



TELUS Mental Health Index.

Canada | June 2025

 **TELUS**® Health

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What you need to know for June 2025.



One-third of workers feel anxious, three in 10 feel isolated and do not have emergency savings to cover basic needs, and more than one-quarter feel depressed and say their mental health is adversely impacting work productivity.

- At 64.0, the mental health of workers has improved by nearly one point from March 2025
- 33 per cent of workers have a high mental health risk, 44 per cent have a moderate mental health risk, and 23 per cent have a low mental health risk
- All mental health sub-scores, except for general psychological health, have improved from March
- Anxiety and isolation have been the lowest mental health sub-scores for more than three years
- 33 per cent of workers feel anxious
- 31 per cent of workers feel isolated
- 29 per cent of workers do not have emergency savings for basic needs
- 27 per cent of workers say their mental health is impacting work productivity
- 26 per cent of workers feel depressed
- Mental health scores have improved in all provinces apart from Alberta and the Maritimes, where scores declined 0.6 points from March
- Managers continue to have a higher mental health score than non-managers
- Labourers have a lower mental health score than service industry and office workers

Younger workers disproportionately experience higher self-stigma and fear that workplace disclosure of mental health issues would limit their career options.

- 45 per cent of workers would be concerned about career options if they had a mental health issue and their workplace was aware
- Workers under 40 are 40 per cent more likely to be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware
- 33 per cent of workers would feel negatively about themselves if they had a mental health issue
- Workers under 40 are 60 per cent more likely than workers over 50 to feel negatively about themselves if they had a mental health issue
- Despite heightened mental health awareness, stigma persists: self-stigma has declined by only three per cent while fear of workplace stigma has increased by one per cent since February 2021



Fewer than half of people leaders

feel equipped to address employee mental health issues, and one-third say their organisation doesn't offer mental health leadership training.

- 41 per cent of people leaders are unsure, and 11 per cent would not know what to do if an employee was struggling with a mental health issue
- 34 per cent of people leaders say their organisation does not offer training on their role in supporting a mentally healthy workplace, and 18 per cent are unsure
- 30 per cent of people leaders say their organisation does not offer training in effective coaching or management techniques, and 14 per cent are unsure

For the second consecutive period, finances are the leading source of personal stress. Nearly three-quarters of workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

- 65 per cent of workers have cut back on their spending over the last two months because of financial concerns or economic uncertainty; 49 per cent have cut back a little, and 16 per cent have significantly reduced their spending
- 19 per cent have reduced their spending on health and wellness, with women more likely to have made this adjustment; the mental health score of this group is more than 12 points lower than the national average
- 49 per cent of workers have some concerns about their financial future, 18 per cent of workers worry about financial instability, and six per cent feel financially vulnerable
- 44 per cent of workers can meet most of their everyday needs, but with some difficulty, 12 per cent often struggle to meet basic needs, and four per cent regularly cannot meet basic needs
- 26 per cent of workers say personal finances are their primary source of personal stress
- 16 per cent of workers say economic conditions are their primary source of personal stress



Managers are more likely to report difficulty managing stress, and younger workers are more likely to experience reduced productivity due to poor sleep.

- 30 per cent of workers are dissatisfied with the quality of their sleep
- 36 per cent of workers say that financial worries are a leading factor contributing to poor sleep
- 36 per cent of workers say that mental health challenges (e.g., anxiety, depression) are a leading factor contributing to poor sleep; the mental health score of this group is 25 points lower than the national average
- Workers under 40 are 50 per cent more likely to say that mental health challenges contribute to their poor sleep
- 34 per cent of workers say that personal or family responsibilities are a leading factor contributing to poor sleep
- 34 per cent of workers say that work stress is a leading factor contributing to poor sleep
- 30 per cent of workers say that physical health issues or pain are a leading factor contributing to poor sleep
- 43 per cent of workers say poor sleep quality has resulted in reduced concentration or focus at work
- 36 per cent of workers say poor sleep quality has resulted in increased irritability or mood changes
- 32 per cent of workers say poor sleep quality has resulted in decreased productivity
- 27 per cent of workers say poor sleep quality has resulted in difficulty managing stress

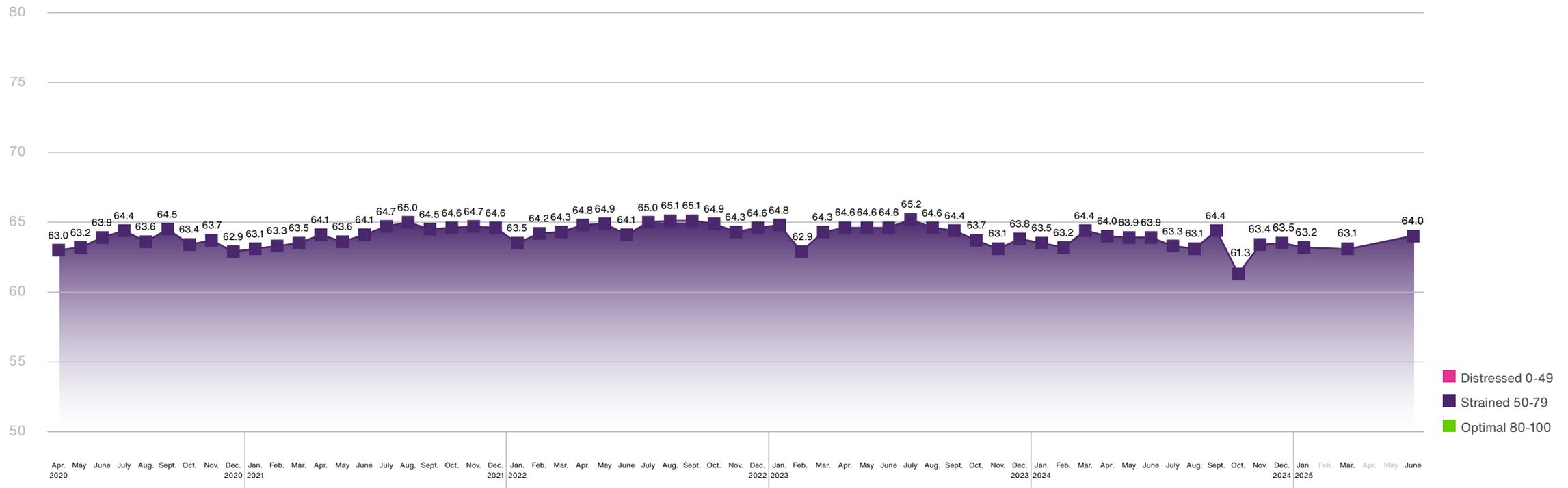
More than three in five workers report unclear or inconsistent communication about health and wellbeing programs; one in five say they rarely or never receive information about these programs.

- 39 per cent of workers say the information they receive on health and wellbeing programs is sometimes unclear or incomplete
- 18 per cent of workers say the information they receive is infrequent or confusing, and four per cent say the information is inconsistent
- Workers who say their organisation's communication is unclear are nearly eight times more likely to be unaware of health and wellbeing programs
- 19 per cent of workers say they rarely or never receive information on health and wellbeing programs
- Non-unionized workers are more than twice as likely as unionized workers to say they rarely or never receive information about these programs
- 62 per cent of workers would prefer to receive information about health and wellbeing programs via email
- 25 per cent of workers would prefer to receive information about health and wellbeing programs in team meetings
- 48 per cent of workers say their manager has not communicated the availability of health and wellbeing programs to them

The Mental Health Index.

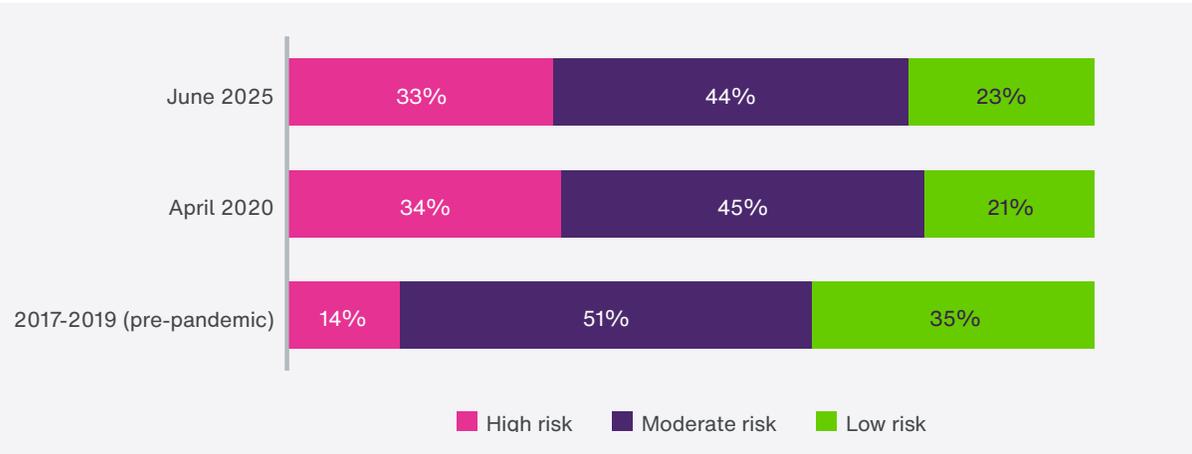
MHI Current Month June 2025	March 2025
64.0	63.1

The overall Mental Health Index for June 2025 is **64.0**. Following a period of relative stability from November 2024 to April 2025, the mental health of workers in Canada has improved by nearly one point in June.



Mental health risk.

In June 2025, 33 per cent of workers have a high mental health risk, 44 per cent have a moderate mental health risk, and 23 per cent have a low mental health risk. More than five years after the launch of the Mental Health Index in April 2020, the proportion of workers in the high-risk group has decreased 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.

