



TELUS Mental Health Index.

Spain | June 2025

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What you need to know for June 2025.



Half of workers feel anxious, nearly half feel depressed, almost two in five feel isolated and say their mental health is negatively impacting work productivity, and one-third say they do not have emergency savings for basic needs.

- At 57.9, the mental health of workers has declined nearly two points from March
- 47 per cent of workers have a high mental health risk, 39 per cent have a moderate mental health risk, 15 per cent have a low mental health risk
- All mental health sub-scores, apart from optimism, have declined from the prior month
- Anxiety and depression have been the lowest mental health sub-scores for more than three years
- 51 per cent of workers feel anxious
- 45 per cent feel depressed
- 39 per cent feel isolated
- 38 per cent say their mental health is negatively impacting work productivity
- 33 per cent do not have emergency savings for basic needs
- 13 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

Younger workers disproportionately experience higher self-stigma and are more likely to believe that disclosure of mental health issues would limit their career options.

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



Only half of people leaders feel equipped to address employee mental health issues, and one-quarter say their organisation doesn't offer mental health leadership training.

- 41 per cent of people leaders are unsure, and nine per cent would not know what to do if an employee was struggling with a mental health issue
- 25 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
- 22 per cent of people leaders say their organisation does not offer training in effective coaching or management techniques, and 15 per cent are unsure

More than one-third of workers say poor sleep results in reduced focus, difficulty managing stress, increased irritability and decreased productivity.

- 25 per cent of workers are dissatisfied with the quality of their sleep
- 36 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 21 points lower than the national average
- Workers over 50 are 70 per cent more likely to say that mental health challenges contribute to their poor sleep
- 43 per cent of workers say that work stress is a leading factor contributing to poor sleep
- 39 per cent of workers say that personal or family responsibilities are a leading factor contributing to poor sleep
- 22 per cent of workers say that financial worries are a leading factor contributing to poor sleep
- 41 per cent of workers say poor sleep quality has resulted in reduced concentration or focus at work
- 36 per cent of workers say poor sleep quality has resulted in difficulty managing stress
- 35 per cent of workers say poor sleep quality has resulted in increased irritability or mood changes
- 34 per cent of workers say poor sleep quality has resulted in decreased productivity



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

- 32 per cent of workers say the information they receive on health and wellbeing programs is sometimes unclear or incomplete
- 29 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 more than five times as likely to be unaware of health and wellbeing programs
- 22 per cent of workers say they rarely or never receive information on health and wellbeing programs
- Non-unionized workers are nearly twice as likely as unionized workers to say they rarely or never receive information about these programs
- 54 per cent of workers would prefer to receive information about health and wellbeing programs via email
- 26 per cent of workers would prefer to receive information about health and wellbeing programs in team meetings
- 48 per cent of workers say their manager has not communicated the availability of health and wellbeing programs to them

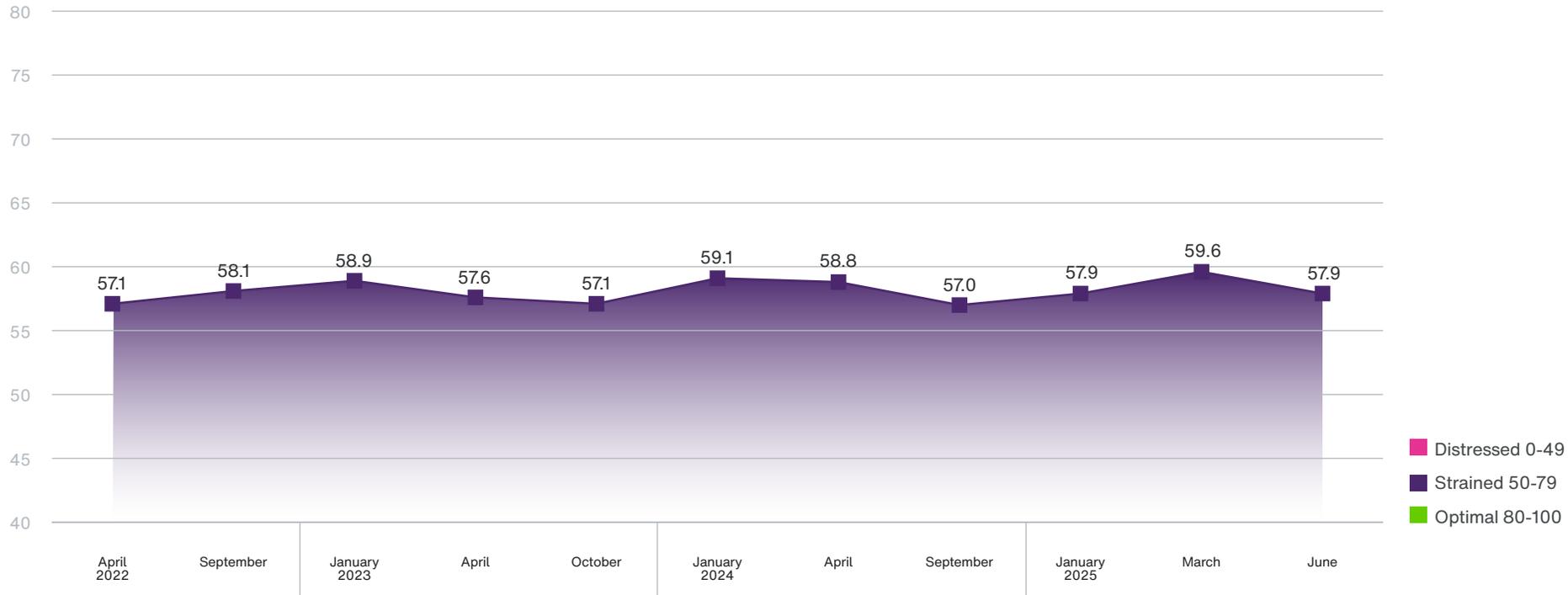
Economic concerns and job security are the **leading sources of personal stress**. Nearly three-quarters of workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

