



TELUS Mental Health Index.

Germany | June 2025

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What you need to know for June 2025.



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

- At 61.2, the mental health of workers has declined significantly, down 3.8 points from March 2025
- 39 per cent of workers have a high mental health risk, 40 per cent have a moderate mental health risk, and 21 per cent have a low mental health risk
- All mental health sub-scores, apart from optimism, have declined from March
- 42 per cent do not have emergency savings for basic needs
- 36 per cent say their mental health is negatively impacting work productivity
- 35 per cent of workers feel anxious
- 33 per cent feel isolated
- 31 per cent feel depressed
- 18 per cent do not feel optimistic about their future
- Managers have a higher mental health score than non-managers
- Service industry workers have a lower mental health score than labourers and office workers

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

- 46 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
- 44 per cent of workers would be concerned about career options if they had a mental health issue and their workplace was aware



Fewer than half of people leaders feel equipped to address employee mental health issues, and one in five say their organisation doesn't offer mental health leadership training.

- 41 per cent of people leaders are unsure, and 10 per cent would not know what to do if an employee was struggling with a mental health issue
- 21 per cent of people leaders say their organisation does not offer training on their role in supporting a mentally healthy workplace, and 20 per cent are unsure
- 21 per cent of people leaders say their organisation does not offer training in effective coaching or management techniques, and 18 per cent are unsure

Seven in 10 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.

- 34 per cent of workers say the information they receive on health and wellbeing programs is sometimes unclear or incomplete
- 30 per cent of workers say the information they receive is infrequent or confusing, and six per cent say the information is inconsistent
- Workers who say their organisation's communication is unclear are nearly five times more likely to be unaware of health and wellbeing programs
- 17 per cent of workers say they rarely or never receive information on health and wellbeing programs
- Non-unionized workers are 40 per cent more likely than unionized workers to say they rarely or never receive information about these programs
- 47 per cent of workers would prefer to receive information about health and wellbeing programs via email
- 31 per cent of workers would prefer to receive information about health and wellbeing programs in team meetings
- 45 per cent of workers say their manager has not communicated the availability of health and wellbeing programs to them



Women are twice as likely to report difficulty managing stress, and workers over 50 are more likely to face productivity loss due to poor sleep.

- 27 per cent of workers are dissatisfied with the quality of their sleep
- 32 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 24 points lower than the national average
- Women are 80 per cent more likely to say that mental health challenges contribute to their poor sleep
- 52 per cent of workers say that work stress is a leading factor contributing to poor sleep
- 24 per cent of workers say that personal or family responsibilities are a leading factor contributing to poor sleep
- 21 per cent of workers say that financial worries 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
- 32 per cent of workers say poor sleep quality has resulted in difficulty managing stress
- 31 per cent of workers say poor sleep quality has resulted in reduced concentration or focus at work
- 25 per cent of workers say poor sleep quality has resulted in decreased productivity
- 23 per cent of workers say poor sleep quality has resulted in increased irritability or mood changes

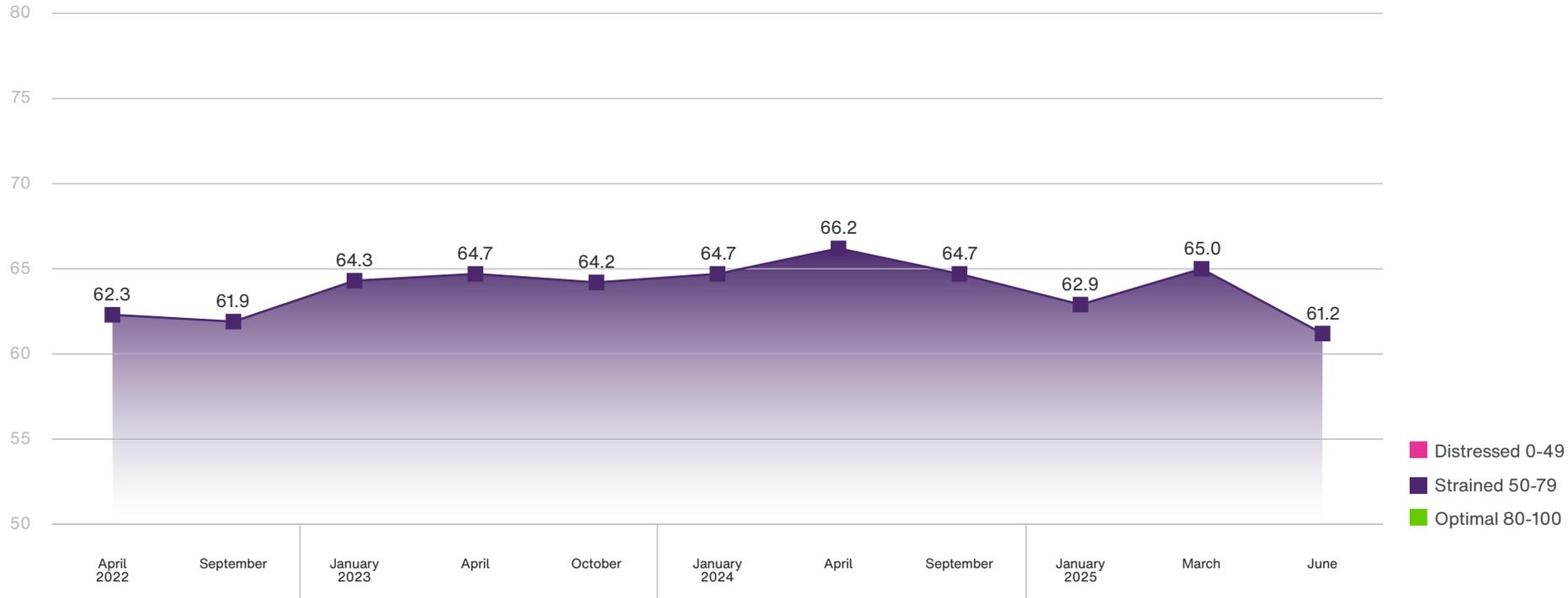
Job security, political issues, finances and economic conditions are the leading sources of personal stress. Nearly three-quarters of workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

- 51 per cent of workers have cut back on their spending over the last two months because of financial concerns or economic uncertainty; 39 per cent have cut back a little, and 12 per cent have significantly reduced their spending
- 18 per cent have reduced their spending on health and wellness, with younger workers more likely to have made this adjustment; the mental health score of this group is nearly seven points lower than the national average
- 50 per cent of workers have some concerns about their financial future, 18 per cent of workers worry about financial instability, and five per cent feel financially vulnerable
- 50 per cent of workers can meet most of their everyday needs, but with some difficulty, 14 per cent often struggle to meet basic needs, and four per cent regularly cannot meet basic needs
- 16 per cent of workers say political issues are their primary source of personal stress
- 16 per cent of workers say job security is their primary source of personal stress
- 10 per cent of workers say personal finances are their primary source of personal stress

The Mental Health Index.

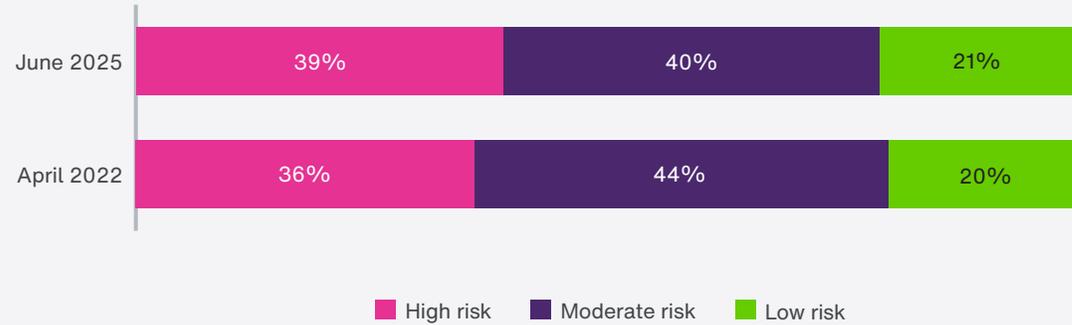
The overall Mental Health Index for June 2025 is **61.2**. Since reaching its peak in April 2024, the mental health of workers in Germany continues its decline. Following a 2.1-point improvement in March 2025, the mental health score has declined 3.8 points in June.

MHI Current Month June 2025	March 2025
61.2	65.0



Mental health risk.

In June 2025, 39 per cent of workers have a high mental health risk, 40 per cent have a moderate mental health risk, and 21 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 increased 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.

