



TELUS Mental Health Index.

New Zealand | June 2025

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What you need to know for June 2025.

Nearly two in five workers feel anxious and do not have emergency savings to cover basic needs, while three in ten feel isolated, depressed, and say that their mental health is adversely impacting work productivity.

- At 61.2, the mental health of workers has improved from March 2025
- 36 per cent of workers have a high mental health risk, 47 per cent have a moderate mental health risk, and 17 per cent have a low mental health risk; the risk profile of working New Zealanders is equal to that of January 2023, when the Mental Health Index was launched
- Anxiety, optimism, and general psychological health sub-scores have declined from March 2025 whereas other scores have improved or remain the same as the previous period
- Anxiety has been the lowest mental health sub-score for more than two years
- 38 per cent of workers feel anxious
- 35 per cent do not have emergency savings for basic needs
- 31 per cent feel isolated
- 31 per cent feel depressed
- 30 per cent say their mental health is negatively impacting work productivity
- 13 per cent do not feel optimistic about their future
- Mental health scores in Waikato, Marlborough, Nelson, Tasman, and West Coast, as well as Auckland and Wellington, have improved while scores in other regions have declined or are unchanged compared to March 2025
- Managers have a slightly higher mental health score than non-managers
- Labourers have a lower mental health score than service industry and office workers

Just over half of people leaders feel equipped to address employee mental health issues, and more than one-third say their organisation doesn't offer mental health leadership training.

- 37 per cent of people leaders are unsure, and eight per cent would not know what to do if an employee was struggling with a mental health issue
- 36 per cent of people leaders say their organisation does not offer training on their role in supporting a mentally healthy workplace, and 19 per cent are unsure
- 31 per cent of people leaders say their organisation does not offer training in effective coaching or management techniques, and 13 per cent are unsure





More than half of workers fear that disclosure of mental health issues would limit their career options and younger workers disproportionately experience higher self-stigma.

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

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

- 35 per cent of workers say the information they receive on health and wellbeing programmes is sometimes unclear or incomplete
- 20 per cent of workers say the information they receive is infrequent or confusing, and four per cent say the information is inconsistent
- Workers who say their organisation's communication is unclear are nearly nine times more likely to be unaware of health and wellbeing programmes
- 22 per cent of workers say they rarely or never receive information on health and wellbeing programmes
- Non-unionised workers are nearly twice as likely as unionised workers to say they rarely or never receive information about these programmes
- 63 per cent of workers would prefer to receive information about health and wellbeing programmes via email
- 30 per cent of workers would prefer to receive information about health and wellbeing programmes in team meetings
- 42 per cent of workers say their manager has not communicated the availability of health and wellbeing programmes to them



Nearly one-third of workers are dissatisfied with the quality of their sleep.

Younger workers are more likely to experience reduced productivity because of poor sleep.

- 31 per cent of workers are dissatisfied with the quality of their sleep
- 40 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 25 points lower than the national average
- Workers under 40 are 50 per cent more likely to say that mental health challenges contribute to their poor sleep
- 40 per cent of workers say that personal or family responsibilities are a leading factor contributing to poor sleep
- 38 per cent of workers say that financial worries are a leading factor contributing to poor sleep
- 30 per cent of workers say that physical health issues or pain are a leading factor contributing to poor sleep
- 29 per cent of workers say that work stress is a leading factor contributing to poor sleep
- 54 per cent of workers say poor sleep quality has resulted in reduced concentration or focus at work
- 35 per cent of workers say poor sleep quality has resulted in decreased productivity
- 32 per cent of workers say poor sleep quality has resulted in increased irritability or mood changes
- 29 per cent of workers say poor sleep quality has resulted in difficulty managing stress

For the second consecutive period, finances are the leading source of personal stress.

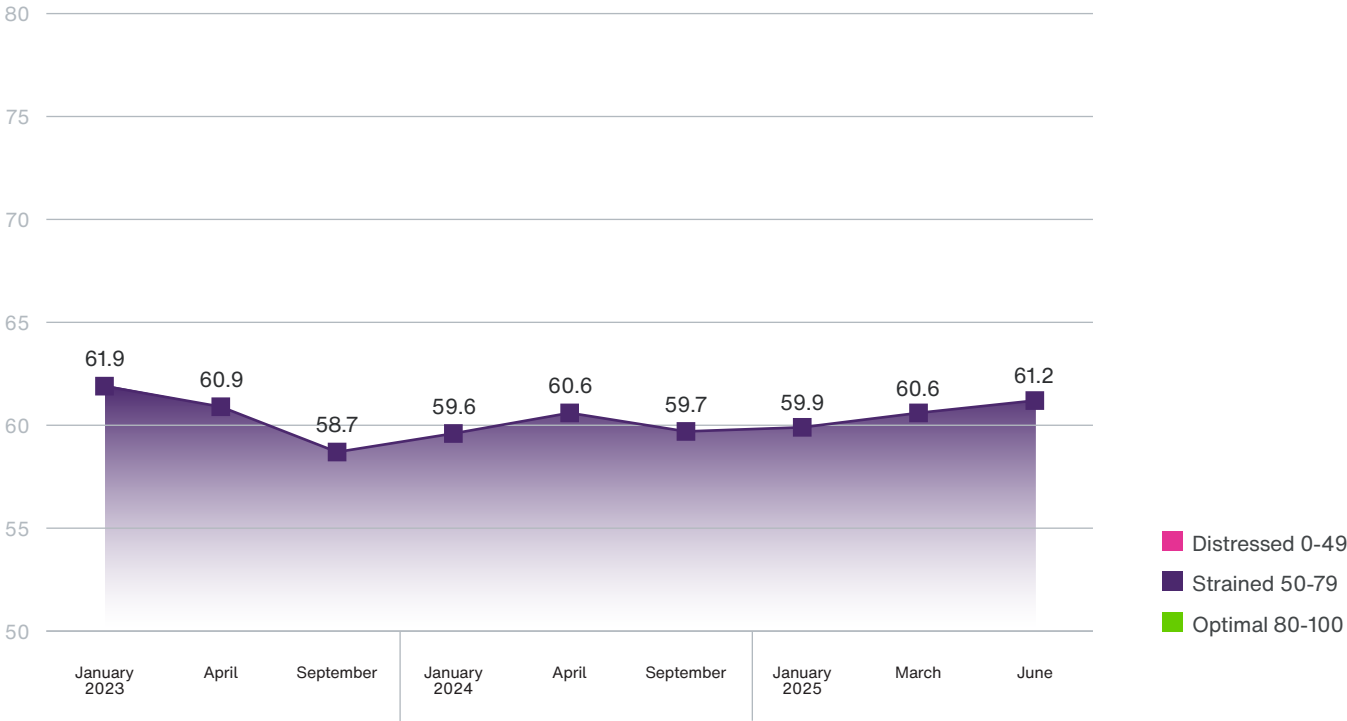
Eight in 10 workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

- 71 per cent of workers have cut back on their spending over the last two months because of financial concerns or economic uncertainty; 51 per cent have cut back a little, and 20 per cent have significantly reduced their spending
- 27 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 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
- 53 per cent of workers can meet most of their everyday needs, but with some difficulty, 13 per cent often struggle to meet basic needs, and three per cent regularly cannot meet basic needs
- 26 per cent of workers say personal finances are their primary source of personal stress
- 16 per cent of workers say economic conditions are their primary source of personal stress
- 13 per cent of workers say job security is their primary source of personal stress

The Mental Health Index.

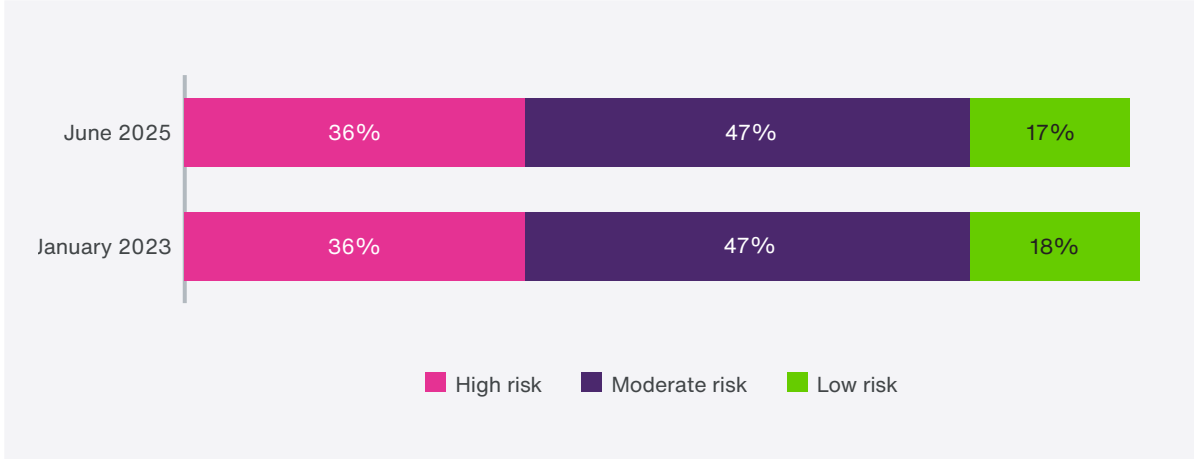
The overall Mental Health Index (MHI) for June 2025 is 61.2. The mental health score of workers in New Zealand has continued to improve since September 2024. In June 2025, the mental health score has improved by 0.6 points from the previous period.

