



TELUS Mental Health Index.

France | June 2025

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What you need to know for June 2025.



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

- At 58.8, the mental health of workers has declined by five points from March 2025
- 41 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, and 16 per cent have a low mental health risk
- All mental health sub-scores have declined from March 2025
- Anxiety and work productivity have been the lowest mental health sub-scores for more than three years
- 48 per cent of workers feel anxious
- 44 per cent say their mental health is negatively impacting work productivity
- 41 per cent do not have emergency savings for basic needs
- 37 per cent feel isolated
- 32 per cent feel depressed
- 17 per cent do not feel optimistic about their future
- 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

More than half of workers fear that workplace disclosure of mental health issues would limit their career options. Younger workers are more likely to feel negatively about themselves if they had a mental health issue.

- 56 per cent of workers would be concerned about career options if they had a mental health issue and their workplace was aware
- 48 per cent of workers would feel negatively about themselves if they had a mental health issue
- Workers under 40 are 40 per cent more likely than workers over 50 to feel negatively about themselves if they had a mental health issue



Fewer than half of people leaders

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

- 37 per cent of people leaders are unsure, and 16 per cent would not know what to do if an employee was struggling with a mental health issue
- 27 per cent of people leaders say their organisation does not offer training on their role in supporting a mentally healthy workplace, and 15 per cent are unsure
- 25 per cent of people leaders say their organisation does not offer training in effective coaching or management techniques, and 13 per cent are unsure

Two-thirds of workers report unclear or inconsistent communication about health and wellbeing programs; almost one in five say they rarely or never receive information about these programs.

- 31 per cent of workers say the information they receive on health and wellbeing programs is sometimes unclear or incomplete
- 31 per cent of workers say the information they receive is infrequent or confusing, and five per cent say the information is inconsistent
- Workers who say their organisation's communication is unclear are nearly three 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 nearly twice as likely as unionized workers to say they rarely or never receive information about their organisation's health and wellbeing programs
- 49 per cent of workers would prefer to receive information about health and wellbeing programs via email
- 28 per cent of workers would prefer to receive information about health and wellbeing programs in team meetings
- 49 per cent of workers say their manager has not communicated the availability of health and wellbeing programs to them



Work stress, mental health challenges, and personal or family responsibilities are the top drivers of poor sleep quality. Nearly two in five workers say poor sleep quality directly undermines their concentration or focus at work.

- 27 per cent of workers are dissatisfied with the quality of their sleep
- 41 per cent of workers say that work stress is a leading factor contributing to poor sleep
- 29 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 more than 24 points lower than the national average
- Workers over 50 are 60 per cent more likely to say that mental health challenges contribute to their poor sleep
- 24 per cent of workers say that personal or family responsibilities are a leading factor contributing to poor sleep
- 19 per cent of workers say that physical health issues or pain are a leading factor contributing to poor sleep
- 38 per cent of workers say poor sleep quality has resulted in reduced concentration or focus at work
- 32 per cent of workers say poor sleep quality has resulted in increased irritability or mood changes
- 30 per cent of workers say poor sleep quality has resulted in difficulty managing stress
- 26 per cent of workers say poor sleep quality has resulted in decreased productivity

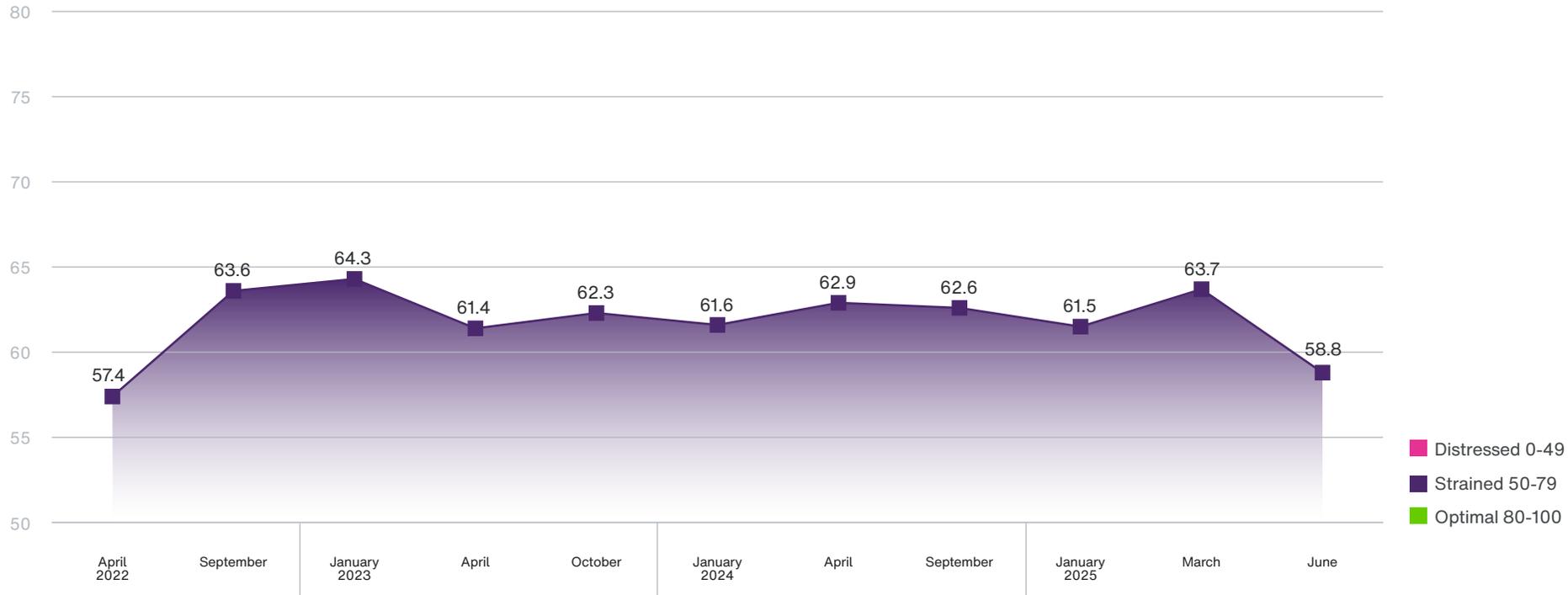
Finances and job security are the leading sources of personal stress. Three-quarters of workers lack confidence in their financial future, with women and older workers more likely to feel financially vulnerable.

- 58 per cent of workers have cut back on their spending over the last two months because of financial concerns or economic uncertainty: 43 per cent have cut back a little, and 15 per cent have significantly reduced their spending
- 17 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 eight points lower than the national average
- 50 per cent of workers have some concerns about their financial future, 21 per cent of workers worry about financial instability, and four per cent feel financially vulnerable
- 49 per cent of workers can meet most of their everyday needs, but with some difficulty, 18 per cent often struggle to meet basic needs, and five per cent regularly cannot meet basic needs
- 16 per cent of workers say personal finances are their primary source of personal stress
- 16 per cent of workers say job security is their primary source of personal stress

The Mental Health Index.

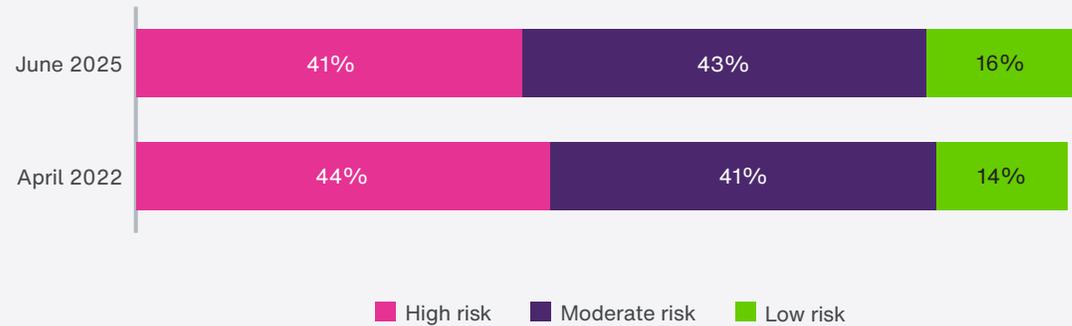
The overall Mental Health Index for June 2025 is **58.8**. From April 2023 to January 2025, the mental health of workers in France remained relatively stable. A modest improvement was observed in March 2025, but in June, the mental health score has dropped sharply by five points, nearly its lowest level since the MHI was launched in April 2022.

MHI Current Month June 2025	March 2025
58.8	63.7



Mental health risk.

In June 2025, 41 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, and 16 per cent have a low mental health risk. More than three years after the launch of the Mental Health Index in April 2022, the proportion of workers in the high-risk group has decreased by three 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.

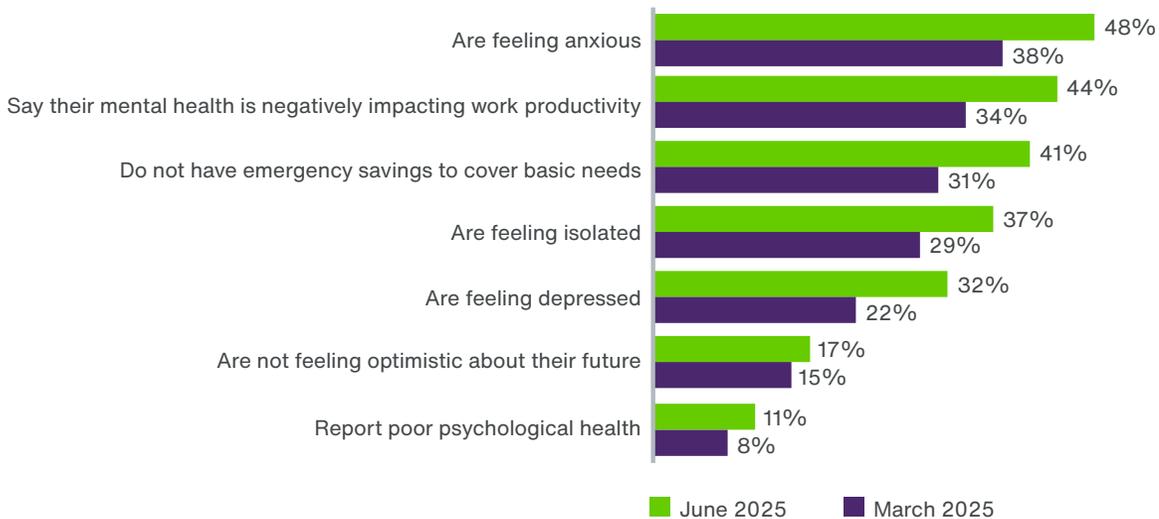
For more than three years, anxiety (45.8) has been the lowest Mental Health Index sub-score. Work productivity (51.0), isolation (54.4), depression (57.5), financial risk (58.6), and optimism (63.5) follow. General psychological health (72.9) continues to be the most favourable mental health measure in June 2025.

