



TELUS Mental Health Index.

Netherlands | June 2025

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What you need to know for June 2025.



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

- At 67.8, the mental health of workers is at the lowest level since the launch of the Index in April 2022
- 27 per cent of workers have a high mental health risk, 45 per cent have a moderate mental health risk, and 28 per cent have a low mental health risk
- All mental health sub-scores have declined from March
- Anxiety and work productivity have been the lowest mental health sub-scores for more than three years
- 29 per cent say their mental health is negatively impacting work productivity
- 28 per cent do not have emergency savings for basic needs
- 27 per cent of workers feel anxious
- 22 per cent feel isolated
- 20 per cent feel depressed
- 11 per cent do not feel optimistic about their future
- Non-managers have a higher mental health score than managers
- Labourers have a lower mental health score than service industry and office workers

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

- 43 per cent of workers would be concerned about career options if they had a mental health issue and their workplace was aware
- Workers under 40 are 50 per cent more likely than workers over 50 to be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware
- 37 per cent of workers would feel negatively about themselves if they had a mental health issue
- Workers under 40 are 60 per cent more likely than workers over 50 to feel negatively about themselves if they have a mental health issue



Three in five 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
- 23 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 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 60 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
- 27 per cent of workers would prefer to receive information about health and wellbeing programs in team meetings
- 52 per cent of workers say their manager has not communicated the availability of health and wellbeing programs to them

Economic conditions and finances

are the leading sources of personal stress. Nearly three in five workers lack confidence in their financial future, with women more likely to worry about financial stability.

- 49 per cent of workers have cut back on their spending over the last two months because of financial concerns or economic uncertainty; 38 per cent have cut back a little, and 11 per cent have significantly reduced their spending
- 17 per cent have reduced their spending on health and wellness, with younger workers being more likely to make this adjustment; the mental health score of this group is more than eight points lower than the national average
- 44 per cent of workers have some concerns about their financial future, 11 per cent of workers worry about financial instability, and one per cent feel financially vulnerable
- 40 per cent of workers can meet most of their everyday needs, but with some difficulty, 10 per cent often struggle to meet basic needs, and one per cent regularly cannot meet basic needs
- 14 per cent of workers say economic conditions are their primary source of personal stress
- 13 per cent of workers say personal finances are their primary source of personal stress



Only 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.

- 40 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
- 20 per cent of people leaders say their organisation does not offer training on their role in supporting a mentally healthy workplace, and 17 per cent are unsure
- 15 per cent of people leaders say their organisation does not offer training in effective coaching or management techniques, and 17 per cent are unsure

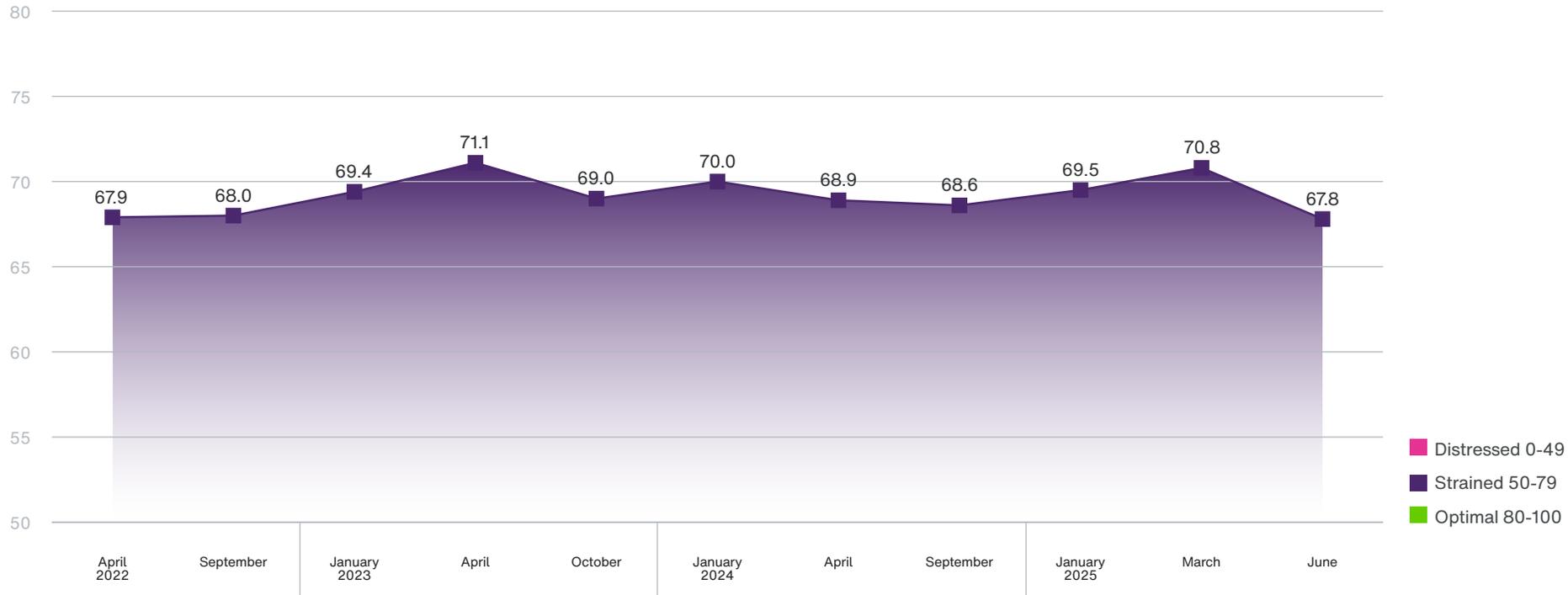
Three in 10 workers say mental health challenges are a leading factor contributing to poor sleep; their mental health score is more than 28 points lower than the national average.

- 21 per cent of workers are dissatisfied with the quality of their sleep
- 29 per cent of workers say that mental health challenges (e.g., anxiety, depression) are a leading factor contributing to poor sleep; the mental health score of this group is more than 28 points lower than the national average
- Workers under 40 are nearly three times more likely than workers over 50 to report that mental health challenges contribute to poor sleep quality
- 27 per cent of workers say that work stress is a leading factor contributing to poor sleep
- 26 per cent of workers say that physical health issues or pain are a leading factor contributing to poor sleep
- 25 per cent of workers say that personal or family responsibilities are a leading factor contributing to poor sleep
- 18 per cent of workers say that financial worries are a leading factor contributing to poor sleep
- 39 per cent of workers say poor sleep quality has resulted in reduced concentration or focus at work
- 24 per cent of workers say poor sleep quality has resulted in decreased productivity
- Workers under 40 are twice as likely as workers over 50 to report decreased productivity at work due to poor sleep quality
- 23 per cent of workers say poor sleep quality has resulted in increased irritability or mood changes
- 21 per cent of workers say poor sleep quality has resulted in difficulty managing stress
- Managers are nearly twice as likely as non-managers to report difficulty managing stress due to poor sleep quality

The Mental Health Index.

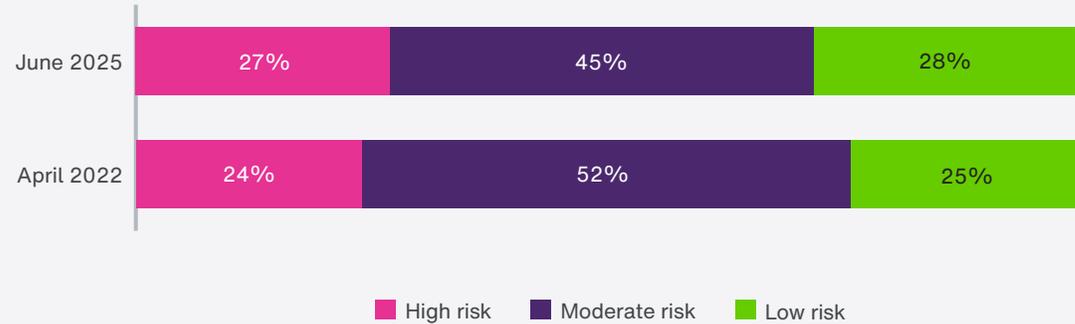
The overall Mental Health Index for June 2025 is 67.8. From October 2023 to January 2025, the mental health of workers in the Netherlands was relatively stable. Following a modest improvement in March 2025, the mental health score has declined three points in June.

MHI Current Month June 2025	March 2025
67.8	70.8



Mental health risk.

In June 2025, 27 per cent of workers have a high mental health risk, 45 per cent have a moderate mental health risk, and 28 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.