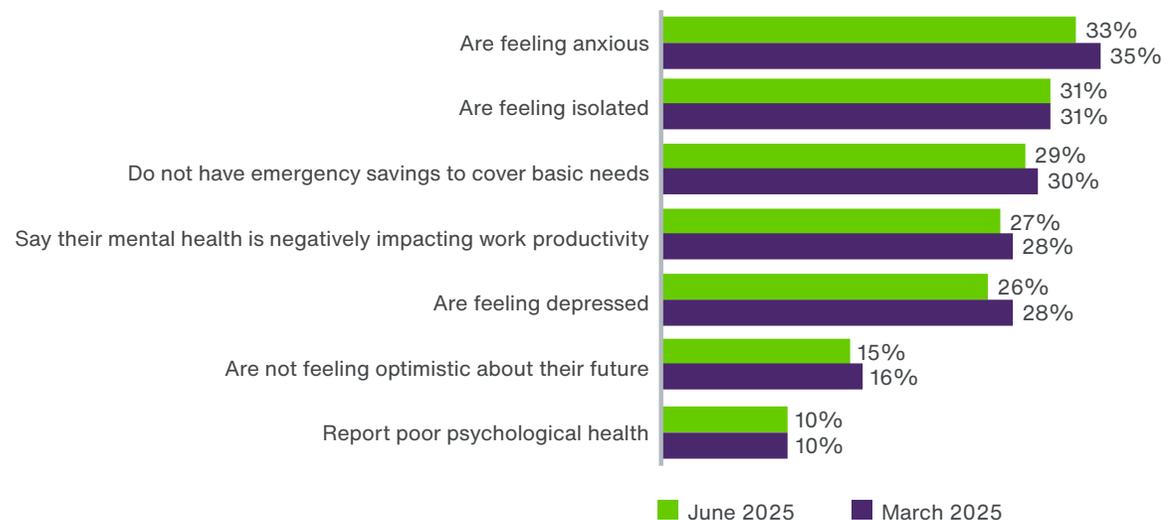
For more than three years, anxiety (57.2) has been the lowest Mental Health Index sub-score. Isolation (60.4), depression (62.8), work productivity (63.4), optimism (65.1), and financial risk (68.3) follow. General psychological health (71.3) remains the most favourable mental health measure in June 2025.

- Anxiety and isolation have been the lowest mental health sub-scores for more than three years
- All mental health sub-scores, apart from general psychological health, have improved from the previous period

One-third (33 per cent) of workers feel anxious, 31 per cent feel isolated, 29 per cent do not have emergency savings for basic needs, 27 per cent say their mental health is negatively impacting work productivity, 26 per cent feel depressed, 15 per cent do not feel optimistic about their future, and 10 per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2025	March 2025
Anxiety	57.2	55.6
Isolation	60.4	59.9
Depression	62.8	61.2
Work productivity	63.4	62.7
Optimism	65.1	63.9
Financial risk	68.3	67.9
Psychological health	71.3	71.4

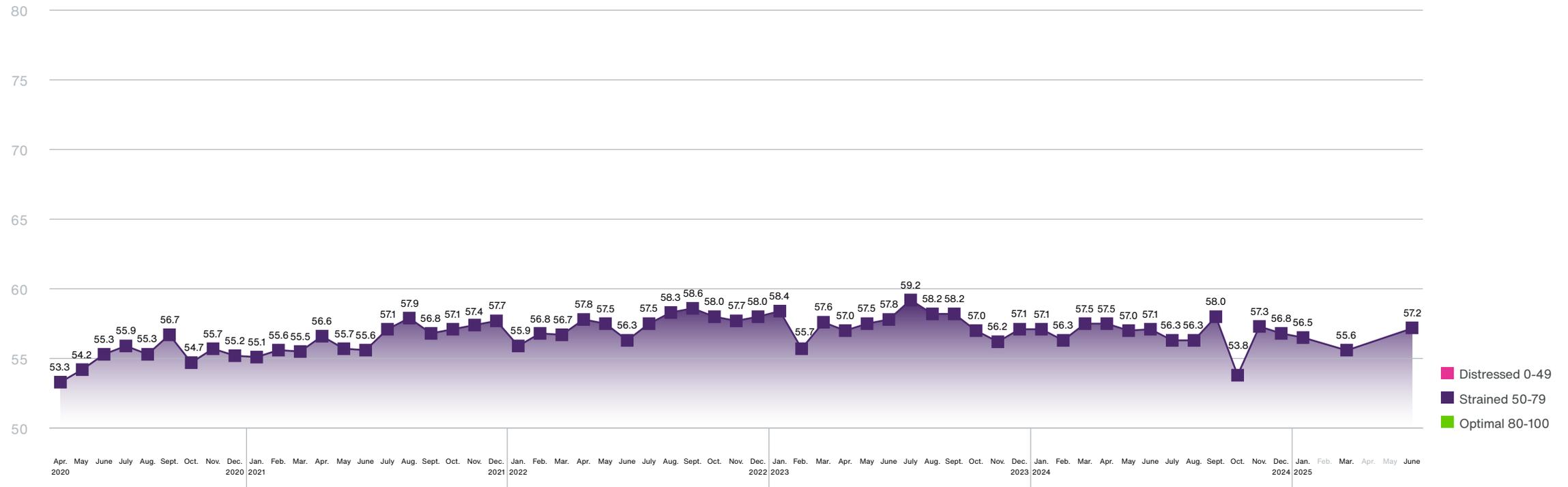
Percentage at risk by MHI sub-score



Anxiety

In June 2025, 33 per cent of workers report often feeling unsettled and nervous.

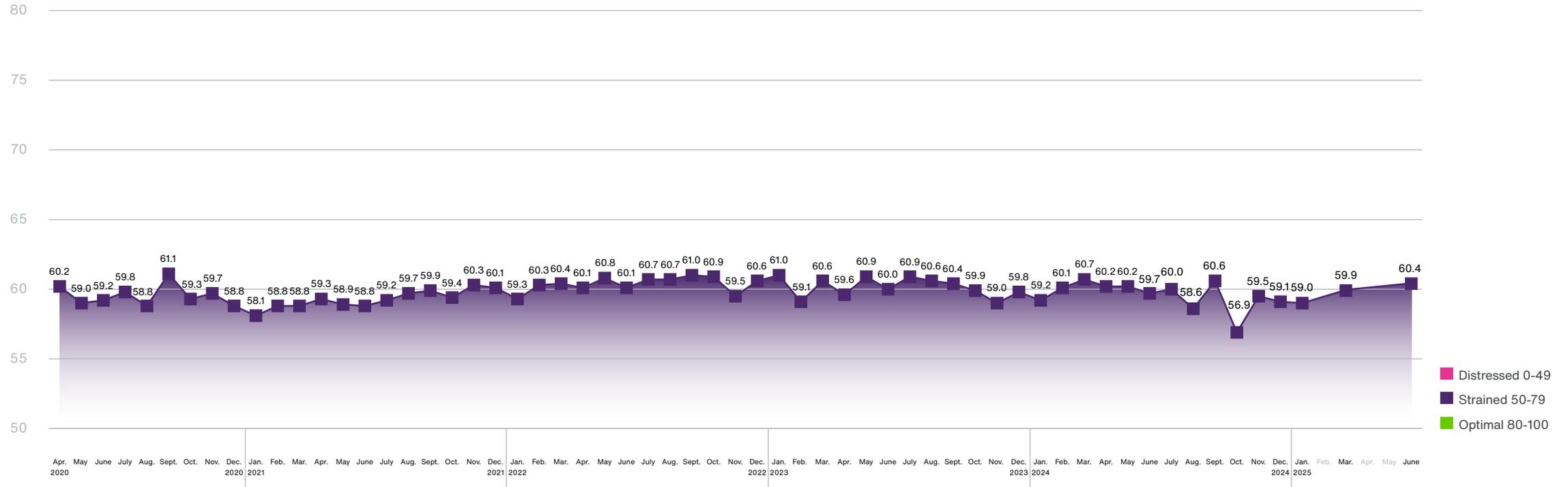
After peaking in July 2023, the anxiety sub-score declined through October 2024; however, a notable turnaround was observed in November with a significant 3.5-point increase. The anxiety sub-score continued to decrease through March but increased by 1.6 points in June 2025. Despite this improvement, the anxiety sub-score remains the lowest mental health sub-score for more than three years.



Isolation

In June 2025, 31 per cent of workers report often feeling alone.

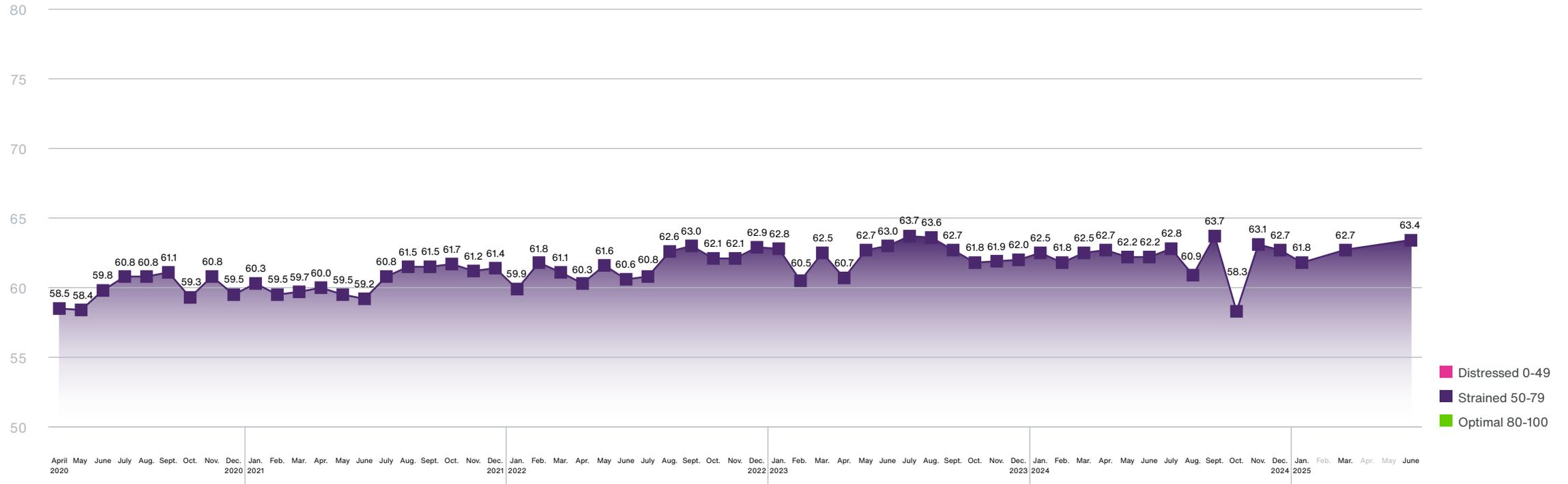
The isolation sub-score gradually improved despite fluctuating periods from April 2020 to October 2022. Ongoing volatility with no clear trend was observed from November 2022 through September 2024. After falling to its lowest point in October 2024, the isolation sub-score rebounded in November. In June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



