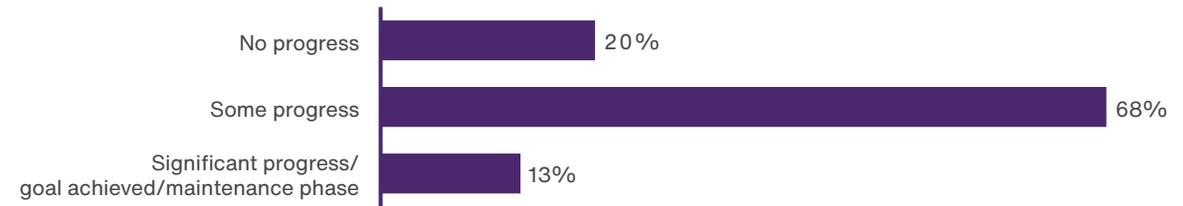


Financial management

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

- One in five (20 percent) workers has not made any progress towards improving financial management; this group has the lowest mental health score (49.6), 29 points lower than workers who have made significant progress (78.6) and more than 10 points lower than the national average (69.9)
- Parents are 70 percent more likely than non-parents to have not made any progress towards improving financial management
- Thirteen percent have made significant progress towards improving financial management; this group has the highest mental health score (78.6), almost nine points higher than the national average (69.9)

What is your progress towards improving financial management?



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



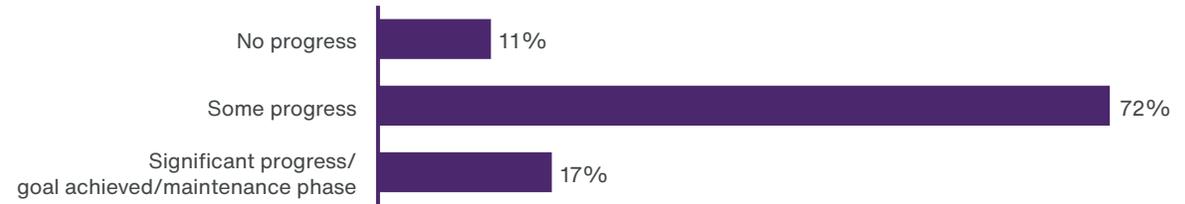
Nutrition

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

- More than one in ten (11 percent) have not made any progress towards improving their nutrition; this group has the lowest mental health score (53.5), more than 23 points lower than workers who have made significant progress (76.9) and more than 16 points lower than the national average (69.9)
- Seventeen percent have made significant progress towards improving their nutrition; this group has the highest mental health score (76.9), seven points higher than the national average (69.9)



What is your progress towards improving your nutrition?



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



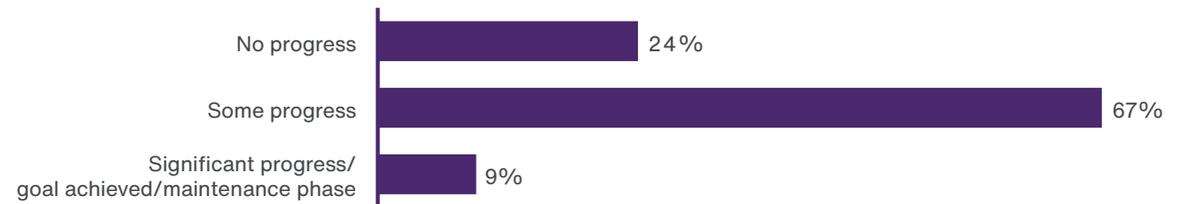
Stress management

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

- Nearly one-quarter (24 percent) have not made any progress towards improving stress management; this group has the lowest mental health score (47.2), 25 points lower than workers who have made significant progress (72.2) and nearly 23 points lower than the national average (69.9)
- Nine percent have made significant progress towards improving stress management; this group has the highest mental health score (72.2), more than two points higher than the national average (69.9)
- Workers under 40 are more than twice as likely as workers over 50 to have made significant progress towards improving stress management
- Managers are nearly twice as likely as non-managers to have made significant progress towards improving stress management



What is your progress towards improving stress management?