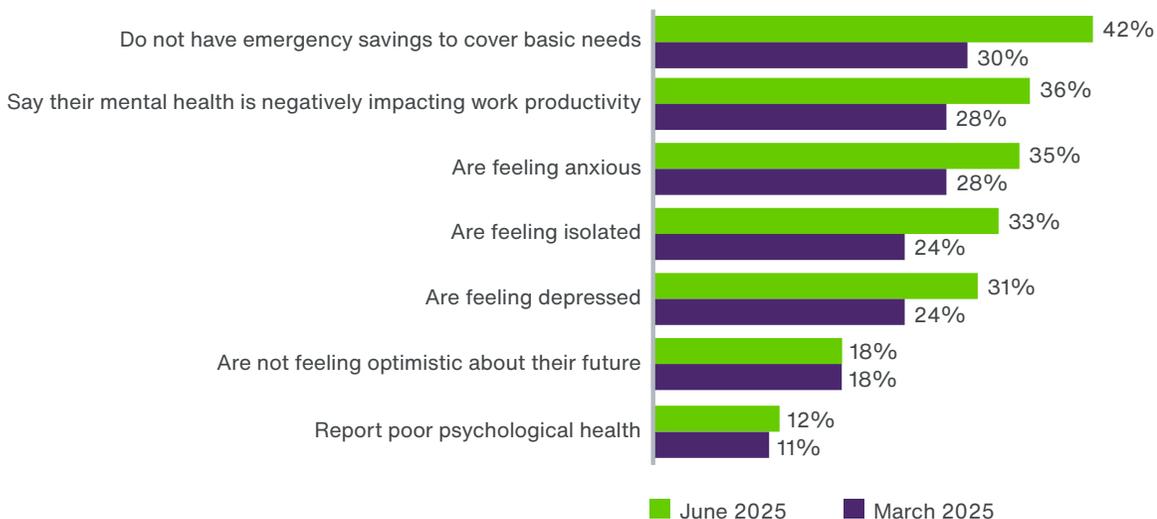
Anxiety (55.0) is the lowest Mental Health Index sub-score in June 2025. Work productivity (57.8), depression (58.8), financial risk (59.2), isolation (59.6), and optimism (63.4) follow. General psychological health (70.7) is the most favourable mental health measure in June 2025.

- All mental health sub-scores, apart from optimism, have declined from the previous period
- The most significant decline is in the financial risk sub-score, down 10.7 points from March 2025

More than two in five (42 per cent) workers do not have emergency savings for basic needs, 36 per cent say their mental health is negatively impacting work productivity, 35 per cent feel anxious, 33 per cent feel isolated, 31 per cent feel depressed, 18 per cent do not feel optimistic about their future, and 12 per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2025	March 2025
Anxiety	55.0	59.5
Work productivity	57.8	64.1
Depression	58.8	64.3
Financial risk	59.2	69.9
Isolation	59.6	65.6
Optimism	63.4	60.7
Psychological health	70.7	71.4

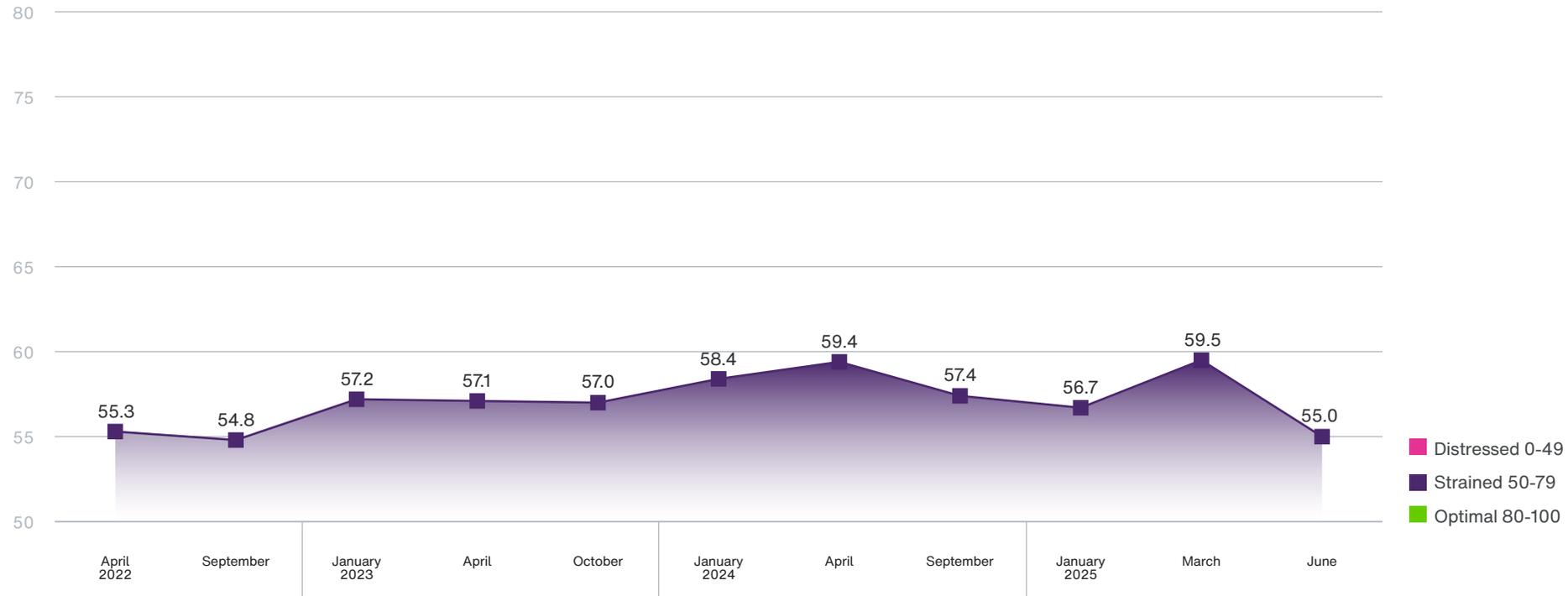
Percentage at risk by MHI sub-score



Anxiety

In June 2025, 35 per cent of workers report often feeling unsettled and nervous.

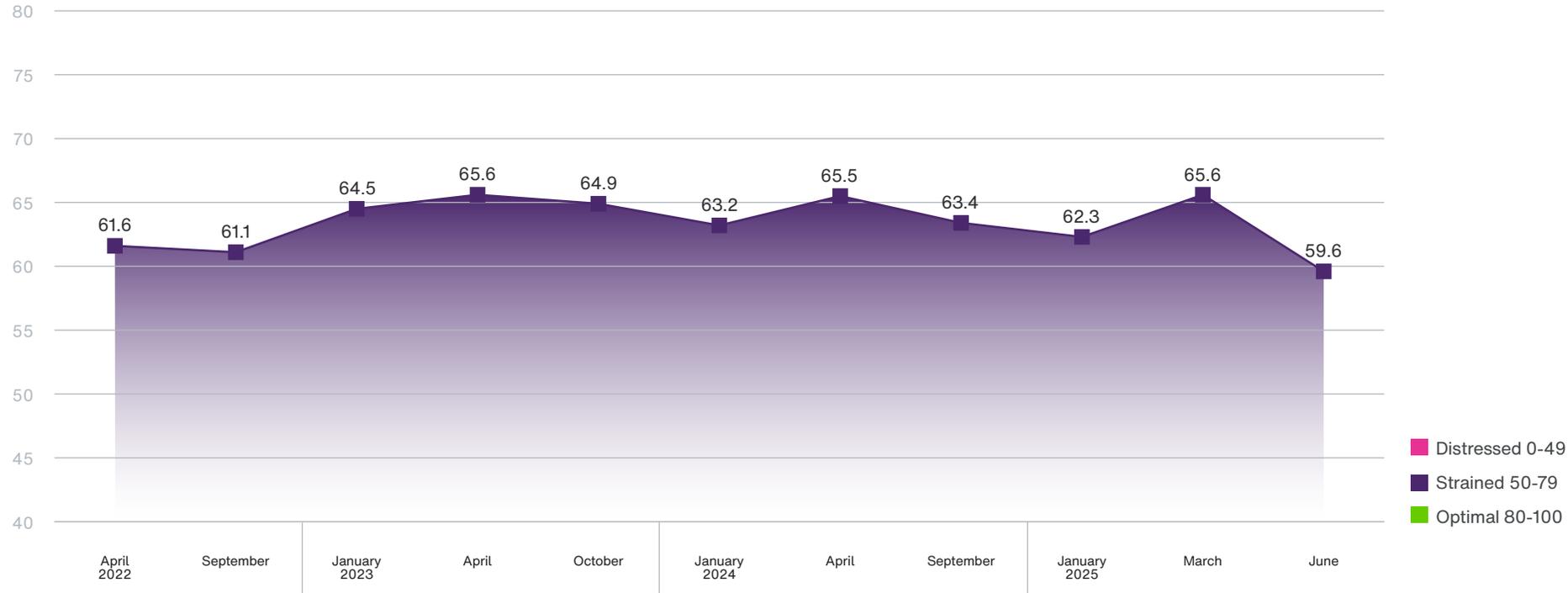
Since the launch of the Mental Health Index in April 2022, the anxiety sub-score trended upward through April 2024. Following two periods of decline through January 2025, the anxiety sub-score reached its peak in March 2025. In June 2025, the sub-score has declined sharply and is at the lowest point since the launch of the Index.



Isolation

In June 2025, 33 per cent of workers report often feeling alone.