Work productivity

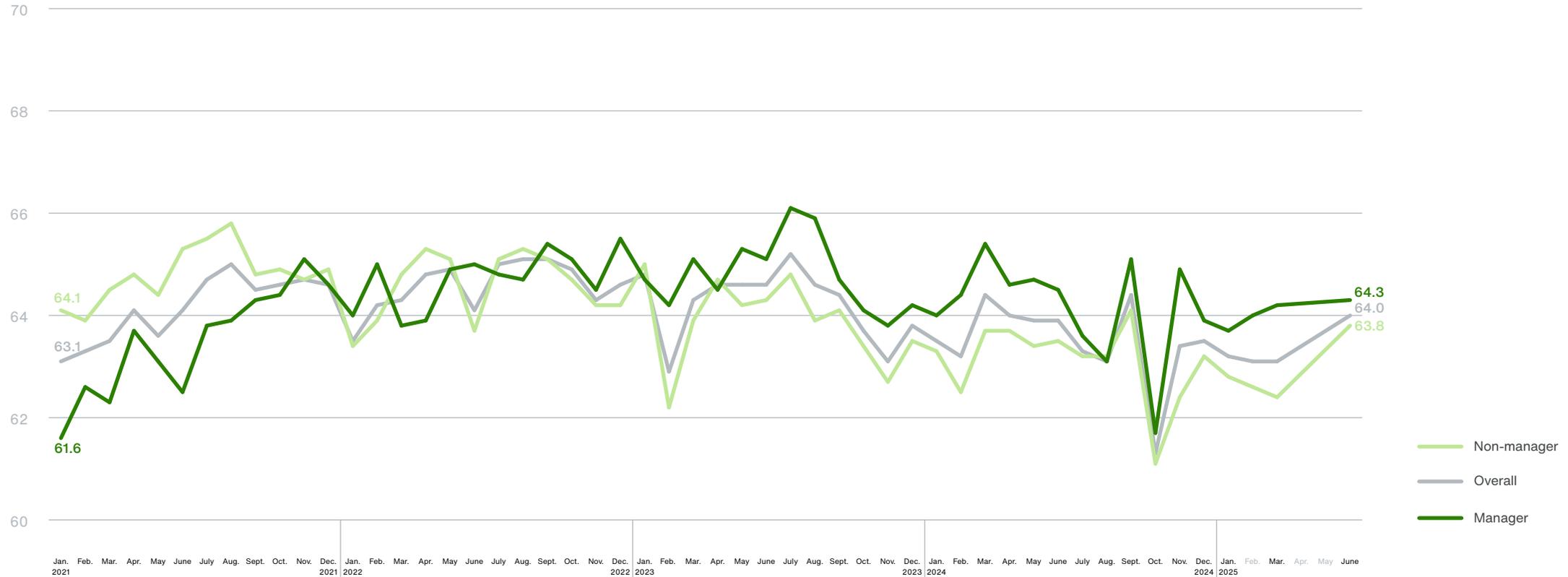
In June 2025, 27 per cent of workers say their mental health is negatively impacting their work productivity and goals.

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. After peaking in September 2024, the work productivity score declined significantly in October 2024, bringing the score to its lowest point since the launch of the MHI in April 2020. Following a brief but notable 4.8-point improvement in November, the work productivity sub-score declined through January 2025. In March 2025, the work productivity sub-score rebounded nearly one point from January 2025 and continues to improve in June 2025.



Managers compared to non-managers.

The mental health of managers and non-managers has undergone significant shifts since 2020. Initially, managers struggled more, having consistently lower mental health scores than non-managers and the national average through much of 2021. In November 2021, the scores for managers and non-managers converged and remained similar until January 2023. The dynamic shifted significantly in February 2023, when non-managers experienced a sharp mental health decline, and since then, managers have maintained higher mental health scores. In June 2025, the mental health score of managers has improved slightly and remains higher than the mental health scores of non-managers and the national average.



Mental health by gender and age.

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In June 2025, the mental health score of women is 61.8 compared to 66.4 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 MHI in April 2020. More than five years later, this pattern persists, with a lower score for workers with at least one child (60.8) compared to workers without children (65.4)

Mental health by employment status.

- Overall, four per cent of respondents are unemployed¹ and eight per cent report reduced hours or reduced salary
- Workers reporting reduced salary than the previous month have the lowest mental health score (53.5), followed by workers reporting fewer hours than the last month (53.6), respondents not currently employed (64.3), and workers with no change to salary or hours (64.9)
- Labourers have a lower mental health score (61.6) than service industry (63.3) and office workers (64.9)
- Managers have a higher mental health score (64.3) than non-managers (63.8)
- Respondents working for companies with more than 10,000 employees have the highest mental health score (65.2)
- Respondents working for companies with 5,001-10,000 employees have the lowest mental health score (62.1)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (36.2) than the overall group (64.0). Workers with emergency savings have a mental health score of 69.1

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

The Mental Health Index by province.

In June 2025, mental health scores in Alberta and the Maritimes have declined, while scores in other provinces have improved compared to March 2025.

- The mental health score in Quebec improved 4.0 points from March 2025
- With a significant 3.2-point increase, Manitoba has the highest mental health score (68.6) in June 2025
- The lowest mental health score is in the Maritimes (62.3), down 0.6 points from March 2025

Province	June 2025	March 2025	Change
Quebec	65.2	61.2	4.0
Saskatchewan	68.1	64.6	3.5
Manitoba	68.6	65.4	3.2
Newfoundland and Labrador	63.4	62.6	0.8
Ontario	63.8	63.3	0.5
British Columbia	63.7	63.4	0.3
Alberta	62.3	62.9	-0.6
The Maritimes	62.3	62.9	-0.6

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

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



Employment status	June 2025	March 2025
Employed (no change in hours/salary)	64.9	64.2
Employed (fewer hours compared to last month)	53.6	52.7
Employed (reduced salary compared to last month)	53.5	53.6
Not currently employed	64.3	57.9

Age group	June 2025	March 2025
Age 20-29	53.6	54.6
Age 30-39	57.9	57.6
Age 40-49	60.8	59.7
Age 50-59	64.7	64.5
Age 60-69	73.5	71.7

Number of children	June 2025	March 2025
No children in household	65.4	64.2
1 child	60.7	60.6
2 children	61.8	60.7
3 children or more	57.0	61.5

Gender	June 2025	March 2025
Men	66.4	65.9
Women	61.8	60.5

Household income/annum	June 2025	March 2025
<\$30K	54.4	53.7
\$30K to <\$60K	59.8	58.2
\$60K to <\$100K	62.5	61.6
\$100K to <\$150K	65.3	65.4
\$150K or more	69.9	68.5

Employer size	June 2025	March 2025
Self-employed/sole proprietor	64.7	63.9
2-50 employees	64.0	62.9
51-100 employees	62.7	61.2
101-500 employees	63.7	64.2
501-1,000 employees	63.8	61.8
1,001-5,000 employees	64.3	64.0
5,001-10,000 employees	62.1	60.4
More than 10,000 employees	65.2	64.8

Manager	June 2025	March 2025
Manager	64.3	64.2
Non-manager	63.8	62.4

Work environment	June 2025	March 2025
Labour	61.6	62.8
Office/desk	64.9	63.5
Service	63.3	63.1

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

The Mental Health Index by industry.

Workers in Information and Cultural Industries have the lowest mental health score (57.6), followed by those in Media and Telecommunications (58.0) and Administrative and Support Services (58.1).

Workers in Professional, Scientific and Technical Services (69.4), Agriculture, Forestry, Fishing and Hunting (67.8), and Wholesale Trade (67.3) have the highest mental health scores in June.



Industry	June 2025	March 2025	Change
Arts, Entertainment and Recreation	64.9	59.9	5.0
Wholesale Trade	67.3	62.6	4.7
Other services (except Public Administration)	64.3	60.3	4.0
Technology	64.5	61.1	3.4
Agriculture, Forestry, Fishing and Hunting	67.8	64.4	3.4
Administrative and Support Services	58.1	55.2	2.9
Other	63.0	60.3	2.7
Accommodation	65.8	63.3	2.5
Manufacturing	66.0	64.4	1.6
Media and Telecommunications	58.0	56.5	1.5
Food Services	58.4	57.0	1.4
Warehousing	63.2	62.0	1.2
Health Care and Social Assistance	61.7	60.6	1.1
Finance and Insurance	64.3	63.4	0.9
Educational Services	66.0	65.4	0.6
Retail Trade	64.1	64.0	0.1
Professional, Scientific and Technical Services	69.4	69.8	-0.4
Real Estate, Rental and Leasing	64.9	65.4	-0.5
Transportation	65.6	66.2	-0.6
Construction	63.4	64.3	-0.9
Public Administration	65.0	66.1	-1.1
Utilities	58.6	60.8	-2.2
Mining, Quarrying, and Oil and Gas Extraction	63.6	66.9	-3.3
Automotive Industry	65.8	70.2	-4.4
Management of Companies and Enterprises	65.8	71.3	-5.5
Information and Cultural Industries	57.6	64.1	-6.5