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

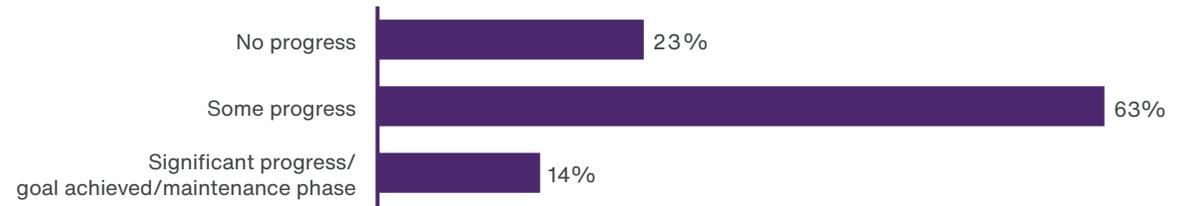


Relationships

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

- Nearly one-quarter (23 percent) have not made any progress towards improving their relationships; this group has the lowest mental health score (48.6), more than 29 points lower than workers who have made significant progress (77.7) and more than 21 points lower than the national average (69.9)
- Fourteen percent have made significant progress towards improving their relationships; this group has the highest mental health score (77.7), nearly eight points higher than the national average (69.9)
- 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?”



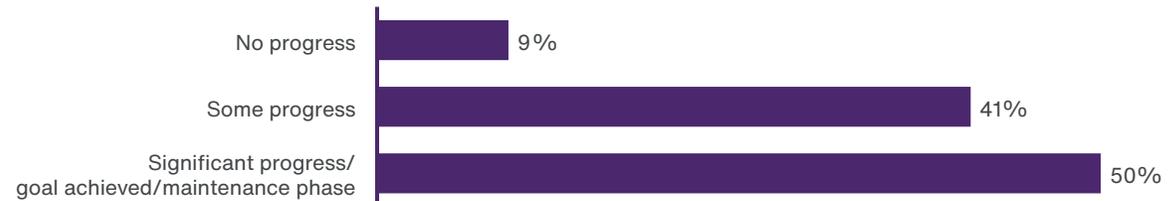
Preventative health screening.

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

- Half (50 percent) have made significant progress towards keeping up with preventative health screening; this group has the highest mental health score (77.7), nearly eight points higher than the national average (69.9)
- Workers over 50 are nearly four times more likely than workers under 40 to have made significant progress towards keeping up with preventative health screening
- Nine percent have not made any progress towards keeping up with preventative health screening; this group has the lowest mental health score (58.0), nearly 20 points lower than workers who have made significant progress (77.7) and nearly 12 points lower than the national average (69.9)
- Women are 50 percent more likely than 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?”

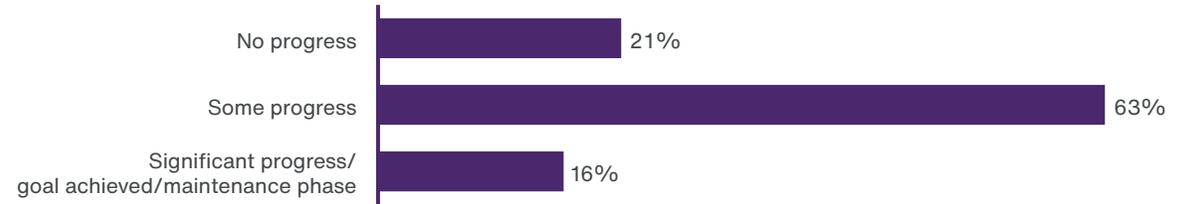


Weight gain

Among workers who set a goal to gain weight, more than one in five have not made any progress.

- More than one in five (21 percent) workers have not made any progress towards their weight gain goal; this group has a mental health score (54.1), more than 12 points lower than workers who have made significant progress (66.7) and nearly 16 points lower than the national average (69.9)
- Sixteen percent have made significant progress towards their weight gain goal; this group has the highest mental health score (66.7), yet more than two points lower than the national average (69.9)

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 5,000 people who live in the United States 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 States. 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





www.telushealth.com