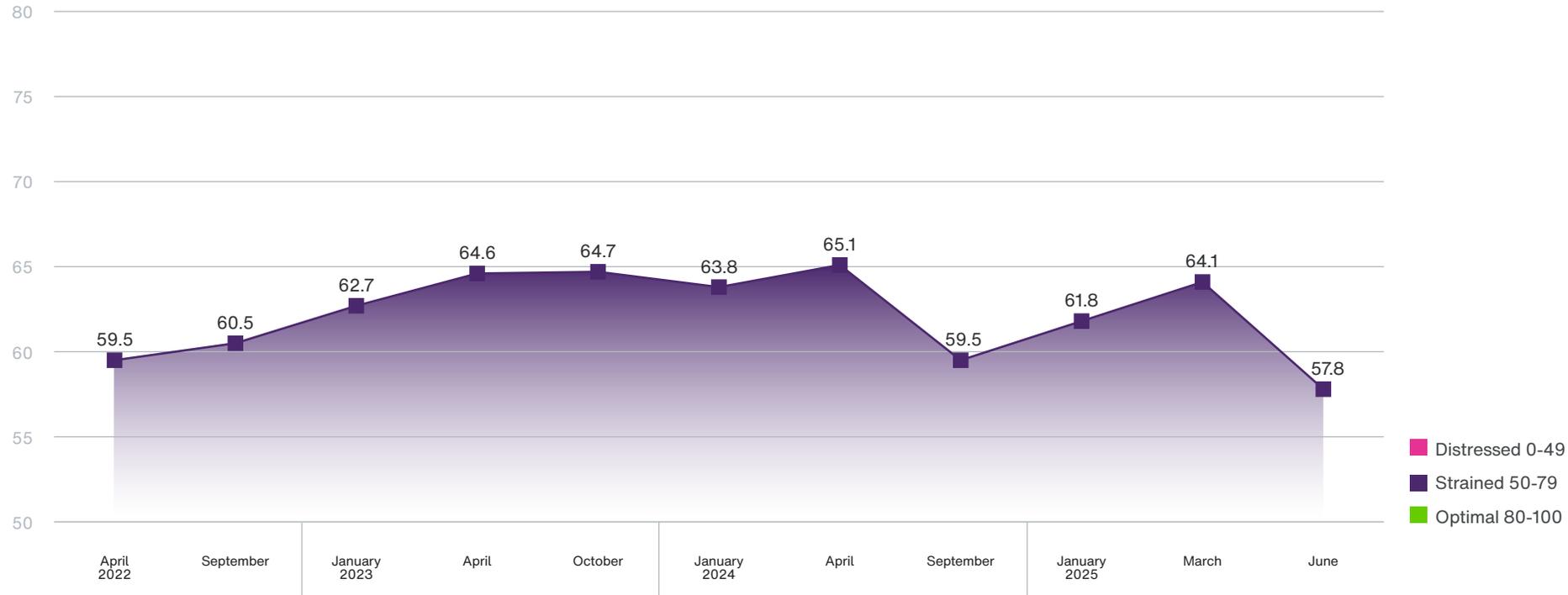
The isolation sub-score gradually improved despite fluctuating periods from October 2023 to March 2025. In June 2025, the isolation sub-score has fallen sharply, down six points from the previous period.



Work productivity

In June 2025, 36 per cent of workers say their mental health is negatively impacting their work productivity and goals.

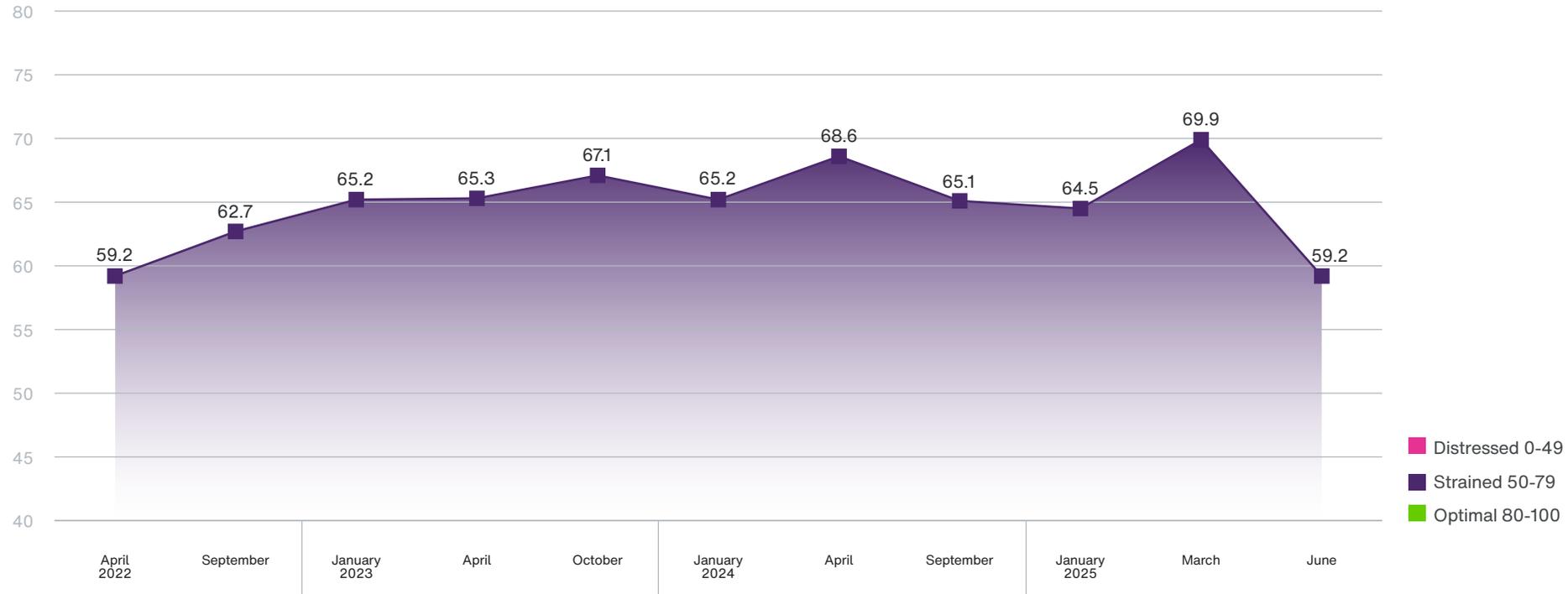
Overall, the impact of mental health on work productivity has shown general improvement, suggesting that the adverse effects of mental health have slowly decreased. After peaking in April 2024, the work productivity score declined through September 2024. Despite a notable improvement in March 2025, the work productivity sub-score declined sharply (6.3 points) in June 2025.



Financial risk

In June 2025, 42 per cent of workers do not have emergency savings for basic needs.

Since the launch of the Mental Health Index in April 2022, the financial risk sub-score has generally trended upward. After peaking in March 2025, the financial risk sub-score has declined more than 10 points in June 2025, returning it to a level equal to that at the Index's launch.



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 58.0 compared to 63.7 for men
- Since April 2022, mental health scores have improved with age
- Workers with at least one minor child have a lower mental health score (59.9) than workers without children (62.1)

Mental health by employment status.

- Overall, three per cent of respondents are unemployed¹ and 10 per cent report reduced hours or reduced salary
- Workers reporting reduced salary compared to the previous month have the lowest mental health score (48.4), followed by workers reporting fewer hours than the last month (53.4), respondents not currently employed (53.7), and workers with no change to salary or hours (62.5)
- Service industry workers have a lower mental health score (57.2) than labourers (60.0) and office workers (64.0)
- Managers have a higher mental health score (62.3) than non-managers (60.6)
- Respondents working for companies with 501-1,000 employees have the highest mental health score (63.4)
- Respondents working for companies with 51-100 employees have the lowest mental health score (59.0)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (39.1) than the overall group (61.2). Workers with emergency savings have a mental health score of 71.1

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)	62.5	65.8
Employed (fewer hours compared to last month)	53.4	50.9
Employed (reduced salary compared to last month)	48.4	49.0
Not currently employed	53.7	70.4

Age group	June 2025	March 2025
Age 20-29	54.3	48.1
Age 30-39	57.8	58.8
Age 40-49	58.6	62.5
Age 50-59	67.5	70.6
Age 60-69	71.5	67.3

Number of children	June 2025	March 2025
No children in household	62.1	66.2
1 child	60.7	63.2
2 children	58.0	62.3
3 children or more	61.9	64.8

Gender	June 2025	March 2025
Men	63.7	67.4
Women	58.0	61.6

Household income/annum	June 2025	March 2025
< € 10,000	50.0	NA
€ 10,000 to < € 20,000	49.9	59.1
€ 20,000 to < € 30,000	56.4	58.2
€ 30,000 to < € 50,000	59.8	62.4
€ 50,000 to < € 70,000	63.1	63.6
€ 70,000 to < € 100,000	66.1	67.4
€ 100,000 and over	70.0	73.9

Employer size	June 2025	March 2025
Self-employed/sole proprietor	61.9	74.2
2-50 employees	62.3	66.7
51-100 employees	59.0	62.4
101-500 employees	61.0	63.9
501-1,000 employees	63.4	64.7
1,001-5,000 employees	60.1	63.8
5,001-10,000 employees	59.2	62.6
More than 10,000 employees	63.2	67.9

Manager	June 2025	March 2025
Manager	62.3	66.7
Non-manager	60.6	64.1

Work environment	June 2025	March 2025
Labour	60.0	63.3
Office/desk	64.0	66.0
Service	57.2	63.0

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 (46.7), followed by workers in Wholesale and Retail Trade (55.9) and Other Service Activities (56.1).

Workers in Public Administration and Defence (67.8), Manufacturing (67.8), and Construction (66.5) have the highest mental health scores in June.