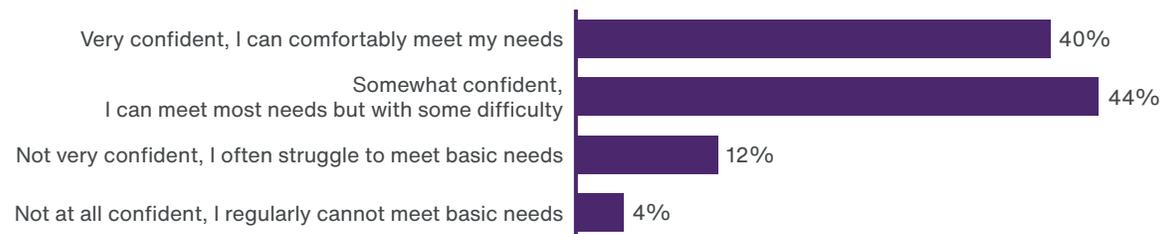
Spotlight

Financial wellbeing

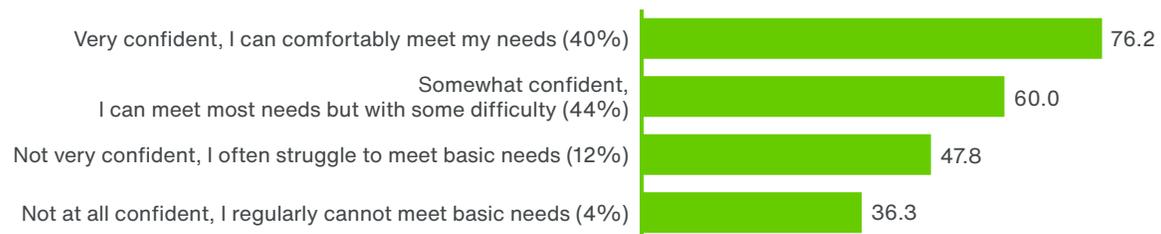
Three in five workers are concerned about not being able to financially support their everyday needs.

- The highest mental health score (76.2) is among 40 per cent of workers who can comfortably meet their needs, more than 12 points higher than the national average (64.0)
- Workers with a yearly household income greater than \$100,000 are twice as likely as workers with an annual household income lower than \$100,000 to feel confident they can comfortably meet their needs
- Workers over 50 are 80 per cent more likely than workers under 40 to feel confident they can comfortably meet their needs
- Non-parents are 50 per cent more likely than parents to feel confident they can comfortably meet their needs
- The lowest mental health score (36.3) is among four per cent of workers who regularly cannot meet basic needs, 40 points lower than workers who can comfortably meet their needs (76.2) and nearly 28 points lower than the national average (64.0)
- Workers without emergency savings are three times more likely than workers with emergency savings to report not being regularly able to meet basic needs

How confident are you that you can financially support your everyday needs?



MHI score by “How confident are you that you can financially support your everyday needs?”

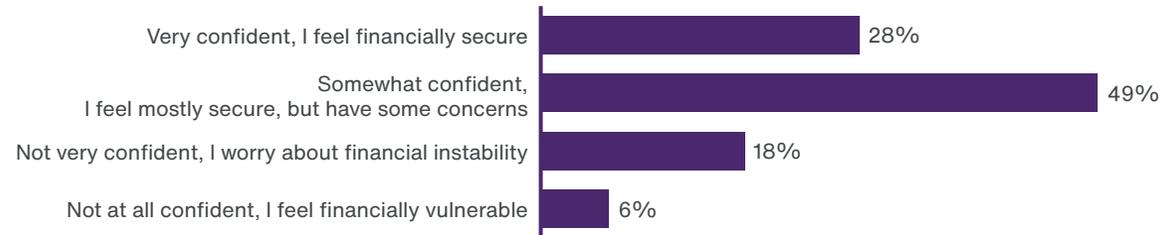


Nearly three-quarters of workers lack confidence in their financial future, with women more likely to feel financially vulnerable

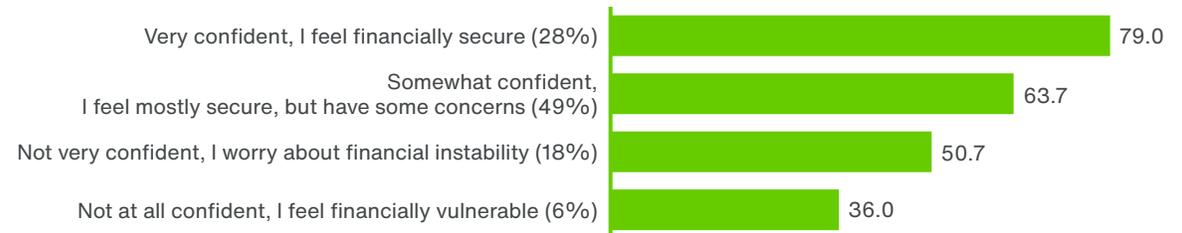
- The highest mental health score (79.0) is among 28 per cent of workers who are very confident in their financial future, 15 points higher than the national average (64.0)
- Workers over 50 are 70 per cent more likely than workers under 40 to feel financially secure
- Non-parents are 50 per cent more likely than parents to feel financially secure
- The lowest mental health score (36.0) is among six per cent of workers who feel financially vulnerable and not at all confident in their financial future, 43 points lower than workers who feel financially secure (79.0), and 28 points lower than the national average (64.0)
- Workers with a yearly household income lower than \$100,000 are four and a half times more likely than workers with an annual household income greater than \$100,000 to feel financially vulnerable
- Women are 60 per cent more likely than men to feel financially vulnerable



Thinking about the next 6 months, how confident are you in your financial future?



MHI score by “Thinking about the next 6 months, how confident are you in your financial future?”

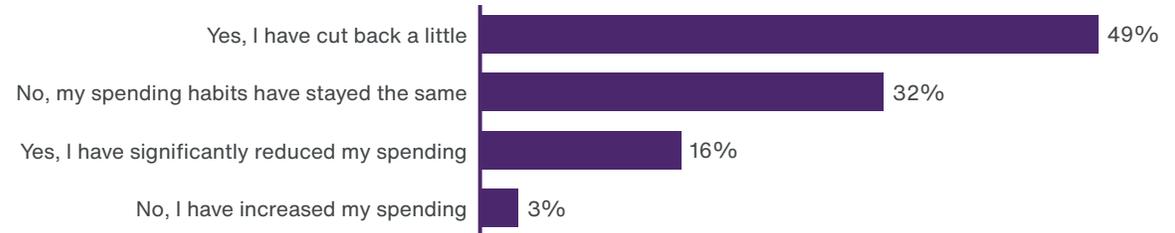


Nearly two-thirds of workers have reduced their spending over the last two months due to financial concerns or economic uncertainty.

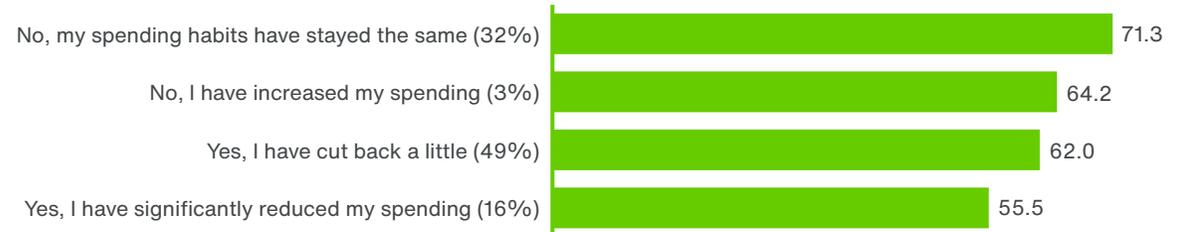
- The highest mental health score (71.3) is among 32 per cent of workers reporting their spending habits have remained the same over the last two months, more than seven points higher than the national average (64.0)
- The lowest mental health score (55.5) is among 16 per cent of workers who have significantly reduced their spending over the last two months, 16 points lower than workers who have made no changes (71.3), and more than eight points lower than the national average (64.0)
- Workers with an annual household income less than \$100,000 and workers without emergency savings are at least twice as likely to have significantly reduced their spending



Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?



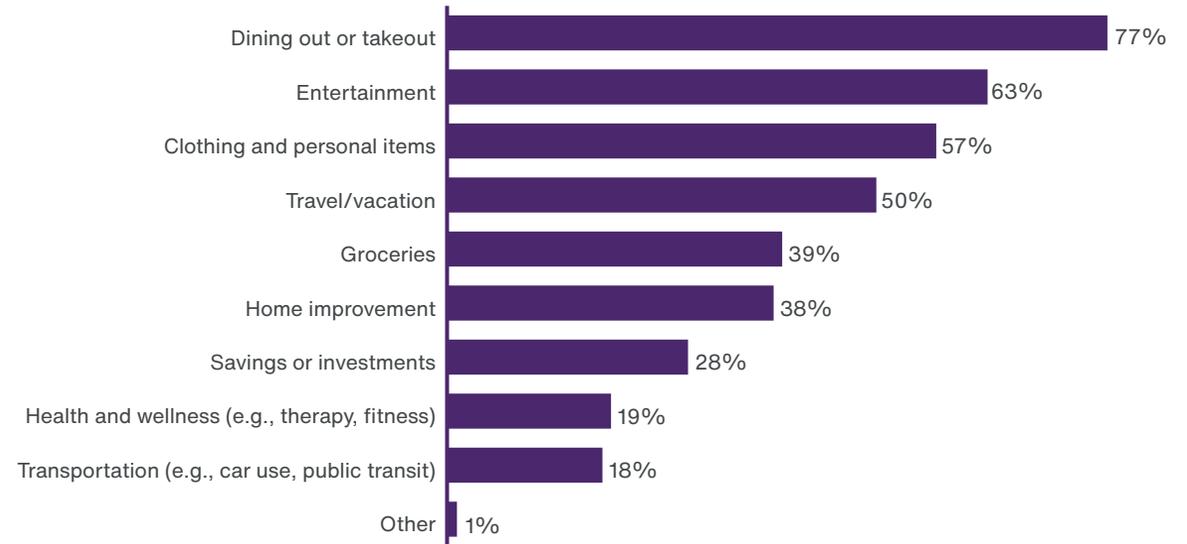
MHI score by “Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?”



One in five workers has reduced their spending on health and wellness, with women being more likely to make this change.