MHI Current Month June 2025	March 2025
61.2	60.6



Mental health risk.

In June 2025, 36 per cent of workers have a high mental health risk, 47 per cent have a moderate mental health risk, and 17 per cent have a low mental health risk. More than two years since the launch of the Mental Health Index in January 2023, the proportions in the high-risk, moderate-risk, and low-risk categories remain unchanged.



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.

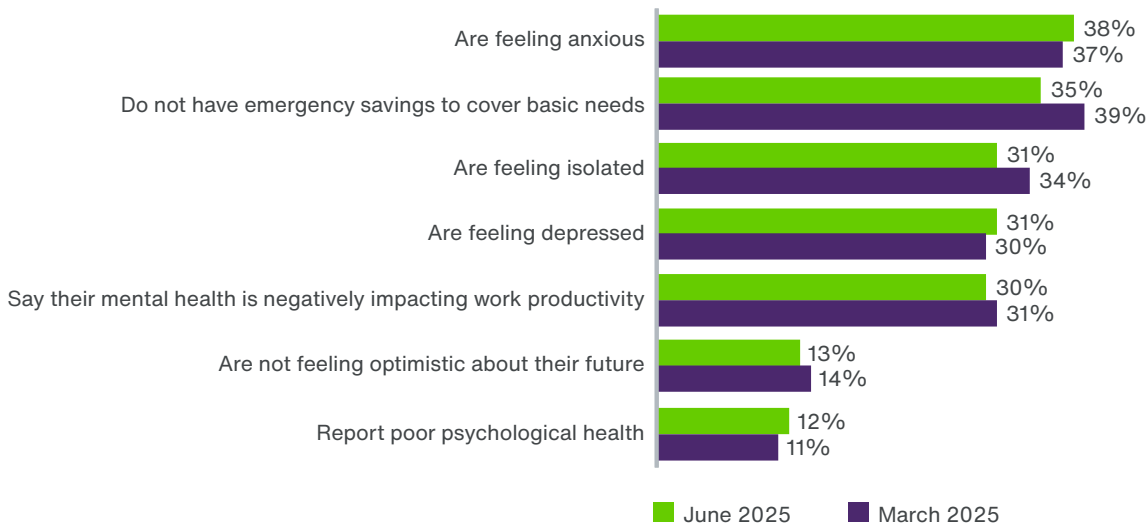
For more than two years, anxiety (52.9) has been the lowest Mental Health Index sub-score. Depression (58.7), isolation (59.4), work productivity (59.5), financial risk (61.0), and optimism (66.1) follow. General psychological health (68.9) continues to be the most favourable mental health measure in June 2025.

- All mental health sub-scores, apart from anxiety, optimism and psychological health, have increased or are unchanged compared to the previous period
- Despite a two-point improvement from March to June 2025, the isolation sub-score is consistently among the lowest mental health sub-scores for more than two years

Nearly two in five (38 per cent) of workers feel anxious, 35 per cent do not have emergency savings for basic needs, 31 per cent feel isolated, 31 per cent feel depressed, 30 per cent say their mental health is negatively impacting work productivity, 13 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	52.9	53.4
Depression	58.7	58.5
Isolation	59.4	57.3
Work productivity	59.5	57.9
Financial risk	61.0	58.9
Optimism	66.1	66.3
Psychological health	68.9	69.1

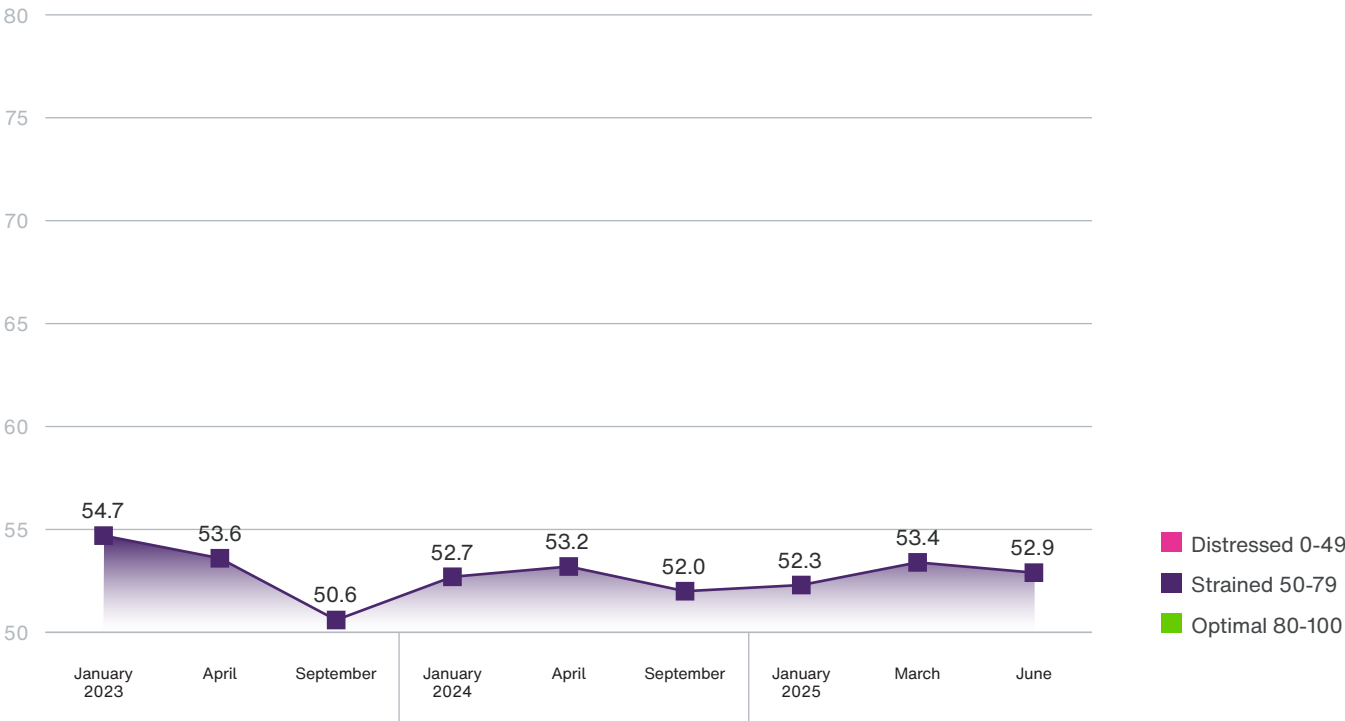
Percentage at risk by MHI sub-score



Anxiety

In June 2025, 38 per cent of workers say they often feel unsettled and nervous.

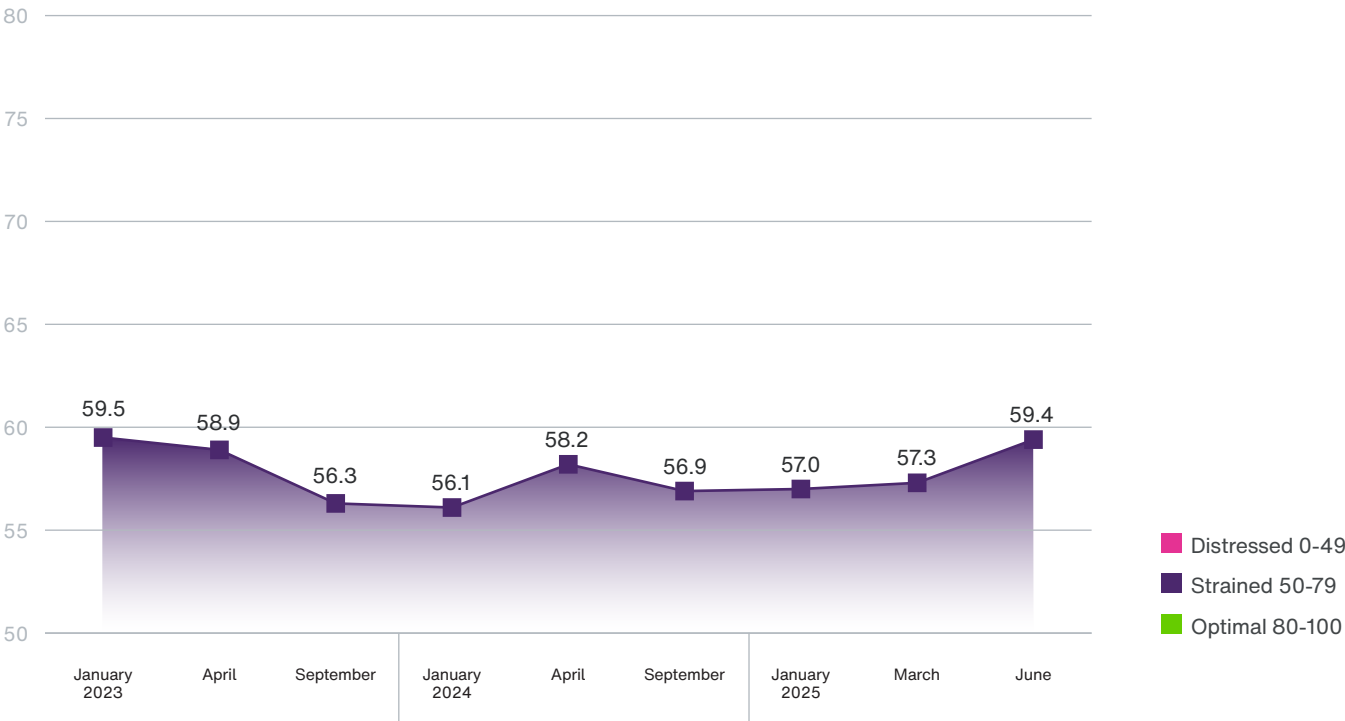
Anxiety sub-scores have varied since the launch of the MHI in January 2023. In June 2025, the anxiety sub-score has declined half a point from the last period. Following periods of improvement and decline, anxiety has remained the lowest of all mental health sub-scores for more than two years.