- Anxiety and work productivity have been the lowest mental health sub-scores for more than three years
- All mental health sub-scores have declined from March 2025, with work productivity declining most significantly, down 8.5 points from the previous period

Nearly half (48 per cent) of workers feel anxious, 44 per cent say their mental health is negatively impacting work productivity, 41 per cent do not have emergency savings for basic needs, 37 per cent feel isolated, 32 per cent feel depressed, 17 per cent do not feel optimistic about their future, and 11 per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2025	March 2025
Anxiety	45.8	51.6
Work productivity	51.0	59.5
Isolation	54.4	61.0
Depression	57.5	65.1
Financial risk	58.6	65.6
Optimism	63.5	64.7
Psychological health	72.9	74.6

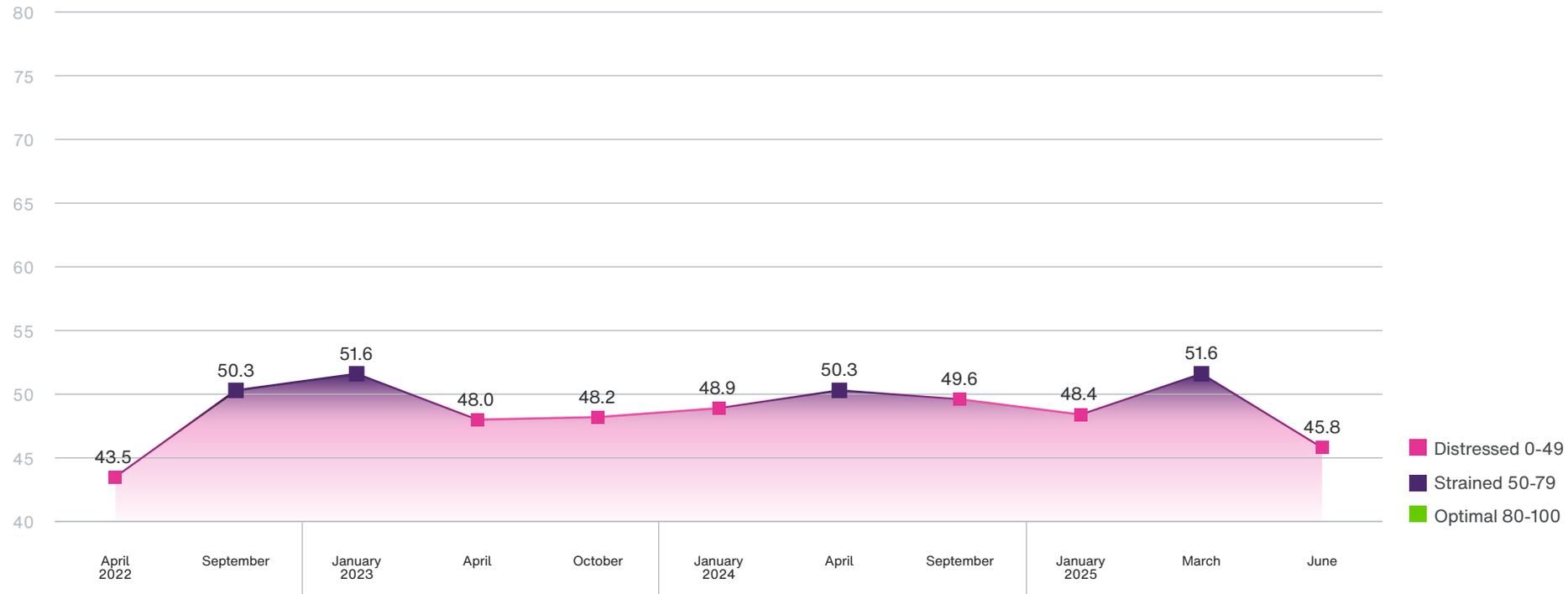
Percentage at risk by MHI sub-score



Anxiety

In June 2025, 48 per cent of workers report often feeling unsettled and nervous.

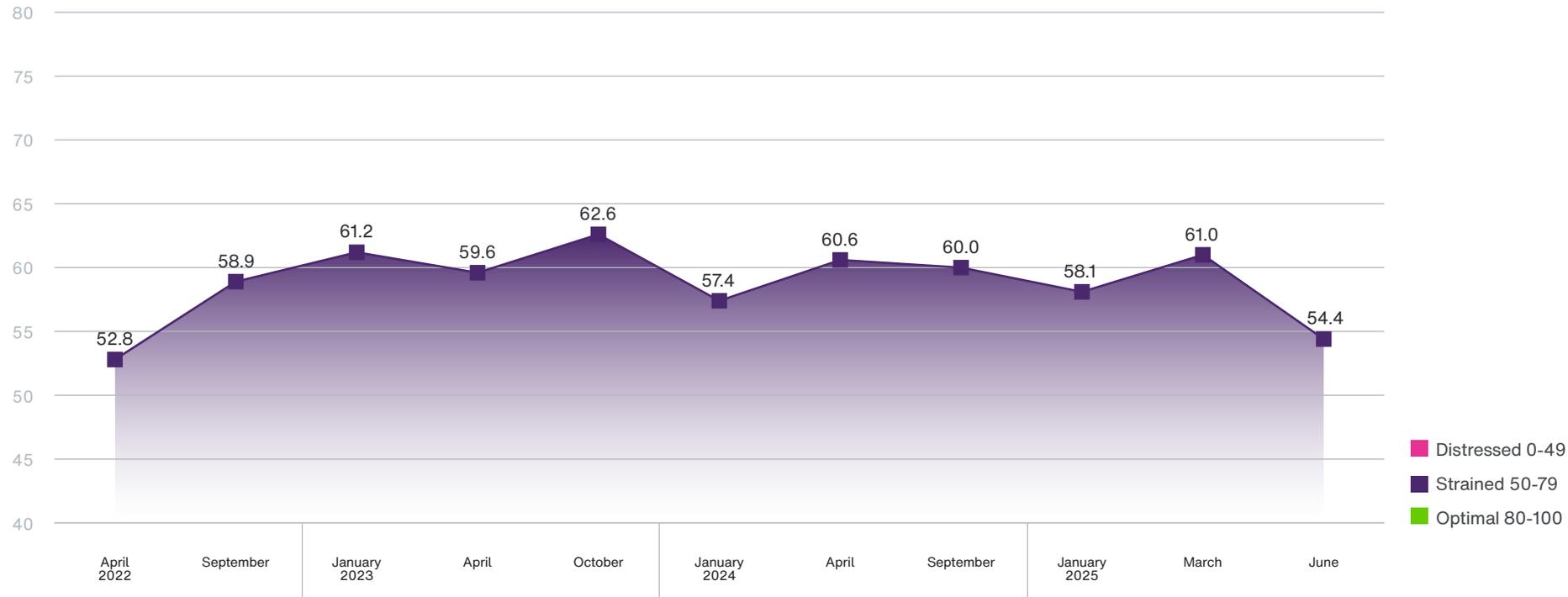
The anxiety sub-score improved from April 2022 to January 2023 and, following a notable decline in April 2023, stabilised through January 2025. A three-point improvement was observed in March 2025, but the anxiety sub-score has declined nearly six points in June 2025 and continues to be the lowest of mental health scores for more than three years.



Isolation

In June 2025, 37 per cent of workers report often feeling alone.