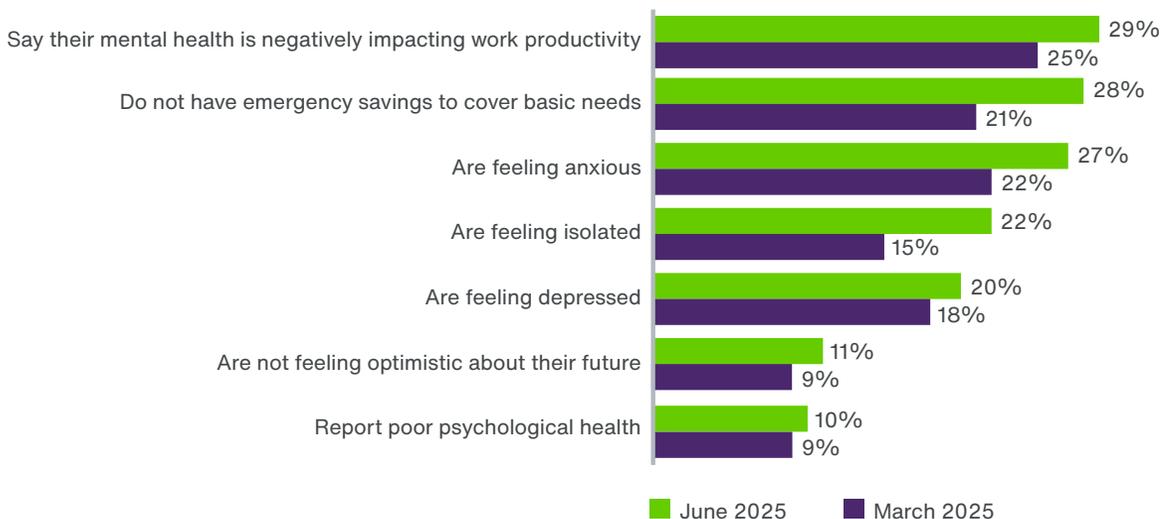
For more than three years, anxiety (60.5) has been the lowest Mental Health Index sub-score. Work productivity (63.7), isolation (66.3), depression (66.8), financial risk (68.8), and optimism (69.8) follow. General psychological health (75.1) continues to be the most favourable mental health measure in June 2025.

- Anxiety and work productivity have been the lowest mental health sub-scores for more than three years
- All mental health sub-scores have declined from March, with financial risk notably down 6.2 points

Nearly three in ten (29 per cent) workers say their mental health is negatively impacting work productivity, 28 per cent do not have emergency savings for basic needs, 27 per cent feel anxious, 22 per cent feel isolated, 20 per cent feel depressed, 11 per cent do not feel optimistic about their future, and 10 per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2025	March 2025
Anxiety	60.5	64.5
Work productivity	63.7	67.6
Isolation	66.3	70.4
Depression	66.8	69.6
Financial risk	68.8	75.0
Optimism	69.8	70.1
Psychological health	75.1	76.2

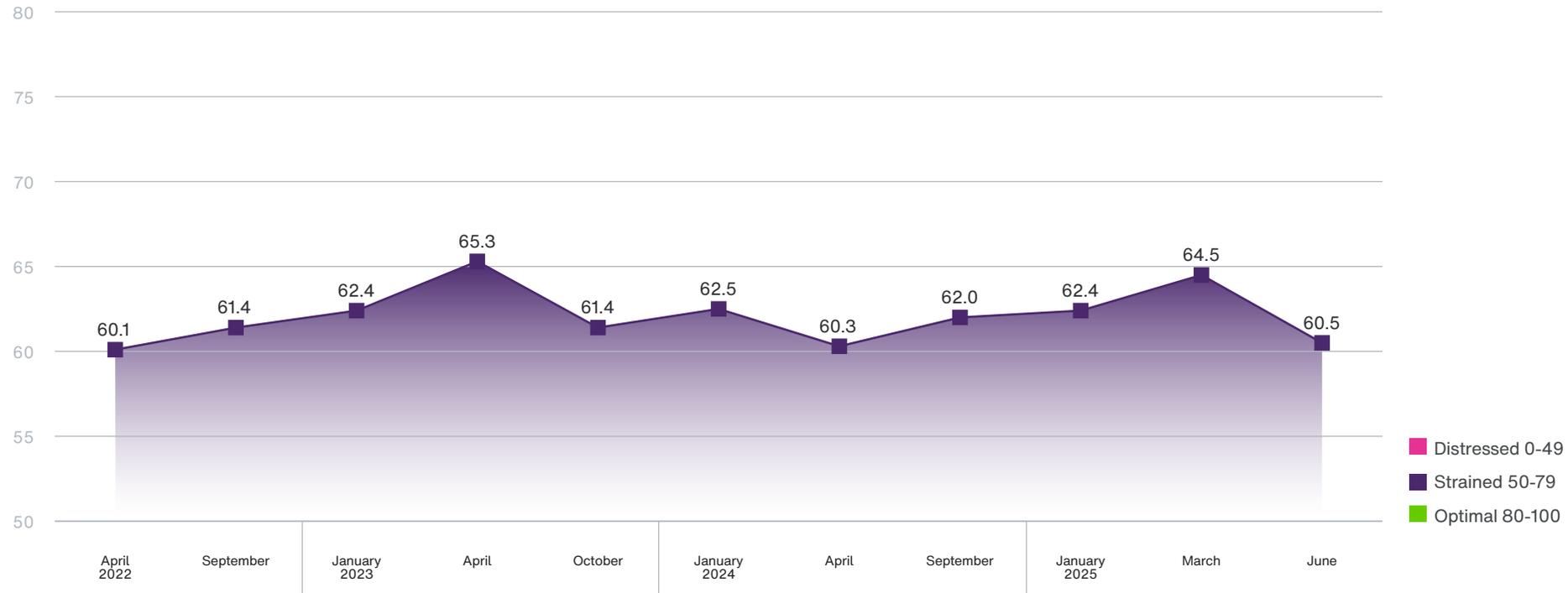
Percentage at risk by MHI sub-score



Anxiety

In June 2025, 27 per cent of workers report often feeling unsettled and nervous.

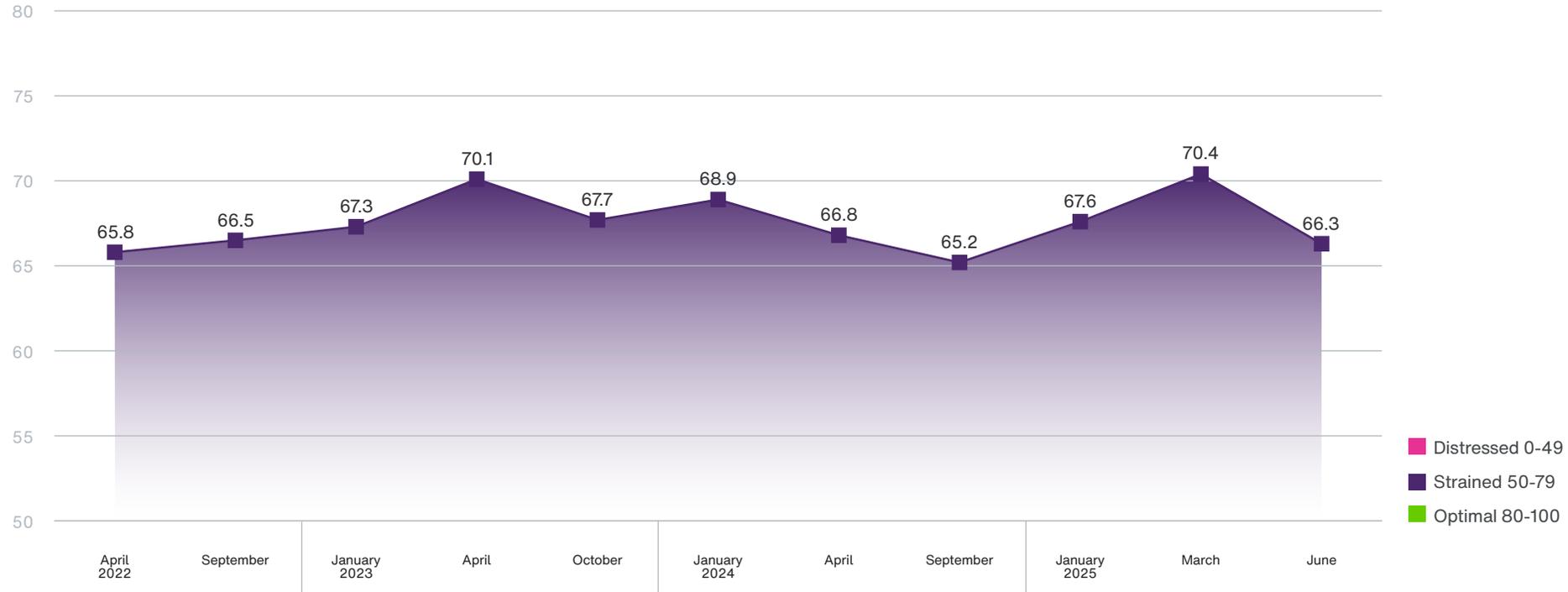
After reaching its peak in April 2023, the anxiety score generally declined through April 2024. From April 2024 to March 2025, anxiety scores improved. In June 2025, the anxiety sub-score has declined sharply, in line with the lowest level since the launch of the Index in April 2022. Anxiety continues to be the lowest mental health sub-score for more than three years.



Isolation

In June 2025, 22 per cent of workers say they often feel alone.