Industry	June 2025	March 2025	Change
Media and Telecommunications	63.6	57.4	6.2
Manufacturing	67.8	63.0	4.8
Administrative and Support Service Activities	61.4	57.8	3.6
Human Health and Social Work Activities	60.0	58.5	1.5
Education	61.0	61.2	-0.2
Public Administration and Defence	67.8	70.8	-3.0
Wholesale and Retail Trade	55.9	59.1	-3.2
Construction	66.5	70.2	-3.7
Financial and Insurance Activities	65.5	70.4	-4.9
Transportation and Storage	63.6	68.8	-5.2
Technology	64.0	70.1	-6.1
Other Service Activities	56.1	62.2	-6.1
Professional, Scientific and Technical Activities	65.1	73.9	-8.8
Accommodation and Food Service Activities	46.7	60.4	-13.7

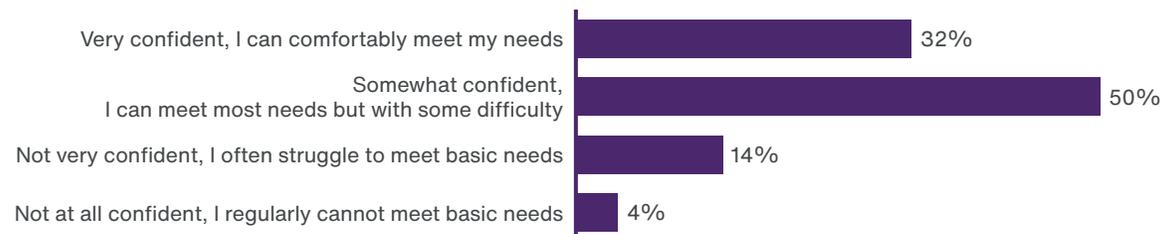
Spotlight

Financial wellbeing

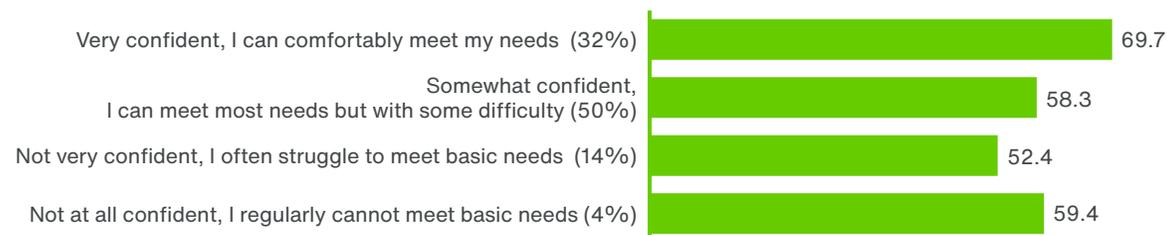
More than two-thirds of workers are concerned about not being able to financially support their everyday needs.

- The highest mental health score (69.7) is among 32 per cent of workers who can comfortably meet their needs, more than eight points higher than the national average (61.2)
- Workers with a yearly household income greater than €50,000 are 70 per cent more likely 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 (52.4) is among 14 per cent of workers who often struggle to meet their basic needs, more than 17 points lower than workers who can comfortably meet their needs (69.7) and nearly nine points lower than the national average (61.2)

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?”

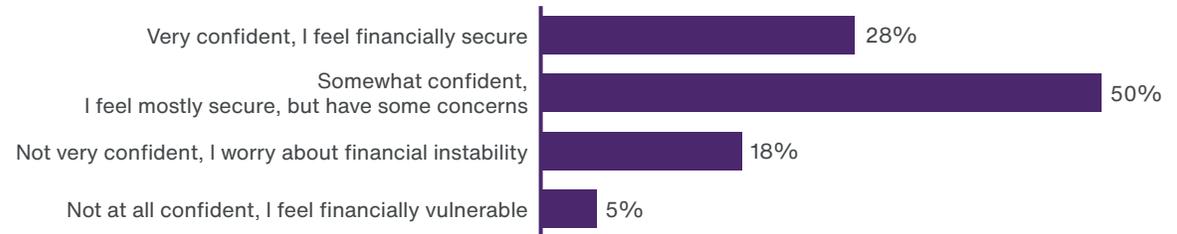


Nearly three-quarters of workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

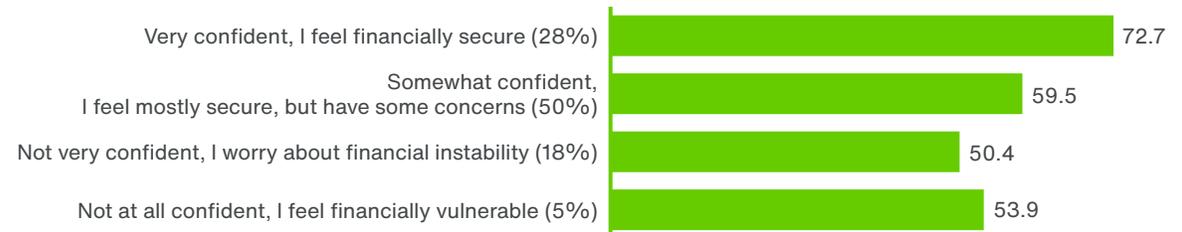
- The highest mental health score (72.7) is among 28 per cent of workers who are very confident in their financial future, more than 11 points higher than the national average (61.2)
- Managers are nearly 70 per cent more likely than non-managers to feel financially secure
- Men are 50 per cent more likely than women to feel financially secure
- The lowest mental health score (50.4) is among 18 per cent of workers who are worried about financial instability and are not very confident in their financial future, more than 22 points lower than workers who feel financially secure (72.7), and nearly 11 points lower than the national average (61.2)
- Workers with a yearly household income lower than €50,000 are three times more likely than workers with an annual household income greater than €50,000 to feel financially vulnerable
- Women are two and a half times 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?”

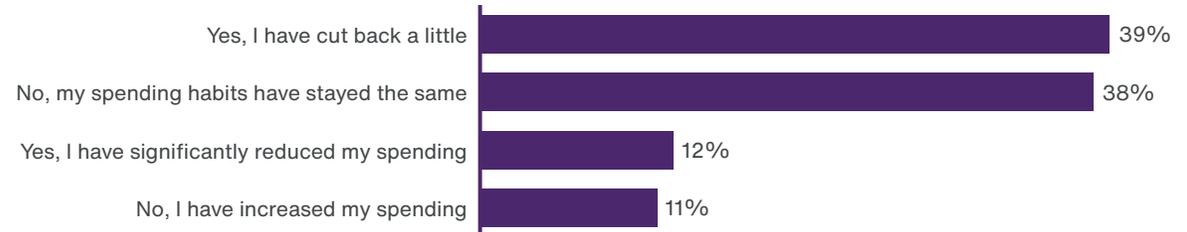


More than half of workers have reduced their spending over the last two months due to financial concerns or economic uncertainty.

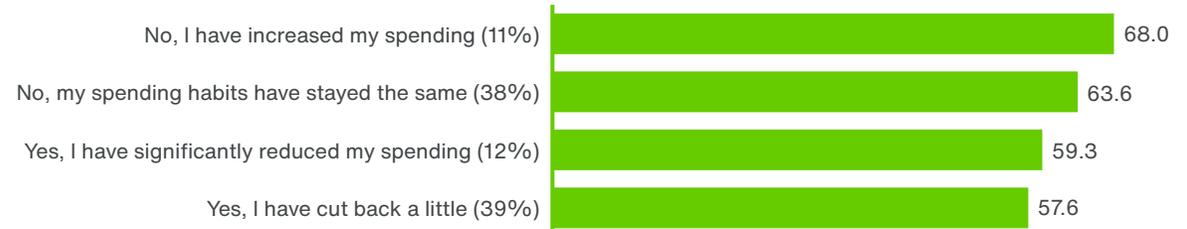
- The highest mental health score (68.0) is among 11 per cent of workers who have increased their spending, seven points higher than the national average (61.2)
- The lowest mental health score (57.6) is among 39 per cent of workers who have cut back on their spending a little over the last two months, nearly four points lower than the national average (61.2)
- Workers with an annual household income less than €50,000 and workers without emergency savings are at least 70 per cent more 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?



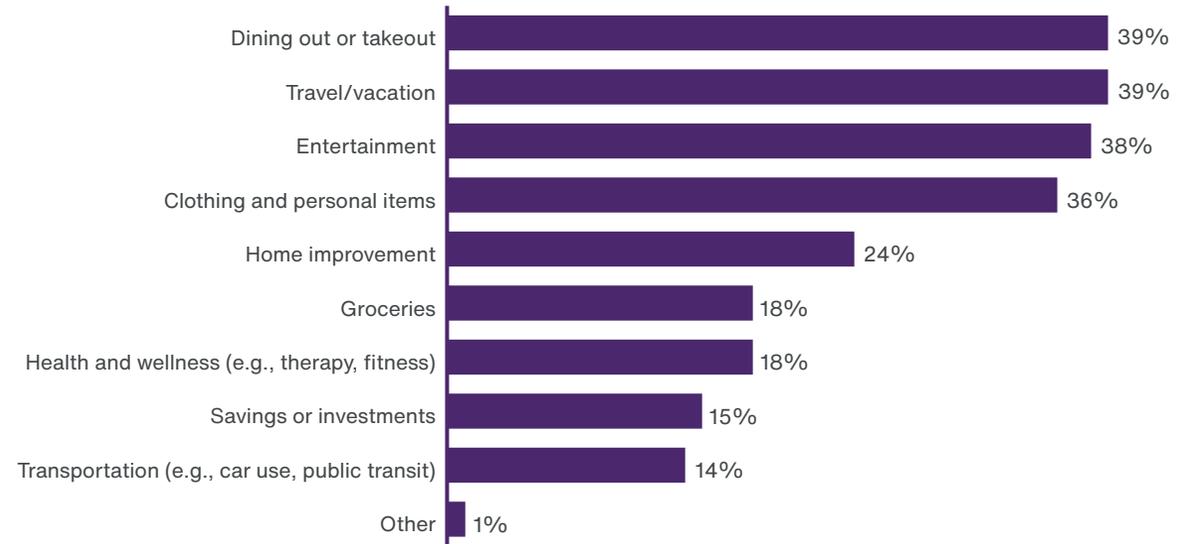
MHI score by “Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?”