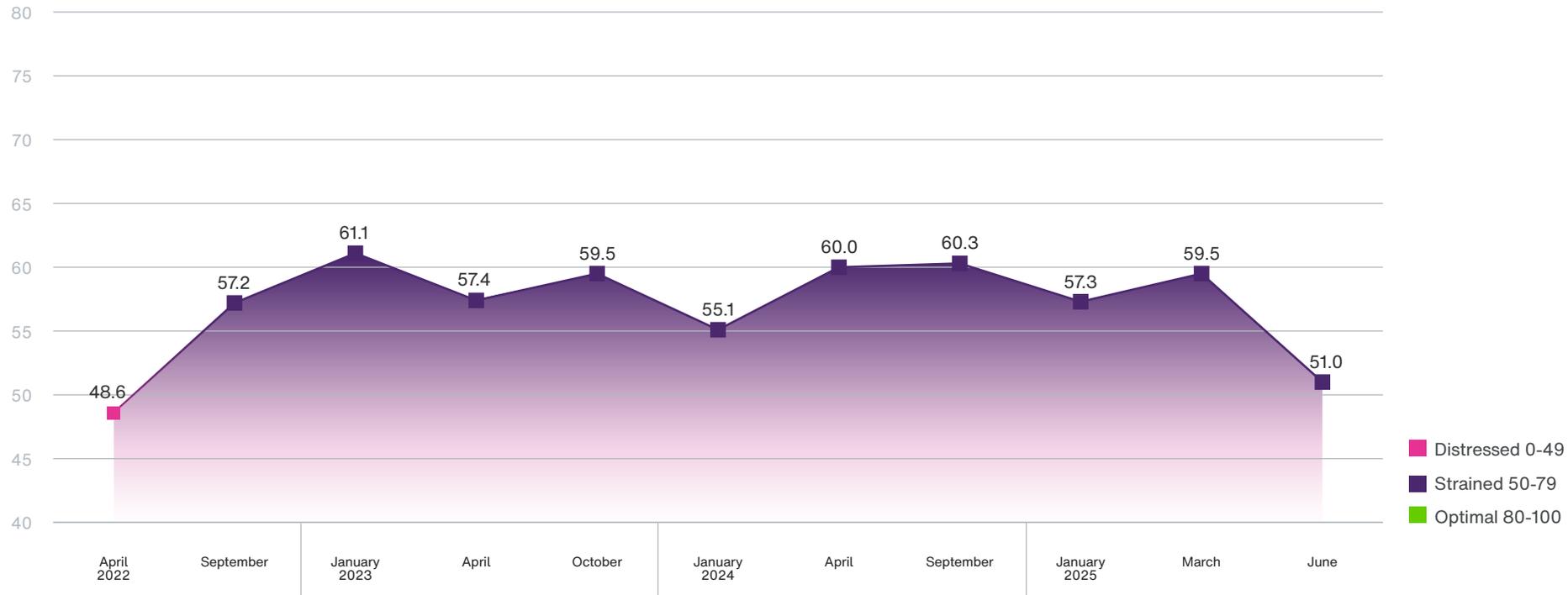
The isolation sub-score improved from April 2022 through October 2023. Following a sharp decline in January 2024, the isolation score stabilised through March 2025. However, in June 2025, the isolation sub-score has declined nearly seven points to a level approaching the lowest point since the launch of the MHI.



Work productivity

In June 2025, 44 per cent of workers say their mental health is negatively impacting their work productivity and goals.

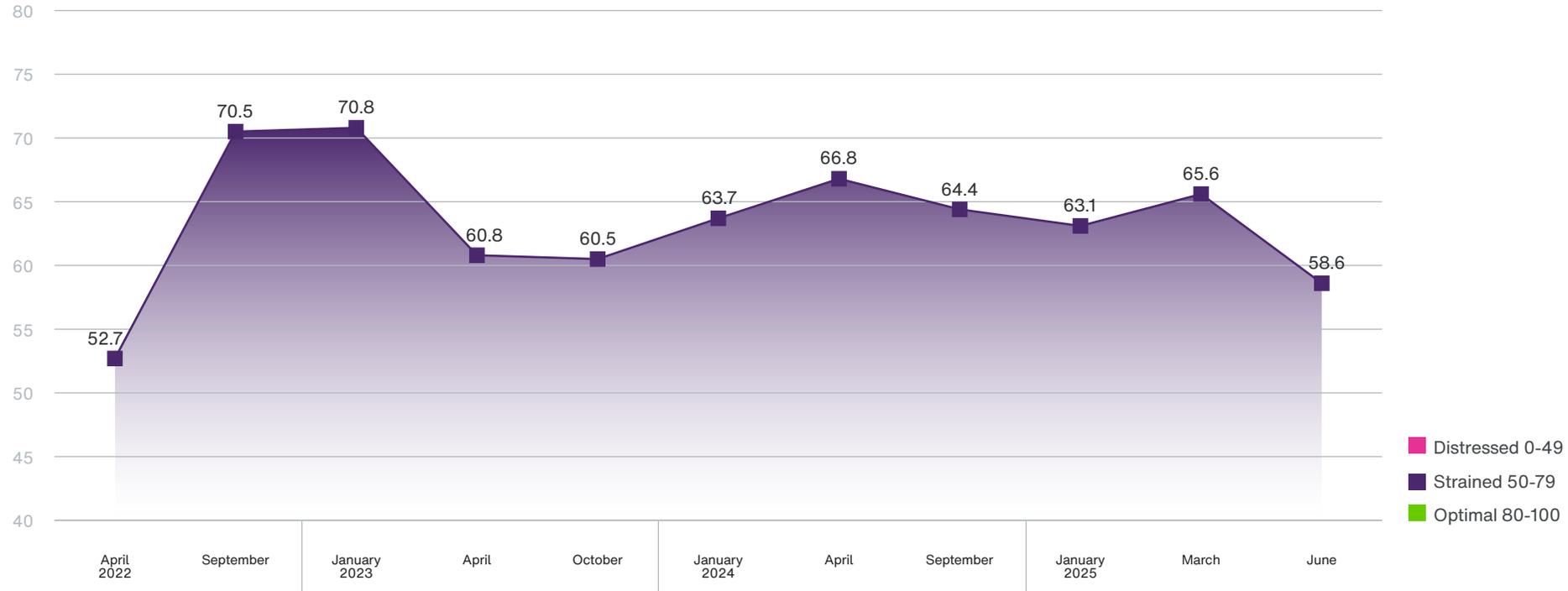
The impact of mental health on work productivity improved from April 2022 to January 2023 and remained relatively stable through March 2025. However, in June 2025, the work productivity sub-score declined by more than eight points to its second-lowest level since the launch of the MHI.



Financial risk

In June 2025, 41 per cent of workers do not have emergency savings to cover basic needs.

The financial risk sub-score has remained relatively stable from April 2023 to January 2025. Following a notable improvement in March 2025, the financial risk score has declined seven points and is at the second-lowest level since the launch of the MHI in April 2022.



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 56.2 compared to 61.2 for men
- Generally, mental health scores improve with age
- Workers with at least one minor child have a lower mental health score (57.2) than workers without children (60.6)

Mental health by employment status.

- Overall, two per cent of respondents are unemployed¹ and six per cent report reduced hours or reduced salary
- Workers reporting reduced salary compared to the previous month have the lowest mental health score (40.3), followed by workers reporting fewer hours than the last month (53.0), respondents not currently employed (53.1), and workers with no change to salary or hours (59.5)
- Labourers have a lower mental health score (56.3) than service industry (59.2) and office workers (59.3)
- Managers have a higher mental health score (60.0) than non-managers (57.6)
- Respondents working for companies with 5,001-10,000 employees have the highest mental health score (62.6)
- Respondents working for companies with 51-100 employees have the lowest mental health score (54.2)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (39.2) than the overall group (58.8). Workers with emergency savings have a mental health score of 68.0

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

Employment status	June 2025	March 2025
Employed (no change in hours/salary)	59.5	64.0
Employed (fewer hours compared to last month)	53.0	56.5
Employed (reduced salary compared to last month)	40.3	60.2
Not currently employed	53.1	58.8

Age group	June 2025	March 2025
Age 20-29	53.1	59.5
Age 30-39	54.7	58.4
Age 40-49	58.8	62.4
Age 50-59	60.5	64.4
Age 60-69	70.8	71.6

Number of children	June 2025	March 2025
No children in household	60.6	65.6
1 child	58.1	62.0
2 children	54.4	59.8
3 children or more	60.4	64.6

Gender	June 2025	March 2025
Men	61.2	65.6
Women	56.2	61.1

Household income/annum	June 2025	March 2025
< € 10,000	47.7	59.4
€ 10,000 to < € 20,000	49.4	52.6
€ 20,000 to < € 30,000	53.7	59.1
€ 30,000 to < € 50,000	60.3	64.2
€ 50,000 to < € 70,000	63.0	65.2
€ 70,000 to < € 100,000	65.2	71.7
€ 100,000 and over	68.7	67.6

Employer size	June 2025	March 2025
Self-employed/sole proprietor	59.2	65.1
2-50 employees	56.4	63.3
51-100 employees	54.2	61.9
101-500 employees	60.6	62.5
501-1,000 employees	60.1	61.9
1,001-5,000 employees	57.0	65.3
5,001-10,000 employees	62.6	61.7
More than 10,000 employees	62.1	65.7

Manager	June 2025	March 2025
Manager	60.0	64.7
Non-manager	57.6	62.8

Work environment	June 2025	March 2025
Labour	56.3	62.2
Office/desk	59.3	63.5
Service	59.2	64.7

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

The Mental Health Index by industry.

Workers in Accommodation and Food Service Activities have the lowest mental health score (51.4), followed by workers in Wholesale and Retail Trade (53.2), and Activities of Households as Employers (54.1).

Workers in Construction (64.3), Manufacturing (63.5), and Education (62.9) have the highest mental health scores in June.