Isolation

In June 2025, 31 per cent of workers say they often feel alone.

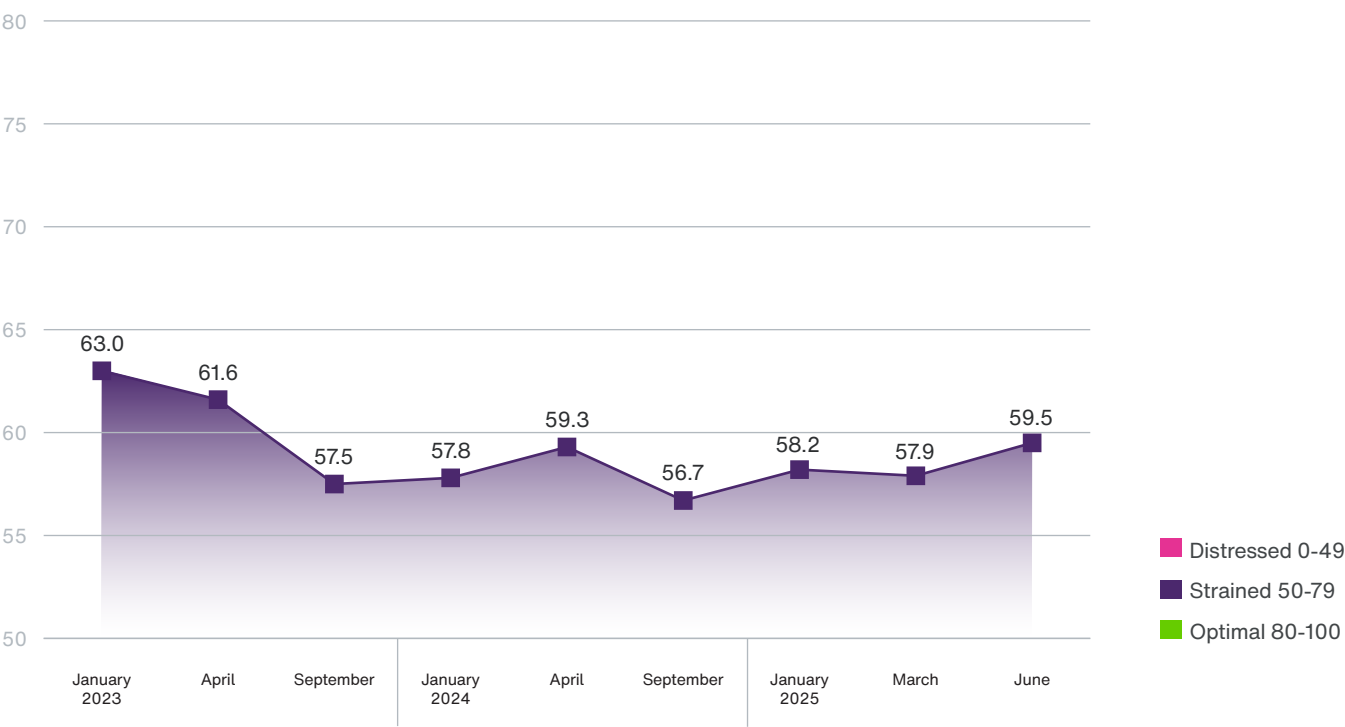
From January 2023 to January 2024, the isolation sub-score declined steadily. Following a brief rebound in April 2024, the sub-score declined in September and stabilised through April 2025. In June 2025, the isolation sub-score has improved more than two points to a level not seen since the launch of the MHI in January 2023. Despite this improvement, the isolation sub-score remains among the lowest mental health sub-scores for more than two years.



Work productivity

In June 2025, 30 per cent of workers say their mental health is negatively impacting their work productivity and goals.

Work productivity has generally declined since January 2023. After falling to its lowest point in September 2024, the work productivity sub-score rebounded in January 2025, declined modestly in March 2025 and has improved in June. Despite this improvement, the work productivity score remains more than three points lower than at the launch of the MHI in January 2023.

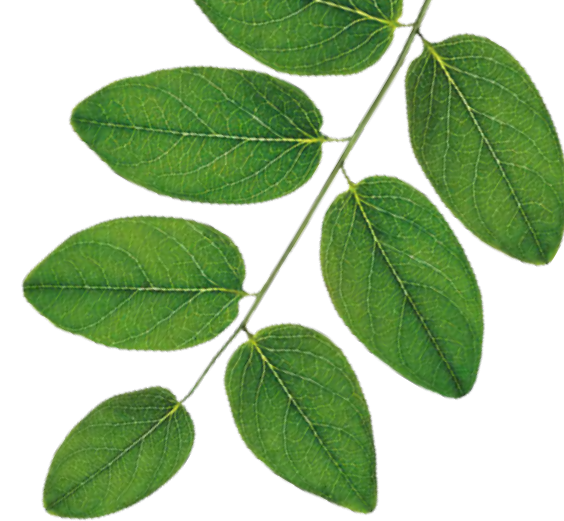


Mental health by gender and age.

- 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 58.9 compared to 63.5 for men
- Since January 2023, mental health scores have improved with age
- Differences in mental health scores between workers with and without minor children are evident. Workers with at least one child have a lower score (59.8) than workers without children (62.2)

Mental health by employment status.

- Overall, four per cent of respondents are unemployed¹ and 11 per cent report reduced hours or reduced salary
- Respondents not currently employed have the lowest mental health score (53.8), followed by workers reporting fewer hours than the last month (53.9), workers reporting reduced salary compared to the previous month (55.6), and workers with no change to salary or hours (62.3)
- Labourers have a lower mental health score (57.2) than service industry (61.2) and office workers (62.6)
- Managers have a slightly higher mental health score (61.8) than non-managers (61.1)
- Self-employed/sole proprietors have the highest mental health score (63.2)
- Respondents working for companies with 5,001-10,000 employees have the lowest mental health score (58.6)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (39.9) than the overall group (61.2). Workers with an emergency fund have an average mental health score of 70.6

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

The Mental Health Index by region.

In June 2025, mental health scores in Waikato, Marlborough, Nelson, Tasman, and West Coast, as well as Auckland and Wellington, have improved, while scores in other regions are unchanged or have declined compared to March 2025.

- The most significant decline is in Northland, down 5.6 points from March, making it the lowest mental health score (54.8) in June
- With a significant 3-point increase, Marlborough, Nelson, Tasman, and West Coast have the highest mental health score (65.4) in June
- Overall, the North and South Islands have similar scores in June

Region	June 2025	March 2025	Change
Waikato	62.3	58.0	4.3
Marlborough, Nelson, Tasman, and West Coast	65.4	62.4	3.0
Auckland	61.9	59.8	2.1
Wellington	59.7	58.9	0.8
Otago and Southland	57.7	58.4	-0.7
Manawatū-Whanganui and Taranaki	61.8	62.9	-1.1
Canterbury	61.8	63.0	-1.2
Bay of Plenty	60.7	61.9	-1.2
Gisborne and Hawke’s Bay	58.8	63.2	-4.4
Northland	54.8	60.4	-5.6

N vs S Island	June 2025	March 2025	Change
North Island	61.1	60.2	0.9
South Island	61.3	61.9	-0.6

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

Employment status	June 2025	March 2025
Employed (no change in hours/salary)	62.3	61.9
Employed (fewer hours compared to last month)	53.9	52.8
Employed (reduced salary compared to last month)	55.6	52.8
Not currently employed	53.8	54.2

Age group	June 2025	March 2025
Age 20-29	58.1	56.5
Age 30-39	56.5	57.4
Age 40-49	61.7	61.2
Age 50-59	66.9	67.3
Age 60-69	72.9	69.8

Number of children	June 2025	March 2025
No children in household	62.2	61.0
1 child	59.6	59.3
2 children	59.9	61.2
3 children or more	60.4	59.8

Gender	June 2025	March 2025
Men	63.5	62.4
Women	58.9	58.9

Household income/annum	March 2025	Jan. 2025
<\$30K	51.7	51.9
\$30K to <\$60K	54.8	54.5
\$60K to <\$100K	58.9	58.2
\$100K to <\$150K	63.3	61.9
\$150K or more	66.9	67.5

Employer size	June 2025	March 2025
Self-employed/sole proprietor	63.2	58.2
2-50 employees	62.7	61.3
51-100 employees	60.6	57.9
101-500 employees	60.5	62.3
501-1,000 employees	61.3	58.3
1,001-5,000 employees	60.3	64.1
5,001-10,000 employees	58.6	63.1
More than 10,000 employees	61.1	61.4

Manager	June 2025	March 2025
Manager	61.8	60.9
Non-manager	61.1	60.9

Work environment	June 2025	March 2025
Labour	57.2	57.1
Office/desk	62.6	62.3
Service	61.2	60.3

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

The Mental Health Index by industry.