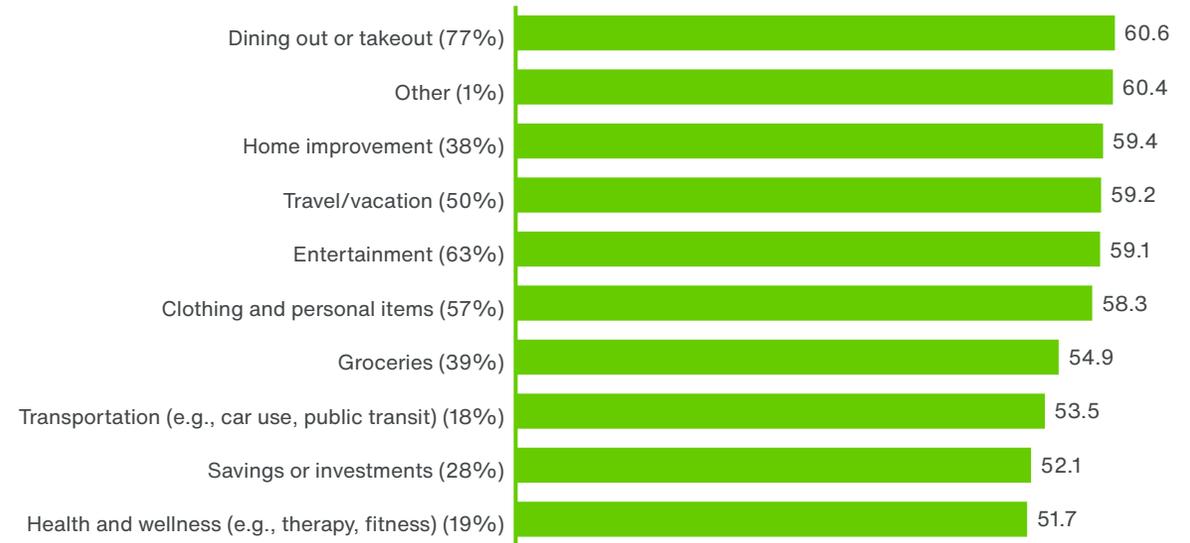
- More than three-quarters (77 per cent) of workers have reduced spending on dining out or takeout, 63 per cent have cut back on entertainment, 57 per cent have reduced spending on clothing and personal items, 50 per cent have cut back on travel/vacation, 39 per cent have reduced spending on groceries, 38 per cent are spending less on home improvement, and 28 per cent have cut back on savings or investments
- Women are 50 per cent more likely than men to have reduced their spending on health and wellness

In which areas have you reduced your spending?



- Nearly one in five (19 per cent) have reduced their spending on health and wellness; this group has the lowest mental health score (51.7), more than 12 points lower than the national average (64.0)

MHI score by “In which areas have you reduced your spending?”



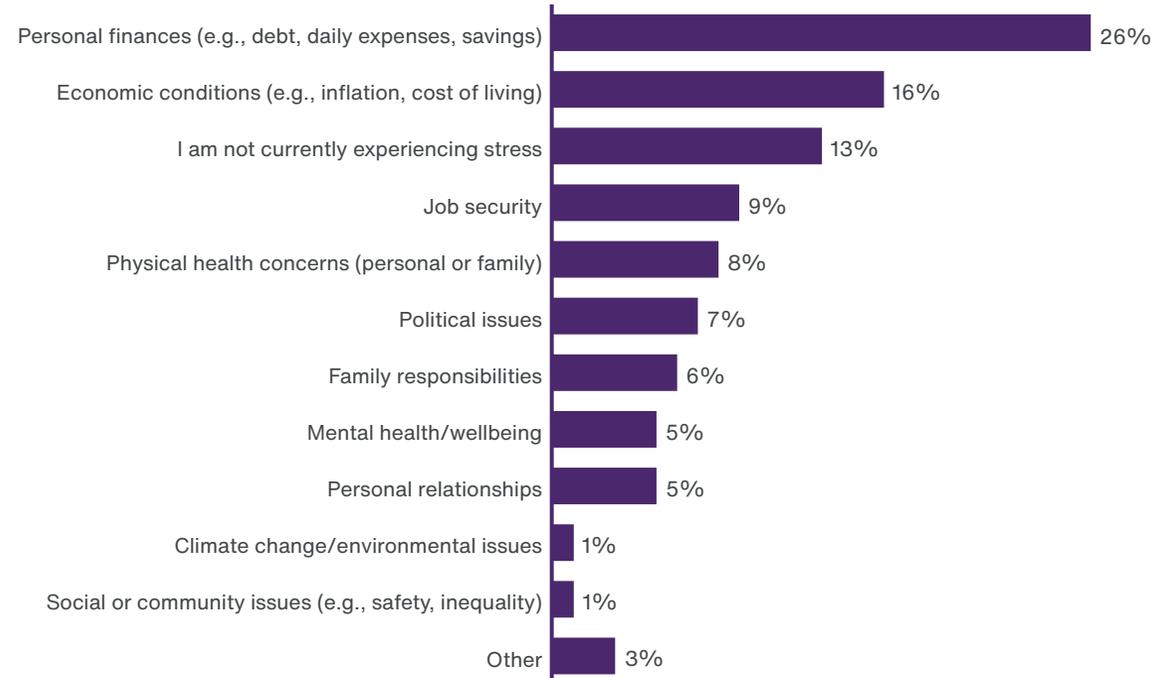
Personal stressors

More than two in five workers say finances or economic conditions are their primary sources of personal stress.

- Workers over 50 are over twice as likely as workers under 40 to report not experiencing personal stress
- Men are 40 per cent more likely than women to report not experiencing personal stress
- Workers under 40 are twice as likely as workers over 50 to say mental health/wellbeing is their primary source of personal stress
- Workers with an annual household income less than \$100,000 are 70 per cent more likely than workers with a yearly household income greater than \$100,000 to report personal finances as their primary stressor
- Parents and managers are 60 per cent more likely to report job security as their primary stressor



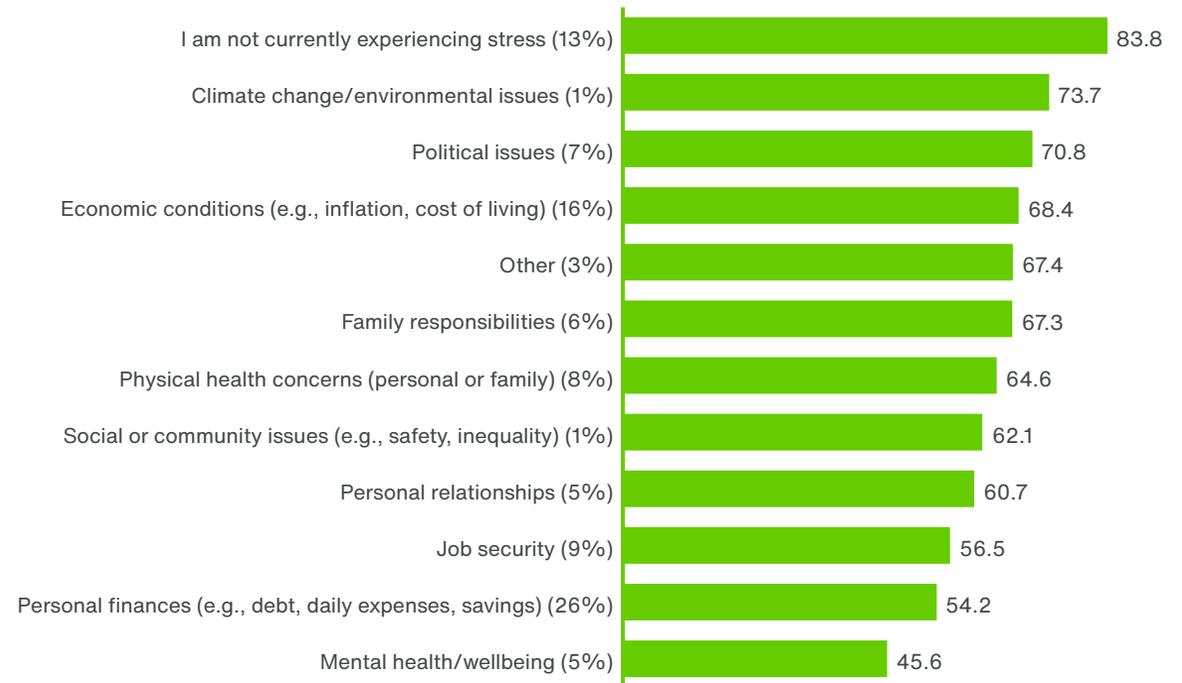
What is your primary source of personal stress right now?



- The highest mental health score (83.8) is among 13 per cent of workers not experiencing personal stress, nearly 20 points higher than the national average (64.0)
- The lowest mental health score (53.9) is among five per cent of workers who report mental health/wellbeing as their primary source of personal stress, more than 32 points lower than workers not experiencing personal stress (83.8) and more than 18 points lower than the national average (64.0)



MHI score by “What is your primary source of personal stress right now?”

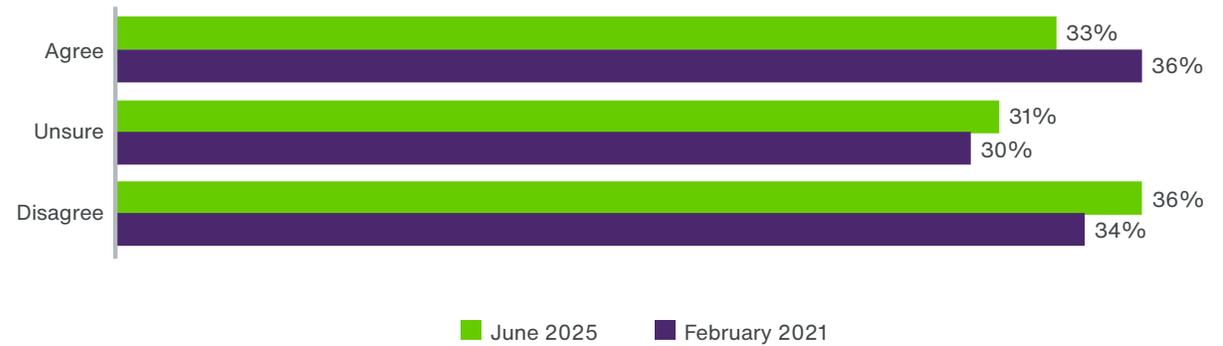


Mental health stigma.