Industry	June 2025	March 2025	Change
Transportation and Storage	61.3	58.0	3.3
Construction	64.3	61.8	2.5
Arts, Entertainment and Recreation	62.1	60.0	2.1
Other Service Activities	59.2	58.5	0.7
Public Administration and Defence	60.3	60.4	-0.1
Financial and Insurance Activities	62.6	65.0	-2.4
Education	62.9	65.6	-2.7
Professional, Scientific and Technical Activities	62.6	67.3	-4.7
Administrative and Support Service Activities	58.1	62.9	-4.8
Manufacturing	63.5	68.9	-5.4
Human Health and Social Work Activities	57.4	64.6	-7.2
Technology	61.0	69.3	-8.3
Accommodation and Food Service Activities	51.4	62.9	-11.5
Wholesale and Retail Trade	53.2	65.1	-11.9
Real Estate Activities	55.3	68.0	-12.7
Activities of Households as Employers	54.1	67.0	-12.9

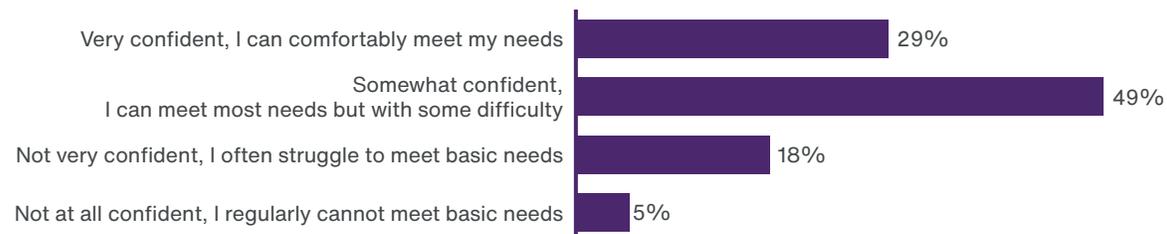
Spotlight

Financial wellbeing

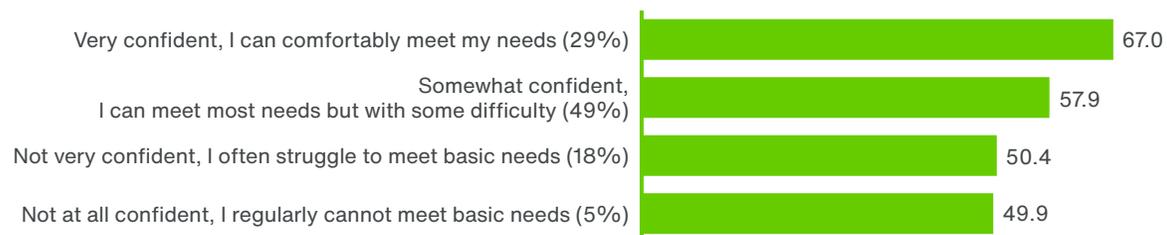
Seven in ten workers are concerned about not being able to financially support their everyday needs.

- The highest mental health score (67.0) is among 29 per cent of workers who can comfortably meet their needs, more than eight points higher than the national average (58.8)
- Workers with a yearly household income greater than €50,000 are 70 per cent more than workers with an annual household income lower than €50,000 to feel confident they can comfortably meet their needs
- Managers are 60 per cent more likely than non-managers to feel confident they can comfortably meet their needs
- Men are 50 per cent more likely than women to feel confident they can comfortably meet their needs
- The lowest mental health score (49.9) is among five per cent of workers who regularly cannot meet basic needs, 17 points lower than workers who can comfortably meet their needs (67.0) and nearly nine points lower than the national average (58.8)
- Workers under 40 are twice as likely as workers over 50 to report not being regularly able to meet basic needs
- Parents are 80 per cent more likely than non-parents 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?”

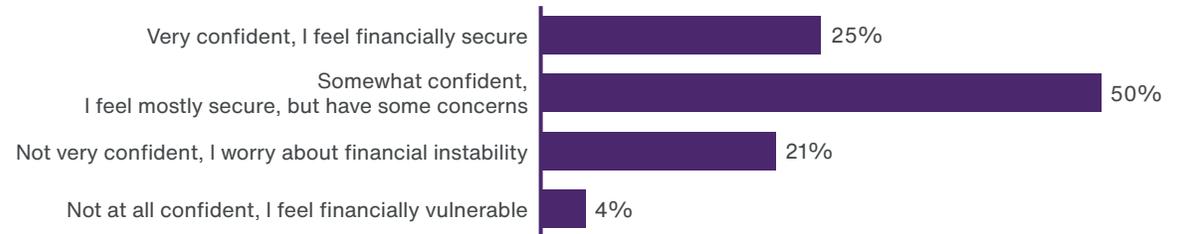


Three-quarters of workers lack confidence in their financial future, with women and older workers more likely to feel financially vulnerable.

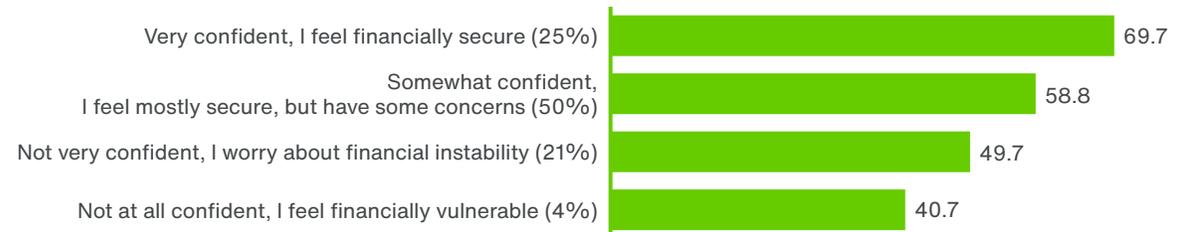
- The highest mental health score (69.7) is among 25 per cent of workers who are very confident in their financial future, 11 points higher than the national average (58.8)
- Workers with a yearly household income greater than €50,000 are 70 per cent more likely to feel financially secure than workers with an annual household income lower than €50,000
- The lowest mental health score (40.7) is among four per cent of workers who feel financially vulnerable and not at all confident in their financial future, 29 points lower than workers who feel financially secure (69.7), and 18 points lower than the national average (58.8)
- 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 two and a half times more likely than men to feel financially vulnerable
- Workers over 50 are twice as likely as workers under 40 to feel financially vulnerable
- Non-parents are 90 per cent more likely than parents 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?”

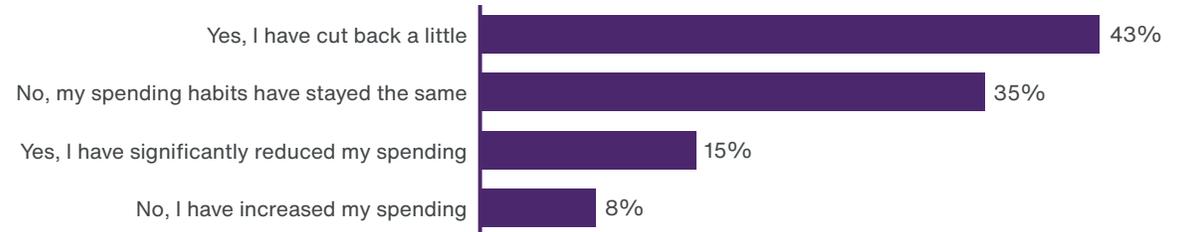


Nearly three in five workers have reduced their spending over the last two months due to financial concerns or economic uncertainty.

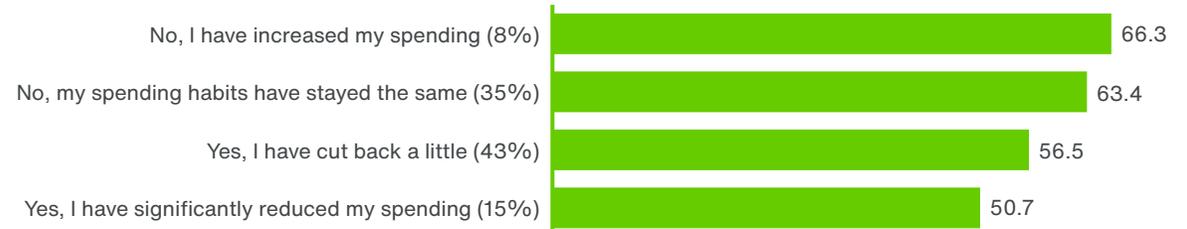
- The highest mental health score (66.3) is among eight per cent of workers reporting their spending has increased in the last two months, more than seven points higher than the national average (58.8)
- The lowest mental health score (50.7) is among 15 per cent of workers who have significantly reduced their spending over the last two months, nearly 13 points lower than workers who have made no changes (63.4), and more than eight points lower than the national average (58.8)
- Workers with an annual household income less than €50,000 and workers without emergency savings are nearly 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?



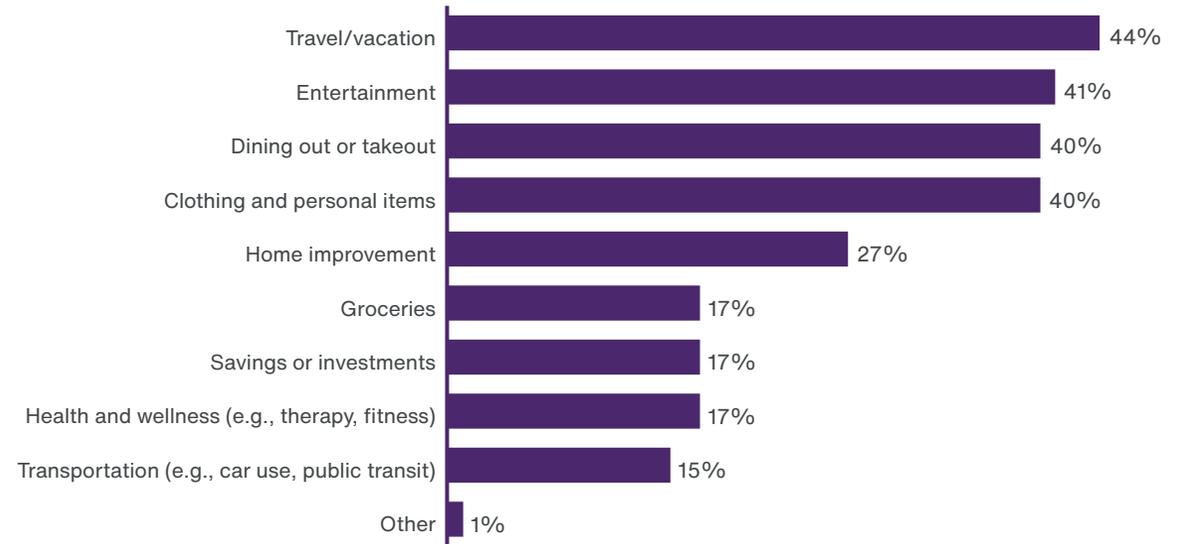
MHI score by “Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?”