Workers in Accommodation have the lowest mental health score (53.8), followed by full-time post-secondary students (54.6), and workers in Food Services (54.6).

Workers in Professional, Scientific and Technical Services (66.6), Construction (66.4), and Finance and Insurance (64.5) have the highest mental health scores in June.



Industry	June 2025	March 2025	Change
Arts, Entertainment and Recreation	61.7	51.7	10.0
Other services (except Public Administration)	59.1	51.5	7.6
Utilities	57.8	51.7	6.1
Finance and Insurance	64.5	59.6	4.9
Professional, Scientific and Technical Services	66.6	63.8	2.7
Construction	66.4	63.7	2.6
Other	60.0	57.6	2.4
Retail Trade	56.6	55.0	1.6
Administrative and Support Services	58.5	56.9	1.6
Food Services	54.6	53.9	0.7
Public Administration	63.6	63.0	0.6
Full-time post-secondary student	54.6	55.2	-0.6
Technology	63.6	64.2	-0.6
Real Estate, Rental and Leasing	61.6	62.3	-0.7
Health Care and Social Assistance	63.3	64.1	-0.8
Transportation and Warehousing	60.1	61.7	-1.6
Educational Services	62.8	64.5	-1.7
Agriculture, Forestry, Fishing and Hunting	58.0	60.9	-2.9
Manufacturing	57.6	61.9	-4.3
Wholesale Trade	59.9	65.7	-5.8
Accommodation	53.8	64.6	-10.8

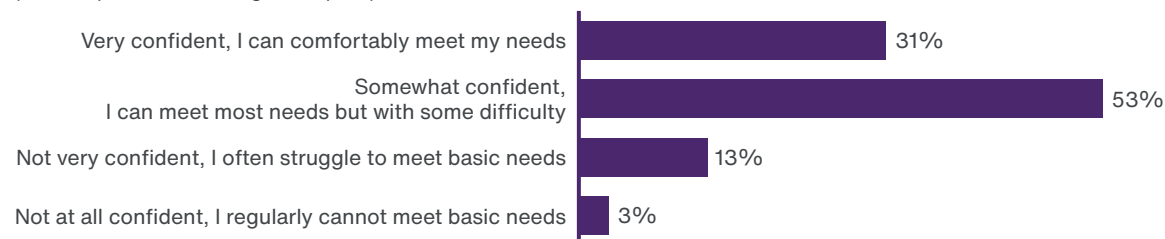
Spotlight

Financial wellbeing

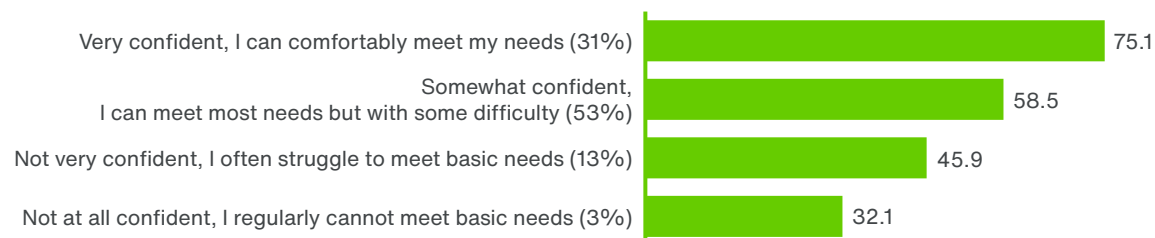
Nearly seven in ten workers are concerned about not being able to financially support their everyday needs.

- The highest mental health score (75.1) is among 31 per cent of workers who can comfortably meet their needs, nearly 14 points higher than the national average (61.2)
- Workers over 50 are nearly twice as likely as workers under 40 to feel confident they can comfortably meet their needs
- Workers with a yearly household income greater than \$100,000 are 60 per cent more likely than workers with an annual household income less than \$100,000 to feel confident they can comfortably meet their needs
- The lowest mental health score (32.1) is among three per cent of workers who regularly cannot meet basic needs, 43 points lower than workers who can comfortably meet their needs (75.1) and nearly 29 points lower than the national average (61.2)
- Workers without emergency savings are 12 times more likely than workers with emergency savings to report not being regularly able to meet basic needs

How confident are you that you can financially support your everyday needs?
(% of respondents selecting each option)



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

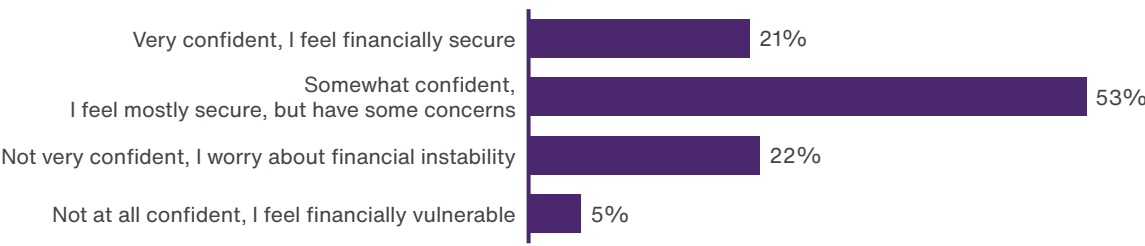


Eight in 10 workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

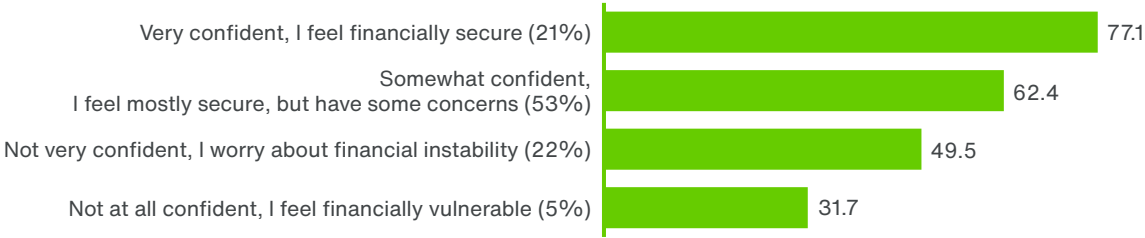
- The highest mental health score (77.1) is among 21 per cent of workers who are very confident in their financial future, 16 points higher than the national average (61.2)
- Workers over 50 are 70 per cent more likely than workers under 40 to feel financially secure
- Non-parents are 30 per cent more likely than parents to feel financially secure
- The lowest mental health score (31.7) is among five per cent of workers who feel financially vulnerable and not at all confident in their financial future, more than 45 points lower than workers who feel financially secure (77.1), and nearly 30 points lower than the national average (61.2)
- Workers with a yearly household income less than \$100,000 are three times more likely than workers with an annual household income greater than \$100,000 to feel financially vulnerable
- Women are 60 per cent more likely than men to feel financially vulnerable



Thinking about the next 6 months, how confident are you in your financial future?
(% of respondents selecting each option)



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

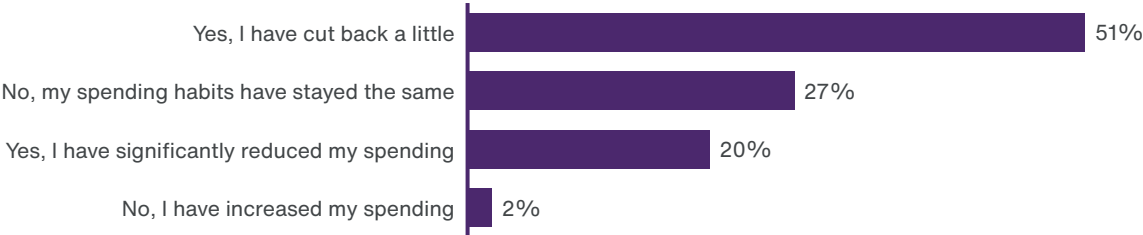


Nearly three-quarters of workers have reduced their spending over the last two months due to financial concerns or economic uncertainty.