Younger workers are disproportionately more likely to feel negatively about themselves if they had a mental health issue.

- More than one-third (36 per cent) of workers would not feel negatively about themselves if they had a mental health issue; this group has the highest mental health score (70.1), six points higher than the national average (64.0)
- One-third (33 per cent) of workers would feel negatively about themselves if they had a mental health issue; this group has the lowest mental health score (55.9), more than 14 points lower than workers who would not feel negatively about themselves (70.1) and eight points lower than the national average (64.0)
- Workers under 40 are 60 per cent more likely than workers over 50 to feel negatively about themselves if they had a mental health issue

I would feel negatively about myself if I had a mental health issue



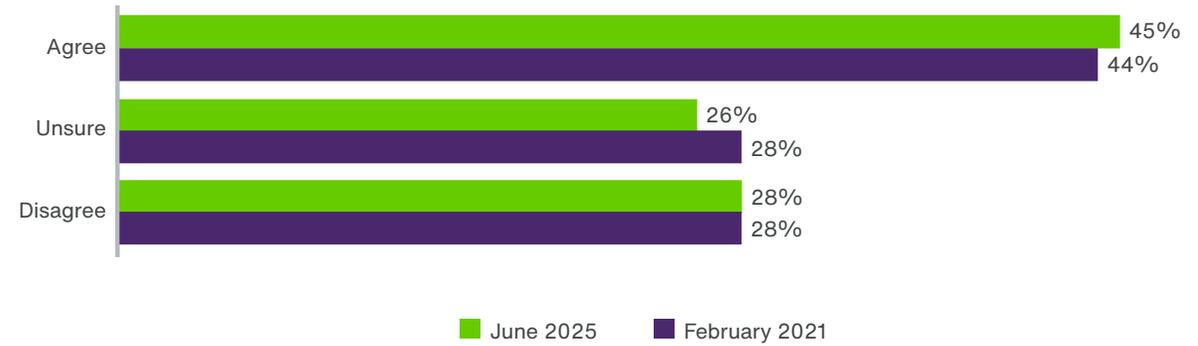
MHI score by “I would feel negatively about myself if I had a mental health issue”



Nearly half of workers would be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware.

- About half (45 per cent) of workers would be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware; this group has the lowest mental health score (57.6), more than 14 points lower than workers who would not be concerned (72.0) and more than six points lower than the national average (64.0)
- Workers under 40 are 40 per cent more likely than workers over 50 to be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware
- Nearly three in ten (28 per cent) would not be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware; this group has the highest mental health score (72.0), eight points higher than the national average (64.0)

I would be concerned that my career options would be limited if I had a mental health issue and my workplace was aware



MHI score by “I would be concerned that my career options would be limited if I had a mental health issue and my workplace was aware”



Manager support for wellbeing.

Fewer than half of managers would know what to do if they suspected an employee was struggling with a mental health issue.

- The highest mental health score (68.3) is among 48 per cent of managers who would know what to do if they suspected an employee was struggling with a mental health issue, more than four points higher than the national average (64.0)
- More than two in five (41 per cent) managers are unsure and an additional 11 per cent would not know what to do if they suspected an employee was struggling with a mental health issue; the mental health scores of these groups (60.5 and 60.9, respectively) are more than seven points lower than the mental health of score managers who would know what to do (68.4) and more than three points lower than the national average (64.0)



If you suspected an employee was struggling with a mental health issue, would you know what to do?



MHI score by “If you suspected an employee was struggling with a mental health issue, would you know what to do?”



Fewer than half of managers say their organisation offers training on their role in supporting a mentally healthy workplace.

- The highest mental health score (66.2) is among 30 per cent of managers who have participated in training on their role in supporting a mentally healthy workplace, more than two points higher than the national average (64.0)
- The lowest mental health score (62.9) is among 34 per cent of managers who report their organisation does not offer training for people leaders on their role in supporting a mentally healthy workplace, more than three points lower than managers who have participated in training (66.2) and modestly lower than the national average (64.0)

Does your organisation offer training for people leaders on their role in supporting a mentally healthy workplace?



MHI score by “Does your organisation offer training for people leaders on their role in supporting a mentally healthy workplace?”

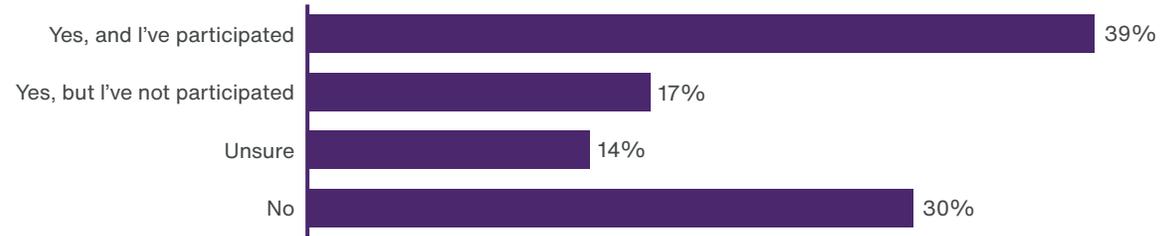


More than two in five managers are unsure or say their organisation does not offer training for people leaders on effective coaching/management techniques.

- The highest mental health score (68.1) is among 39 per cent of managers who have participated in training on effective coaching/management techniques, more than four points higher than the national average (64.0)
- The lowest mental health score (60.4) is among 17 per cent of managers who report their organisation offers training, but they have not participated, nearly eight points lower than managers who have participated (68.1) and more than two points lower than the national average (64.0)



Does your organisation offer training for people leaders on effective coaching/management techniques?



MHI score by “Does your organisation offer training for people leaders on effective coaching/management techniques?”

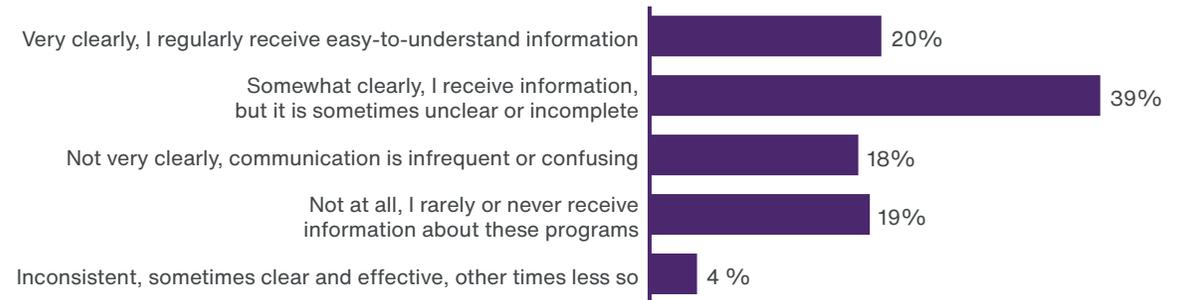


Communication about health and wellbeing programs.

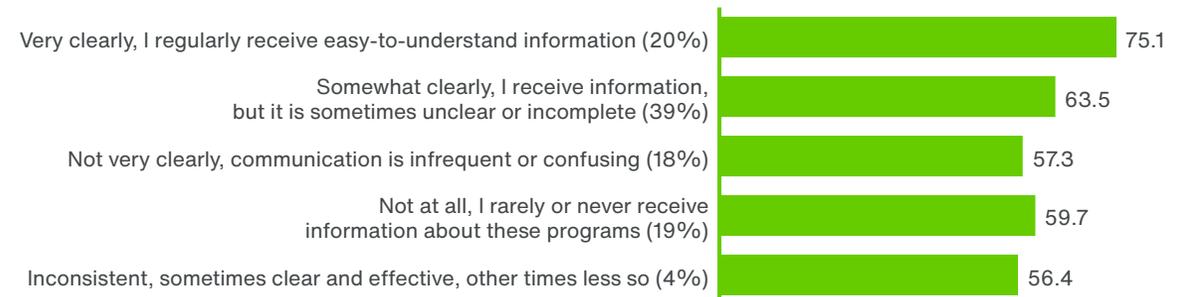
Eight in 10 workers say their organisation’s communication about health and wellbeing programs is unclear or inconsistent.

- The highest mental health score (75.1) is among 20 per cent of workers who say their organisation communicates very clearly about health and wellbeing programs, more than 11 points higher than the national average (64.0)
- The lowest mental health score (56.4) is among four per cent of workers who say their organisation’s communication about health and wellbeing programs is inconsistent, nearly 19 points lower than workers who say communication is very clear (75.1) and nearly eight points lower than the national average (64.0)
- Non-unionized workers are more than twice as likely as unionized workers to say they rarely or never receive information about these programs
- Non-managers are 60 per cent more likely than managers to say their organisation’s communication about health and wellbeing programs is not at all clear
- Workers over 50 are 40 per cent more likely than workers under 40 to say their organisation’s communication about health and wellbeing programs is not at all clear
- Non-parents are 40 per cent more likely than parents to say their organisation’s communication about health and wellbeing programs is not at all clear

How well does your organisation communicate information about health and wellbeing programs?