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

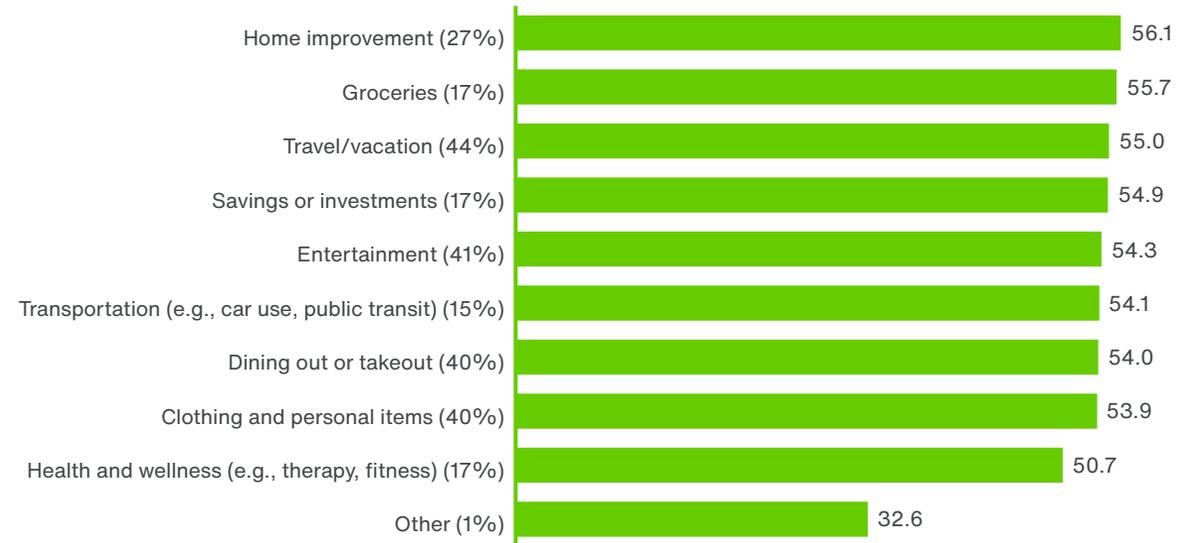
- Nealy half (44 per cent) of workers have cut back on travel/vacation, 41 per cent have cut back on entertainment, 40 per cent have reduced spending on dining out or takeout, 40 per cent have reduced spending on clothing and personal items, 27 per cent are spending less on home improvement, 17 per cent have reduced spending on groceries, and 17 per cent have cut back on savings or investments
- Women are more likely than men to have reduced their spending on health and wellness expenses

In which areas have you reduced your spending?



- Nearly one in five (17 per cent) have reduced their spending on health and wellness; this group has the lowest mental health score (50.7), eight points lower than the national average (58.8)

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



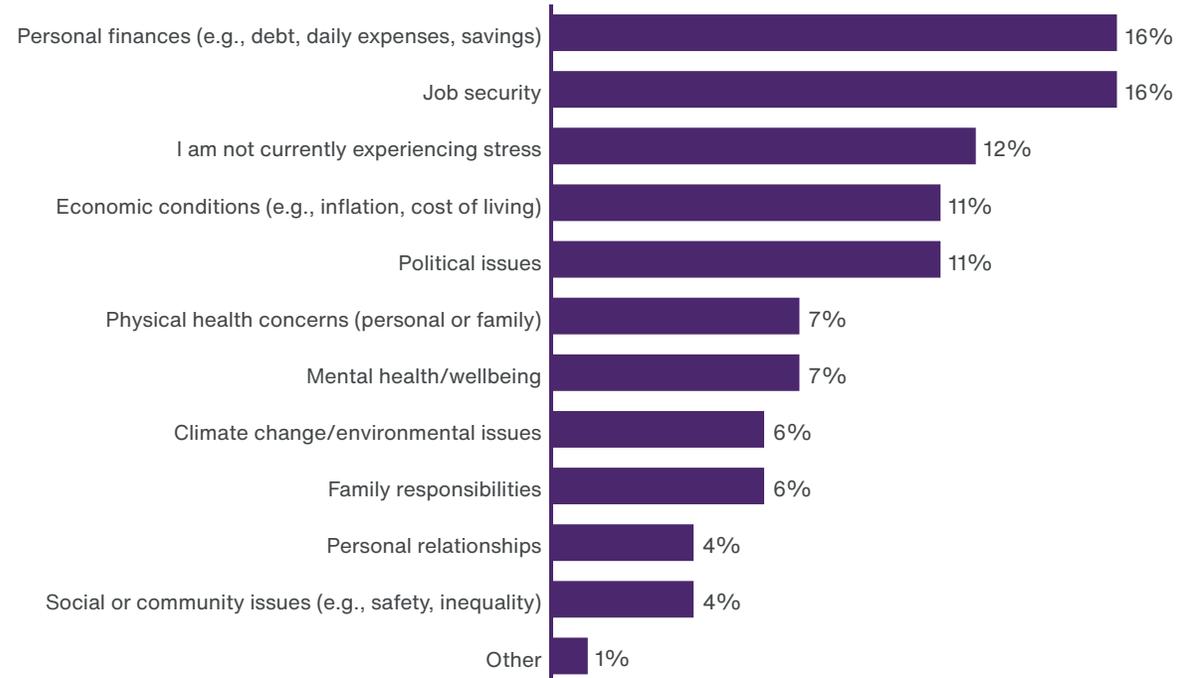
Personal stressors

Finances and job security are the leading sources of personal stress.

- Workers over 50 are almost three times as likely as workers under 40 to report not experiencing personal stress
- Non-parents are 70 per cent more likely than parents to report not experiencing personal stress
- Workers under 40 are 20 per cent more likely than workers over 50 to say mental health/wellbeing is their primary source of personal stress
- Managers are nearly 70 per cent more likely than non-managers to report job security as their primary stressor
- Workers with an annual household income less than €50,000 are 50 per cent more likely than workers with a yearly household income greater than €50,000 to report personal finances as their primary stressor



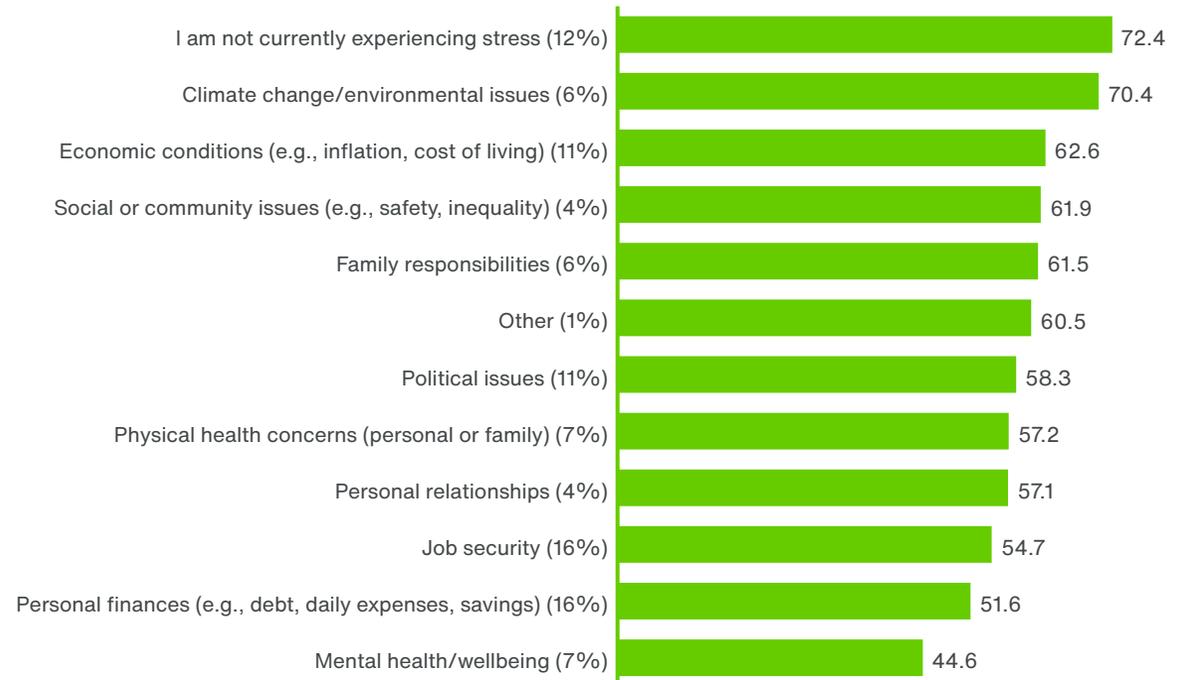
What is your primary source of personal stress right now?



- The highest mental health score (72.4) is among 12 per cent of workers not experiencing personal stress, nearly 14 points higher than the national average (58.8)
- The lowest mental health score (44.6) is among seven per cent of workers who report mental health/wellbeing as their primary source of personal stress, nearly 28 points lower than workers not experiencing personal stress (72.4) and more than 14 points lower than the national average (58.8)



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

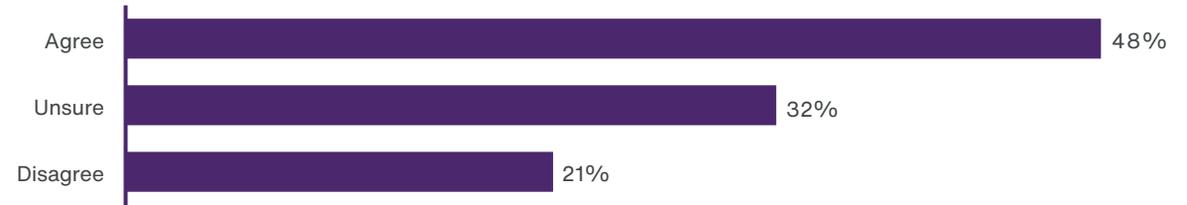


Mental health stigma.

