



TELUS Mental Health Index.

Italy | June 2025

Table of contents

1. What you need to know for June 2025	3
2. The Mental Health Index	6
Mental health risk	7
Mental Health Index sub-scores.....	8
Anxiety	9
Isolation.....	10
Work productivity	11
Financial risk.....	12
Mental health by gender and age	13
Mental health by employment status.....	13
Emergency savings.....	13
3. The Mental Health Index by industry	15
4. Spotlight	16
Financial wellbeing.....	16
Personal stressors	21
Mental health stigma	23
Manager support for wellbeing.....	25
Communication about health and wellbeing programs	28
Sleep quality	32
5. Overview of the TELUS Mental Health Index	36
Methodology.....	36
Calculations	36
Additional data and analyses.....	36

What you need to know for June 2025.



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

- At 57.0, the mental health of workers is at the lowest point since the launch of the Index in April 2022
- 46 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, 11 per cent have a low mental health risk
- All mental health sub-scores, apart from optimism and general psychological health, have declined from March
- Anxiety has been the lowest mental health sub-score for more than two years
- 43 per cent feel anxious
- 38 per cent feel depressed
- 35 per cent feel isolated
- 33 per cent do not have emergency savings for basic needs
- 32 per cent say their mental health is negatively impacting work productivity
- 25 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.

- 54 per cent of workers would be concerned about career options if they had a mental health issue and their workplace was aware
- 45 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 have 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.

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

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

- 33 per cent of workers say the information they receive on health and wellbeing programs is sometimes unclear or incomplete
- 27 per cent of workers say the information they receive is infrequent or confusing, and seven 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
- 21 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
- 53 per cent of workers would prefer to receive information about health and wellbeing programs via email
- 32 per cent of workers would prefer to receive information about health and wellbeing programs in team meetings
- 50 per cent of workers say their manager has not communicated the availability of health and wellbeing programs to them



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

- 27 per cent of workers are dissatisfied with the quality of their sleep
- 31 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 nearly 19 points lower than the national average
- Non-managers are 44 per cent more likely to say that mental health challenges contribute to their poor sleep
- 53 per cent of workers say that work stress is a leading factor contributing to poor sleep
- 37 per cent of workers say that personal or family responsibilities are a leading factor contributing to poor sleep
- 26 per cent of workers say that financial worries are a leading factor contributing to poor sleep
- 18 per cent of workers say that physical health issues or pain are a leading factor contributing to poor sleep
- 40 per cent of workers say poor sleep quality has resulted in reduced concentration or focus at work
- 37 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 increased irritability or mood changes
- 22 per cent of workers say poor sleep quality has resulted in decreased productivity

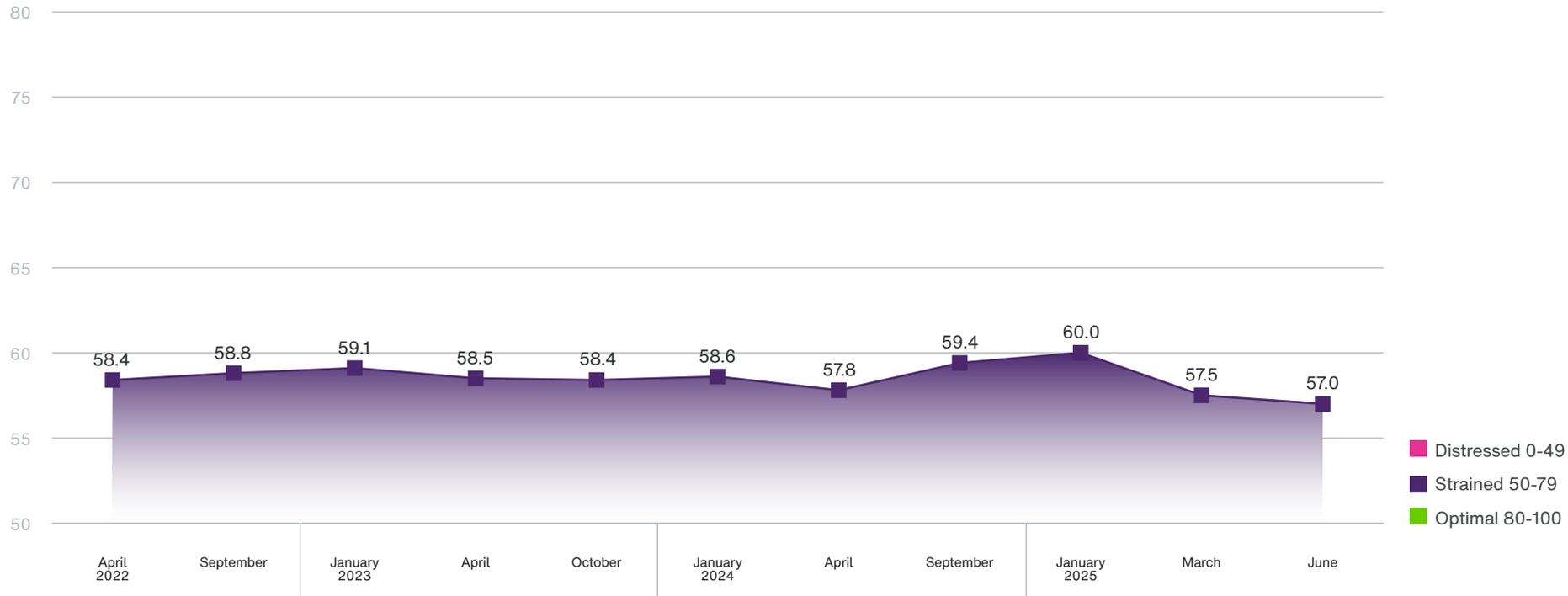
Finances and job security are the **leading sources of personal stress**. Half of workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

- 59 per cent of workers have cut back on their spending over the last two months because of financial concerns or economic uncertainty, with 46 per cent having cut back a little, and 13 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 10 points lower than the national average
- 53 per cent of workers have some concerns about their financial future, 22 per cent of workers worry about financial instability, and five per cent feel financially vulnerable
- 54 per cent of workers can meet most of their everyday needs, but with some difficulty, 15 per cent often struggle to meet basic needs, and five per cent regularly cannot meet basic needs
- 17 per cent of workers say personal finances are their primary source of personal stress
- 17 per cent of workers say job security is their primary source of personal stress
- 14 per cent of workers say economic conditions are their primary source of personal stress

The Mental Health Index.

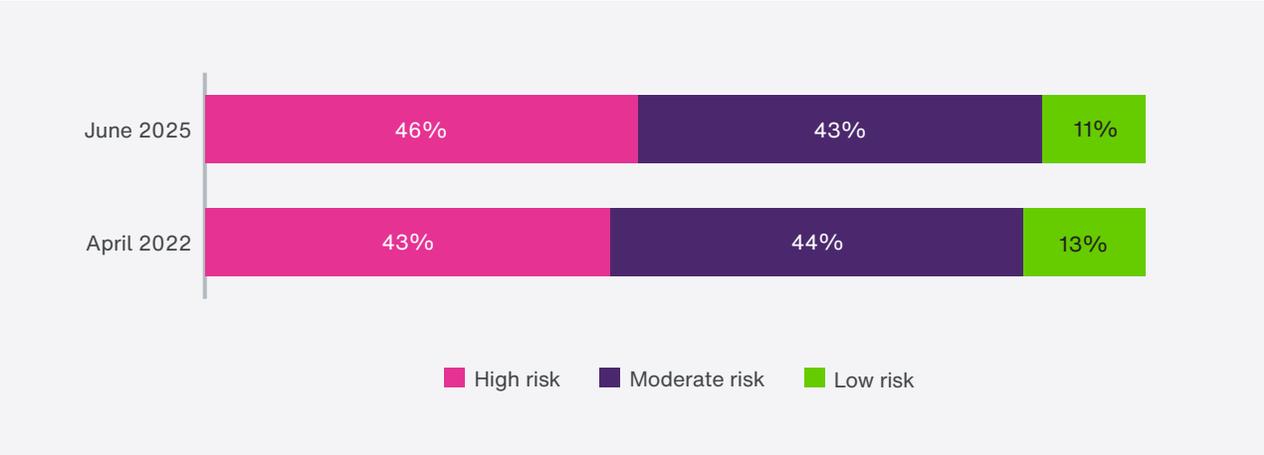
The overall Mental Health Index for June 2025 is 57.0. Since reaching its peak in January 2025, the mental health of workers in Italy continues to deteriorate through June 2025 and has reached its lowest point since the launch of the Index in April 2022.

MHI Current Month June 2025	March 2025
57.0	57.5



Mental health risk.

In June 2025, 46 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, and 11 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.