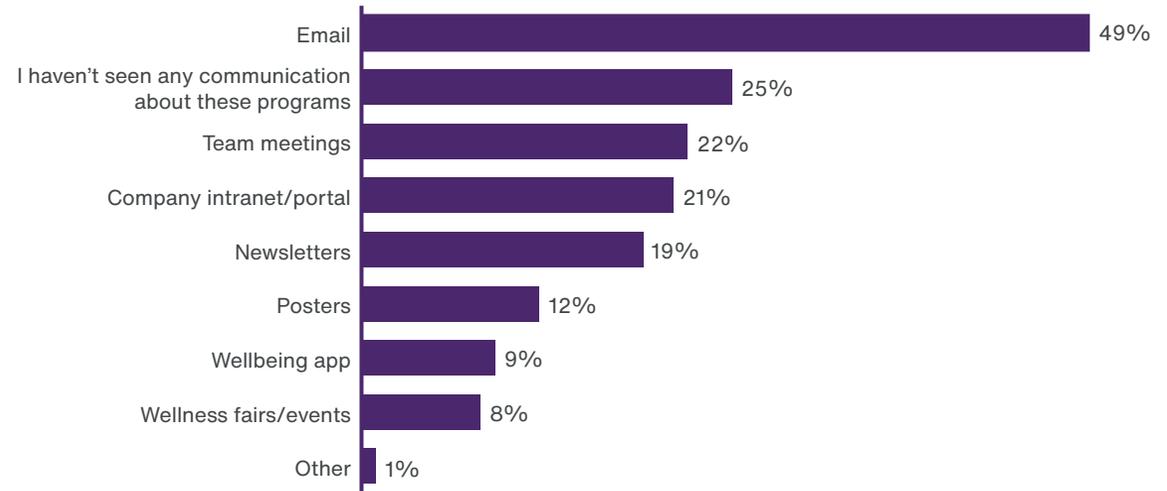
MHI score by “How well does your organisation communicate information about health and wellbeing programs?”



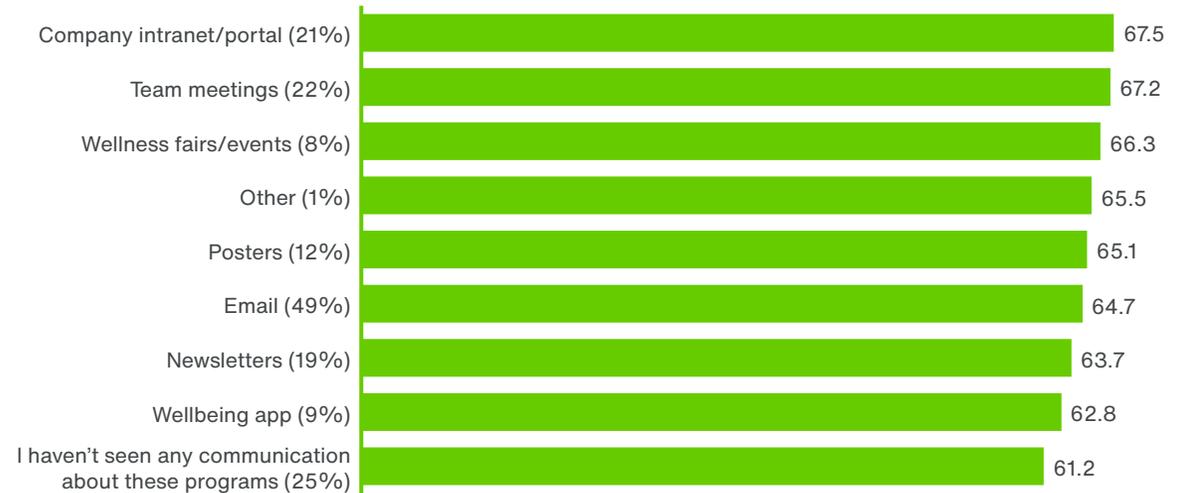
One-quarter of workers say they haven't seen any communication about their organisation's health and wellbeing programs.

- Half (49 per cent) of organisations use email to communicate health and wellbeing programs, 22 per cent communicate programs during team meetings, 21 per cent use their company's intranet/portal, 19 per cent communicate programs via newsletters, 12 per cent use posters, nine per cent communicates through a wellbeing app, and eight percent communicate health and wellness programs during wellness fairs/events
- One-quarter (25 per cent) of workers haven't seen any communication about health and wellbeing programs; this group has the lowest mental health score (61.2), nearly three points lower than the national average (64.0)

Which methods does your organisation use to communicate health and wellbeing programs?



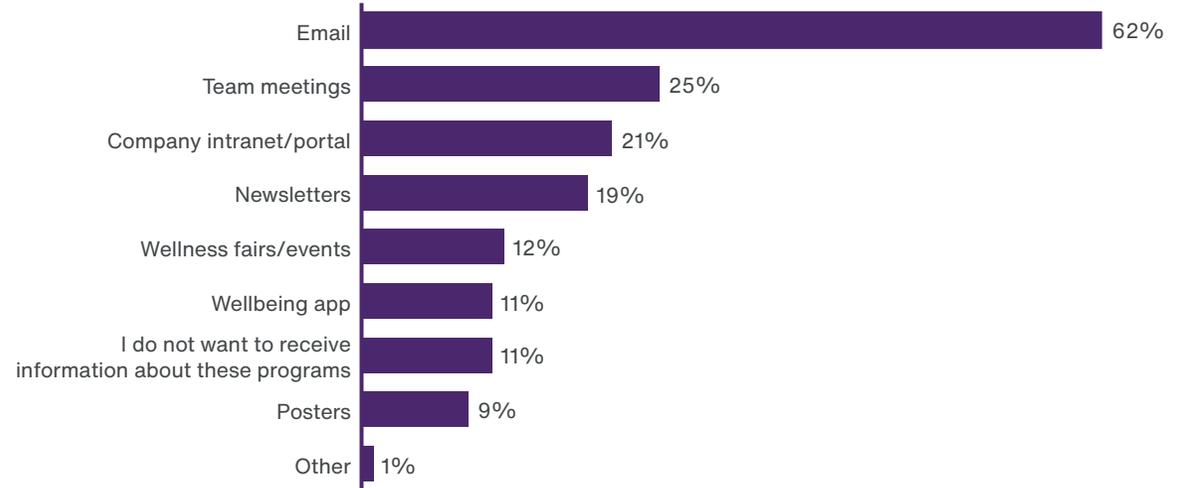
MHI score by "Which methods does your organisation use to communicate health and wellbeing programs?"



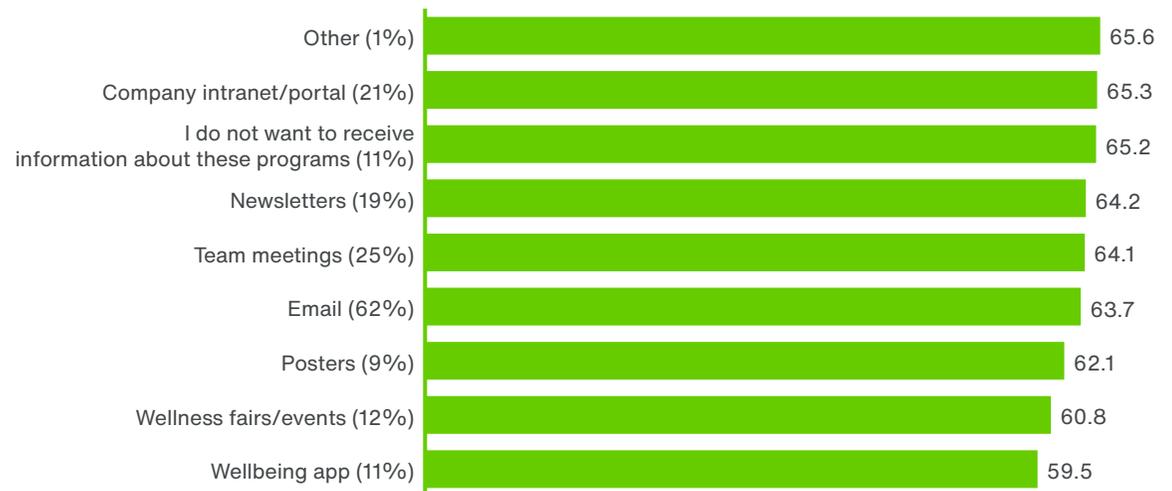
More than three in five workers would prefer to receive information about their organisation’s health and wellbeing programs via email.



How would you prefer to receive information about health and wellbeing programs from your organisation?



MHI score by “How would you prefer to receive information about health and wellbeing programs from your organisation?”



Nearly half of workers say their manager has not informed them about available health and wellbeing programs.

- The highest mental health score (65.3) is among 43 per cent of workers who say their manager has communicated the availability of health and wellbeing programs (65.3), just over one point higher than the national average (64.0)
- The lowest mental health score (62.2) is among 48 per cent of workers who say their manager has not communicated the availability of health and wellbeing programs to them, three points lower than workers who say their manager has communicated this information to them (65.3) and nearly two points lower than the national average (64.0)



Has your manager communicated the availability of health and wellbeing programs to you?



MHI score by “Has your manager communicated the availability of health and wellbeing programs to you?”



Sleep quality

Three in 10 workers are dissatisfied with the quality of their sleep.

- The highest mental health score (71.9) is among 53 per cent of workers satisfied with the quality of their sleep, eight points higher than the national average (64.0)
- The lowest mental health score (52.6) is among 30 per cent of workers dissatisfied with the quality of their sleep, early 20 points lower than workers who are satisfied with their sleep quality (71.9) and almost 12 points lower than the national average (64.0)



Overall, how satisfied are you with the quality of sleep you get?



MHI score by “Overall, how satisfied are you with the quality of sleep you get?”