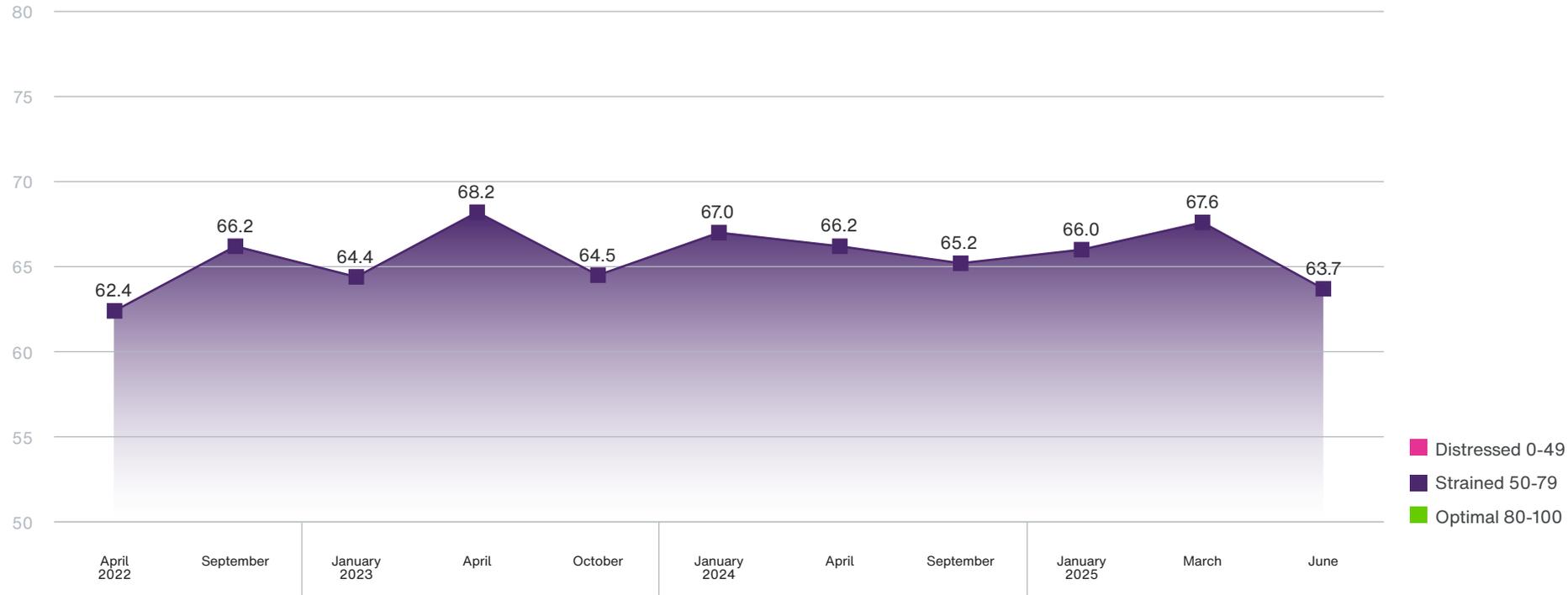
The isolation sub-score gradually improved to April 2023 before experiencing fluctuations and significant declines through September 2024. The score rebounded, reaching its highest point in March 2025, but has declined more than four points in June.



Work productivity

In June 2025, 29 per cent of workers say their mental health is negatively impacting their work productivity and goals.

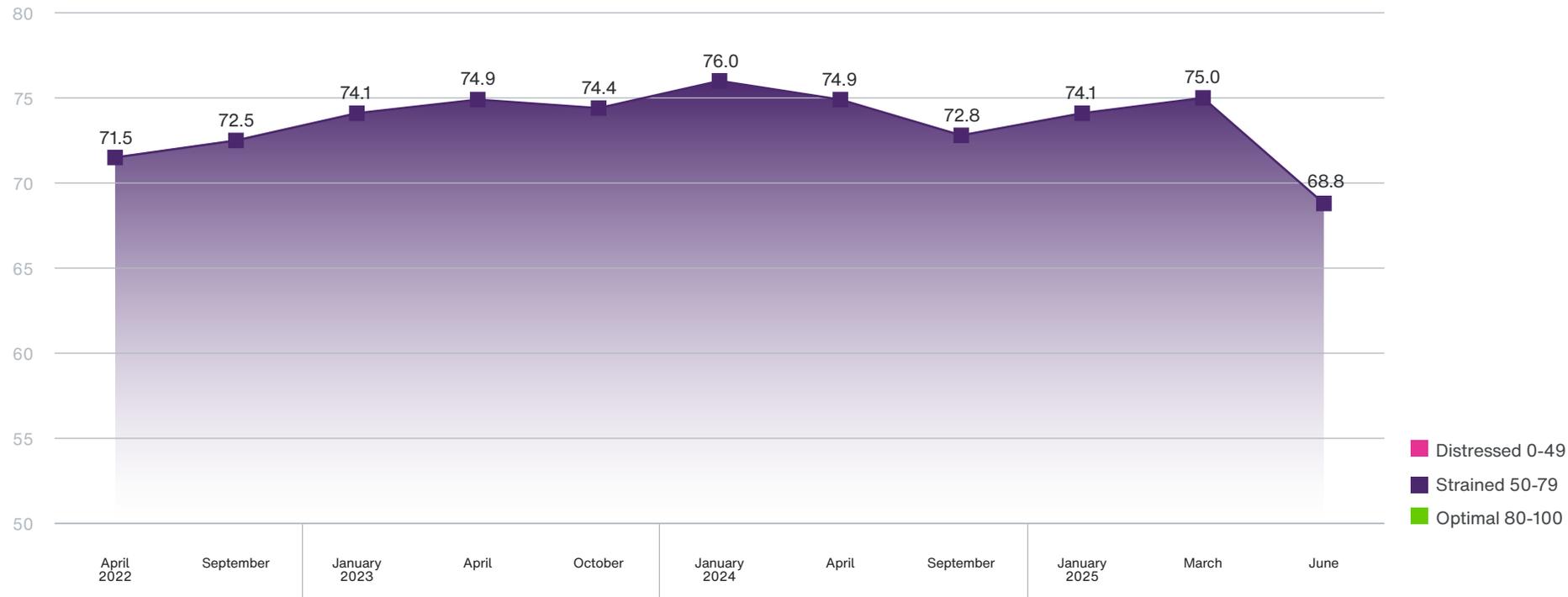
The work-productivity sub-score has fluctuated since the launch of the Index in April 2022. After reaching its peak in April 2023, the work productivity score declined through September 2024. Following improvements through March 2025, the work productivity sub-score declined four points in June, approaching the lowest value in three years.



Financial risk

In June 2025, 28 per cent of workers do not have emergency savings for basic needs.

The financial risk sub-score has trended upward since the launch of the Mental Health Index in April 2022. After peaking in January 2024, the financial risk sub-score declined through September 2024, and rebounded through March 2025. In June 2025, the financial risk score has declined more than any other mental health sub-score, down more than six points, falling 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 65.4 compared to 70.1 for men
- Generally, mental health scores have improved with age
- Workers with at least one minor child (66.4) have a lower mental health score than workers without children (68.8)

Mental health by employment status.

- Overall, one per cent of respondents are unemployed¹ and six per cent report reduced hours or reduced salary
- Workers reporting fewer hours than the previous month have the lowest mental health score (55.0), followed by workers reporting reduced salary than the last month (60.9), respondents not currently employed (66.6), and workers with no change to salary or hours (68.6)
- Labourers have a lower mental health score (65.4) than service industry (67.1) and office workers (69.2)
- Non-managers have a higher mental health score (68.3) than managers (67.3)
- Respondents working for companies with 5,001-10,000 employees have the highest mental health score (69.8)
- Self-employed/sole proprietors have the lowest mental health score (64.7)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (41.7) than the overall group 67.8. Workers with emergency savings have a mental health score of 74.4

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)	68.6	71.5
Employed (fewer hours compared to last month)	55.0	57.0
Employed (reduced salary compared to last month)	60.9	58.0
Not currently employed	66.6	69.6

Age group	June 2025	March 2025
Age 20-29	57.8	61.0
Age 30-39	62.2	64.1
Age 40-49	66.7	68.0
Age 50-59	72.5	73.8
Age 60-69	74.6	76.4

Number of children	June 2025	March 2025
No children in household	68.8	72.1
1 child	67.3	68.0
2 children	66.8	67.2
3 children or more	59.8	71.2

Gender	June 2025	March 2025
Men	70.1	72.4
Women	65.4	69.0

Household income/annum	June 2025	March 2025
< € 10,000	59.6	57.6
€ 10,000 to < € 20,000	58.1	65.2
€ 20,000 to < € 30,000	60.4	63.7
€ 30,000 to < € 50,000	66.0	65.7
€ 50,000 to < € 70,000	69.1	72.5
€ 70,000 to < € 100,000	71.6	77.7
€ 100,000 and over	74.2	75.9

Employer size	June 2025	March 2025
Self-employed/sole proprietor	64.7	70.3
2-50 employees	68.5	73.5
51-100 employees	67.2	66.2
101-500 employees	67.9	72.7
501-1,000 employees	65.4	69.9
1,001-5,000 employees	69.4	66.7
5,001-10,000 employees	69.8	63.3
More than 10,000 employees	69.7	76.0

Manager	June 2025	March 2025
Manager	67.3	71.5
Non-manager	68.3	70.4

Work environment	June 2025	March 2025
Labour	65.4	65.6
Office/desk	69.2	72.5
Service	67.1	71.4

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 (53.6), followed by workers in Administrative and Support Service Activities (63.6), and Financial and Insurance Activities (65.5).

Workers in Transportation and Storage (77.2), Arts, Entertainment and Recreation (72.9), and Information and Cultural Industries (excluding media and telecommunications) (72.4) have the highest mental health scores in June.