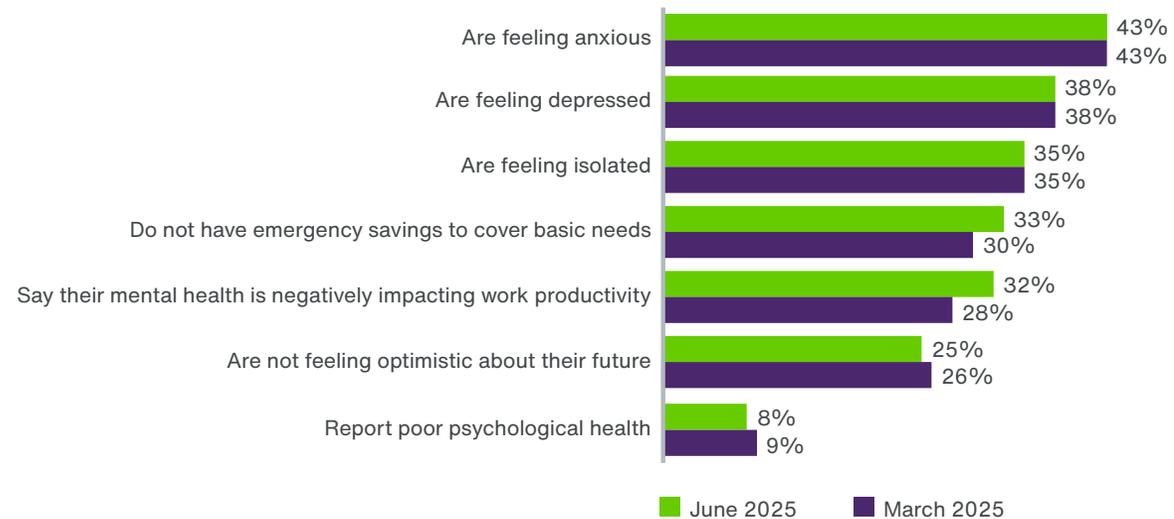
Anxiety (47.3) has been the lowest Mental Health Index sub-score for more than three years. Depression (50.8), isolation (53.4), optimism (55.5), work productivity (58.7), and financial risk (64.9) follow. General psychological health (72.4) continues to be the most favourable mental health measure in June 2025.

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

Two in five (43 per cent) workers feel anxious, 38 per cent feel depressed, 35 per cent feel isolated, 33 per cent do not have emergency savings for basic needs, 32 per cent say their mental health is negatively impacting work productivity, 25 per cent do not feel optimistic about their future, and eight per cent of workers cite poor psychological health

Mental Health Index Sub-scores	June 2025	March 2025
Anxiety	47.3	48.4
Depression	50.8	51.5
Isolation	53.4	54.2
Optimism	55.5	54.4
Work productivity	58.7	61.6
Financial risk	64.9	67.5
Psychological health	72.4	71.4

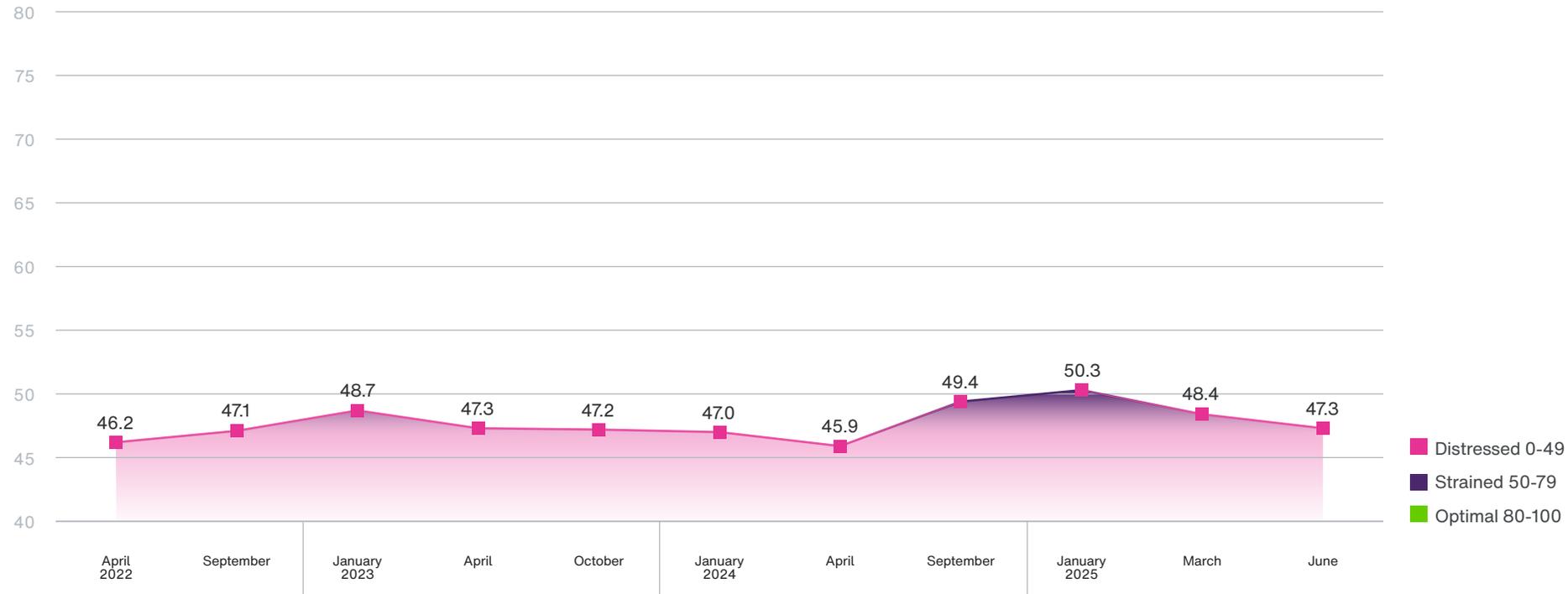
Percentage at risk by MHI sub-score



Anxiety

In June 2025, 43 per cent of workers report often feeling unsettled and nervous.

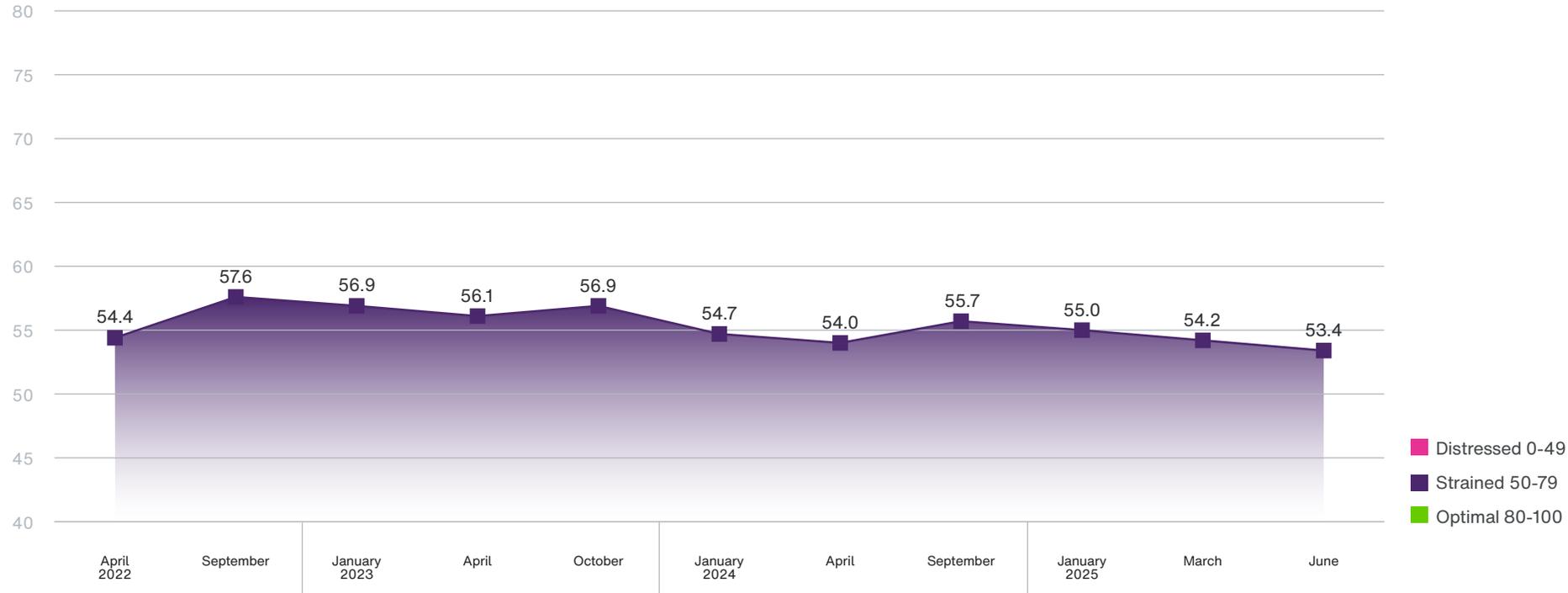
Anxiety sub-scores remained consistently low through April 2024. Following a significant increase in September 2024, the score reached its peak in January 2025. Since then, scores have declined through June 2025, falling to levels last observed in 2023. The anxiety-sub-score consistently ranks as the lowest among mental health sub-scores for more than three years.



Isolation

In June 2025, 35 per cent of workers report often feeling alone.