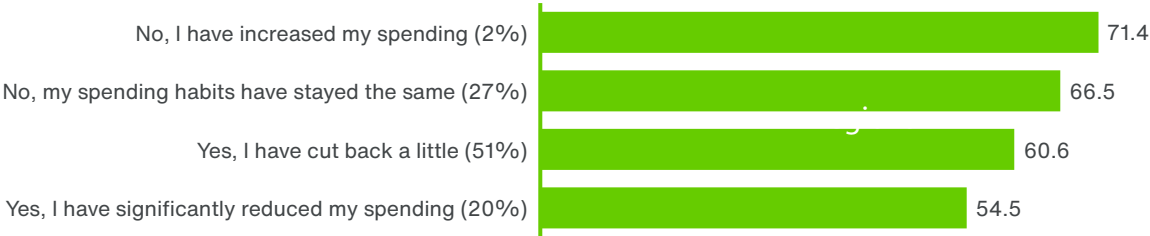
- The highest mental health score (71.4) is among two per cent of workers reporting they have increased their spending habits over the last two months, more than 10 points higher than the national average (61.2)
- The lowest mental health score (54.5) is among 20 per cent of workers who have significantly reduced their spending over the last two months, almost 17 points lower than workers who have increased their spending (71.4), and nearly seven points below the national average (61.2)
- Workers without emergency savings are 80 per cent more likely to have significantly reduced their spending
- Workers with an annual household income less than \$100,000 are 40 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? (% of respondents selecting each option)



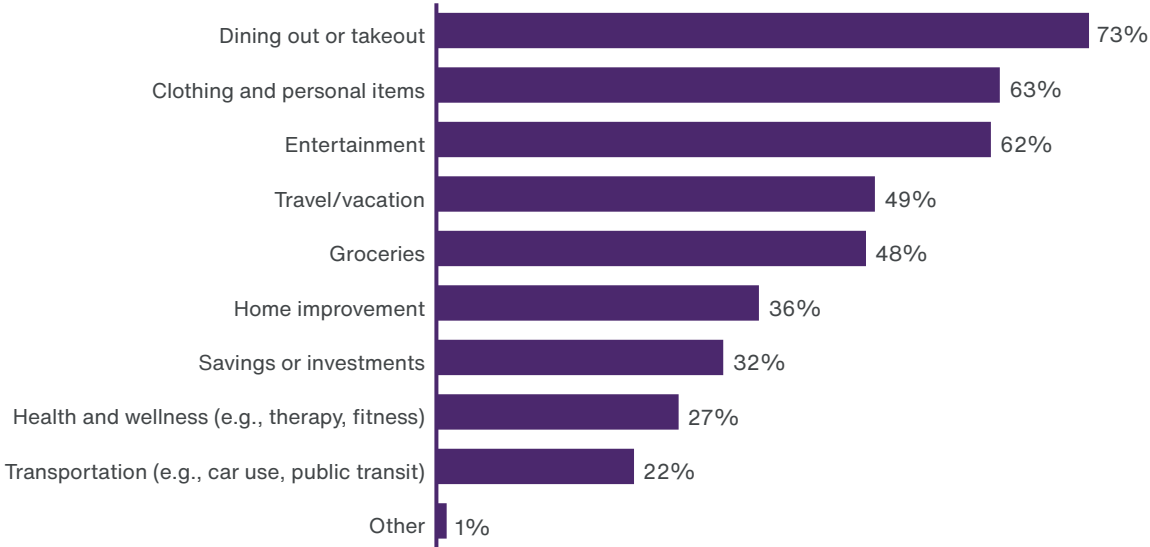
MHI score by “Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?”



More than one-quarter of workers have reduced their spending on health and wellness, with women being more likely to make this change.

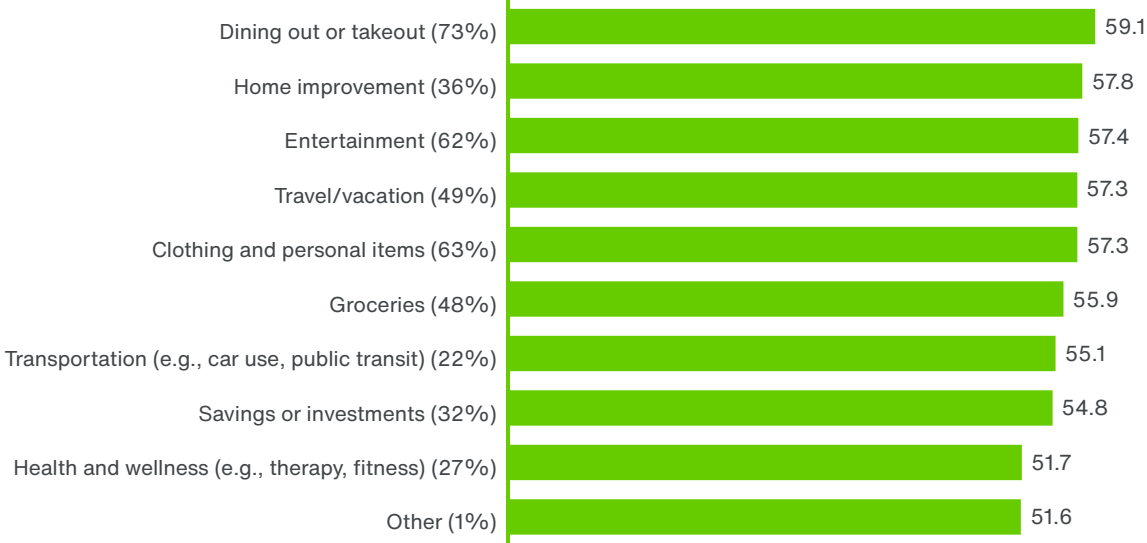
- More than one quarter (27 per cent) have reduced their spending on health and wellness; this group has the lowest mental health score (51.7), nearly 10 points lower than the national average (61.2)
- Women are 50 per cent more likely than men to have reduced their spending on health and wellness

In which areas have you reduced your spending? (% of respondents selecting each option)



- Nearly three-quarters (73 per cent) of workers have reduced spending on dining out or takeout, 63 per cent have reduced spending on clothing and personal items, 62 per cent cut back on entertainment, 49 per cent have cut back on travel/vacation, 48 per cent have reduced spending on groceries, 36 per cent are spending less on home improvement, and 32 per cent have cut back on savings or investments

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



Personal stressors

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

- Workers over 50 are nearly five times more likely than workers under 40 to report not experiencing personal stress
- Men are 50 per cent more likely than women to report not experiencing personal stress
- Workers under 40 are 60 per cent more likely than workers over 50 to say mental health/wellbeing is their primary source of personal stress
- Workers with an annual household income less than \$100,000 are 60 per cent more likely than workers with a yearly household income greater than \$100,000 to report physical health concerns (personal or family) as their primary stressor
- Parents and managers are at least 40 per cent more likely to report physical health concerns (personal or family) as their primary stressor



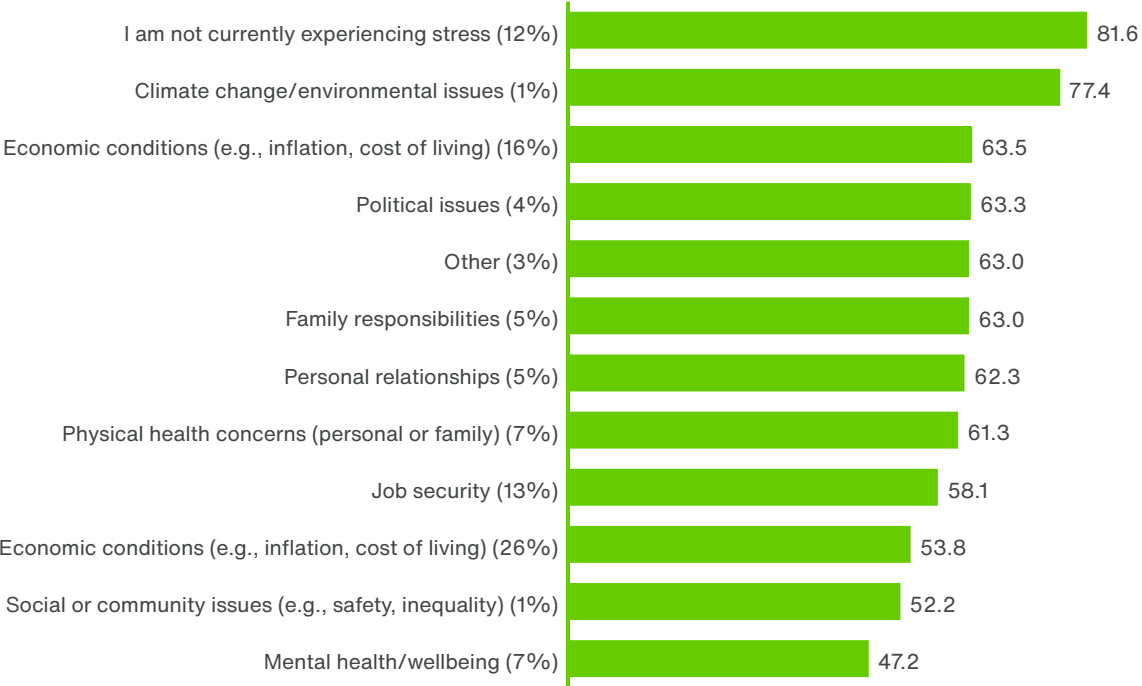
What is your primary source of personal stress right now? (% of respondents selecting each option)



- The highest mental health score (81.6) is among 12 per cent of workers not experiencing personal stress, more than 20 points higher than the national average (61.2)
- The lowest mental health score (47.2) is among seven per cent of workers who report mental health/ wellbeing as their primary source of personal stress, more than 34 points lower than workers not experiencing personal stress (81.6) and more than 14 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 three in ten (29 per cent) workers would not feel negatively about themselves if they had a mental health issue; this group has the highest mental health score (67.1), six points higher than the national average (61.2)
- More than two in five (41 per cent) workers would feel negatively about themselves if they had a mental health issue; this group has the lowest mental health score (54.9), more than 13 points lower than workers who would not feel negatively about themselves (67.1) and more than seven points lower than the national average (61.2)
- Workers under 40 are 50 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 (% of respondents selecting each option)



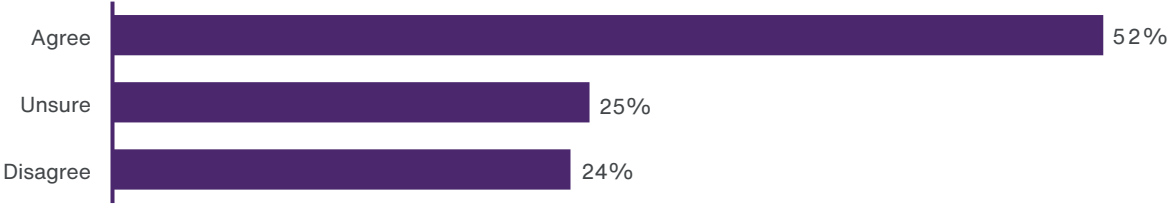
MHI score by “I would feel negatively about myself if I had a mental health issue”



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.