Industry	June 2025	March 2025	Change
Information and Cultural Industries (excluding media and telecommunications)	72.4	57.0	15.4
Technology	72.2	69.9	2.3
Public Administration and Defence	67.1	66.0	1.1
Other Service Activities	71.8	70.8	1.0
Transportation and Storage	77.2	76.6	0.6
Human Health and Social Work Activities	69.9	70.9	-1.0
Financial and Insurance Activities	65.5	66.6	-1.1
Professional, Scientific and Technical Activities	67.7	69.4	-1.7
Education	70.0	72.8	-2.8
Arts, Entertainment and Recreation	72.9	76.3	-3.4
Manufacturing	67.5	72.2	-4.7
Administrative and Support Service Activities	63.6	70.9	-7.3
Wholesale and Retail Trade	65.6	75.6	-10.0
Accommodation and Food Service Activities	53.6	68.4	-14.8

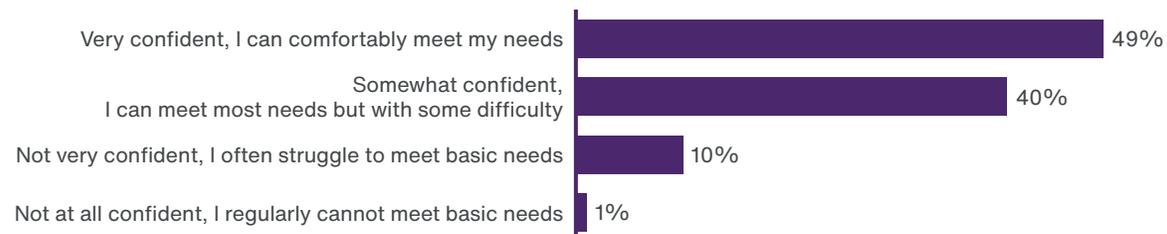
Spotlight

Financial wellbeing

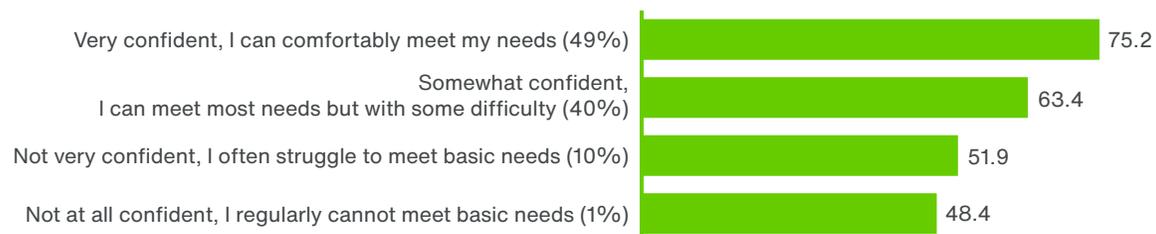
Half of workers are concerned about not being able to financially support their everyday needs.

- The highest mental health score (75.2) is among 49 per cent of workers who can comfortably meet their needs, more than seven points higher than the national average (67.8)
- 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
- Workers over 50 are 50 per cent more likely than workers under 40 to feel confident they can comfortably meet their needs
- The lowest mental health score (48.4) is among one per cent of workers who regularly cannot meet basic needs, nearly 27 points lower than workers who can comfortably meet their needs (75.2) and more than 19 points lower than the national average (67.8)
- Workers without emergency savings are twice as likely as workers with emergency savings to report they often struggle to meet basic needs

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



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

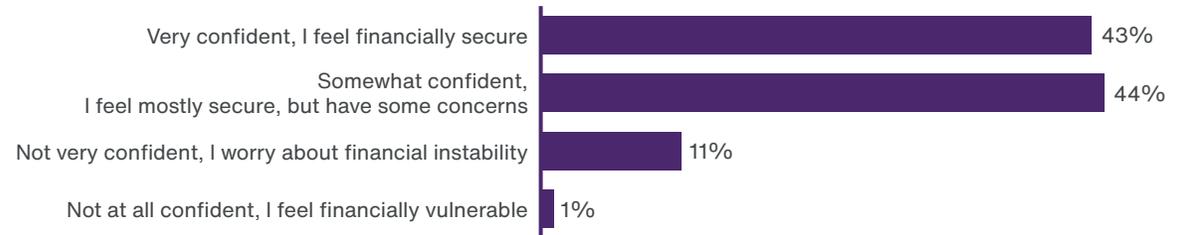


Nearly three in five workers lack confidence in their financial future, with women more likely to worry about financial stability.

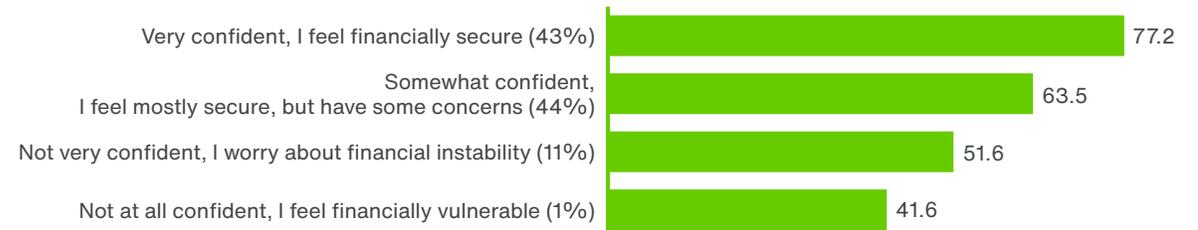
- The highest mental health score (77.2) is among 43 per cent of workers who are very confident in their financial future, more than nine points higher than the national average (67.8)
- Workers over 50 are 50 per cent more likely than workers under 40 to feel financially secure
- Workers with a yearly 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 financially secure
- The lowest mental health score (41.6) is among one per cent of workers who feel financially vulnerable and not at all confident in their financial future, nearly 36 points lower than workers who feel financially secure (77.2), and more than 26 points lower than the national average (67.8)
- Workers with a yearly household income lower than €50,000 are nearly twice as likely as workers with an annual household income greater than €50,000 to worry about financial stability
- Women are 60 per cent more likely than men to worry about financial stability



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?”

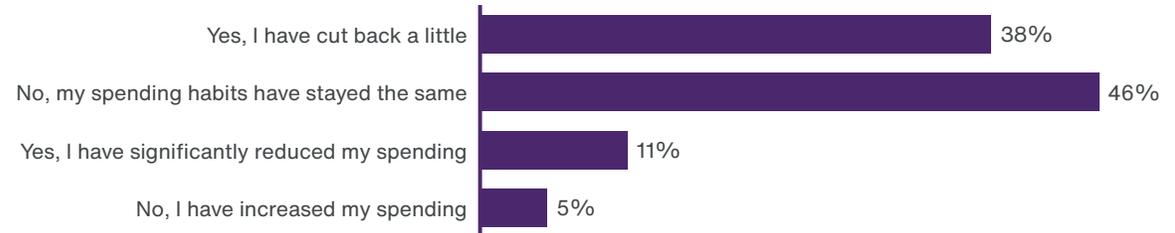


Half of workers have reduced their spending over the last two months due to financial concerns or economic uncertainty.

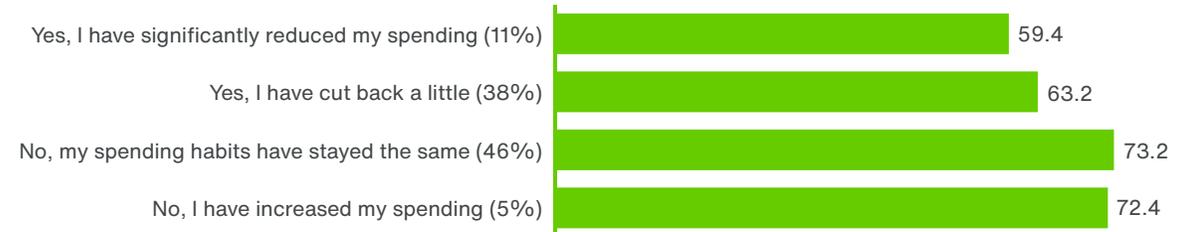
- The highest mental health score (73.2) is among 46 per cent of workers reporting their spending habits have remained the same over the last two months, more than five points higher than the national average (67.8)
- The lowest mental health score (59.4) is among 11 per cent of workers who have significantly reduced their spending over the last two months, nearly 14 points lower than workers who have made no changes (73.2), and more than eight points lower than the national average (67.8)
- Workers under 40, managers, and parents are 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?