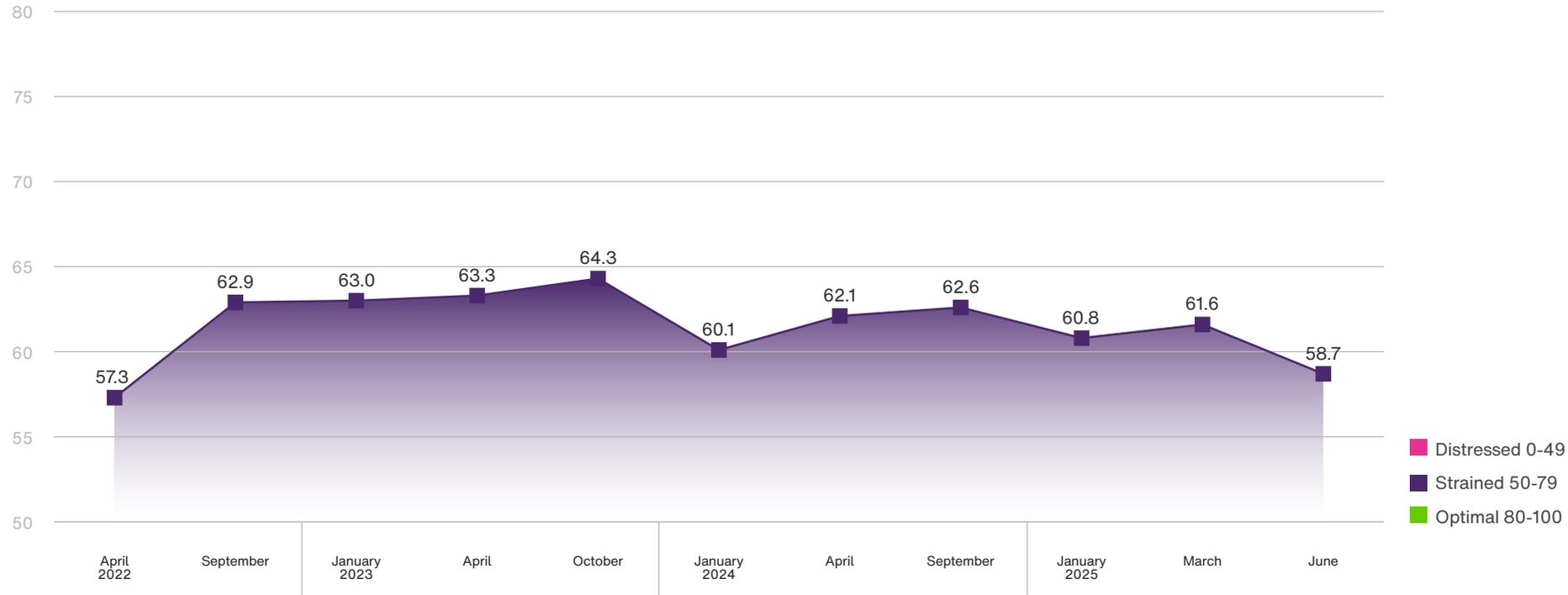
Isolation scores have fluctuated since the launch of the MHI in April 2022, but generally follow a decreasing pattern. In June 2025, the isolation score continues to decline and is among the lowest mental health sub-scores.



Work productivity

In June 2025, 32 per cent of workers say their mental health is negatively impacting their work productivity and goals.

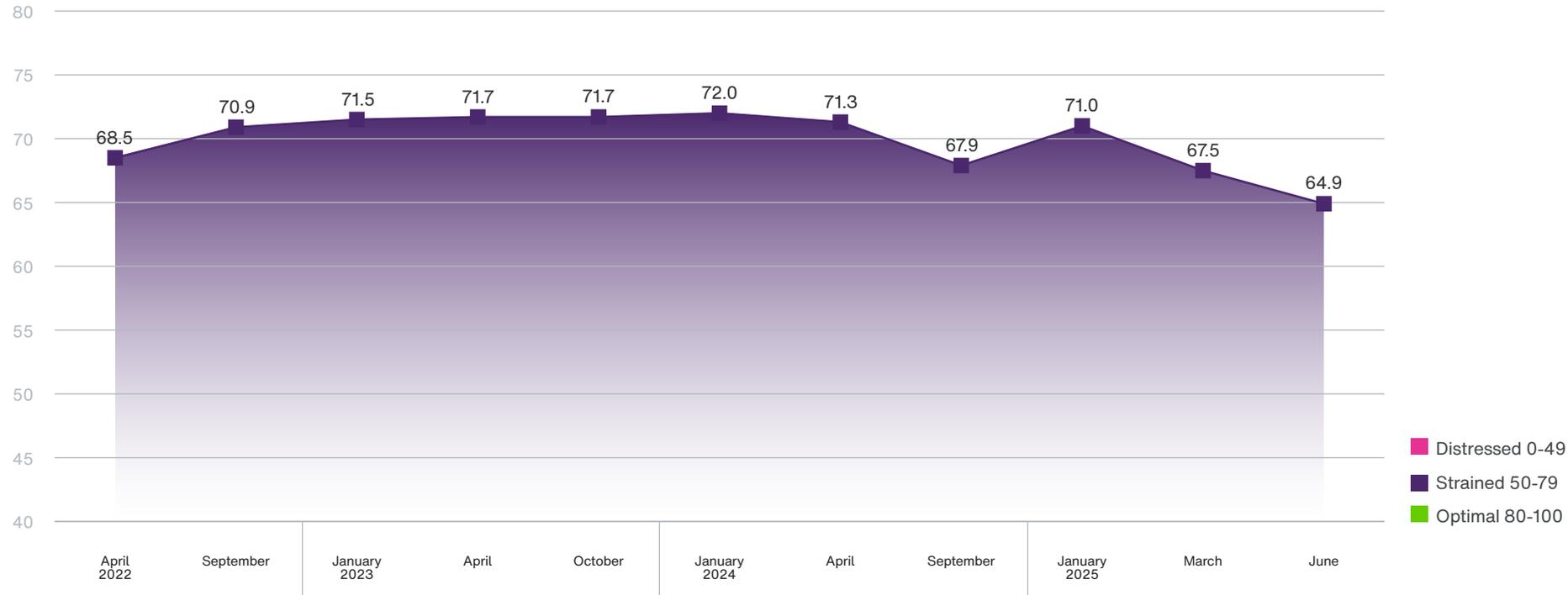
Overall, the impact of mental health on work productivity has shown general improvement, suggesting that the adverse effects of mental health have slowly decreased. After peaking in April 2024, the work productivity score declined through September 2024. Despite a notable improvement in March 2025, the work productivity sub-score declined sharply (2.9 points) in June 2025.



Financial risk

In June 2025, 33 per cent of workers do not have emergency savings for basic needs.

The financial risk sub-scores have trended upward since the launch of the Mental Health Index in April 2022. After peaking in January 2024, the financial risk sub-score declined sharply in September 2024, followed by a brief recovery in January 2025. Since then, the score has dropped six points, reaching its lowest point in the Index's three-year history.



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 54.2 compared to 59.4 for men
- Since April 2022, mental health scores have improved with age
- Workers with at least one minor child have a higher mental health score (58.7) than workers without children (55.6)

Mental health by employment status.

- Overall, two per cent of respondents are unemployed¹ and eight per cent report reduced hours or reduced salary
- Workers reporting reduced salary compared to previous month have the lowest mental health score (46.9), followed by workers reporting fewer hours than the last month (48.8), respondents not currently employed (55.2), and workers with no change to salary or hours (57.9)
- Labourers have a lower mental health score (55.4) than service industry (56.5) and office workers (57.8)
- Managers have a higher mental health score (58.7) than non-managers (55.5)
- Respondents working for companies with 2-50 employees have the highest mental health score (59.0)
- Respondents working for companies with 51-100 employees have the lowest mental health score (54.7)



Emergency savings

- Workers without emergency savings continue to experience a lower score in mental health (40.9) than the overall group (57.0). Workers with emergency savings have a mental health score of 66.8

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)	57.9	58.2
Employed (fewer hours compared to last month)	48.8	48.9
Employed (reduced salary compared to last month)	46.9	45.9
Not currently employed	55.2	59.6

Age group	June 2025	March 2025
Age 20-29	51.8	50.4
Age 30-39	53.8	52.7
Age 40-49	57.0	57.8
Age 50-59	59.4	61.1
Age 60-69	64.5	59.5

Number of children	June 2025	March 2025
No children in household	55.6	56.6
1 child	56.7	58.0
2 children	62.3	58.6
3 children or more	60.7	63.0

Gender	June 2025	March 2025
Men	59.4	59.6
Women	54.2	54.9

Household income/annum	June 2025	March 2025
< € 10,000	50.9	48.7
€ 10,000 to < € 20,000	53.2	53.3
€ 20,000 to < € 30,000	54.3	55.3
€ 30,000 to < € 50,000	58.0	58.5
€ 50,000 to < € 70,000	61.3	61.6
€ 70,000 to < € 100,000	58.2	60.9
€ 100,000 and over	64.8	63.6

Employer size	June 2025	March 2025
Self-employed/sole proprietor	54.8	54.7
2-50 employees	59.0	57.4
51-100 employees	54.7	60.3
101-500 employees	58.5	56.1
501-1,000 employees	55.1	54.6
1,001-5,000 employees	57.9	56.1
5,001-10,000 employees	58.4	65.8
More than 10,000 employees	55.3	63.9

Manager	June 2025	March 2025
Manager	58.7	58.1
Non-manager	55.5	56.6

Work environment	June 2025	March 2025
Labour	55.4	55.4
Office/desk	57.8	58.0
Service	56.5	57.5

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 Arts, Entertainment and Recreation have the lowest mental health score (48.6), followed by workers in Accommodation and Food Service Activities (53.2), and Wholesale and Retail Trade (54.8).

Workers in Technology (61.1), Construction (59.4), and Manufacturing (58.9) have the highest mental health scores in June.