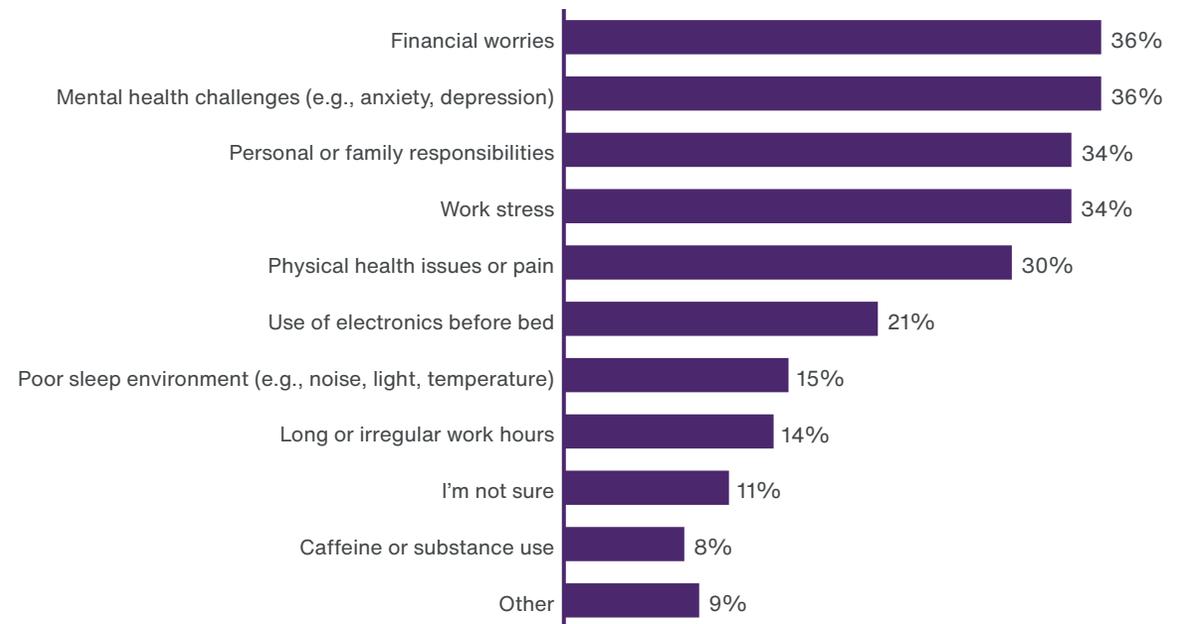


Financial worries, mental health challenges, personal or family responsibilities, and work stress are the leading factors contributing to poor sleep quality.

- Workers under 40 are 50 per cent more likely than workers over 50 to report that mental health challenges contribute to their poor sleep quality
- Parents are 70 per cent more likely than non-parents to say personal or family responsibilities are the primary factor contributing to their poor sleep quality
- Workers with an annual household income less than \$100,000 and workers without emergency savings are twice as likely to say financial worries are the leading factor contributing to poor sleep quality



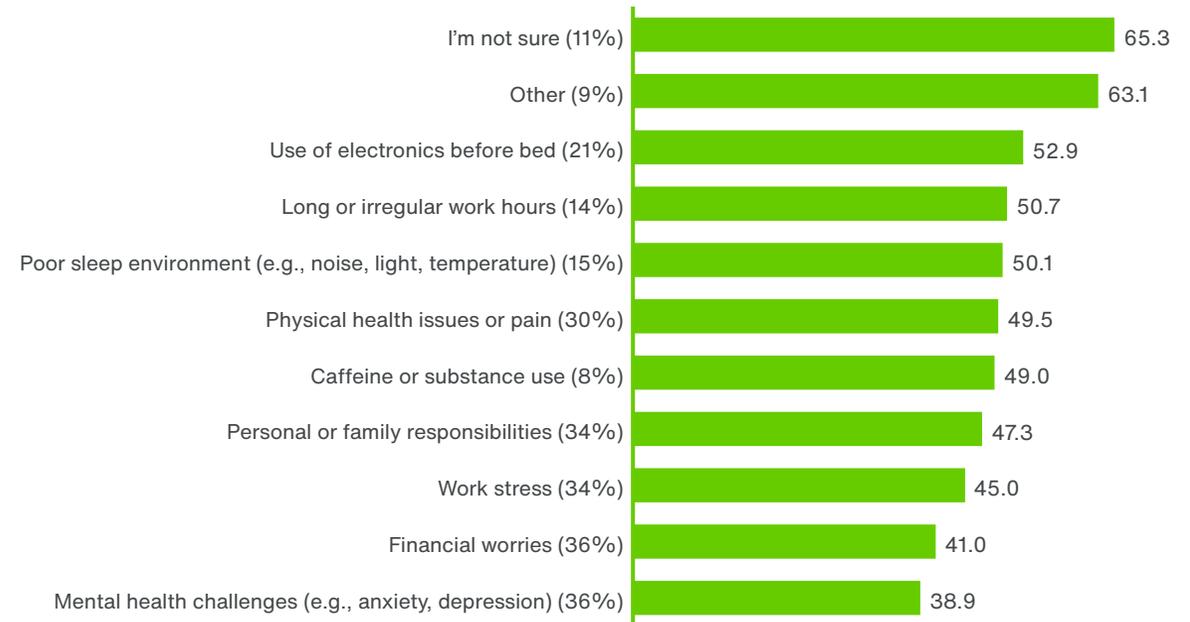
What do you believe are the main factors contributing to your poor sleep quality?



- The lowest mental health score (38.9) is among 36 per cent of workers reporting that mental health challenges contribute to their poor sleep quality, 25 points lower than the national average (64.0)



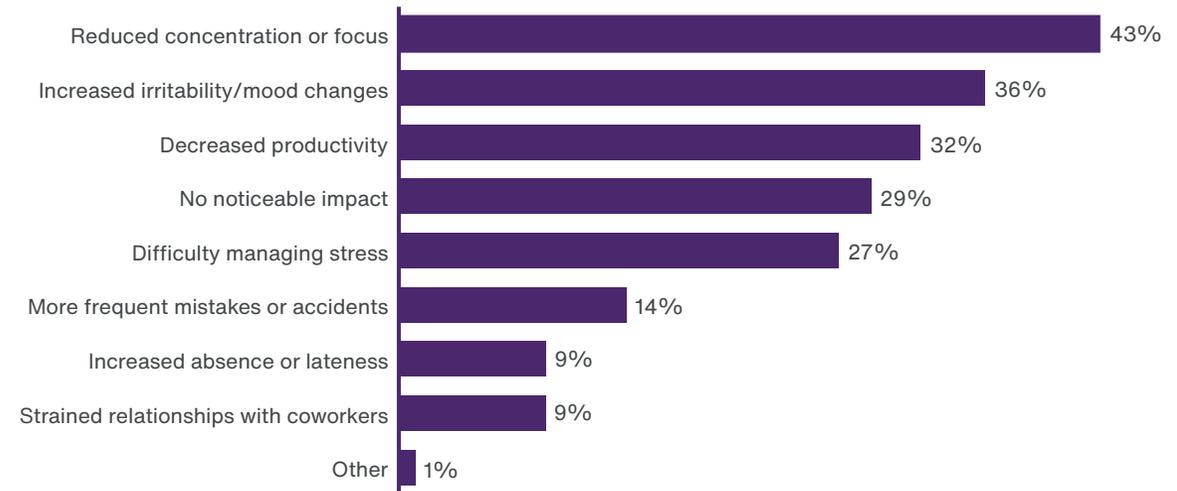
MHI score by “What do you believe are the main factors contributing to your poor sleep quality?”



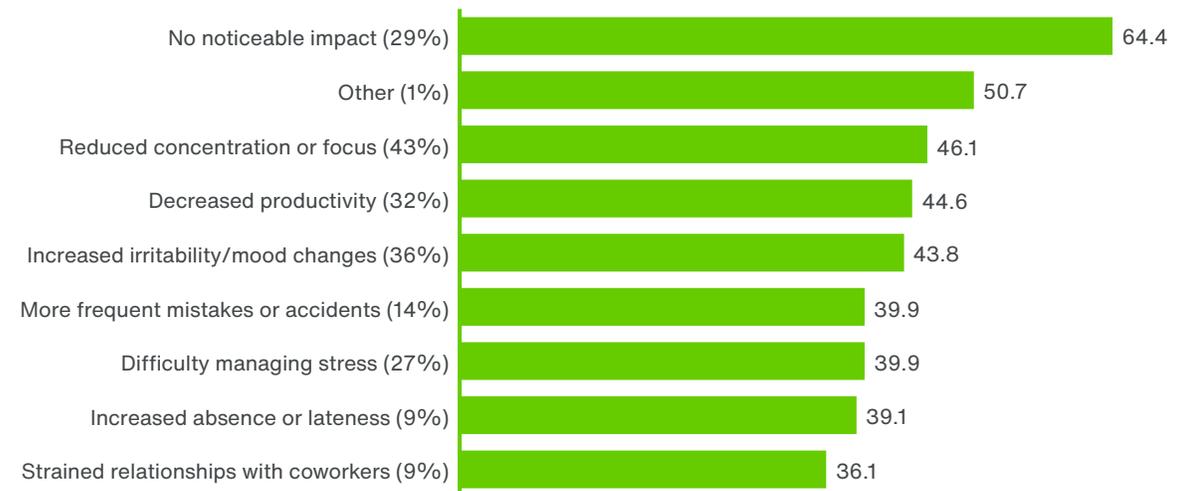
Managers are more likely to report difficulty managing stress, and younger workers are more likely to report decreased productivity due to poor sleep quality.

- The highest mental health score (64.4) is among 29 per cent of workers reporting no noticeable impact at work, in line with the national average (64.0)
- Workers over 50 are more than 80 per cent as likely as workers under 40 to report no noticeable impact at work due to poor sleep quality
- Non-managers are 60 per cent more likely than managers to report no noticeable impact at work due to poor sleep quality
- The lowest mental health score (36.1) is among nine per cent of workers who say poor sleep quality results in strained relationships with coworkers, approximately 28 points lower than workers reporting no noticeable impact (64.4) and the national average (64.0)
- Workers under 40 are 60 per cent more likely than workers over 50 to report decreased productivity at work due to poor sleep quality
- Managers are 50 per cent more likely than non-managers to report difficulty managing stress at work due to poor sleep quality

How has your poor sleep quality affected your work?



MHI score by “How has your poor sleep quality affected your work?”



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, informing the need for investment in mental health support by businesses and governments.

The Mental Health Index report has two parts:

1. The overall Mental Health Index (MHI).
2. A spotlight section that reflects the specific impact of current issues in the community.

Methodology

Data for this report is collected through an online survey of 3,000 people who live in Canada and are currently employed or who were employed within the previous six months. Participants are selected to represent the age, gender, industry, and geographic distribution in Canada. Respondents are asked to consider the last two weeks when answering each question. Data for the current report was collected between June 10 and June 19, 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