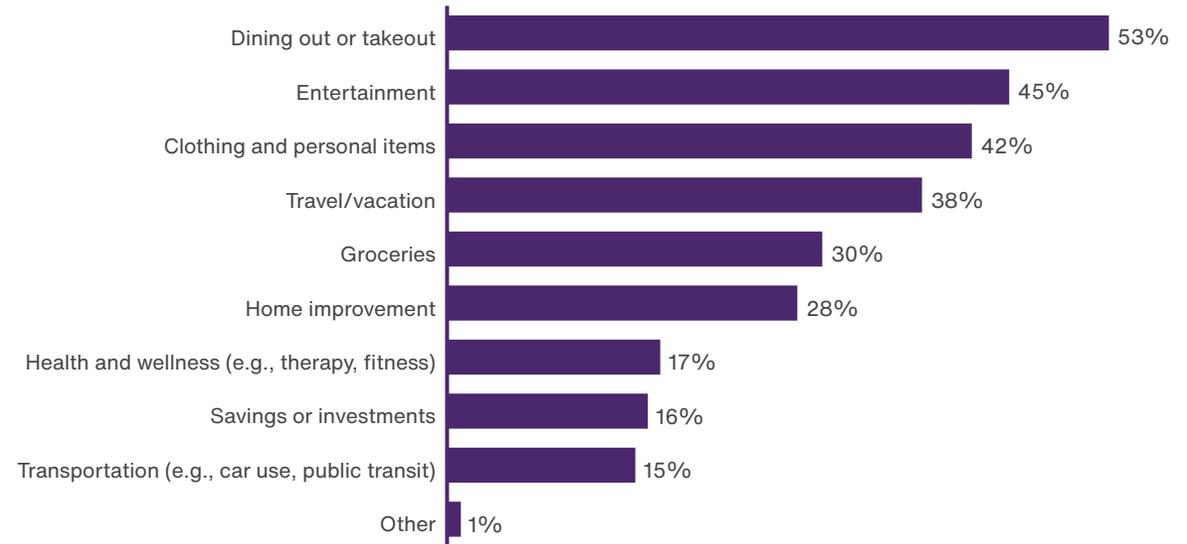
MHI score by “Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?”



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

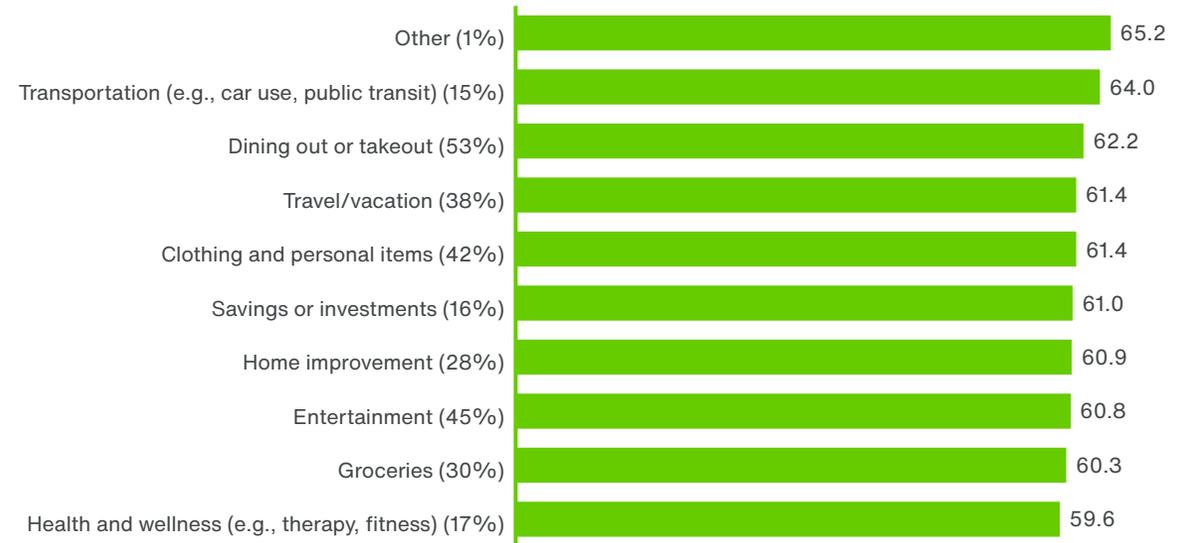
- More than half (53 per cent) of workers have reduced spending on dining out or takeout, 45 per cent have cut back on entertainment, 42 per cent have reduced spending on clothing and personal items, 38 per cent have cut back on travel/vacation, 30 per cent have reduced spending on groceries, 28 per cent are spending less on home improvement, and 16 per cent are spending less 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?



- One in six (17 per cent) have reduced their spending on health and wellness; this group has the lowest mental health score (59.6), more than eight points lower than the national average (67.8)

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



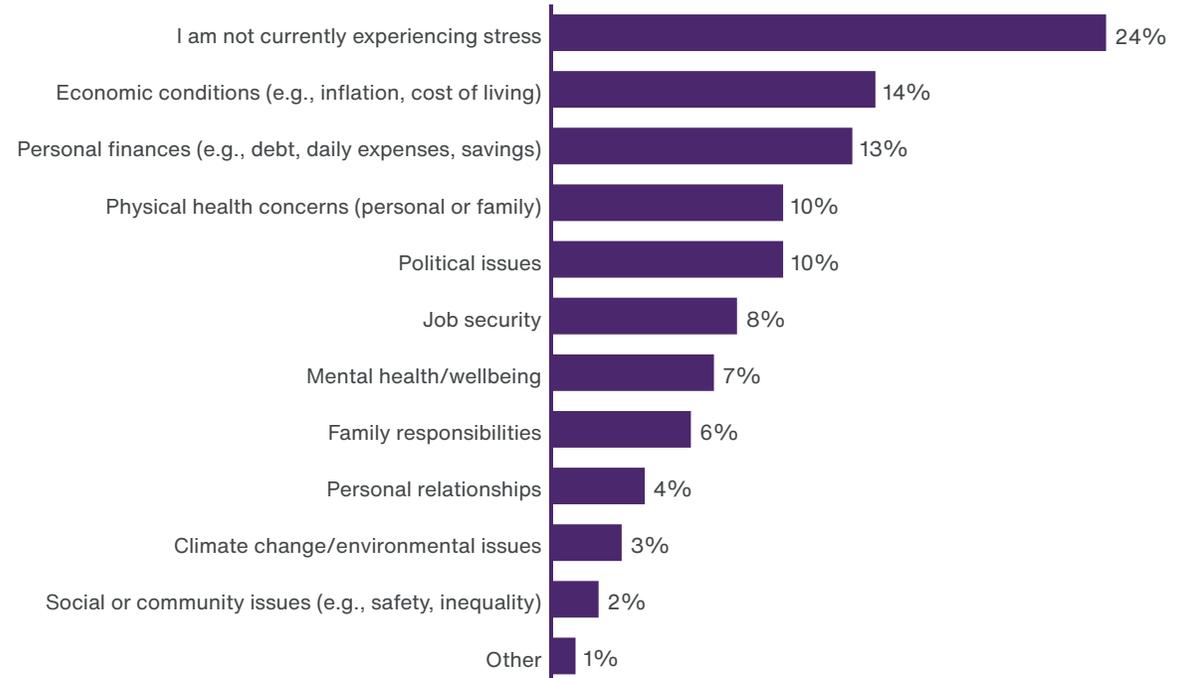
Personal stressors

More than one-quarter of workers say finances or economic conditions are their primary sources of personal stress.

- Workers over 50 are two and a half times more likely than workers under 40 to report not experiencing personal stress
- Non-managers are 60 per cent more likely than managers to report not experiencing personal stress
- Workers under 40 are 50 per cent more likely than workers over 50 to say mental health/wellbeing is their primary source of personal stress
- Workers without emergency savings are 80 per cent more likely than workers with emergency savings to report personal finances as their primary stressor
- Parents and managers are 40 per cent more likely to report economic conditions as their primary stressor



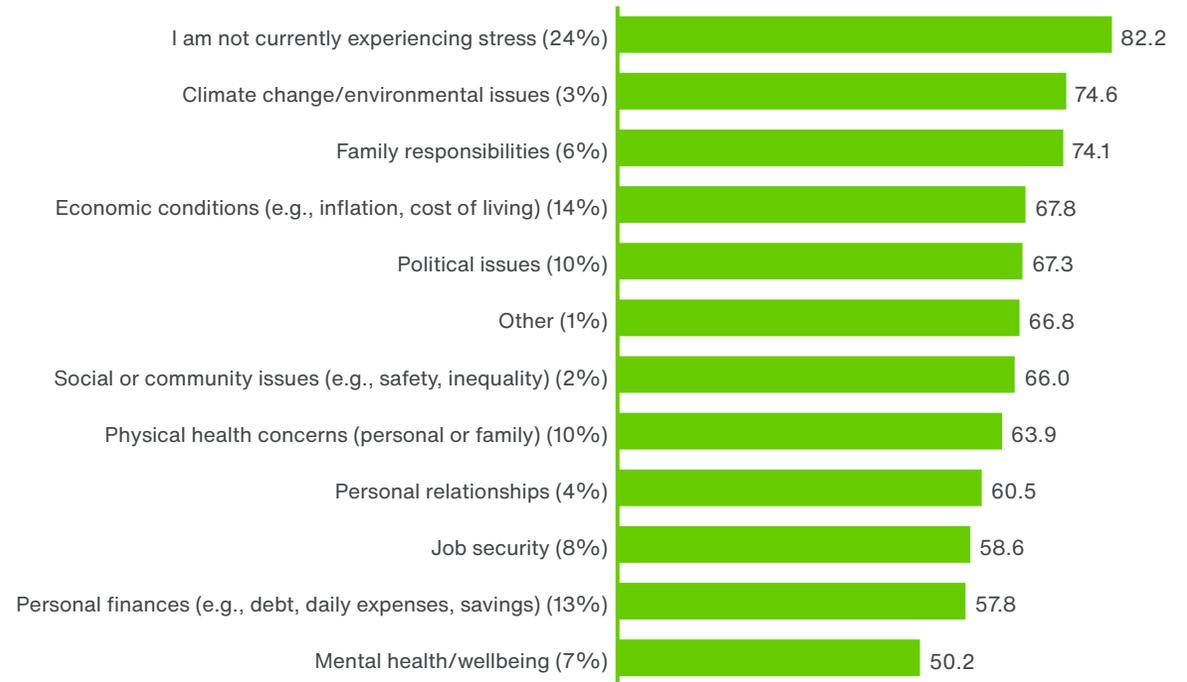
What is your primary source of personal stress right now?