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

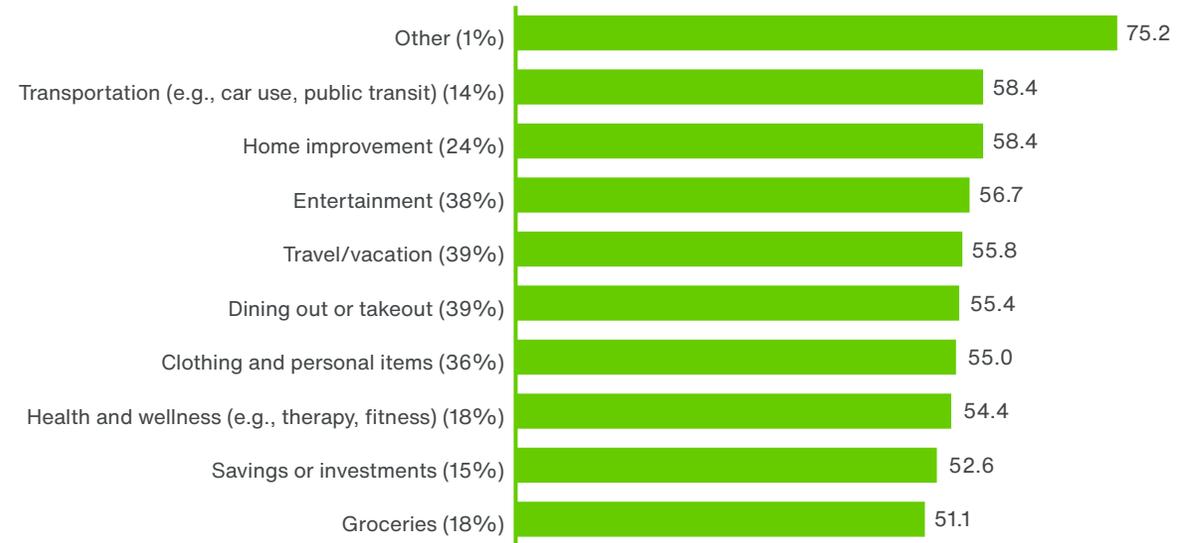
- Nearly two in five (39 per cent) workers have reduced spending on dining out or takeout, 39 per cent have reduced their spending on travel/vacation, 38 per cent have cut back on entertainment, 36 per cent have reduced spending on clothing and personal items, 24 per cent have reduced spending on home improvement, 18 per cent are spending less on groceries, and 15 per cent have cut back on savings or investments
- Workers under 40 are nearly twice as likely as workers over 50 to have reduced their spending on health and wellness

In which areas have you reduced your spending?



- Nearly one in five (18 per cent) have reduced their spending on health and wellness; this group has a mental health score (54.4), nearly seven points lower than the national average (61.2)
- The lowest mental health score (51.1) is among 18 per cent of workers who have reduced spending on groceries, 10 points lower than the national average (61.2)

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



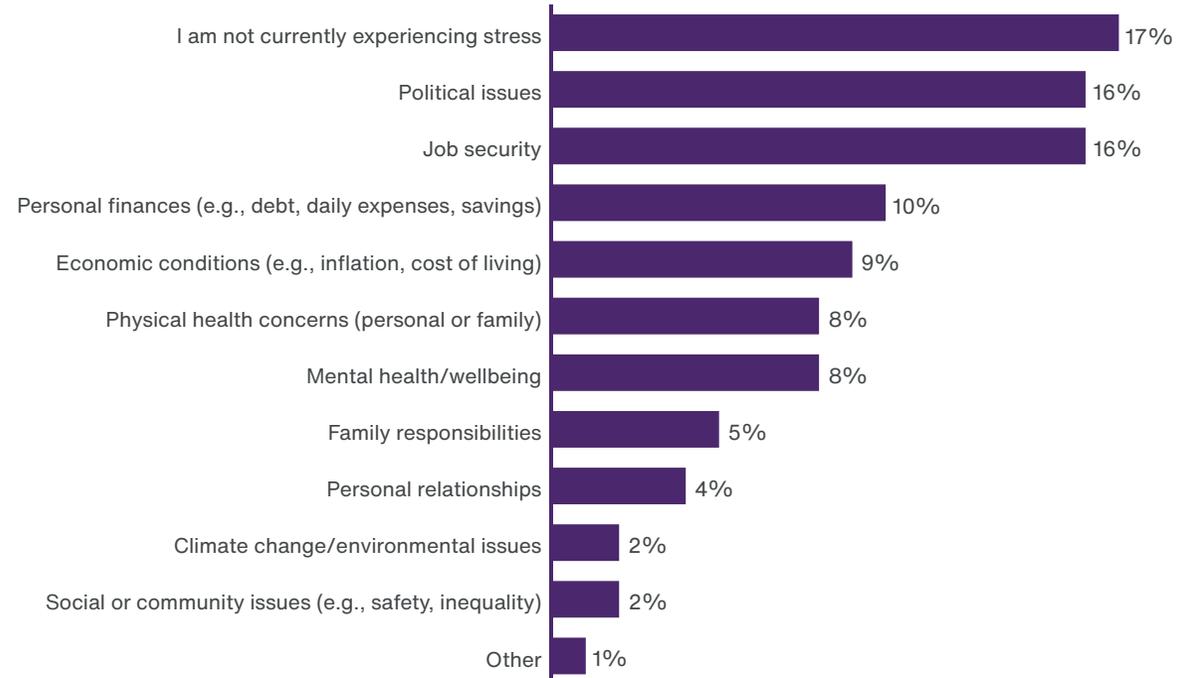
Personal stressors

Job security, political issues, finances and economic conditions are drivers of personal stress.

- Workers over 50 are nearly 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
- Managers are 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



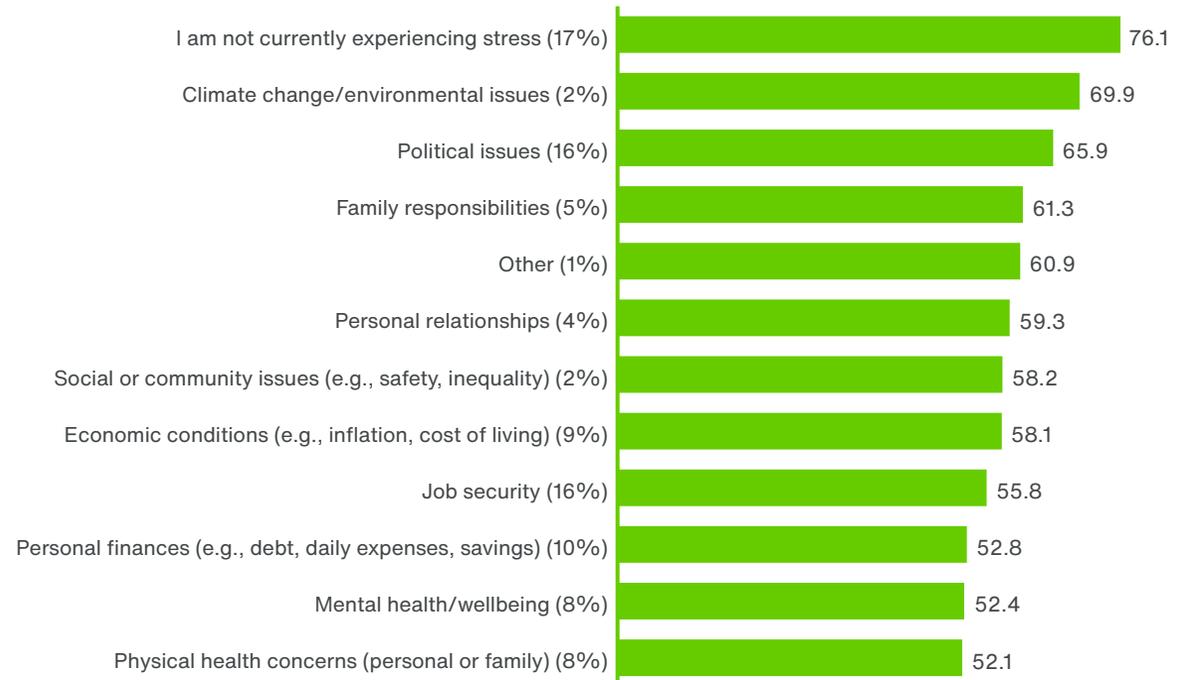
What is your primary source of personal stress right now?