Industry	June 2025	March 2025	Change
Electricity, Gas, Steam and Air Conditioning Supply	57.3	51.6	5.7
Transportation and Storage	55.6	50.5	5.1
Administrative and Support Service Activities	56.9	53.8	3.1
Construction	59.4	57.1	2.3
Technology	61.1	59.0	2.1
Human Health and Social Work Activities	56.1	54.2	1.9
Other Service Activities	56.3	55.4	0.9
Accommodation and Food Service Activities	53.2	52.9	0.3
Manufacturing	58.9	59.1	-0.2
Professional, Scientific and Technical Activities	58.4	59.8	-1.4
Financial and Insurance Activities	58.1	60.4	-2.3
Arts, Entertainment and Recreation	48.6	52.2	-3.6
Education	57.9	61.7	-3.8
Public Administration and Defence	58.5	63.8	-5.3
Wholesale and Retail Trade	54.8	60.4	-5.6

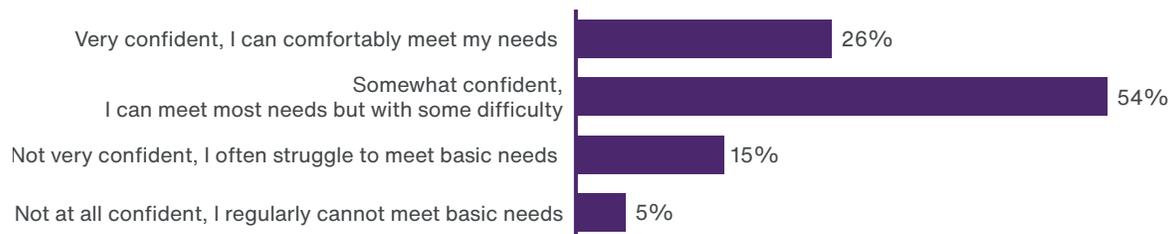
Spotlight

Financial wellbeing

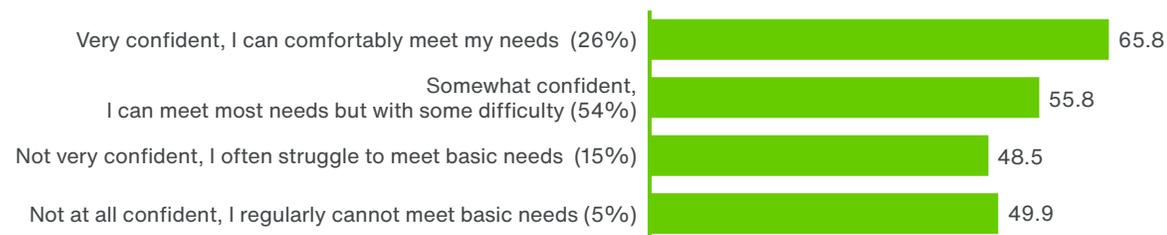
Three-quarters of workers are concerned about not being able to financially support their everyday needs.

- The highest mental health score (65.8) is among 26 per cent of workers who can comfortably meet their needs, nearly nine points higher than the national average (57.0)
- Workers with a yearly household income greater than €50,000 are twice as likely as workers with an annual household income lower than €50,000 to feel confident they can comfortably meet their needs
- Workers over 50 are 20 per cent more likely than workers under 40 to feel confident they can comfortably meet their needs
- Workers with emergency savings are 60 per cent more likely than workers without emergency savings to feel confident they can comfortably meet their needs
- The lowest mental health score (48.5) is among 15 per cent of workers who often struggle to meet basic needs, more than 17 points lower than workers who can comfortably meet their needs (65.8) and nearly nine points lower than the national average (57.0)
- Workers without emergency savings are 50 per cent 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?”

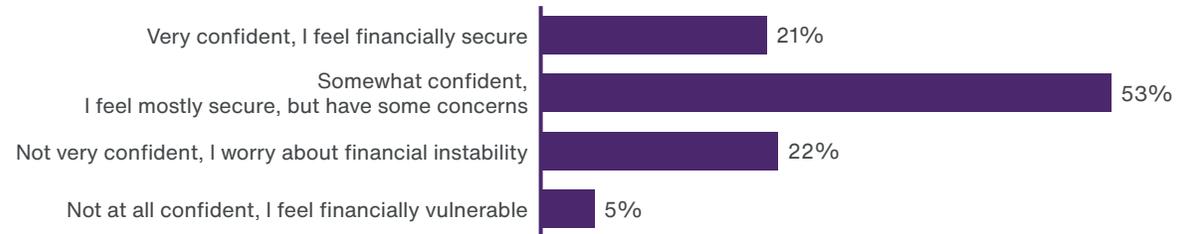


Four in five workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

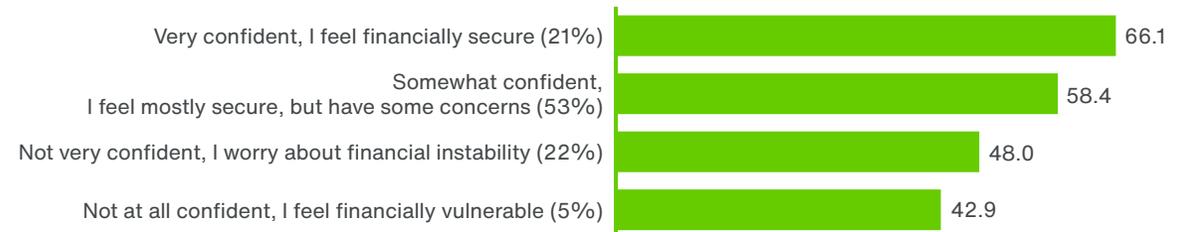
- The highest mental health score (66.1) is among 21 per cent of workers who are very confident in their financial future, nine points higher than the national average (57.0)
- Workers with a yearly household income greater than €50,000 are twice as likely as workers with an annual household income lower than €50,000 to feel financially secure
- The lowest mental health score (42.9) is among five per cent of workers who feel financially vulnerable and not at all confident in their financial future, more than 23 points lower than workers who feel financially secure (66.1), and 14 points lower than the national average (57.0)
- Workers with a yearly household income lower than €50,000 are twice as likely as workers with an annual household income greater than €50,000 to feel financially vulnerable
- Women are twice as likely as men to feel financially vulnerable
- Non-managers are twice as likely as managers 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?”

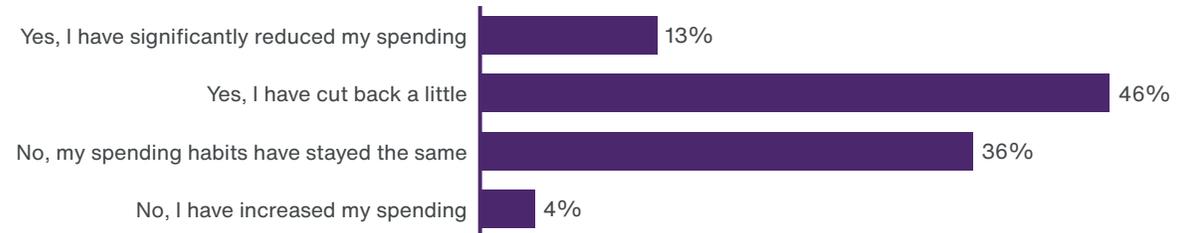


Three in five workers have reduced their spending over the last two months due to financial concerns or economic uncertainty.

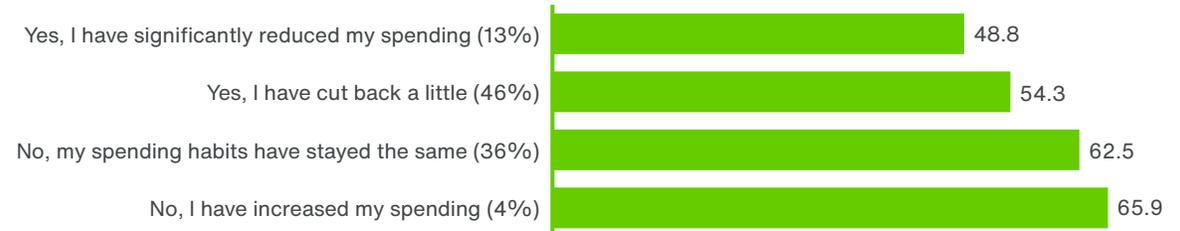
- The highest mental health score (65.9) is among five per cent of workers who have increased their spending over the last two months, nearly nine points higher than the national average (57.0)
- The lowest mental health score (48.8) is among 13 per cent of workers who have significantly reduced their spending over the last two months, 17 points lower than workers who have made no changes (65.9), and nearly eight points lower than the national average (57.0)
- Workers without emergency savings are more than twice as likely as workers with emergency savings to have significantly reduced their spending
- Workers with an annual household income of less than €50,000 are nearly 50 per cent more likely than workers with a yearly household income of more than €50,000 to have significantly reduced their spending



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



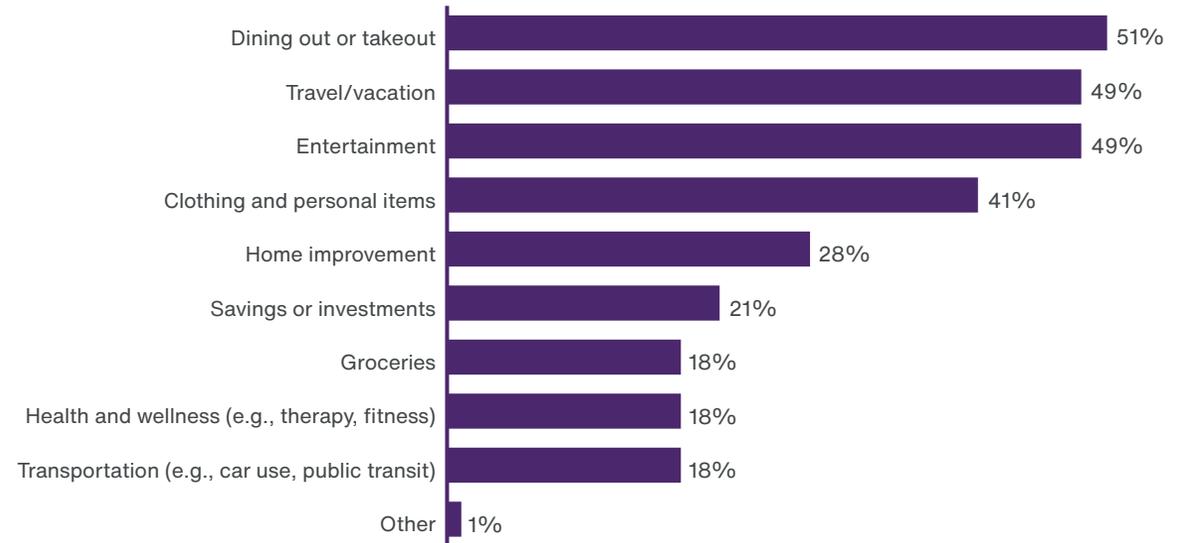
MHI score by “Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?”