- The highest mental health score (82.2) is among 24 per cent of workers not experiencing personal stress, more than 14 points higher than the national average (67.8)
- The lowest mental health score (50.2) is among seven per cent of workers who report mental health/wellbeing as their primary source of personal stress, 32 points lower than workers not experiencing personal stress (82.2) and nearly 18 points lower than the national average (67.8)



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



Mental health stigma.

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

- Nearly one-third (32 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 (74.9), seven points higher than the national average (67.8)
- Nearly two in five (37 per cent) workers would feel negatively about themselves if they had a mental health issue; this group has the lowest mental health score (60.2), nearly 15 points lower than workers who would not feel negatively about themselves (74.9) and almost eight points lower than the national average (67.8)
- Workers under 40 are 60 per cent more likely than workers over 50 to feel negatively about themselves if they had a mental health issue

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



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



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.

- Over two in five (43 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 (62.5), more than 13 points lower than workers who would not be concerned (75.9) and more than five points lower than the national average (67.8)
- Workers under 40 are 50 per cent more likely than workers over 50 to be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware
- Nearly three in ten (27 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 (75.9), eight points higher than the national average (67.8)

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



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



Manager support for wellbeing.

Only 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 (69.4) is among 52 per cent of managers who would know what to do if they suspected an employee was struggling with a mental health issue, modestly higher than the national average (67.8)
- Two in five (40 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 (65.3 and 63.5, respectively) are at least four points lower than the mental health of score managers who would know what to do (69.4) and more than two points lower than the national average (67.8)



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



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



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

- More than one-third (35 per cent) of managers have participated in training on their role in supporting a mentally healthy workplace; this group has a mental health score (68.3) modestly higher than the national average (67.8)
- The lowest mental health score (62.5) is among 17 per cent of managers who are unsure whether their organisation offers training for people leaders on their role in supporting a mentally healthy workplace, nearly six points lower than managers who have participated in training (68.3) and more than five points lower than the national average (67.8)

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



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

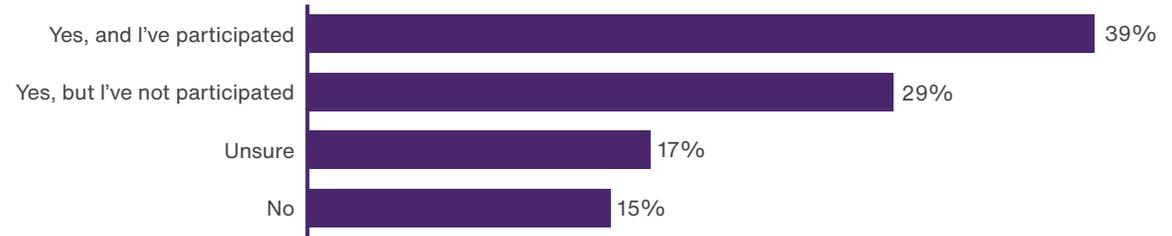


One-third of managers are unsure or say their organisation does not offer training for people leaders on effective coaching/management techniques.

- The highest mental health score (70.2) is among 39 per cent of managers who have participated in training on effective coaching/management techniques, more than two points higher than the national average (67.8)
- The lowest mental health score (63.7) is among 17 per cent of managers who are unsure whether their organisation offers training, more than six points lower than managers who have participated (70.2) and four points lower than the national average (67.8)



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



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

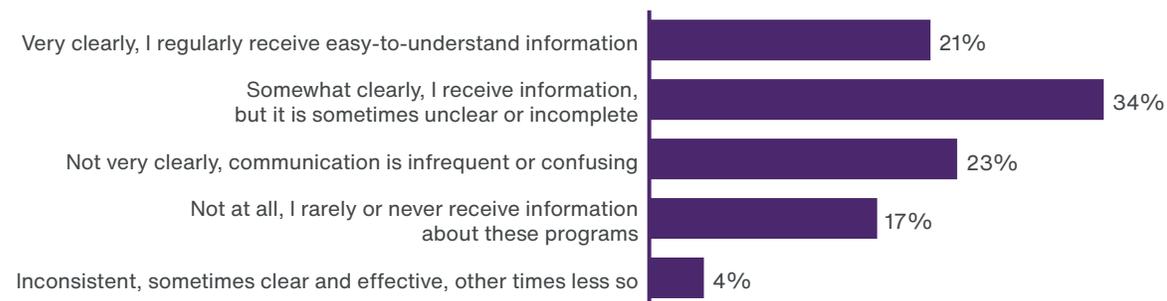


Communication about health and wellbeing programs.

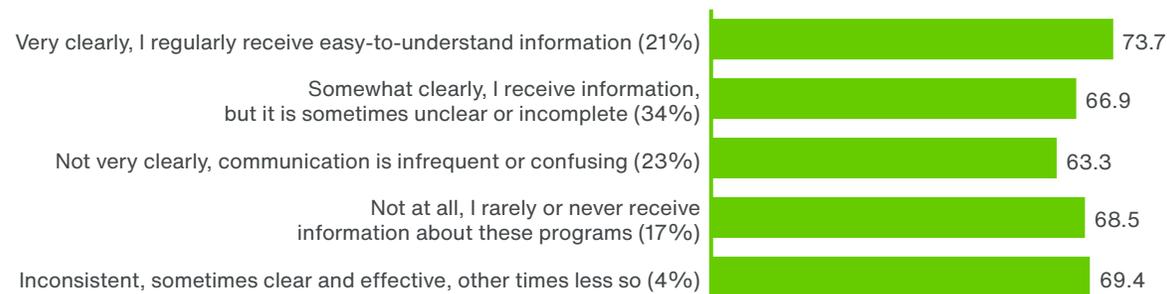
Eight in 10 workers say their organisation’s communication about health and wellbeing programs is unclear or inconsistent.

- The highest mental health score (73.7) is among 21 per cent of workers who say their organisation communicates very clearly about health and wellbeing programs, six points higher than the national average (67.8)
- The lowest mental health score (63.3) is among 23 per cent of workers who say their organisation’s communication about health and wellbeing programs is infrequent or confusing, more than 10 points lower than workers who say communication is very clear (73.7) and more than four points lower than the national average (67.8)
- Non-unionized workers are 60 per cent more likely than unionized workers to say they rarely or never receive information about these programs
- Non-parents are 50 per cent more likely than parents to say they rarely or never receive information about these programs

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



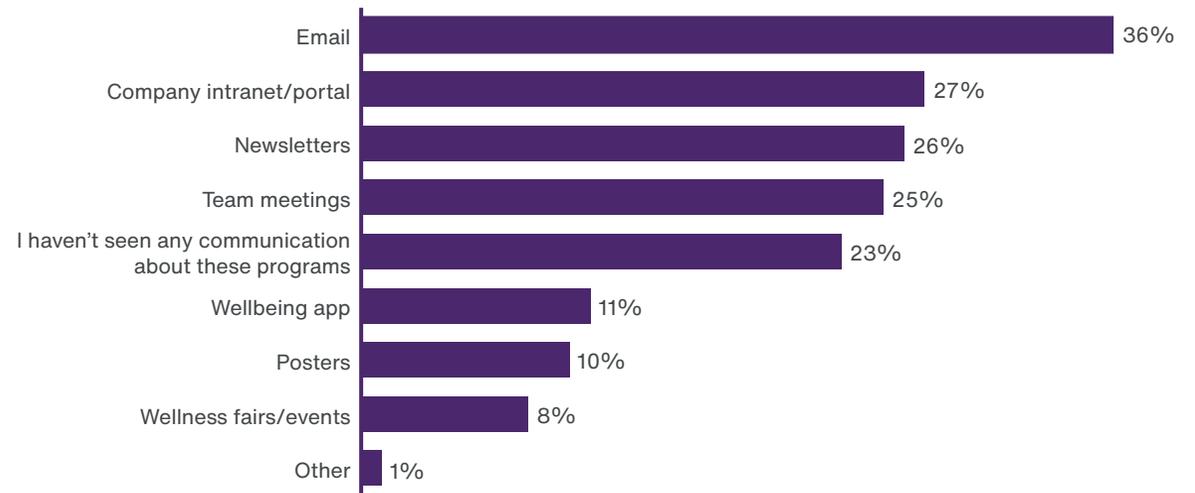
MHI score by “How well does your organisation communicate information about health and wellbeing programs?”