- Just over half (52 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 (56.1), more than 13 points lower than workers who would not be concerned (69.2) and more than five points lower than the national average (61.2)
- Nearly one-third (24 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 (69.2), eight 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 (% of respondents selecting each option)



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

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

- The highest mental health score (64.0) is among 54 per cent of managers who would know what to do if they suspected an employee was struggling with a mental health issue, nearly three points higher than the national average (61.2)
- Nearly two in five (37 per cent) managers are unsure and an additional eight per cent would not know what to do if they suspected an employee was struggling with a mental health issue; the mental health scores of these groups (60.8 and 51.9, respectively) are more than three points lower than the mental health of score managers who would know what to do (64.0)



If you suspected an employee was struggling with a mental health issue, would you know what to do? (% of respondents selecting each option)



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



More than 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 (64.0) is among 28 per cent of managers who have participated in training on their role in supporting a mentally healthy workplace, nearly three points higher than the national average (61.2)
- The lowest mental health score (60.9) is among 36 per cent of managers who report their organisation does not offer training for people leaders on their role in supporting a mentally healthy workplace, more than three points lower than managers who have participated in training (64.0) and modestly lower than the national average (61.2)



Does your organisation offer training for people leaders on their role in supporting a mentally healthy workplace? (% of respondents selecting each option)



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

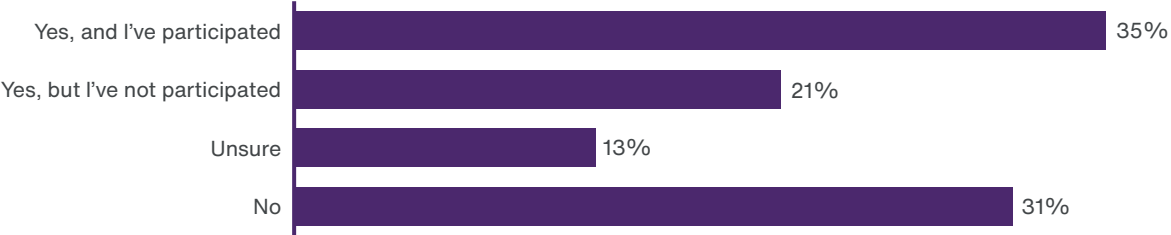


More than two in five managers are unsure or say their organisation does not offer training for people leaders on effective coaching/management techniques.

- The highest mental health score (65.3) is among 35 per cent of managers who have participated in training on effective coaching/management techniques, more than four points higher than the national average (61.2)
- The lowest mental health score (57.7) is among 21 per cent of managers who report their organisation offers training, but they have not participated, more than eight points lower than managers who have participated (65.3) and almost four points lower than the national average (61.2)



Does your organisation offer training for people leaders on effective coaching/management techniques? (% of respondents selecting each option)



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

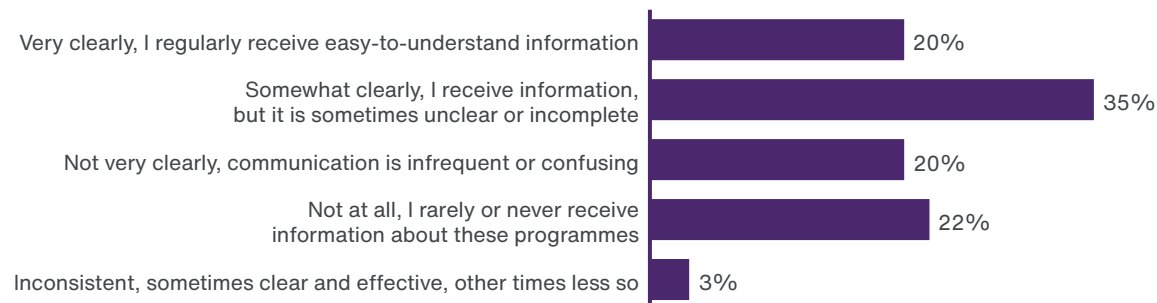


Communication about health and wellbeing programmes

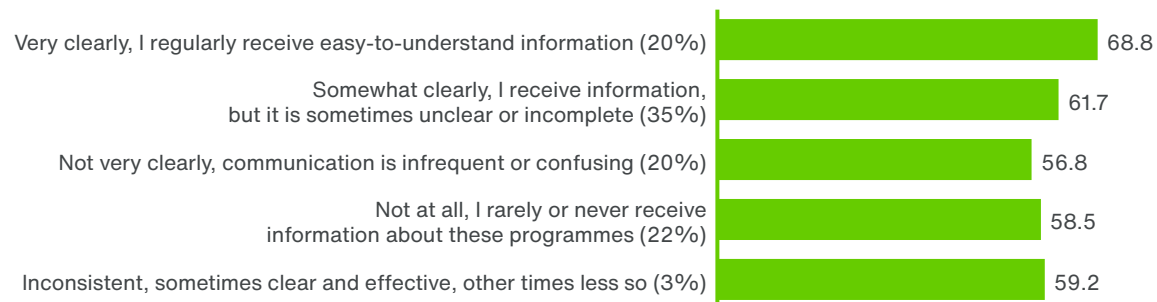
Eight in 10 workers say their organisation's communication about health and wellbeing programmes is unclear or inconsistent.

- The highest mental health score (68.8) is among 20 per cent of workers who say their organisation communicates very clearly about health and wellbeing programmes, more than seven points higher than the national average (61.2)
- The lowest mental health score (56.8) is among 20 per cent of workers who say their organisation's communication about health and wellbeing programmes is not very clear, infrequent or confusing, 12 points lower than workers who say communication is very clear (68.8) and more than five points lower than the national average (61.2)
- Non-unionized workers are 90 per cent more likely than unionized workers to say they rarely or never receive information about these programmes
- Non-managers are 40 per cent more likely than managers to say their organisation's communication about health and wellbeing programmes is not at all clear
- Workers over 50 are 50 per cent more likely than workers under 40 to say their organisation's communication about health and wellbeing programmes is not at all clear

How well does your organisation communicate information about health and wellbeing programmes?
(% of respondents selecting each option)



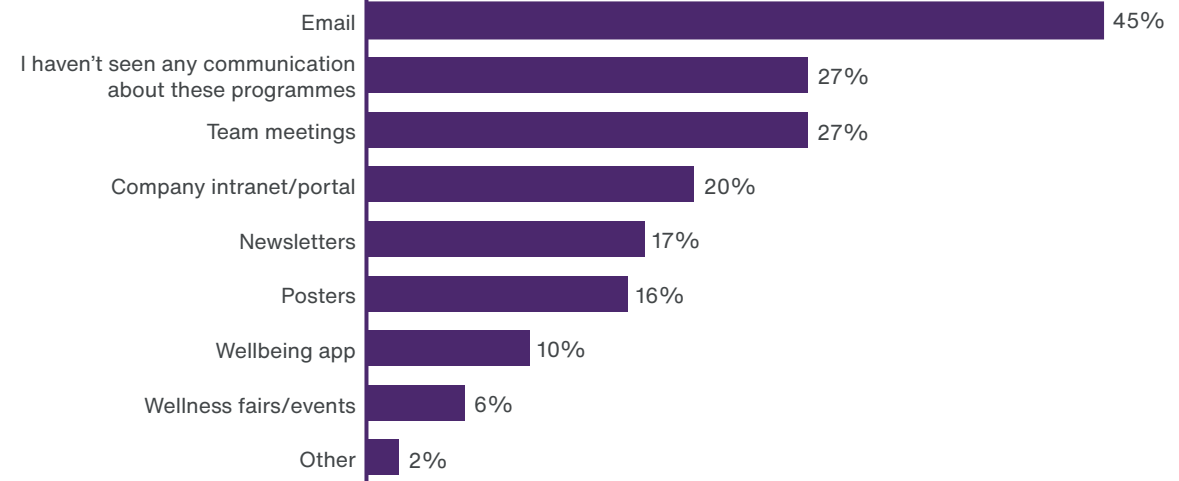
MHI score by “How well does your organisation communicate information about health and wellbeing programmes?”