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

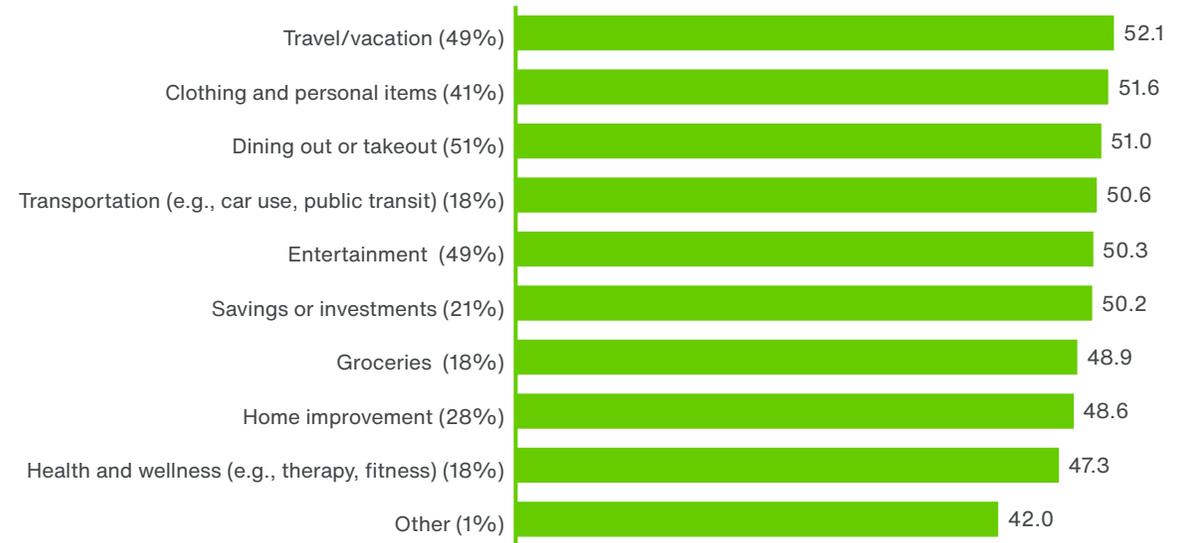
- More than half (51 per cent) of workers have reduced spending on dining out or takeout, 49 per cent have cut back on travel/vacation, 49 per cent have cut back on entertainment, 41 per cent have reduced spending on clothing and personal items, 28 per cent are spending less on home improvement, 21 per cent have cut back on savings or investments, and 18 per cent have reduced spending on groceries
- Workers under 40 are 40 per cent more likely than 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 the lowest mental health score (47.3), nearly 10 points lower than the national average (57.0)

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



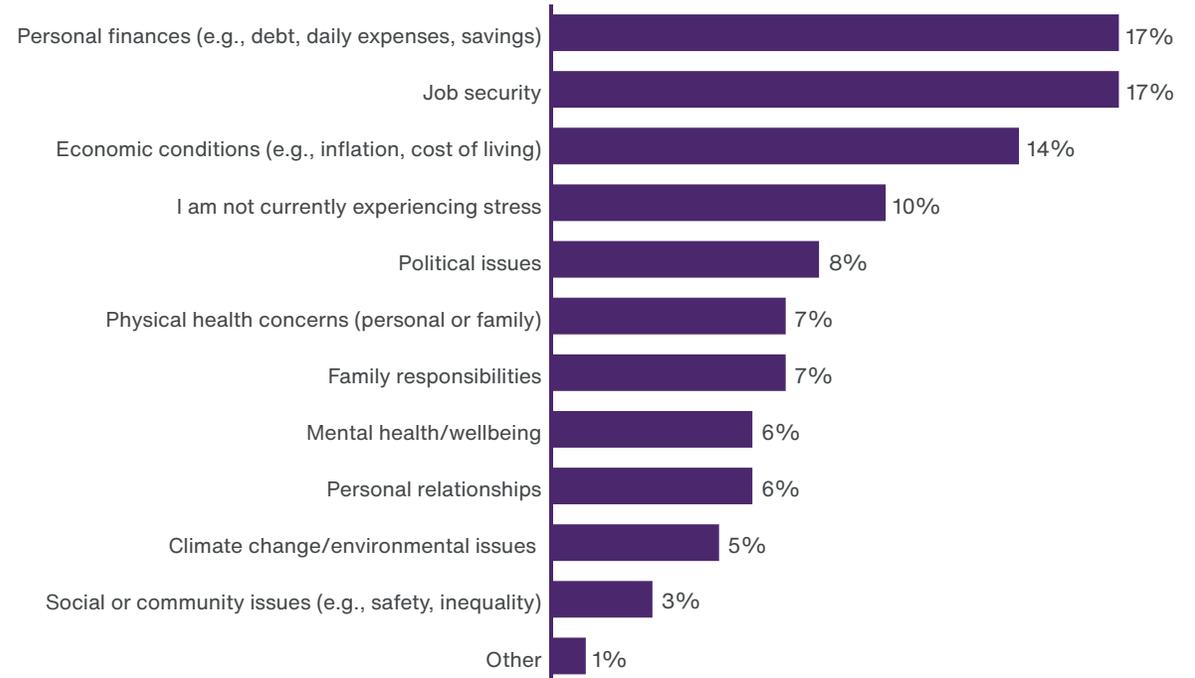
Personal stressors

Finances, job security, and economic conditions are leading sources of personal stress.

- Workers under 40 are 40 per cent more likely than workers over 50 to report not experiencing personal stress
- Workers under 40 are more than 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 €50,000 are nearly 60 per cent more likely than workers with a yearly household income greater than €50,000 to report personal finances as their primary stressor



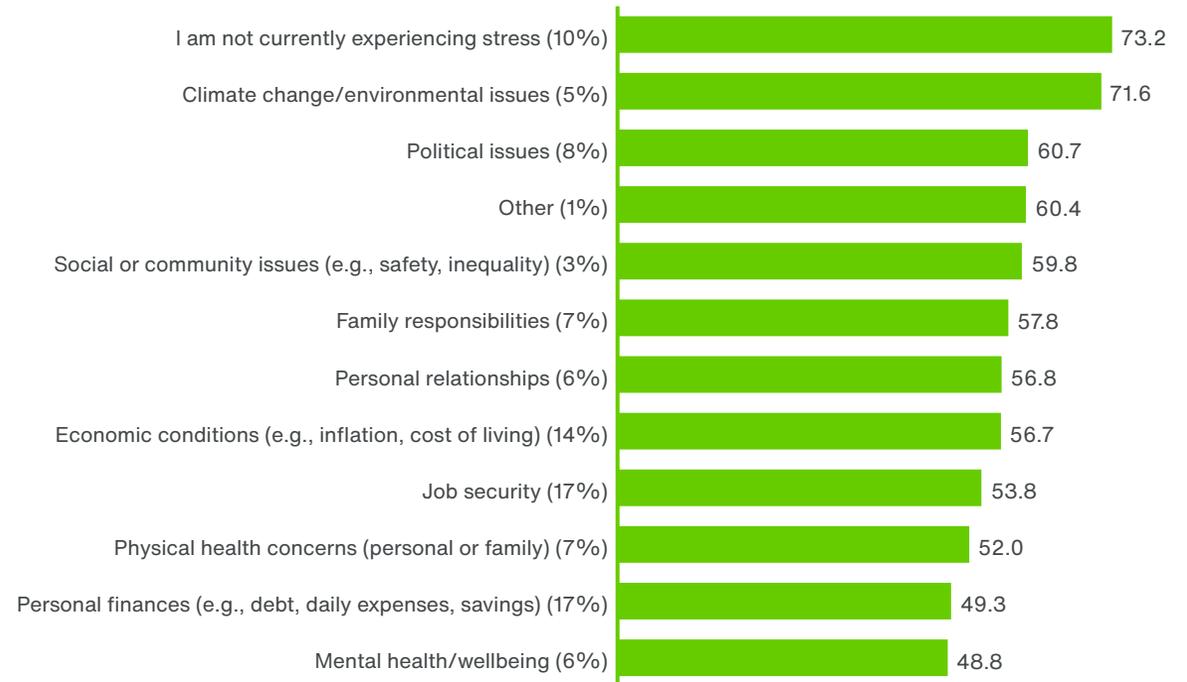
What is your primary source of personal stress right now?