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

- More than one in five (21 per cent) workers would not feel negatively about themselves if they had a mental health issue; this group has the highest mental health score (68.0), more than nine points higher than the national average (58.8)
- Nearly half (48 per cent) of workers would feel negatively about themselves if they had a mental health issue; this group has the lowest mental health score (54.2), nearly six points lower than workers who would not feel negatively about themselves (68.0) and four points lower than the national average (58.8)
- Workers under 40 are 40 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



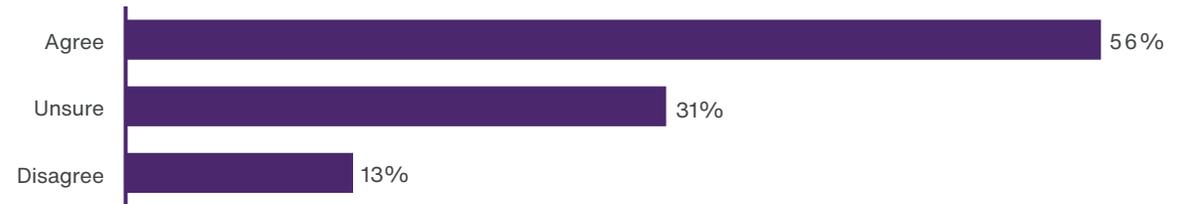
MHI score by “I would feel negatively about myself if I had a mental health issue”



More than 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.

- More than half (54 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 (56.5), nearly seven points lower than workers who would not be concerned (63.0) and more than two points lower than the national average (58.8)
- More than one in ten (13 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 (63.0), more than four points higher than the national average (58.8)

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”



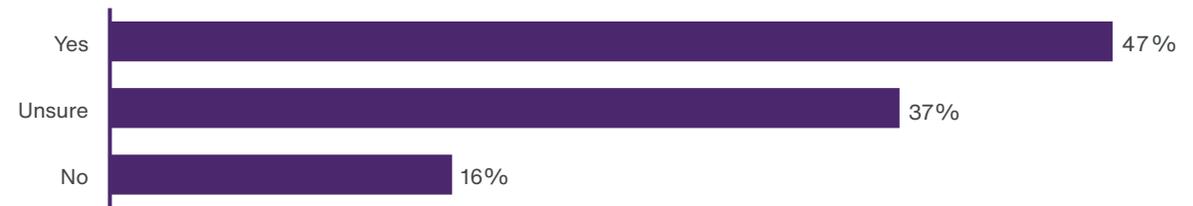
Manager support for wellbeing.

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

- Nearly two in five (37 per cent) managers are unsure, and an additional 15 per cent would not know what to do if they suspected an employee was struggling with a mental health issue; the mental health score of managers who are unsure (58.9) is aligned with the national average (58.8). The mental health score of managers who would not know what to do (64.1) is more than four points higher than the mental health score of managers who would know what to do (59.6) and more than five points higher than the national average (58.8)



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?”

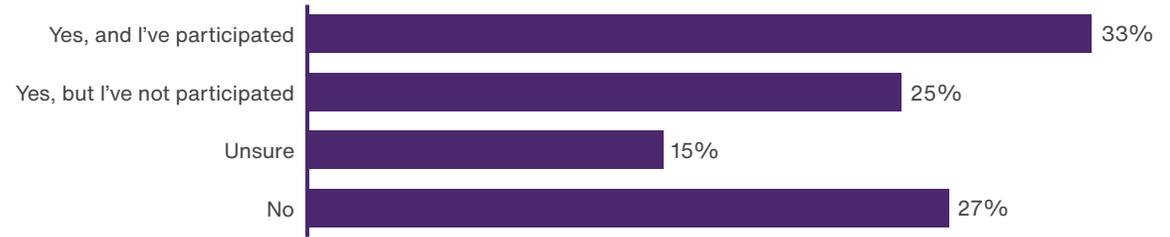


More than one-quarter of managers say their organisation doesn't offer training on their role in supporting a mentally healthy workplace.

- One-third (33 per cent) of managers have participated in training for people leaders on their role in supporting a mentally healthy workplace; an additional 25 per cent say their organisation offers training, but they have not participated
- The lowest mental health score (56.4) is among 25 per cent of managers who have not participated in training on their role in supporting a mentally healthy workplace, more than two points lower than the national average (58.8)



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?”

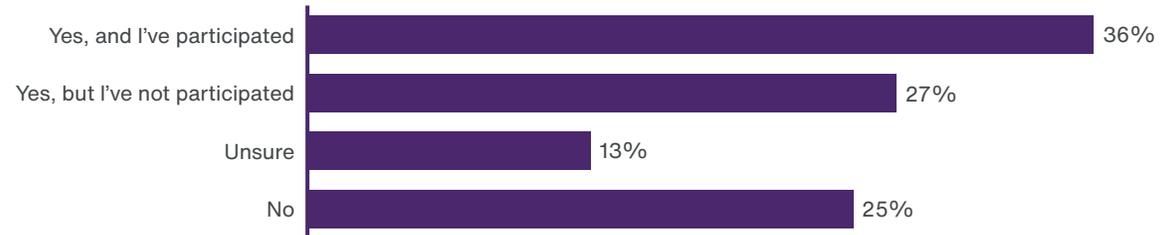


Nearly two in five managers are unsure or say their organisation does not offer training for people leaders on effective coaching/management techniques.

- The highest mental health score (61.3) is among 36 per cent of managers who have participated in training on effective coaching/management techniques, more than two points higher than the national average (58.8)
- The lowest mental health score (57.6) is among 27 per cent of managers who report their organisation offers training, but they have not participated, nearly four points lower than managers who have participated (61.3) and more than one point lower than the national average (58.8)



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?”

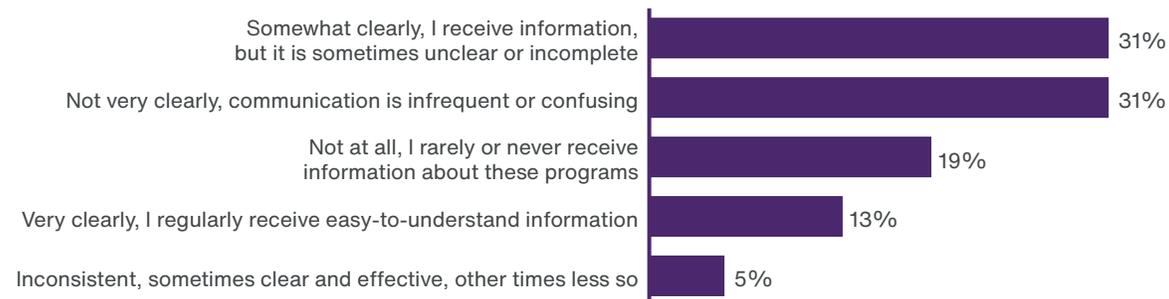


Communication about health and wellbeing programs.

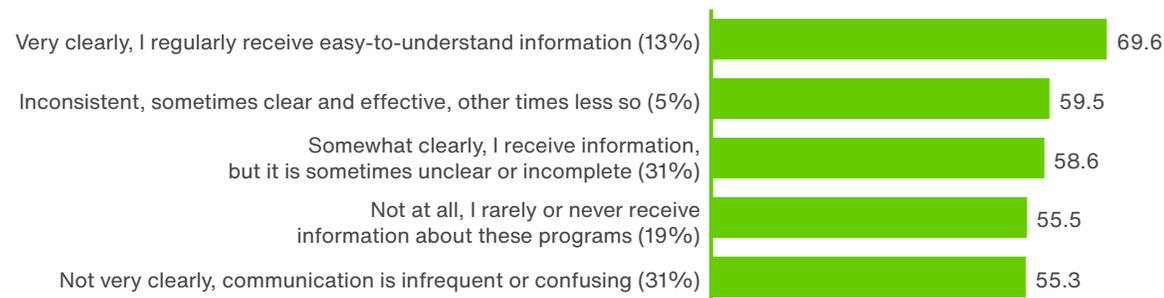
Nearly nine in 10 workers say their organisation’s communication about health and wellbeing programs is unclear or inconsistent.

- The highest mental health score (69.6) is among 13 per cent of workers who say their organisation communicates very clearly about health and wellbeing programs, nearly 11 points higher than the national average (58.8)
- The lowest mental health score (55.3) is among 31 per cent of workers who say their organisation’s communication about health and wellbeing programs is unclear, infrequent or confusing, nearly 20 points lower than workers who say communication is very clear (75.1) and more than three points lower than the national average (58.8)
- Non-unionized workers are nearly twice as likely as unionized workers to say they rarely or never receive information about their organisation’s health and wellbeing programs
- Workers over 50 are 60 per cent more likely than workers under 40 to say they rarely or never receive information about their organisation’s health and wellbeing programs
- Non-parents are 50 per cent more likely than parents to say they rarely or never receive information about their organisation’s health and wellbeing programs

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



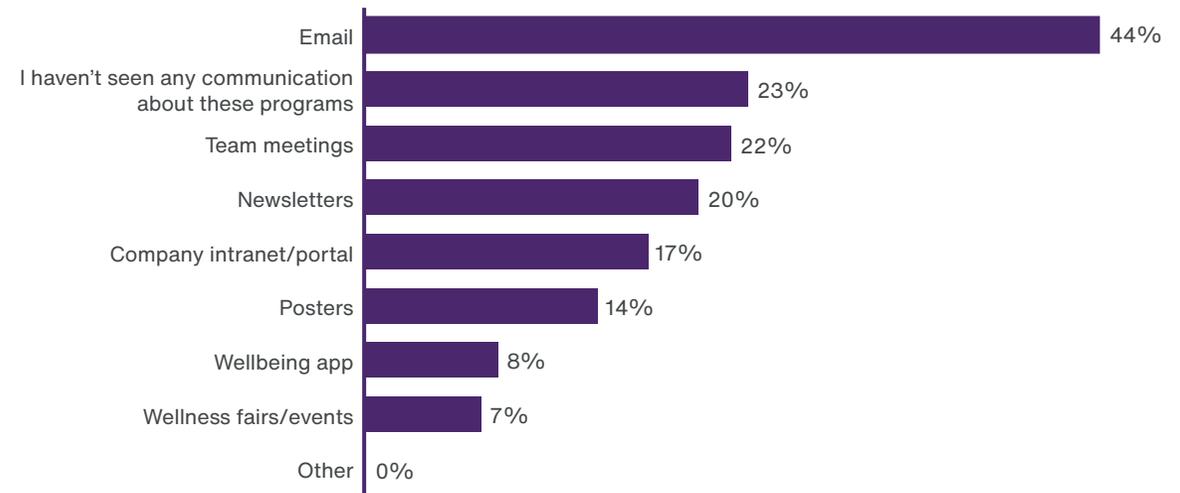
MHI score by “How well does your organisation communicate information about health and wellbeing programs?”