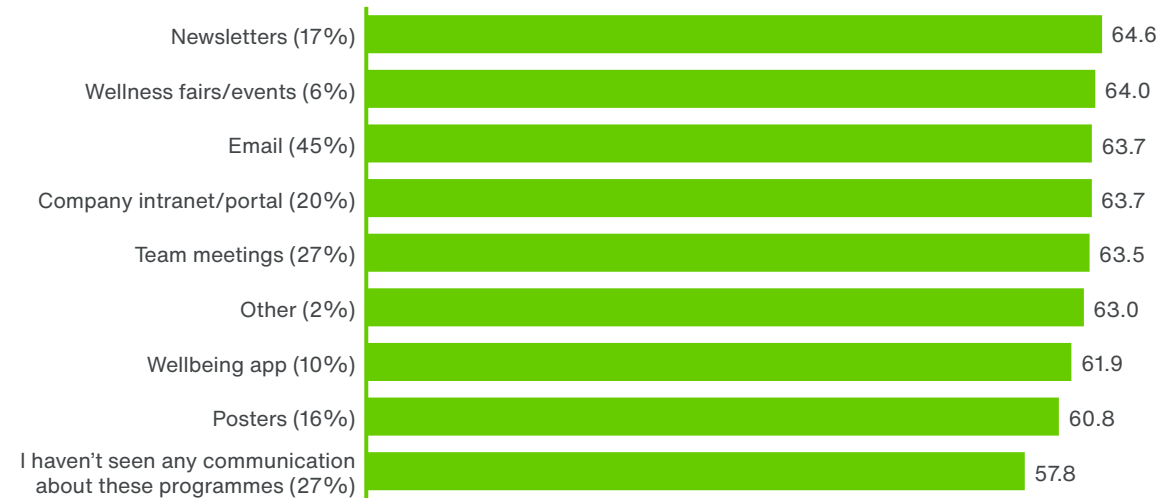
More than one-quarter of workers say they haven't seen any communication about their organisation's health and wellbeing programmes.

- Nearly half (45 per cent) of organisations use email to communicate health and wellbeing programmes, 27 per cent communicate programmes during team meetings, 20 per cent use their company's intranet/portal, 17 per cent communicate programmes via newsletters, 16 per cent use posters, 10 per cent communicate through a wellbeing app, and six per cent communicate health and wellness programmes during wellness fairs/events
- More than one-quarter (27 per cent) of workers haven't seen any communication about health and wellbeing programmes; this group has the lowest mental health score (57.8), more than three points lower than the national average (61.2)

Which methods does your organisation use to communicate health and wellbeing programmes?
(% of respondents selecting each option)



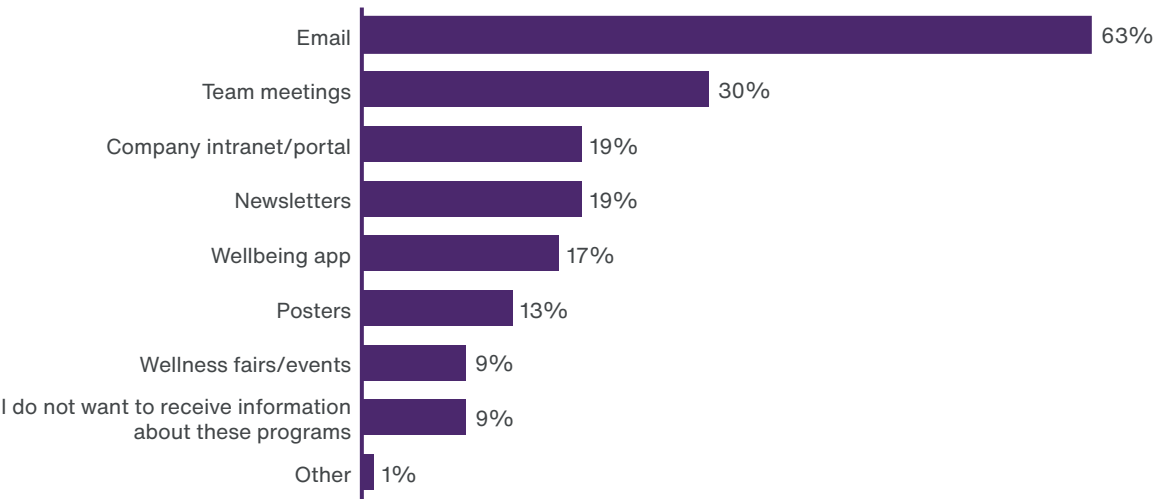
MHI score by "Which methods does your organisation use to communicate health and wellbeing programmes?"



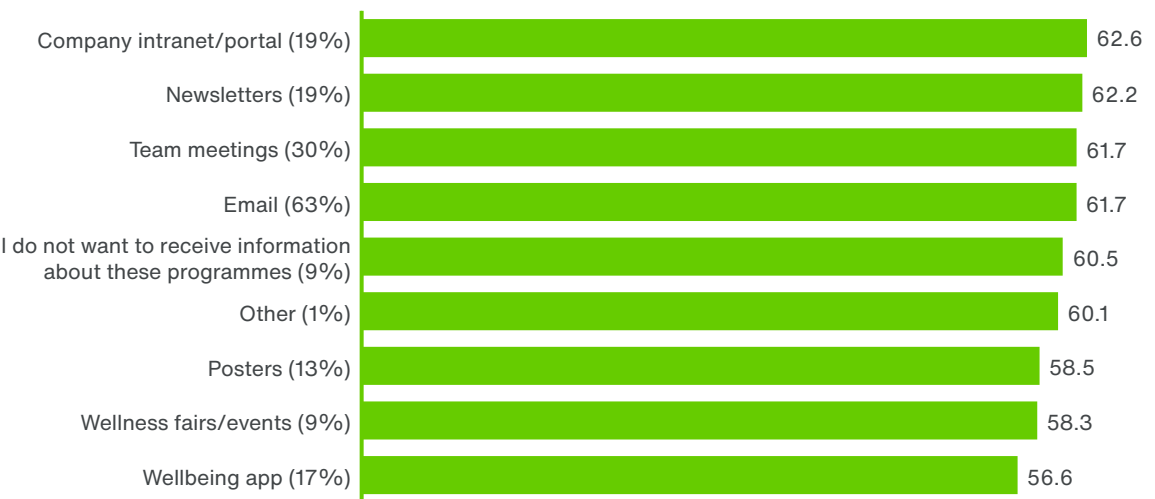
More than three in five workers would prefer to receive information about their organisation’s health and wellbeing programmes via email.



How would you prefer to receive information about health and wellbeing programmes from your organisation? (% of respondents selecting each option)



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



More than two in five workers say their manager has not informed them about available health and wellbeing programmes.

- The highest mental health score (62.8) is among 47 per cent of workers who say their manager has communicated the availability of health and wellbeing programmes, nearly two points higher than the national average (61.2)
- The lowest mental health score (59.8) is among 42 per cent of workers who say their manager has not communicated the availability of health and wellbeing programmes to them, three points lower than workers who say their manager has communicated this information to them (62.8) and more than one point lower than the national average (61.2)



Has your manager communicated the availability of health and wellbeing programmes to you?
(% of respondents selecting each option)



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



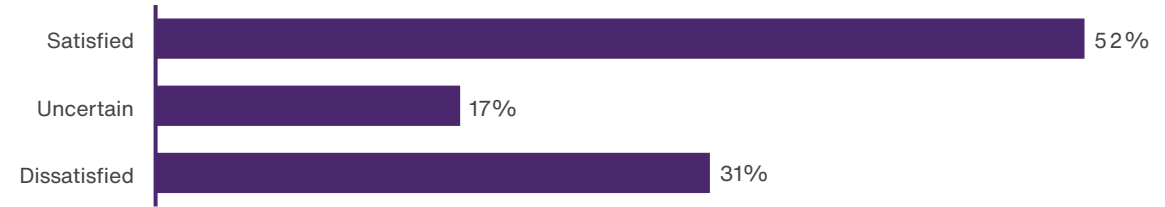
Sleep quality

Nearly one-third of workers are dissatisfied with the quality of their sleep.