- The highest mental health score (73.2) is among 10 per cent of workers not experiencing personal stress, more than 16 points higher than the national average (57.0)
- The lowest mental health score (48.8) is among six per cent of workers who report mental health/wellbeing as their primary source of personal stress, more than 24 points lower than workers not experiencing personal stress (73.2) and more than eight points lower than the national average (57.0)



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

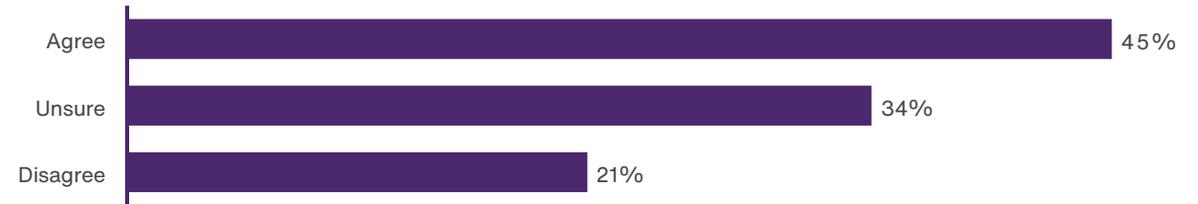


Mental health stigma.

Younger workers are disproportionately more likely to feel negatively about themselves if they have 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 (62.0), five points higher than the national average (57.0)
- Nearly half (45 per cent) of workers would feel negatively about themselves if they had a mental health issue; this group has the lowest mental health score (53.9), more than eight points lower than workers who would not feel negatively about themselves (62.0) and three points lower than the national average (57.0)
- Workers under 40 are 40 per cent more likely than workers over 50 to feel negatively about themselves if they have 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 (55.2) nine points lower than workers who would not be concerned (64.2) and nearly two points lower than the national average (57.0)
- More than one in seven (15 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 (64.2), nearly seven points higher than the national average (57.0)

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”



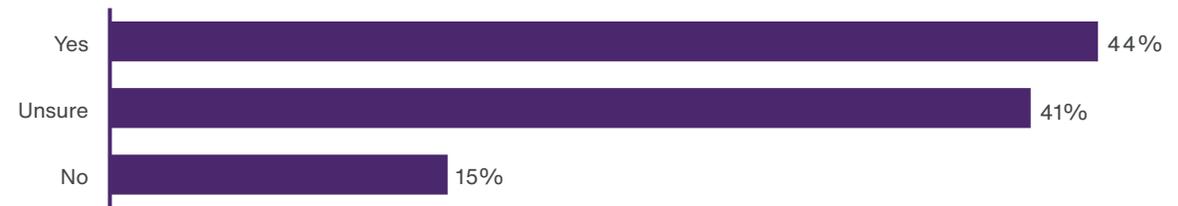
Manager support for wellbeing.

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

- More than two in five (41 per cent) 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
- More than two in five (44 per cent) managers would know what to do if they suspected an employee was struggling with a mental health issue; the mental health score of this group (57.7) is slightly higher than the national average (57.0)



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?”



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

- The highest mental health score (59.5) is among 16 per cent of managers who are unsure whether their organisation offers training on supporting a mentally healthy workplace, more than two points higher than the national average (57.0)
- The lowest mental health score (58.1) is among 27 per cent of managers who report their organisation offers training, but they have not participated

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?”

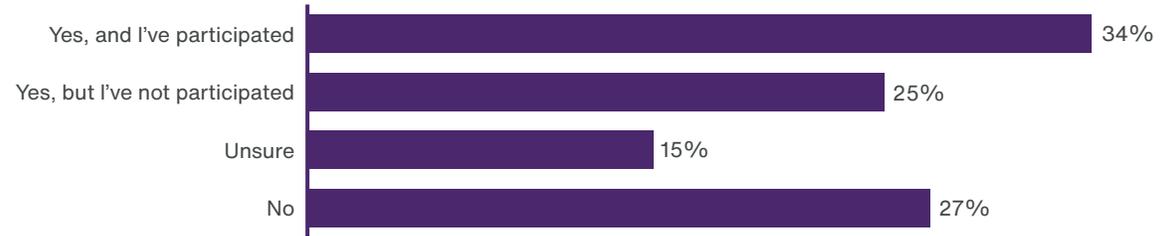


More than two in five managers are unsure or say their organisation does not offer training for people leaders on effective coaching/management techniques.

- The highest mental health score (60.8) is among 15 per cent of managers who are unsure about whether their organisation offers training, more than one point higher than managers who have participated in training (59.4) and nearly four points higher than the national average (57.0)
- The lowest mental health score (56.2) is among 25 per cent of managers who report their organisation offers training, but they have not participated, slightly lower than the national average (57.0)



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?”

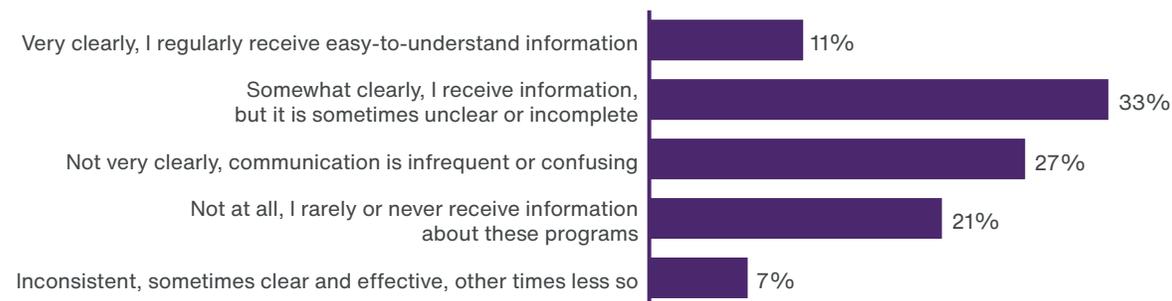


Communication about health and wellbeing programs.

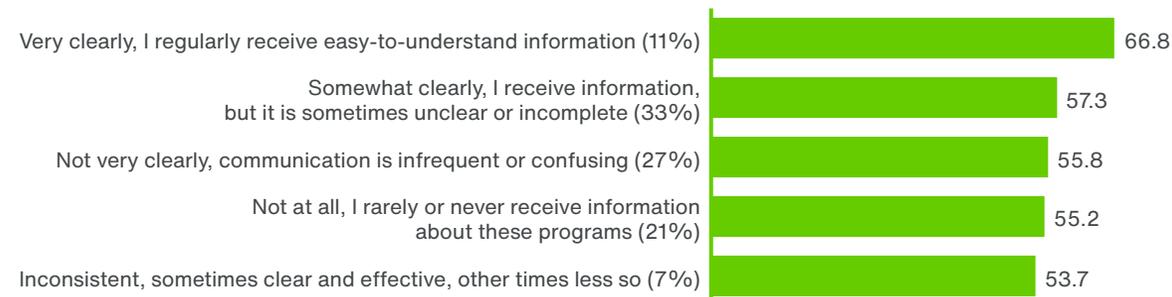
Nine in ten workers say their organisation’s communication about health and wellbeing programs is unclear or inconsistent.

- The highest mental health score (66.8) is among 11 per cent of workers who say their organisation communicates very clearly about health and wellbeing programs, nearly 10 points higher than the national average (57.0)
- The lowest mental health score (53.7) is among seven per cent of workers who say their organisation’s communication about health and wellbeing programs is inconsistent, more than 13 points lower than workers who say communication is very clear (66.8) and more than three points lower than the national average (57.0)
- 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 80 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 30 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 30 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?



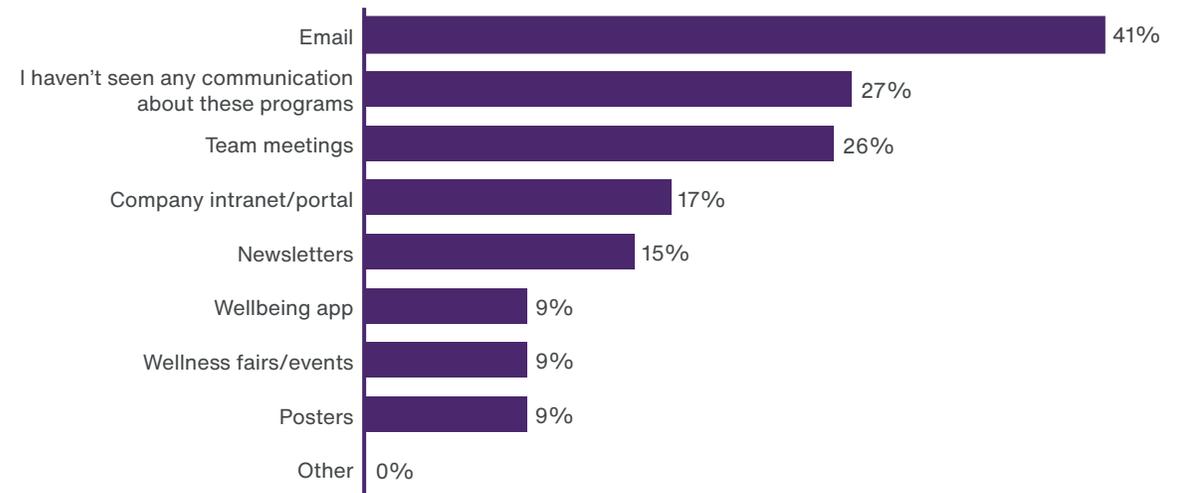
MHI score by “How well does your organisation communicate information about health and wellbeing programs?”