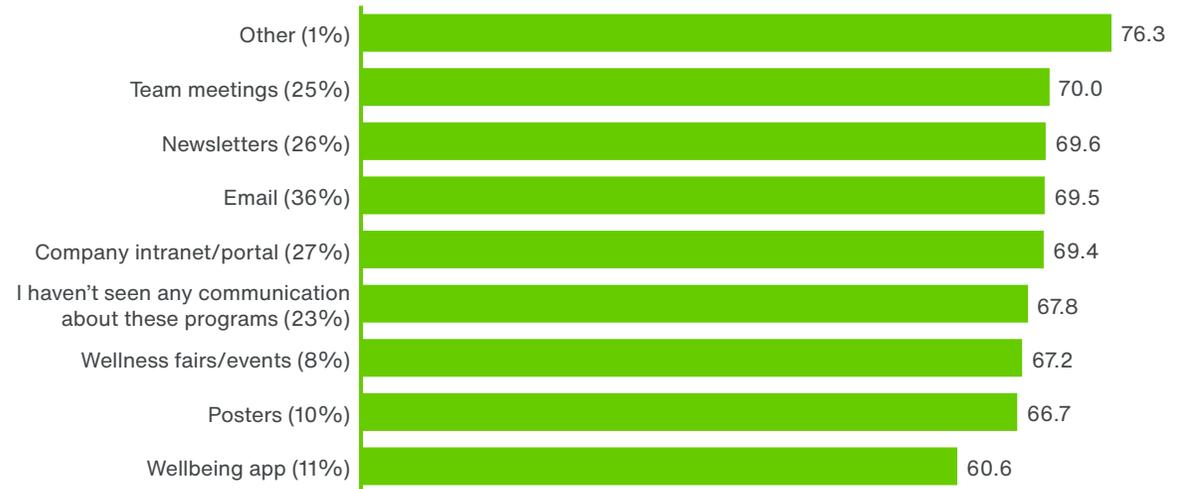
Nearly one-quarter of workers say they haven't seen any communication about their organisation's health and wellbeing programs.

- More than one-third (36 per cent) of organisations use email to communicate health and wellbeing programs, 27 per cent use their company's intranet/portal, 26 per cent communicate programs via newsletters, 25 per cent communicate programs during team meetings, 11 per cent communicate through a wellbeing app, 10 per cent use posters, and eight per cent communicate health and wellness programs during wellness fairs/events
- Nearly one-quarter (23 per cent) of workers haven't seen any communication about health and wellbeing programs; this group has a mental health score (67.8) equal to the national average (67.8)

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



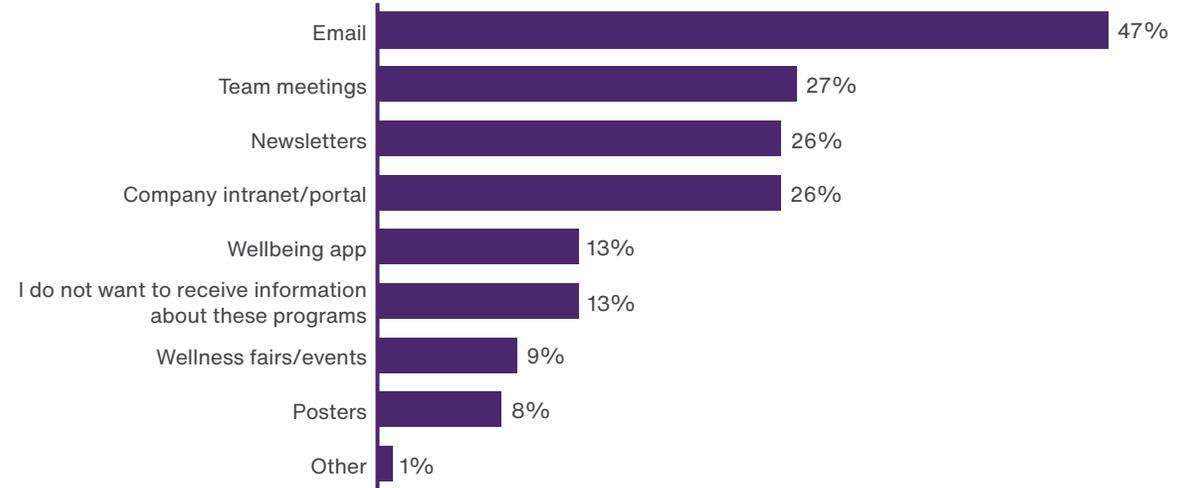
MHI score by "Which methods does your organisation use to communicate health and wellbeing programs?"



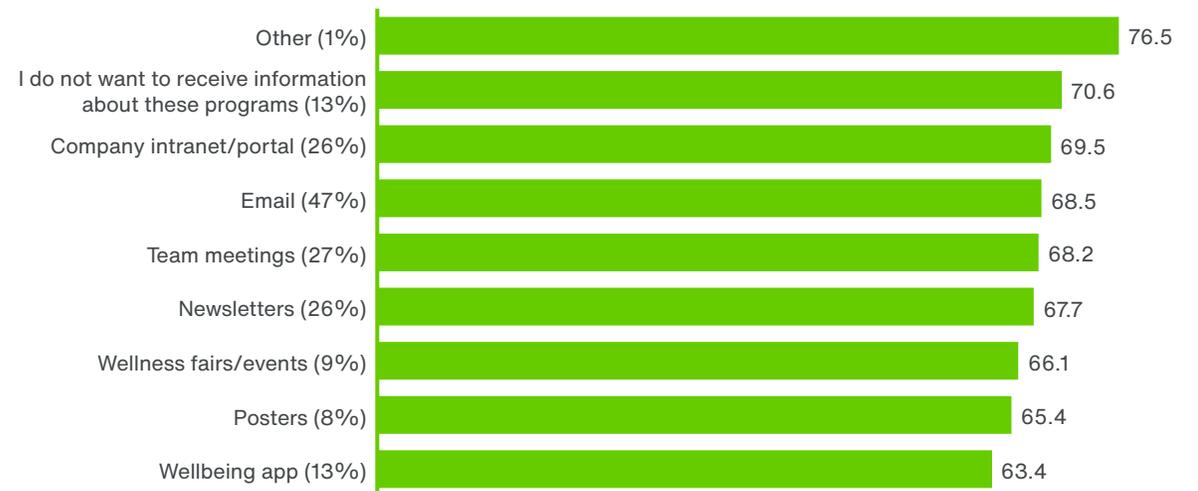
Nearly half of workers would prefer to receive information about their organisation's health and wellbeing programs via email.



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?”



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

- More than one-third (35 per cent) of workers say their manager has communicated the availability of health and wellbeing programs. This group has a mental health score (67.6) in line with the national average (67.8)
- More than half (52 per cent) of workers say their manager has not communicated the availability of health and wellbeing programs to them. This group has a mental health score (68.3) modestly higher than the national average (67.8)



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



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



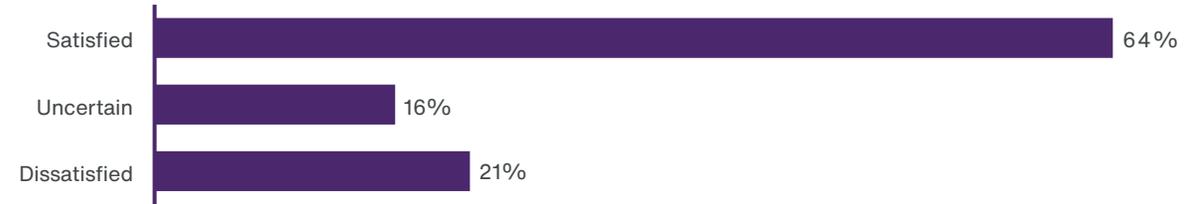
Sleep quality

One in five workers is dissatisfied with the quality of their sleep.

- The highest mental health score (72.8) is among 64 per cent of workers satisfied with the quality of their sleep, five points higher than the national average (67.8)
- The lowest mental health score (57.7) is among 21 per cent of workers dissatisfied with the quality of their sleep, 15 points lower than workers who are satisfied with their sleep quality (72.8) and 10 points lower than the national average (67.8)



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



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

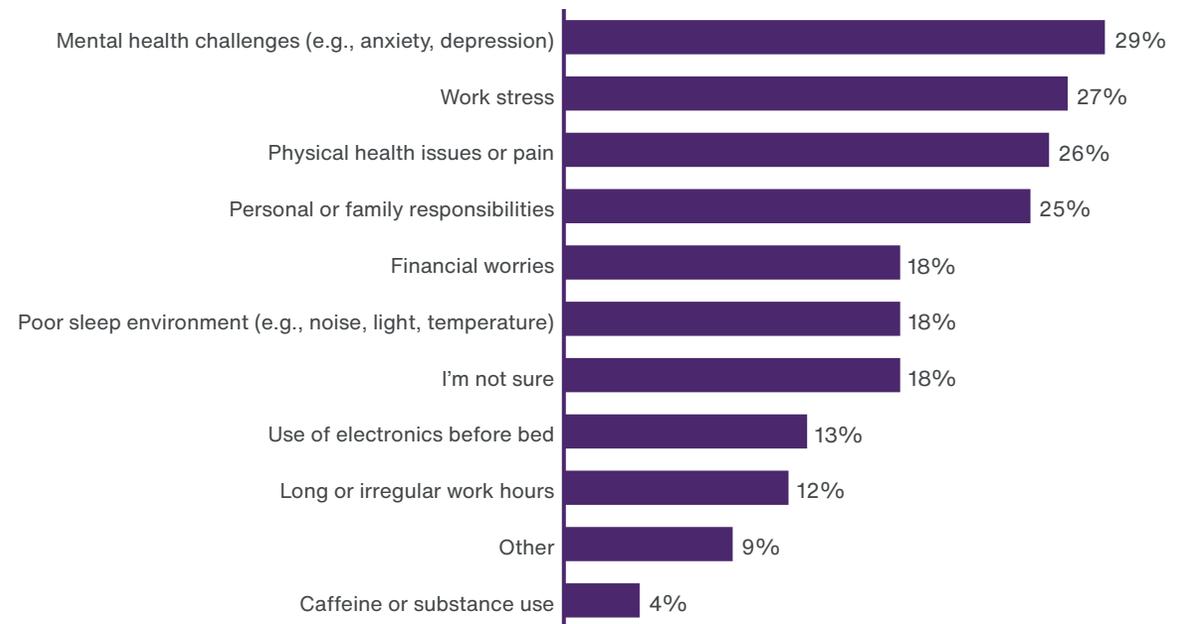


Mental health challenges, work stress, physical health, and personal or family responsibilities are the leading factors contributing to poor sleep quality.