- The highest mental health score (67.8) is among 52 per cent of workers satisfied with the quality of their sleep, nearly seven points higher than the national average (61.2)
- The lowest mental health score (52.0) is among 31 per cent of workers dissatisfied with the quality of their sleep, nearly 16 points lower than workers who are satisfied with their sleep quality (67.8) and almost ten points lower than the national average (61.2)



Overall, how satisfied are you with the quality of sleep you get? (% of respondents selecting each option)



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

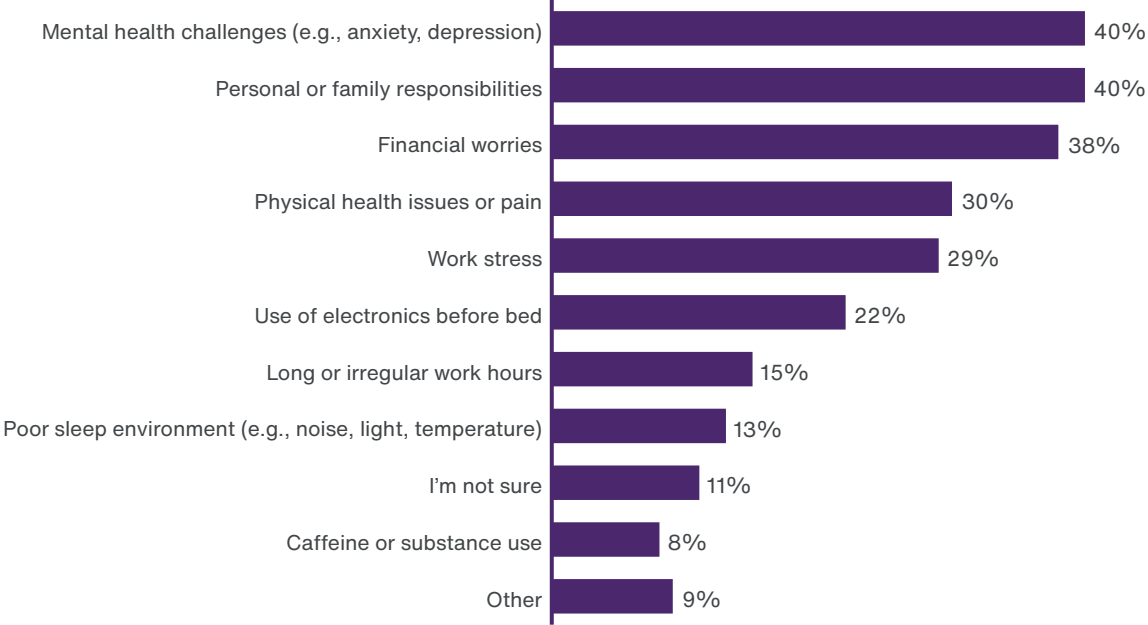


Mental health challenges, personal or family responsibilities, and financial worries are the leading factors contributing to poor sleep quality.

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



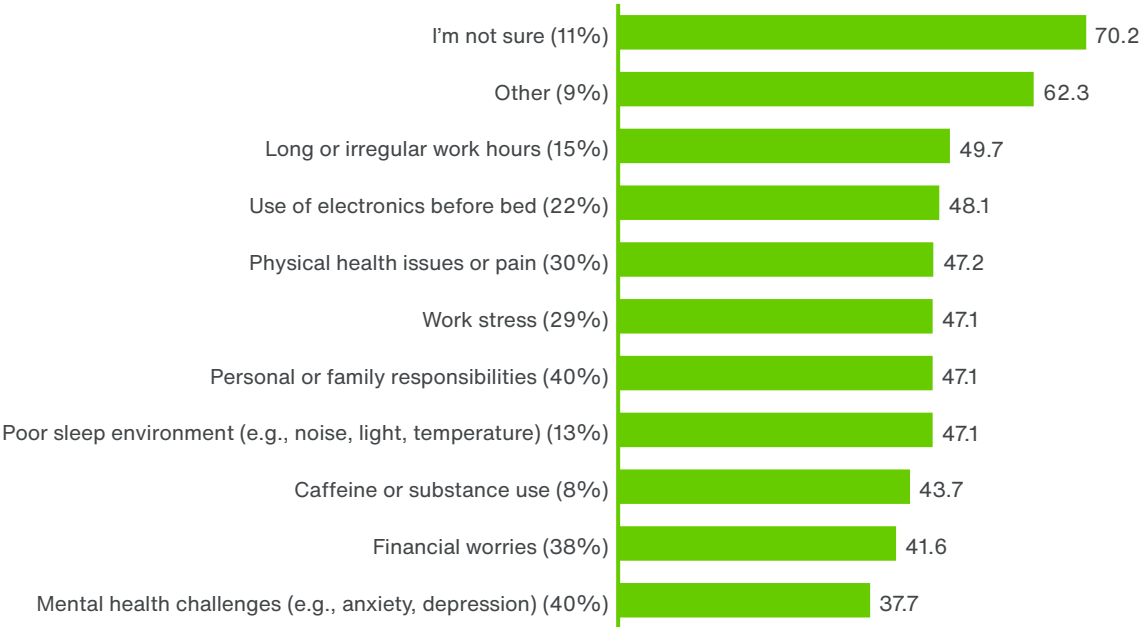
What do you believe are the main factors contributing to your poor sleep quality?
(% of respondents selecting each option)



- The lowest mental health score (37.7) is among 40 per cent of workers reporting that mental health challenges contribute to their poor sleep quality, nearly 25 points lower than the national average (61.2)



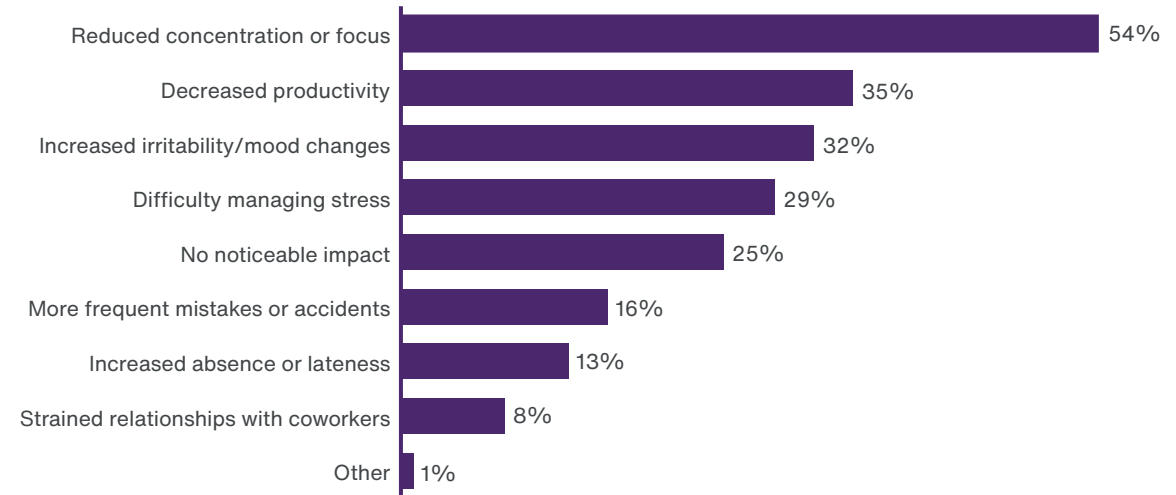
MHI score by “What do you believe are the main factors contributing to your poor sleep quality?”



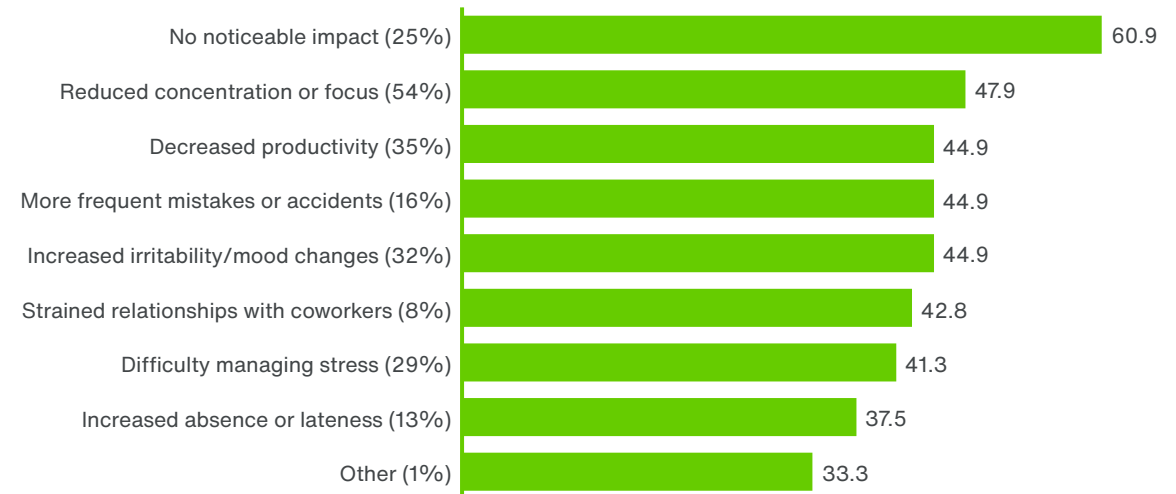
Managers are more likely to report strained relationships with coworkers, and younger workers are more likely to report decreased productivity due to poor sleep quality.

- The highest mental health score (60.9) is among 25 per cent of workers reporting no noticeable impact at work, a score in line with the national average (61.2)
- Workers over 50 are five times more likely than workers under 40 to report no noticeable impact at work due to poor sleep quality
- Non-managers are 50 per cent more likely than managers to report no noticeable impact at work due to poor sleep quality
- The lowest mental health score (37.5) is among 13 per cent of workers who say poor sleep quality results in increased absence or lateness, nearly 24 points lower than workers reporting no noticeable impact (60.9) and the national average (61.2)
- Workers under 40 are twice as likely as workers over 50 to report decreased productivity at work due to poor sleep quality
- Managers are twice as likely as non-managers to report strained relationships with coworkers due to poor sleep quality

How has your poor sleep quality affected your work? (% of respondents selecting each option)



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 New Zealand and are currently employed or who were employed within the prior six months. Participants are selected to represent the age, gender, industry, and geographic distribution in New Zealand. 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 26, 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





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