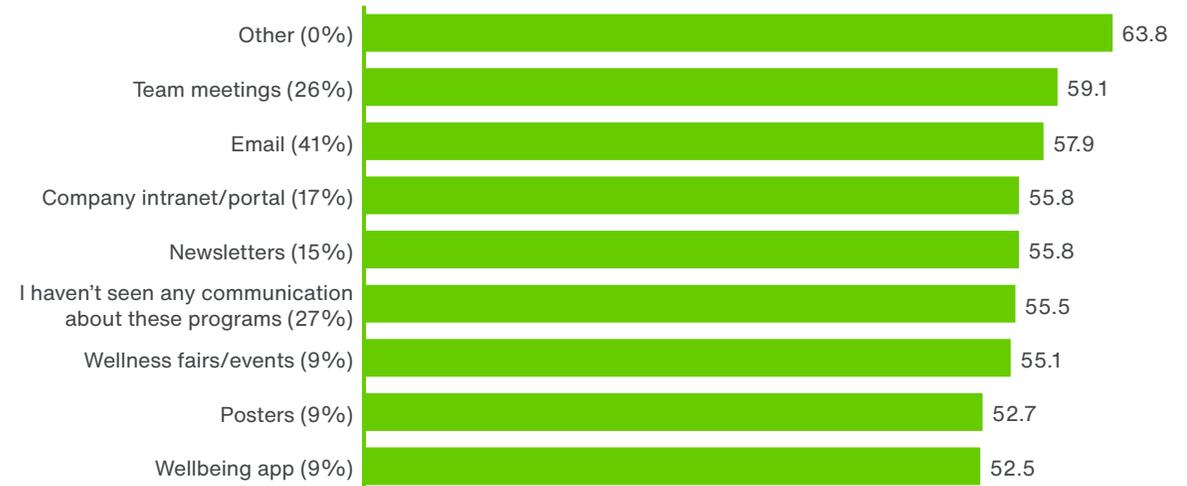
More than one-quarter of workers say they haven't seen any communication about their organisation's health and wellbeing programs.

- Two in five (41 per cent) organisations use email to communicate health and wellbeing programs, 26 per cent communicate programs during team meetings, 17 per cent use their company's intranet/portal, 15 per cent communicate programs via newsletters, nine per cent communicate through a wellbeing app, nine per cent communicate health and wellness programs during wellness fairs/events, and nine per cent use posters
- More than one-quarter (27 per cent) of workers haven't seen any communication about health and wellbeing programs; this group has a mental health score (55.5) nearly three points lower than the national average (57.0)

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



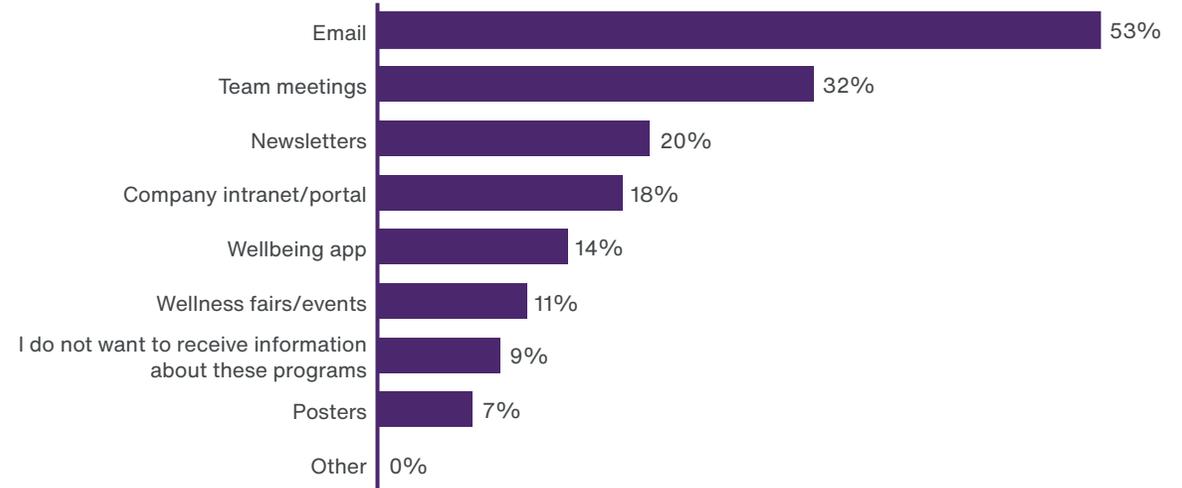
MHI score by "Which methods does your organisation use to communicate health and wellbeing programs?"



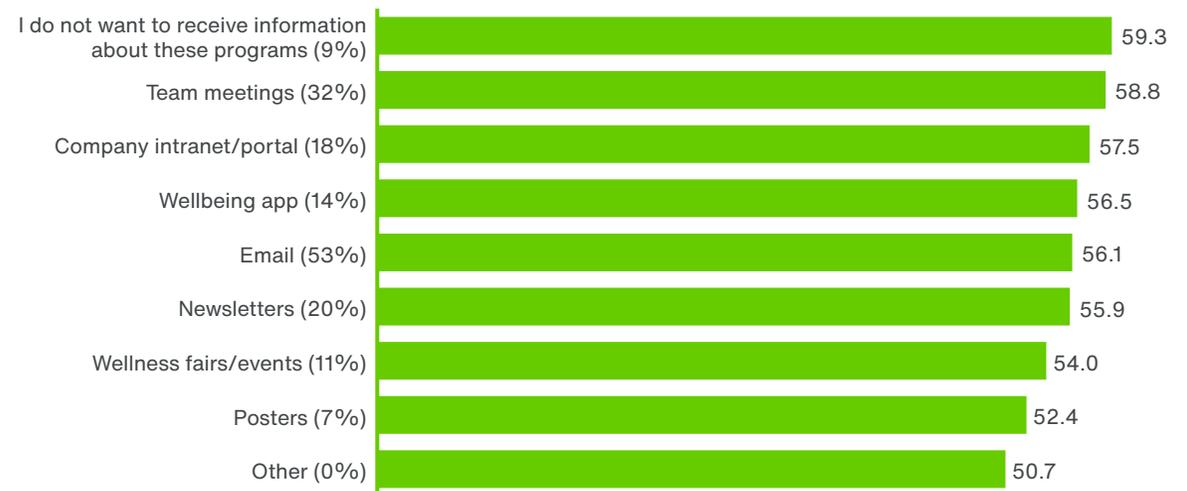
More than half of workers would prefer to receive information about their organisation's health and wellbeing programs via email.



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.

- Four in 10 (40 per cent) workers say their manager has communicated the availability of health and wellbeing programs; the mental health score of this group (58.4) is just over one point higher than the national average (57.0)
- The lowest mental health score (56.0) is among 50 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 to them (58.4) and one point lower than the national average (57.0)



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?”



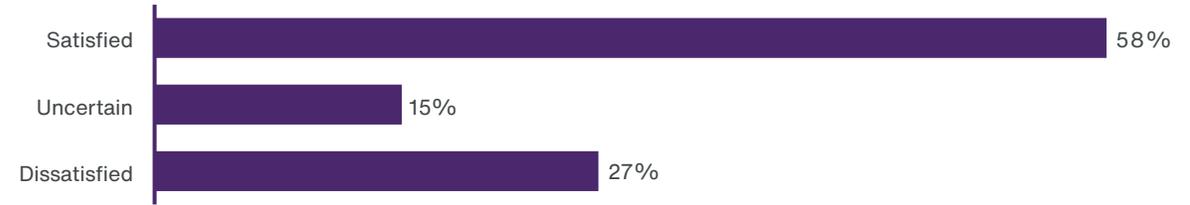
Sleep quality

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

- The highest mental health score (61.8) is among 58 per cent of workers satisfied with the quality of their sleep, nearly five points higher than the national average (57.0)
- The lowest mental health score (49.1) is among 27 per cent of workers dissatisfied with the quality of their sleep, nearly 13 points lower than workers who are satisfied with their sleep quality (61.8) and almost eight points lower than the national average (57.0)



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?”