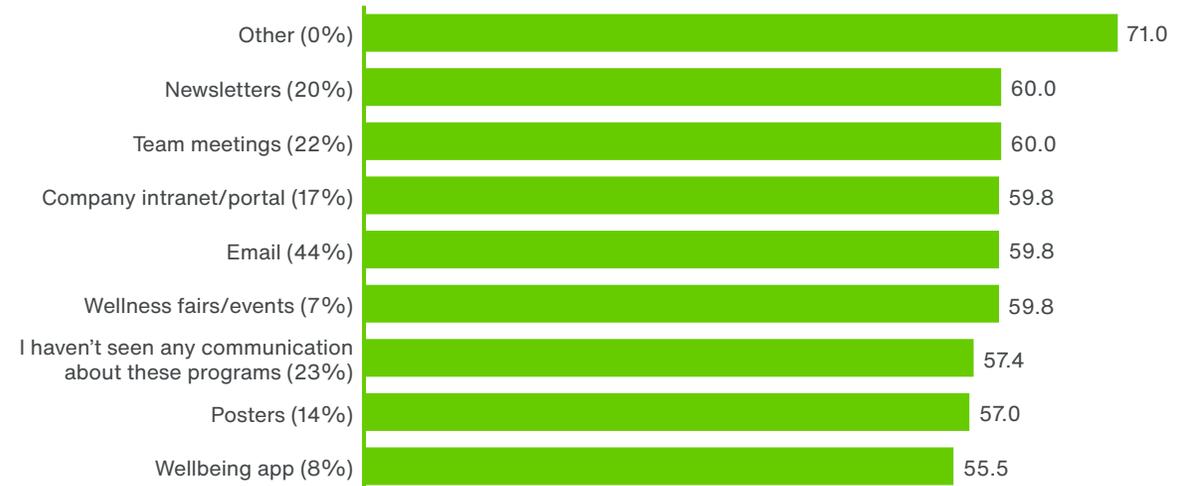
Nearly one-quarter of workers say they haven't seen any communication about their organisation's health and wellbeing programs.

- More than two in five (44 per cent) organisations use email to communicate health and wellbeing programs, 22 per cent communicate programs during team meetings, 20 per cent communicate programs via newsletters, 17 per cent use their company's intranet/portal, 14 per cent use posters, eight per cent communicates through a wellbeing app, and seven per cent communicate health and wellness programs during wellness fairs/events
- Nearly one-quarter (23 per cent) of workers haven't seen any communication about health and wellbeing programs; this group has a mental health score (57.4) more than one point lower than the national average (58.8)

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



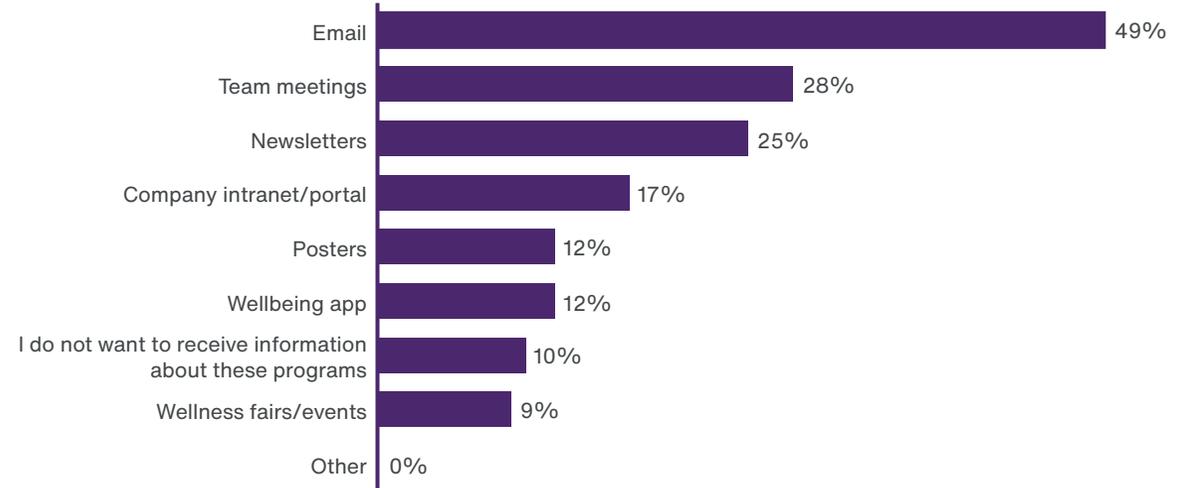
MHI score by "Which methods does your organisation use to communicate health and wellbeing programs?"



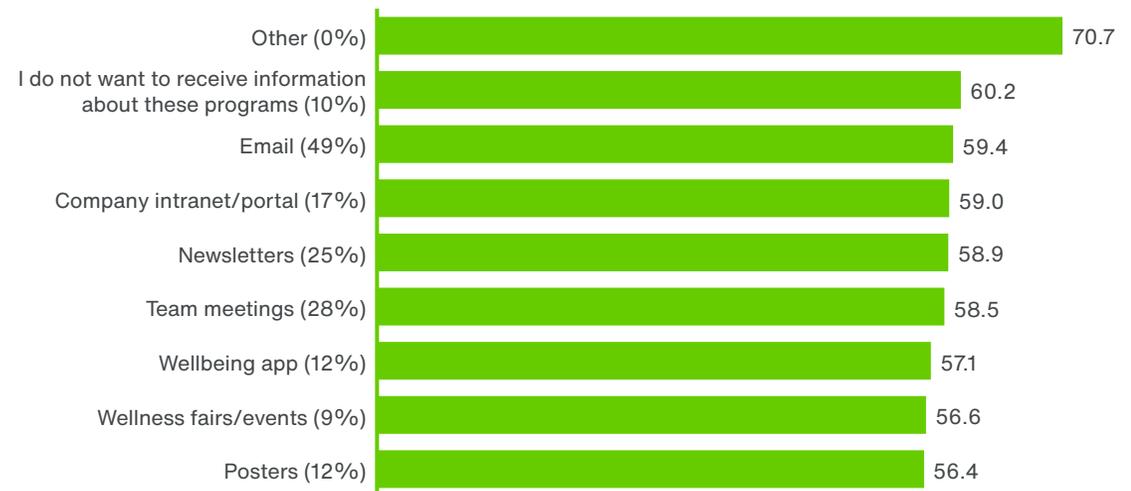
Half of workers would prefer to receive information about their organisation’s health and wellbeing programs via email.



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?”



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

- Half (49 per cent) of workers say their manager has not communicated the availability of health and wellbeing programs to them; an additional 10 per cent are unsure
- The lowest mental health score (57.7) is among 49 per cent of workers who say their manager has not communicated the availability of health and wellbeing programs to them, nearly four points lower than workers who say their manager has communicated this information (61.4) and one point lower than the national average (58.8)



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?”



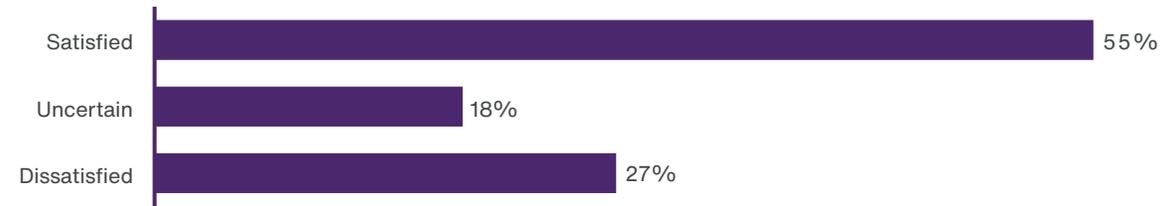
Sleep quality

More than one-quarter of workers are dissatisfied with the quality of their sleep.

- The highest mental health score (64.5) is among 55 per cent of workers satisfied with the quality of their sleep, nearly six points higher than the national average (58.8)
- The lowest mental health score (48.9) is among 27 per cent of workers dissatisfied with the quality of their sleep, nearly 16 points lower than workers who are satisfied with their sleep quality (64.5) and 10 points lower than the national average (58.8)



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?”