- The highest mental health score (76.1) is among 17 per cent of workers not experiencing personal stress, nearly 15 points higher than the national average (61.2)
- The lowest mental health score (52.1) is among eight per cent of workers who report physical health concerns as their primary source of personal stress, 24 points lower than workers not experiencing personal stress (76.1) and nine points lower than the national average (61.2)



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

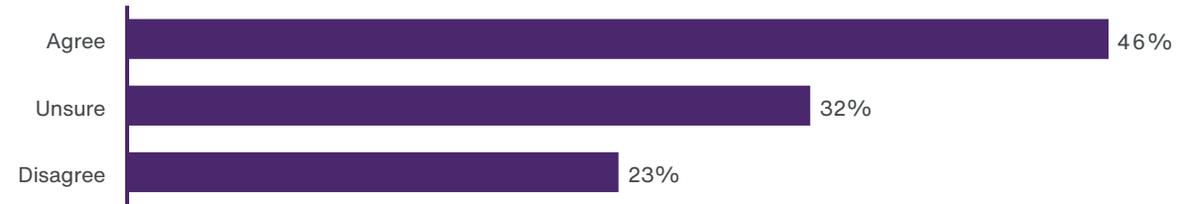


Mental health stigma.

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

- Nearly half (46 per cent) of workers would feel negatively about themselves if they had a mental health issue; this group has the lowest mental health score (55.8), nearly 16 points lower than workers who would not feel negatively about themselves (71.5) and more than five points lower than the national average (61.2)
- 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
- Nearly one-quarter (23 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 (71.5), more than 10 points higher than the national average (61.2)

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



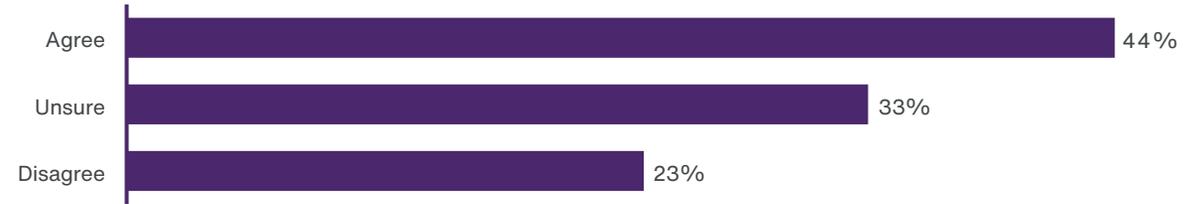
MHI score by “I would feel negatively about myself if I had a mental health issue”



More than two in five 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 two in five (44 per cent) 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 (57.7) more than 10 points lower than workers who would not be concerned (68.1) and more than three points lower than the national average (61.2)
- Nearly one-quarter (23 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 (68.1), seven points higher than the national average (61.2)

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.

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

- Half (49 per cent) of managers would know what to do if they suspected an employee was struggling with a mental health issue; this group has a mental health score (62.7) modestly higher than the national average (61.2)
- More than two in five (41 per cent) managers are unsure, and an additional 10 per cent would not know what to do if they suspected an employee was struggling with a mental health issue



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?”



Two in five managers are unsure or say their organisation does not offer training on their role in supporting a mentally healthy workplace.

- Three in ten (31 per cent) managers have participated in training on their role in supporting a mentally healthy workplace; this group has a mental health score (62.1) modestly higher than the national average (61.2)
- One in five (20 per cent) managers are unsure, and an additional 21 per cent report their organisation does not offer training for people leaders on their role in supporting a mentally healthy workplace

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?”

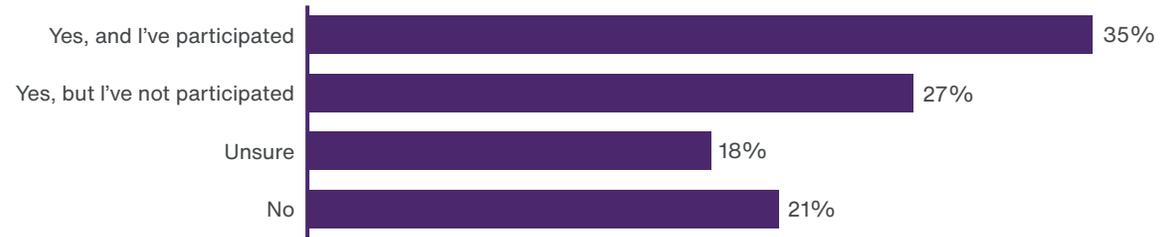


Two in five managers are unsure or say their organisation does not offer training for people leaders on effective coaching/management techniques.

- Two in five (39 per cent) managers have participated in training on effective coaching/management techniques; this group has a mental health score (64.3) more than three points higher than the national average (61.2)
- The lowest mental health score (58.8) is among 27 per cent of managers who report their organisation offers training, but they have not participated, more than five points lower than managers who have participated (64.3) and more than two points lower than the national average (61.2)



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?”

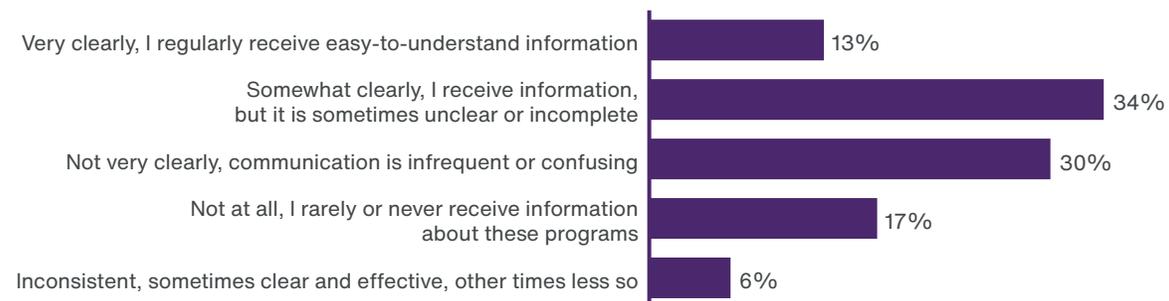


Communication about health and wellbeing programs.

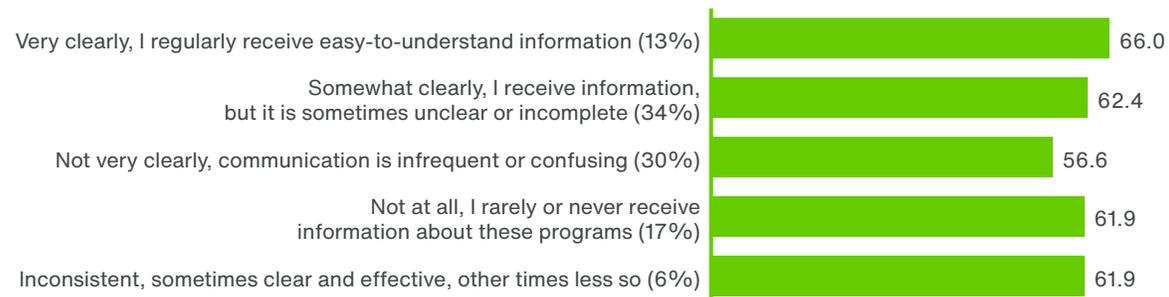
Nearly nine in 10 workers say their organisation's communication about health and wellbeing programs is unclear or inconsistent.

- The highest mental health score (66.0) is among 13 per cent of workers who say their organisation communicates very clearly about health and wellbeing programs, nearly five points higher than the national average (61.2)
- The lowest mental health score (56.6) is among 30 per cent of workers who say their organisation's communication about health and wellbeing programs is infrequent or confusing, more than nine points lower than workers who say communication is very clear (66.0) and nearly five points lower than the national average (61.2)
- Non-unionized workers are 40 per cent more likely than unionized workers to say they rarely or never receive information about these programs
- Workers over 50 are 70 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-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
- Non-parents are 60 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?



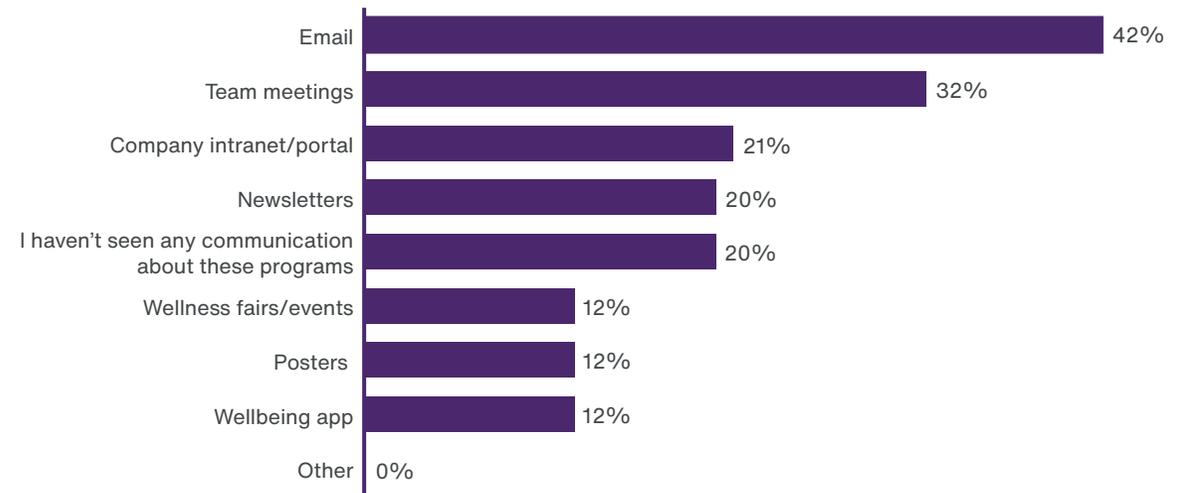
MHI score by “How well does your organisation communicate information about health and wellbeing programs?”