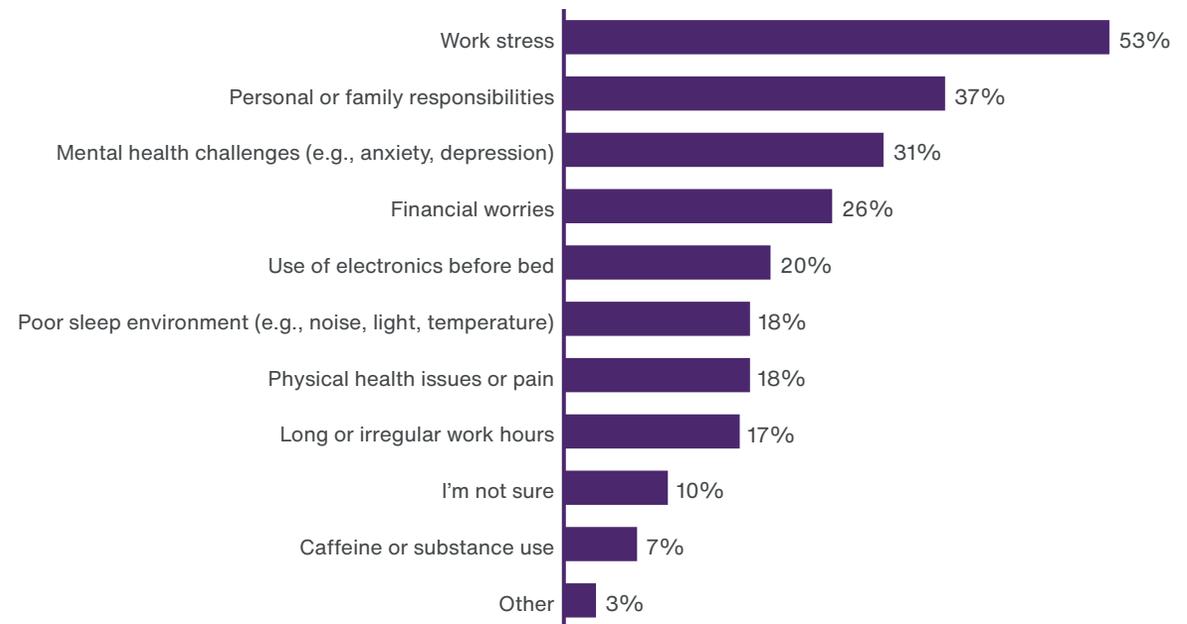


Work stress, personal or family responsibilities, mental health challenges and financial worries are the leading factors contributing to poor sleep quality.

- 31 per cent of workers reporting that mental health challenges contribute to their poor sleep quality have a mental health score (38.4) nearly 19 points lower than the national average (57.0)
- 18 per cent of workers reporting that physical issues or pain contribute to their poor sleep quality have a mental health score (38.4), nearly 19 points lower than the national average (57.0)
- Non-managers are 40 per cent more likely than managers to report that mental health challenges contribute to their poor sleep quality
- Women are 50 per cent more likely than men to say personal or family responsibilities are the primary factor contributing to their poor sleep quality
- Workers with an annual household income less than €50,000 and workers without emergency savings are at least 40 per cent more likely to say financial worries are the leading factor contributing to poor sleep quality



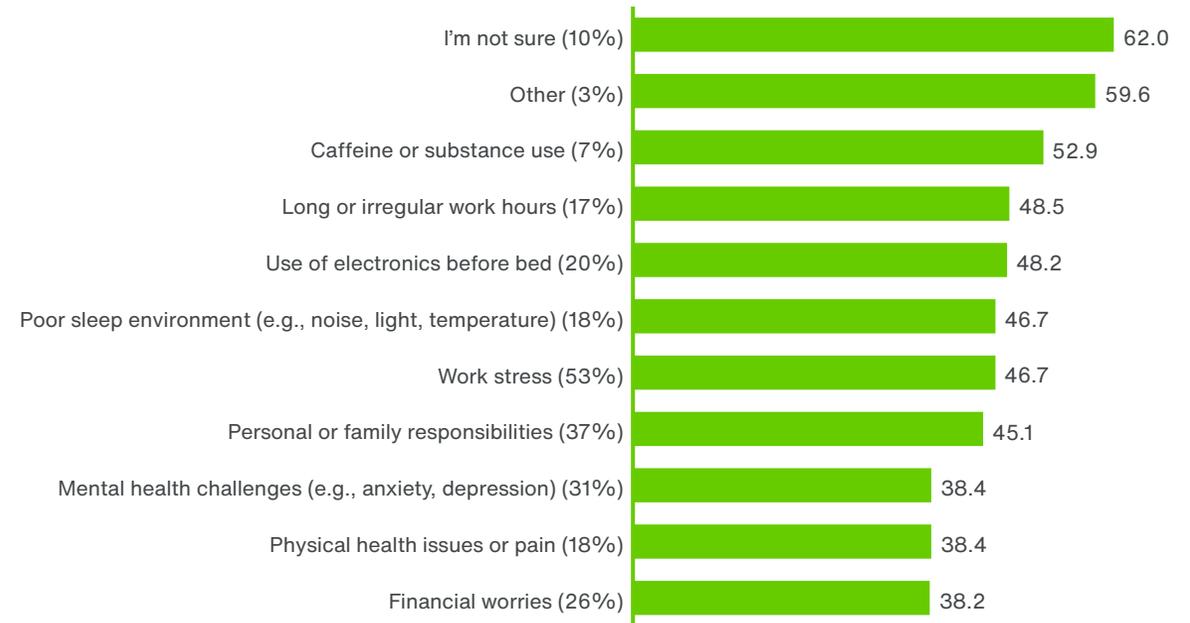
What do you believe are the main factors contributing to your poor sleep quality?



- The lowest mental health score (38.2) is among 26 per cent of workers reporting that financial worries contribute to their poor sleep quality, nearly 19 points lower than the national average (57.0)



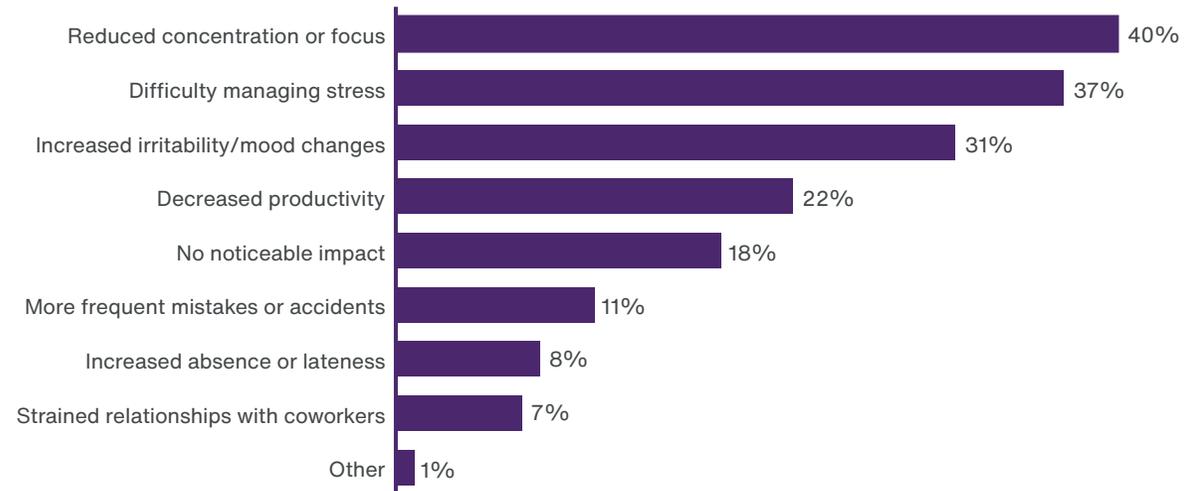
MHI score by “What do you believe are the main factors contributing to your poor sleep quality?”



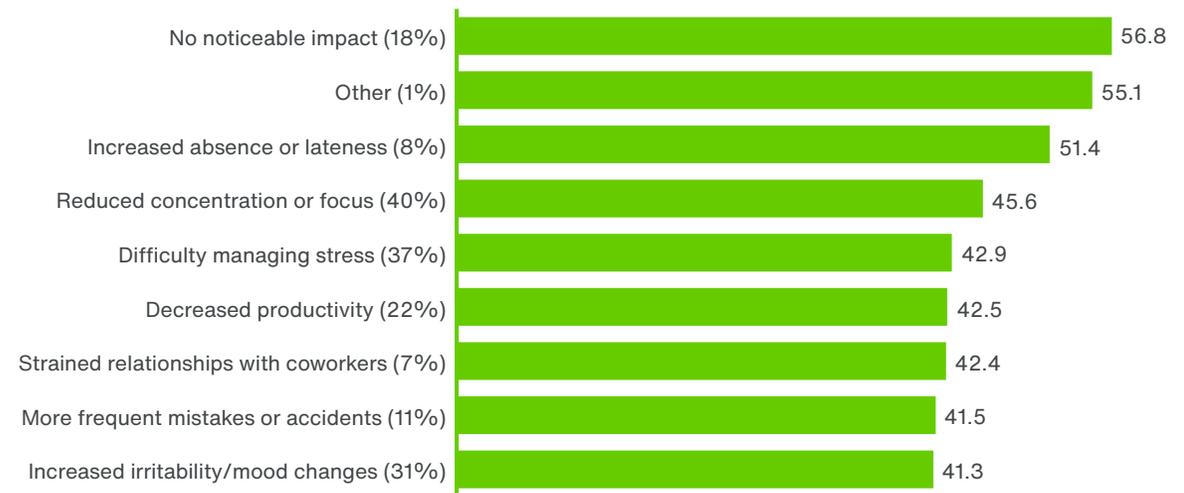
Younger workers are more likely to report decreased productivity and difficulty managing stress due to poor sleep quality.

- The highest mental health score (56.8) is among 18 per cent of workers reporting no noticeable impact at work, in line with the national average (57.0)
- 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 twice as likely as managers to report no noticeable impact at work due to poor sleep quality
- The lowest mental health score (41.3) is among 31 per cent of workers who say poor sleep quality results in increased irritability/mood changes, more than 15 points lower than workers reporting no noticeable impact (56.8) and the national average (57.0)
- Workers under 40 are 80 per cent more likely than workers over 50 to report difficulty managing stress at work due to poor sleep quality
- Men are 40 per cent more likely than women to report decreased productivity at work due to poor sleep quality
- Workers under 40 are 30 per cent more likely than workers over 50 to report decreased productivity 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 Italy 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 Italy. 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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