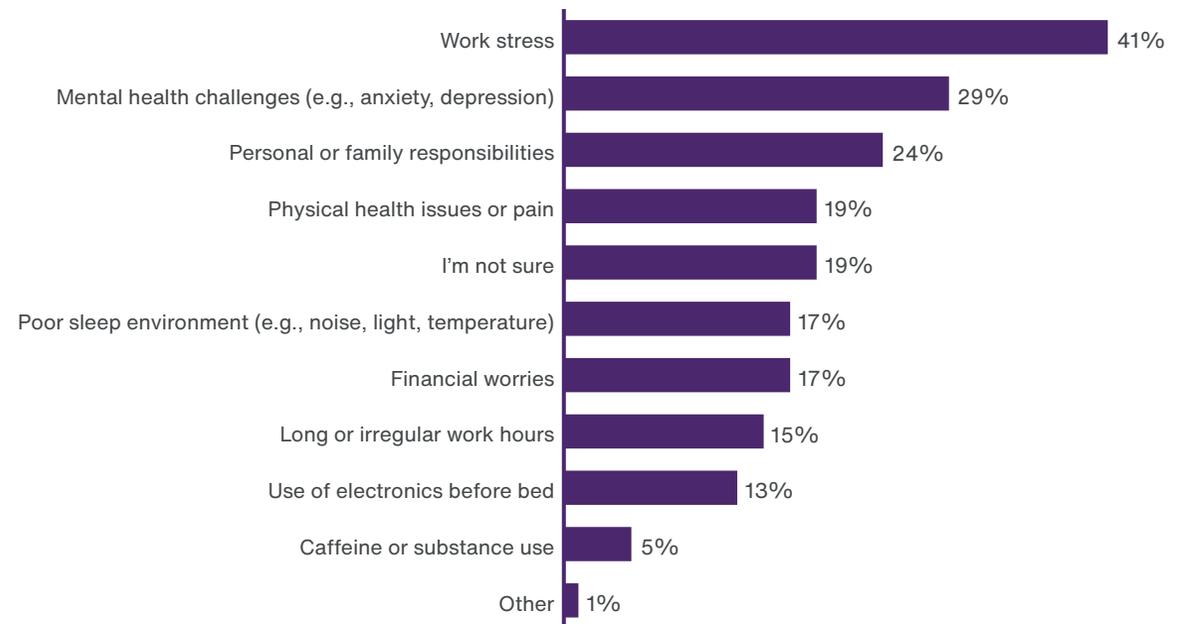


Work stress, mental health challenges, personal or family responsibilities, and physical health issues or pain are the leading factors contributing to poor sleep quality.

- Workers over 50 are 60 per cent more likely than workers under 40 to report that mental health challenges contribute to their poor sleep quality
- Parents are 60 per cent more likely than non-parents to say personal or family responsibilities are the primary factor contributing to their poor sleep quality
- Workers without emergency savings are three times as likely to say financial worries are the leading factor contributing to poor sleep quality



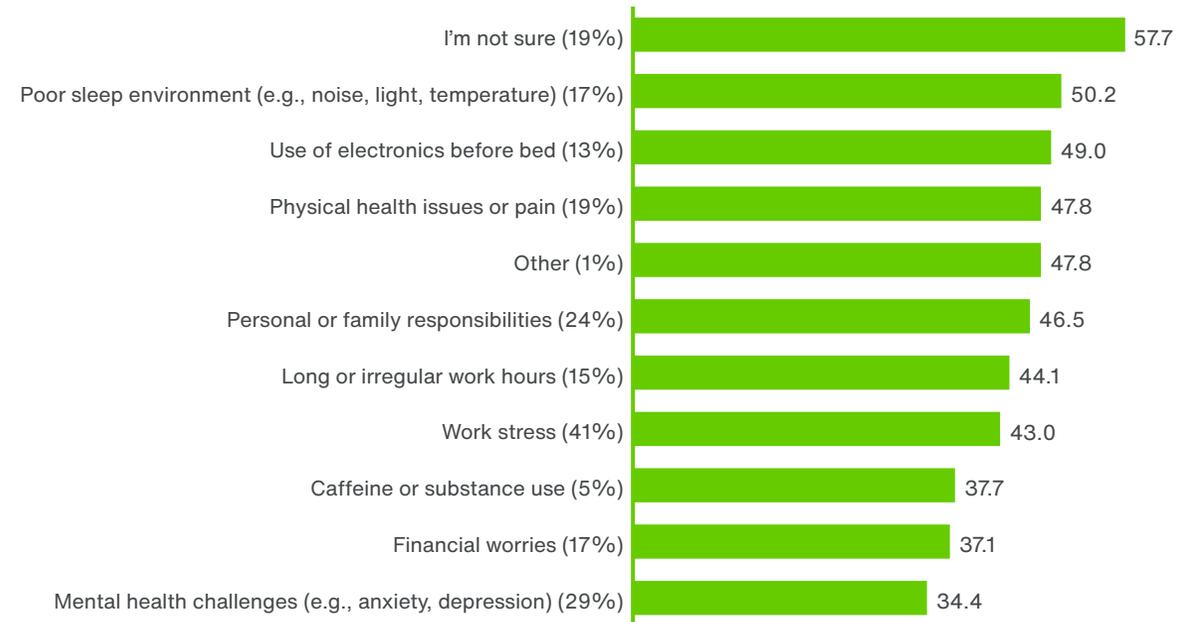
What do you believe are the main factors contributing to your poor sleep quality?



- The lowest mental health score (34.4) is among 29 per cent of workers reporting that mental health challenges contribute to their poor sleep quality, more than 24 points lower than the national average (58.8)



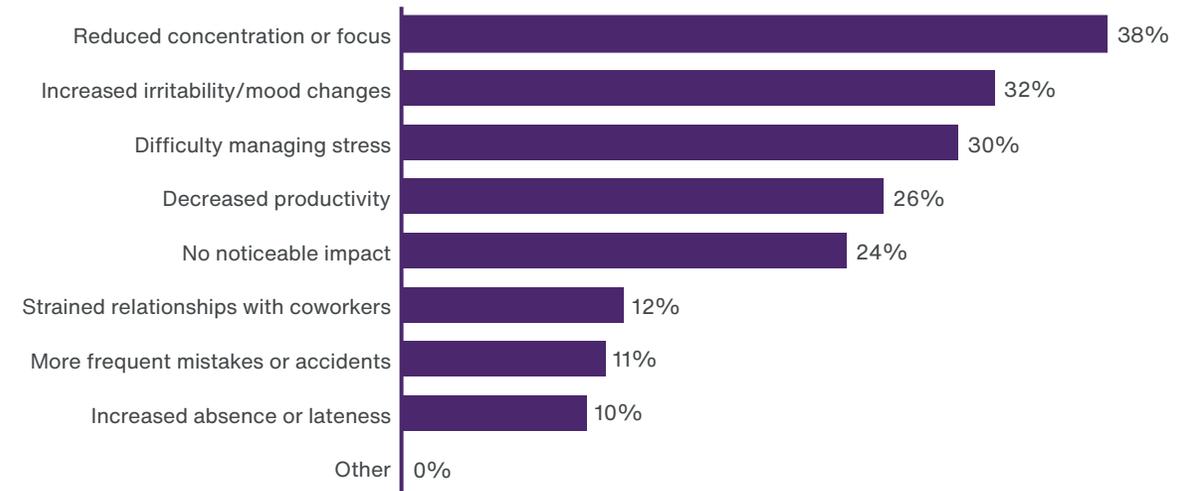
MHI score by “What do you believe are the main factors contributing to your poor sleep quality?”



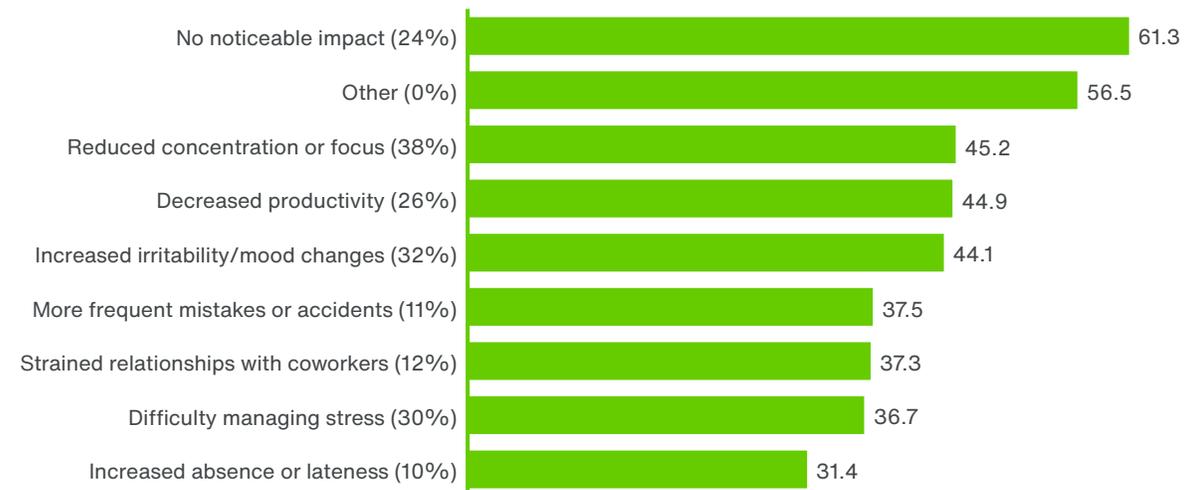
Nearly two in five workers report reduced concentration or focus due to poor sleep quality.

- The highest mental health score (61.3) is among 24 per cent of workers reporting no noticeable impact at work, nearly three points higher than the national average (58.8)
- Workers over 50 are three times as likely as workers under 40 to report no noticeable impact at work due to poor sleep quality
- Non-managers are more than twice as likely as managers to report no noticeable impact at work due to poor sleep quality
- The lowest mental health score (31.4) is among ten per cent of workers who say poor sleep quality results in increased absence or lateness, approximately 30 points lower than workers reporting no noticeable impact (61.4) and more than 27 points lower than the national average (58.8)
- Workers over 50 are 60 per cent more likely than workers under 40 to report increased irritability/mood changes due to poor sleep quality
- Women are 60 per cent more likely than men 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 1,000 people who live in France 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 France. 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