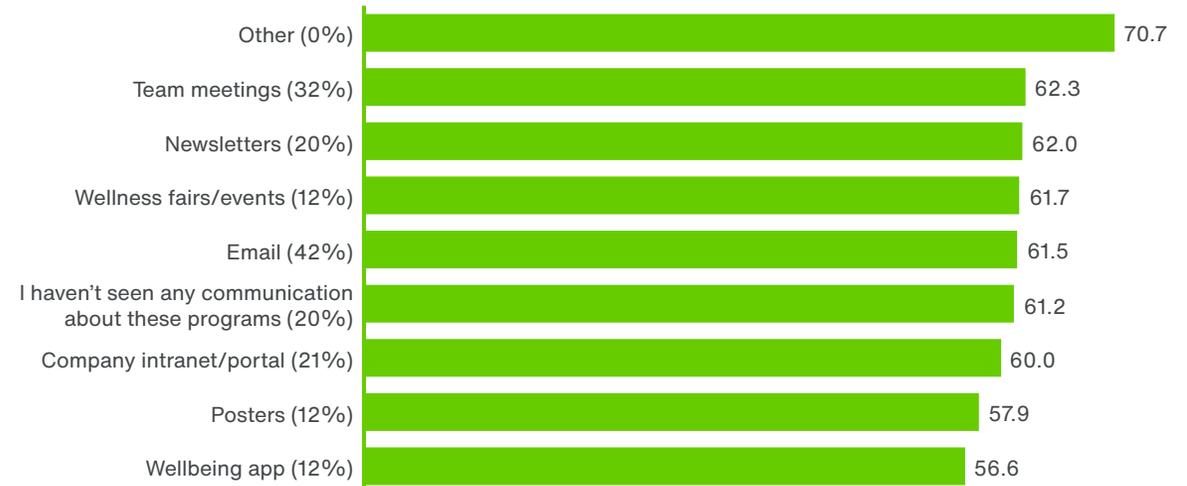
One in five workers say they haven't seen any communication about their organisation's health and wellbeing programs.

- More than two in five (42 per cent) organisations use email to communicate health and wellbeing programs, 32 per cent communicate programs during team meetings, 21 per cent use their company's intranet/portal, 20 per cent communicate programs via newsletters, 12 per cent use posters, 12 per cent communicate through a wellbeing app, and 12 per cent communicate health and wellness programs during wellness fairs/events
- One in five (20 per cent) workers haven't seen any communication about health and wellbeing programs; this group has a mental health score (61.2) equal to the national average (61.2)

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



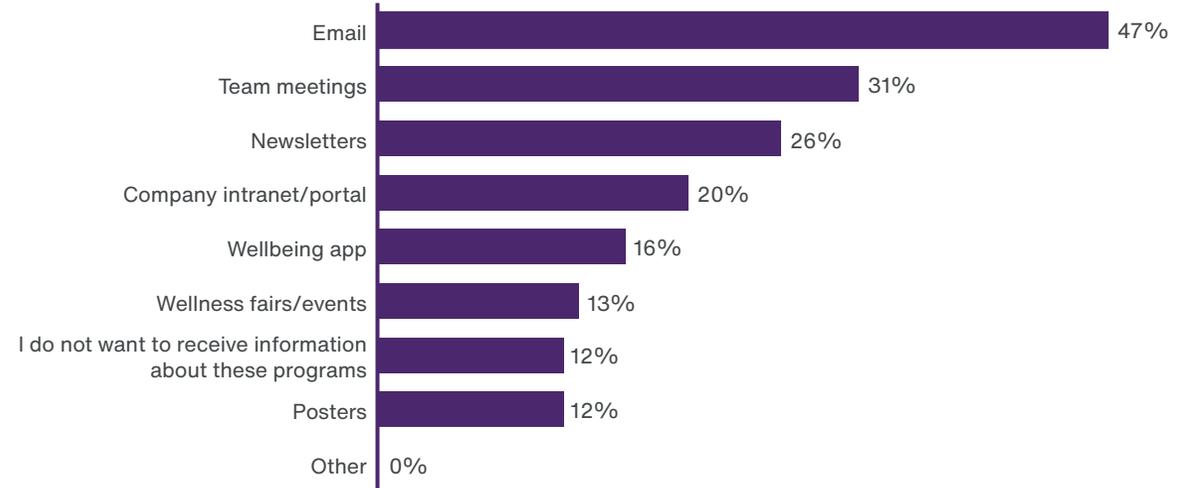
MHI score by "Which methods does your organisation use to communicate health and wellbeing programs?"



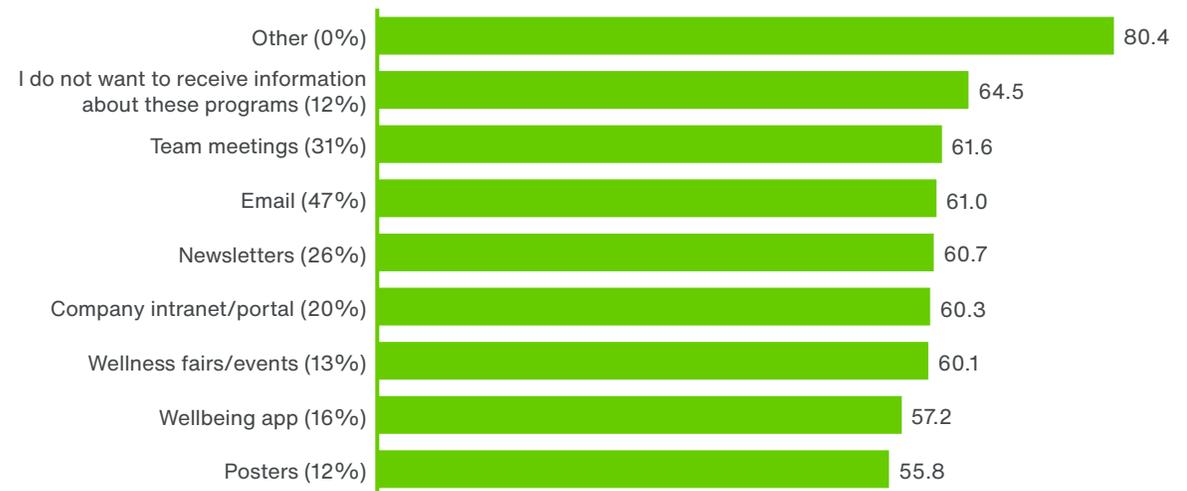
Nearly half of workers would prefer to receive information about their organisation's health and wellbeing programs via email.



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?”



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

- More than two in five (43 per cent) workers say their manager has communicated the availability of health and wellbeing programs. This group has a mental health score (61.6) nearly equal to the national average (61.2)
- The lowest mental health score (59.2) is among 45 per cent of workers who say their manager has not communicated the availability of health and wellbeing programs to them, more than two points lower than workers who say their manager has communicated this information (61.6) and two points lower than the national average (61.2)



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?”



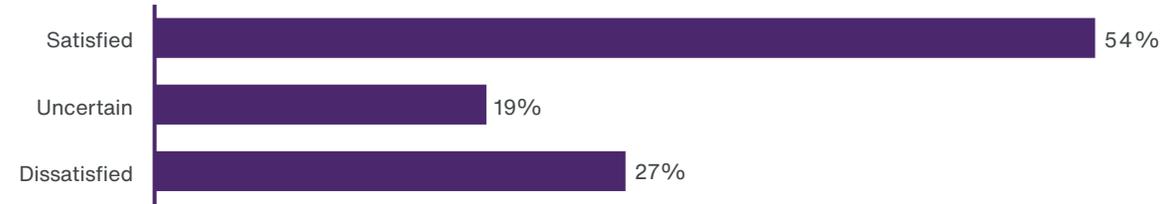
Sleep quality

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

- The highest mental health score (69.1) is among 54 per cent of workers satisfied with the quality of their sleep, eight points higher than the national average (61.2)
- The lowest mental health score (48.6) is among 27 per cent of workers dissatisfied with the quality of their sleep, more than 20 points lower than workers who are satisfied with their sleep quality (69.1) and nearly 13 points lower than the national average (61.2)



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?”