- Workers under 40 are nearly three times more likely than workers over 50 to report that mental health challenges contribute to their poor sleep quality
- Parents are nearly three times more likely than non-parents to say personal or family responsibilities are the primary factor contributing to their poor sleep quality
- Workers with a household income less than €50,000 and workers without emergency savings are 50 per cent more likely to report financial worries as the main factor contributing to their poor sleep quality



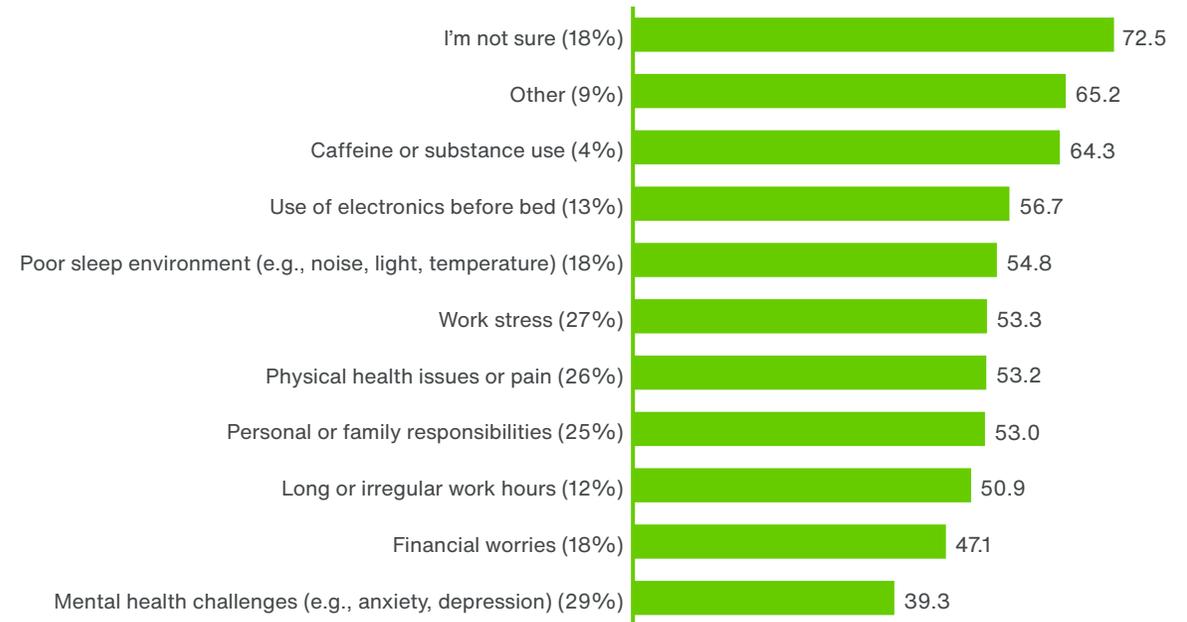
What do you believe are the main factors contributing to your poor sleep quality?



- The lowest mental health score (39.3) is among 29 per cent of workers reporting that mental health challenges contribute to their poor sleep quality, more than 28 points lower than the national average (67.8)



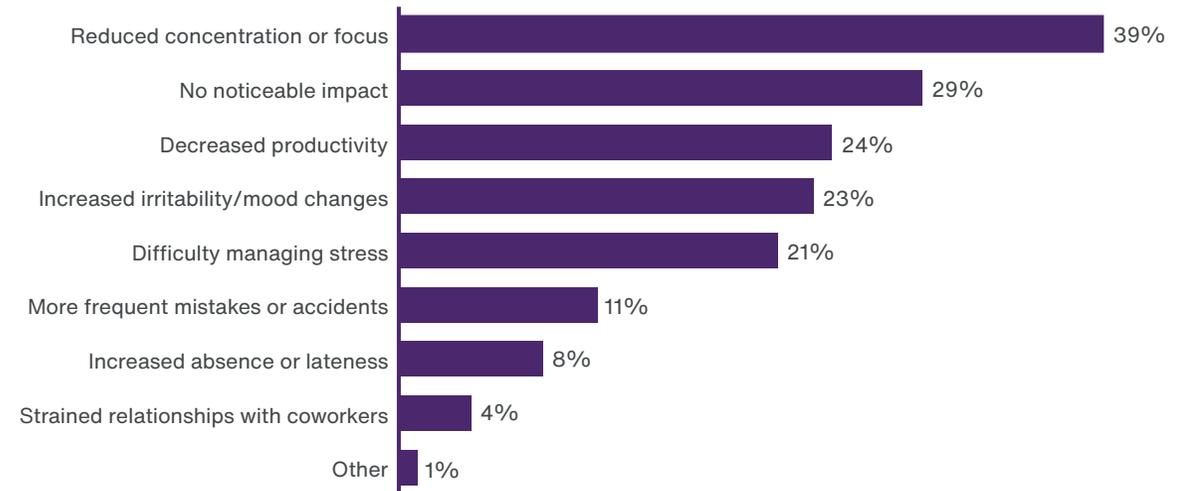
MHI score by “What do you believe are the main factors contributing to your poor sleep quality?”



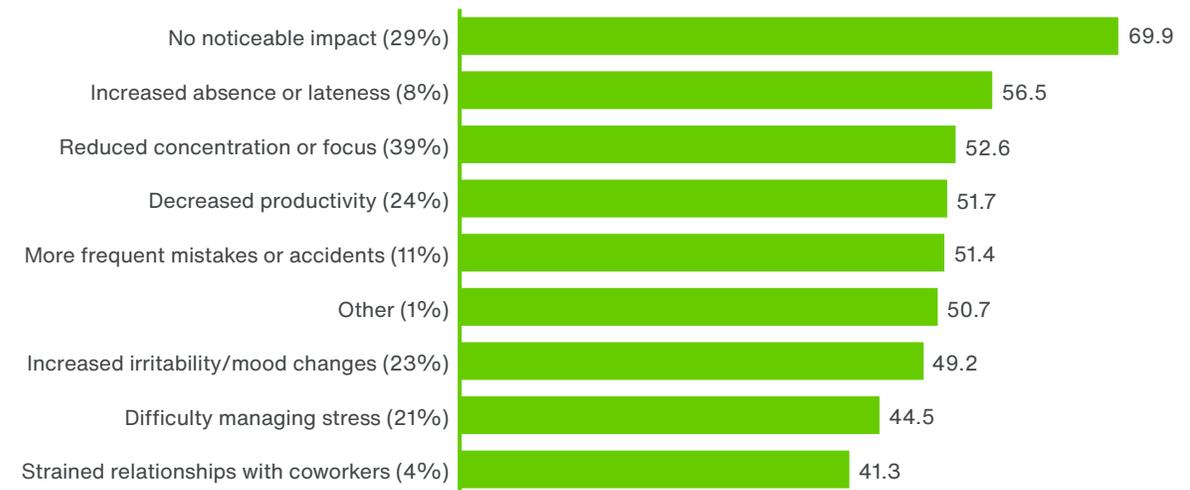
Managers are more likely to report difficulty managing stress, and younger workers are more likely to report decreased productivity due to poor sleep quality.

- The highest mental health score (69.9) is among 29 per cent of workers reporting no noticeable impact at work, two points higher than the national average (67.8)
- Workers over 50 are more than twice as likely as workers under 40 to report no noticeable impact at work due to poor sleep quality
- Non-parents are twice as likely as parents to report no noticeable impact at work due to poor sleep quality
- The lowest mental health score (41.3) is among four per cent of workers who say poor sleep quality results in strained relationships with coworkers, nearly 29 points lower than workers reporting no noticeable impact (69.9) and more than 26 points lower than the national average (67.8)
- Workers under 40 are twice as likely as workers over 50 to report decreased productivity at work due to poor sleep quality
- Managers are nearly twice as likely as non-managers to report difficulty managing stress at work due to poor sleep quality

How has your poor sleep quality affected your work?



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



Overview of the TELUS Mental Health Index.

The mental health and wellbeing of a population are essential to overall health and work productivity. The Mental Health Index measures the current mental health status of employed adults. Increases and decreases in the MHI are intended to predict cost and productivity risks, informing the need for investment in mental health support by businesses and governments.

The Mental Health Index report has two parts:

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

Methodology

Data for this report is collected through an online survey of 1,000 people who live in the Netherlands 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 the Netherlands. 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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