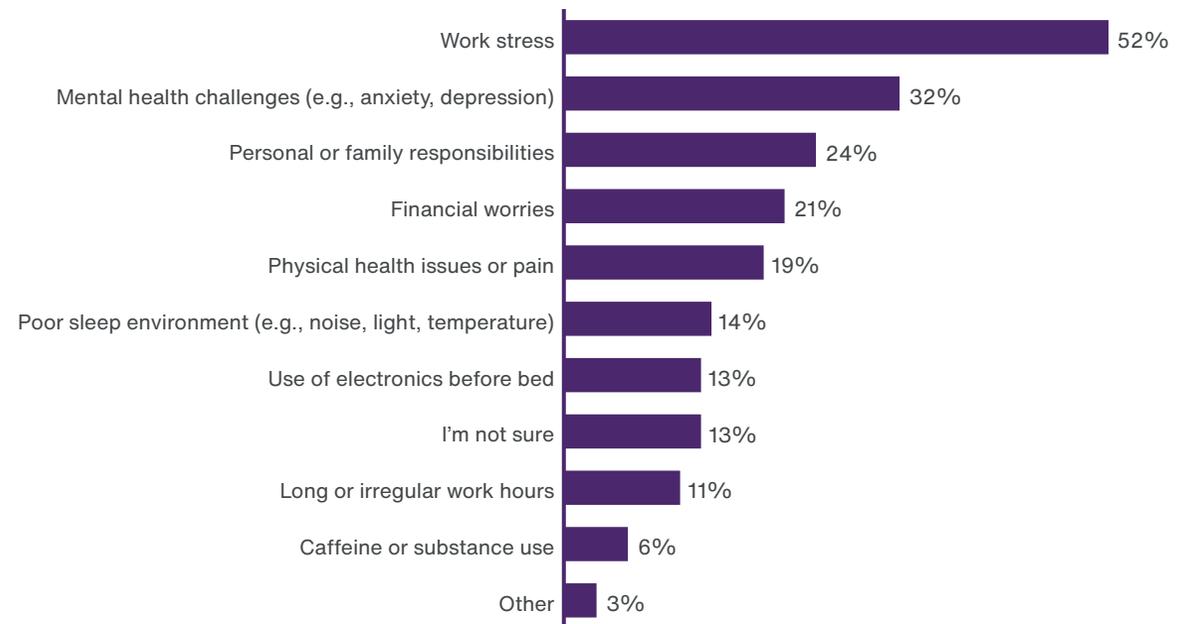


Work stress, mental health challenges, personal or family responsibilities, and financial worries are the leading factors contributing to poor sleep quality.

- Women are 80 per cent more likely than men 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 over 50 are 60 per cent more likely than workers under 40 to say personal or family responsibilities are the primary factor contributing to their poor sleep quality
- Workers without emergency savings are three times more likely than workers with emergency savings to say financial worries are the leading factor contributing to poor sleep quality



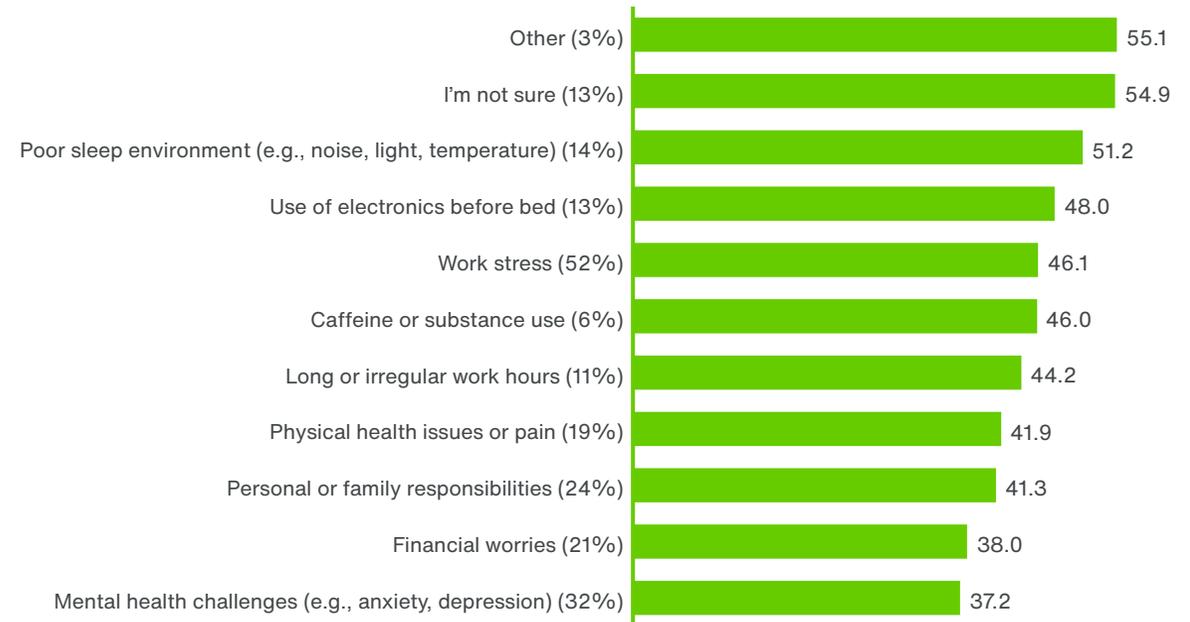
What do you believe are the main factors contributing to your poor sleep quality?



- The lowest mental health score (37.2) is among 32 per cent of workers reporting that mental health challenges contribute to their poor sleep quality, 24 points lower than the national average (61.2)



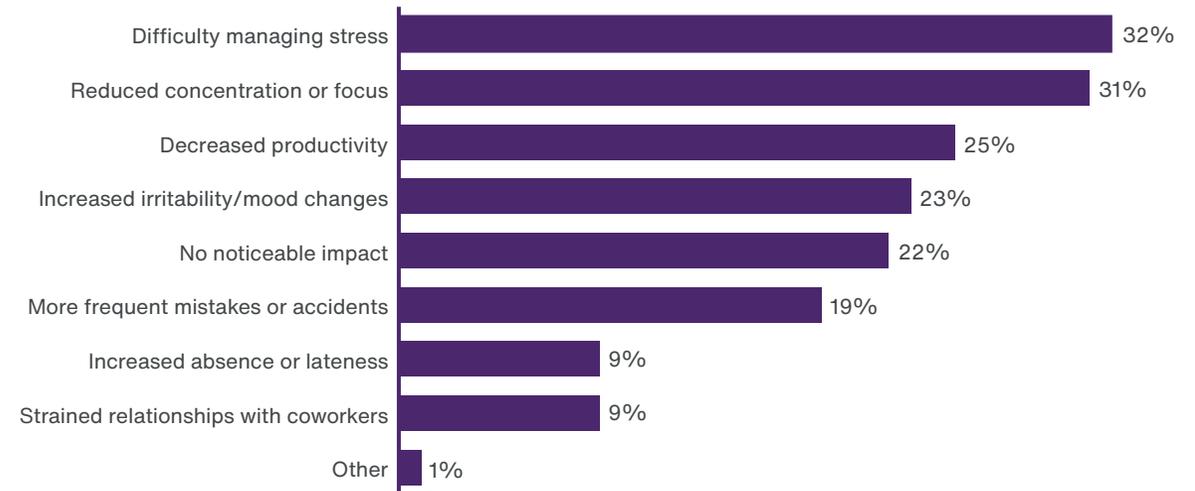
MHI score by “What do you believe are the main factors contributing to your poor sleep quality?”



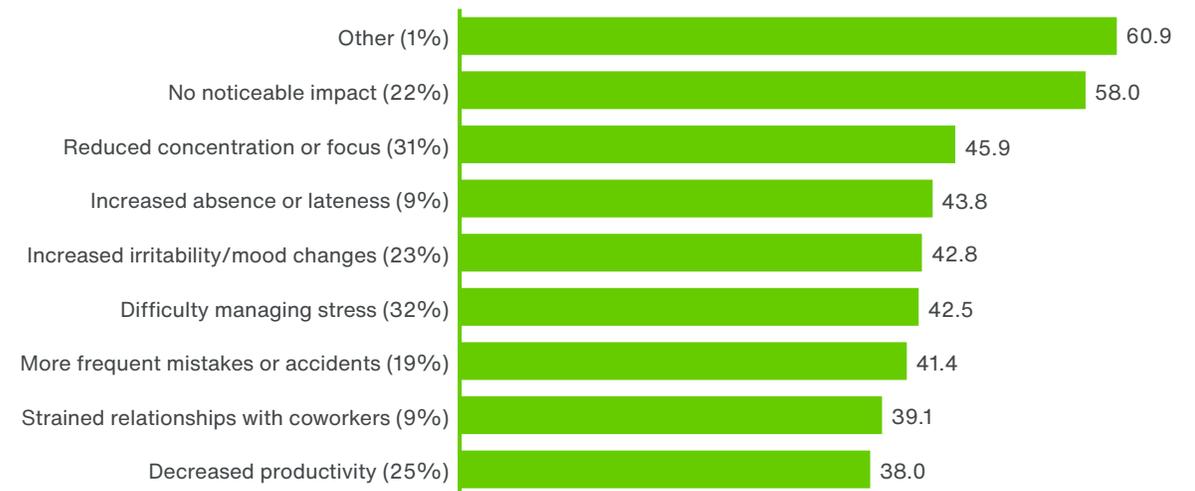
Women are more likely to report difficulty managing stress, and older workers are more likely to report decreased productivity due to poor sleep quality.

- The lowest mental health score (38.0) is among 25 per cent of workers who say poor sleep quality results in decreased productivity at work, more than 23 points lower than the national average (61.2)
- Workers over 50 are 40 per cent more likely than workers under 40 to report decreased productivity at work due to poor sleep quality
- Women are twice as likely as men to report difficulty managing stress at work due to poor sleep quality
- Workers over 50 are more than three times as likely as workers under 40 to report no noticeable impact at work due to poor sleep quality
- Non-managers are two and a half times more likely than managers to report no noticeable impact 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 Germany 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 Germany. 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.

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