- 59 per cent of workers have cut back on their spending over the last two months because of financial concerns or economic uncertainty; 43 per cent have cut back a little, and 16 per cent have significantly reduced their spending
- 15 per cent have reduced their spending on health and wellness; the mental health score of this group is nearly seven points lower than the national average
- 54 per cent of workers have some concerns about their financial future, 15 per cent of workers worry about financial instability, and four per cent feel financially vulnerable
- 50 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 four per cent regularly cannot meet basic needs
- 15 per cent of workers say economic conditions are their primary source of personal stress
- 15 per cent of workers say job security is their primary source of personal stress
- 13 per cent of workers say personal finances are their primary source of personal stress

The Mental Health Index.

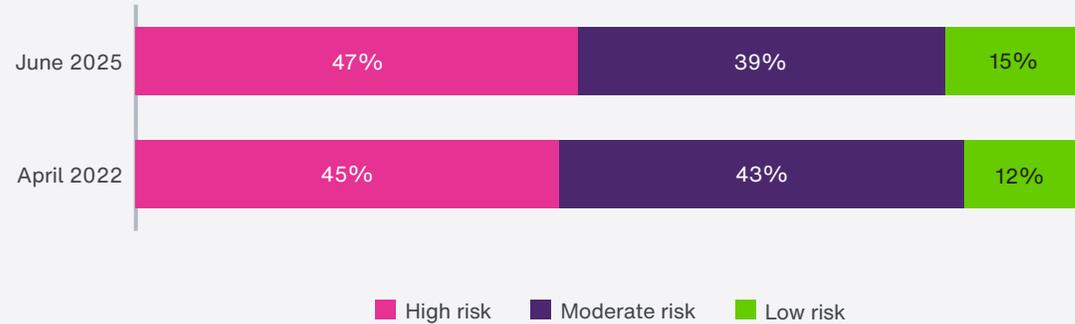
The overall Mental Health Index for June 2025 is 57.9. Since April 2022, the mental health of workers in Spain has consistently remained strained despite periodic fluctuations. June 2025 marks another downturn, with the mental health score down nearly two points from the previous period.

MHI Current Month June 2025	March 2025
57.9	59.6



Mental health risk.

In June 2025, 47 per cent of workers have a high mental health risk, 39 per cent have a moderate mental health risk, and 15 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 two 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.

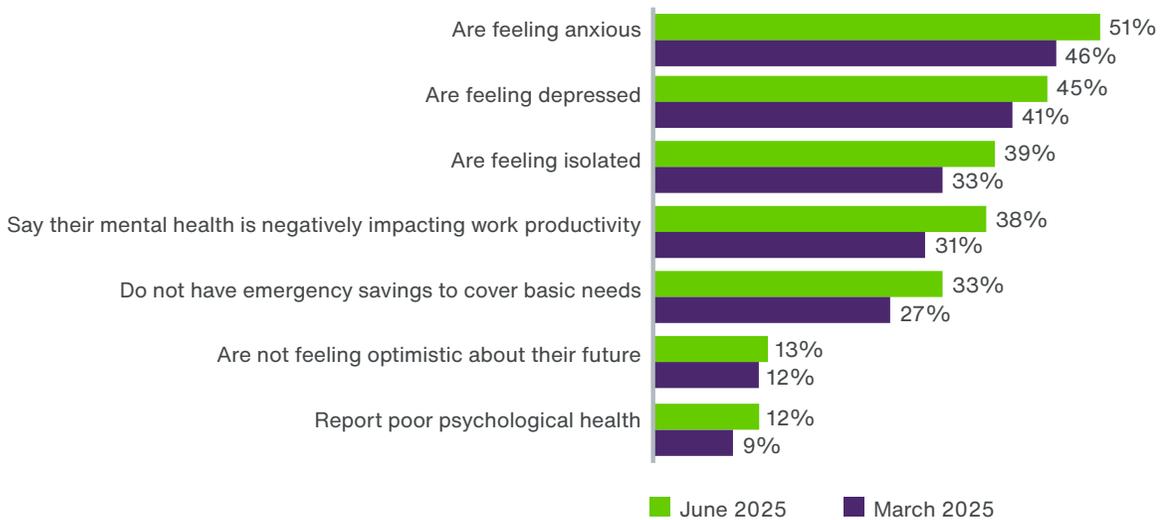
For more than three years, anxiety (44.5) has been the lowest Mental Health Index sub-score. Depression (48.0), isolation (54.0), work productivity (56.2), financial risk (65.4), and optimism (67.3) follow. General psychological health (70.1) continues to be the most favourable mental health measure in June 2025.

- Anxiety and depression have been the lowest mental health sub-scores for more than three years
- All mental health sub-scores, apart from optimism, have declined from the previous period
- Financial risk has declined most significantly, down four points from March

More than half (51 per cent) of workers feel anxious, 45 per cent feel depressed, 39 per cent feel isolated, 38 per cent say their mental health is negatively impacting work productivity, 33 per cent do not have emergency savings for basic needs, 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	44.5	47.0
Depression	48.0	49.3
Isolation	54.0	57.5
Work productivity	56.2	59.5
Financial risk	65.4	69.4
Optimism	67.3	66.5
Psychological health	70.1	70.6

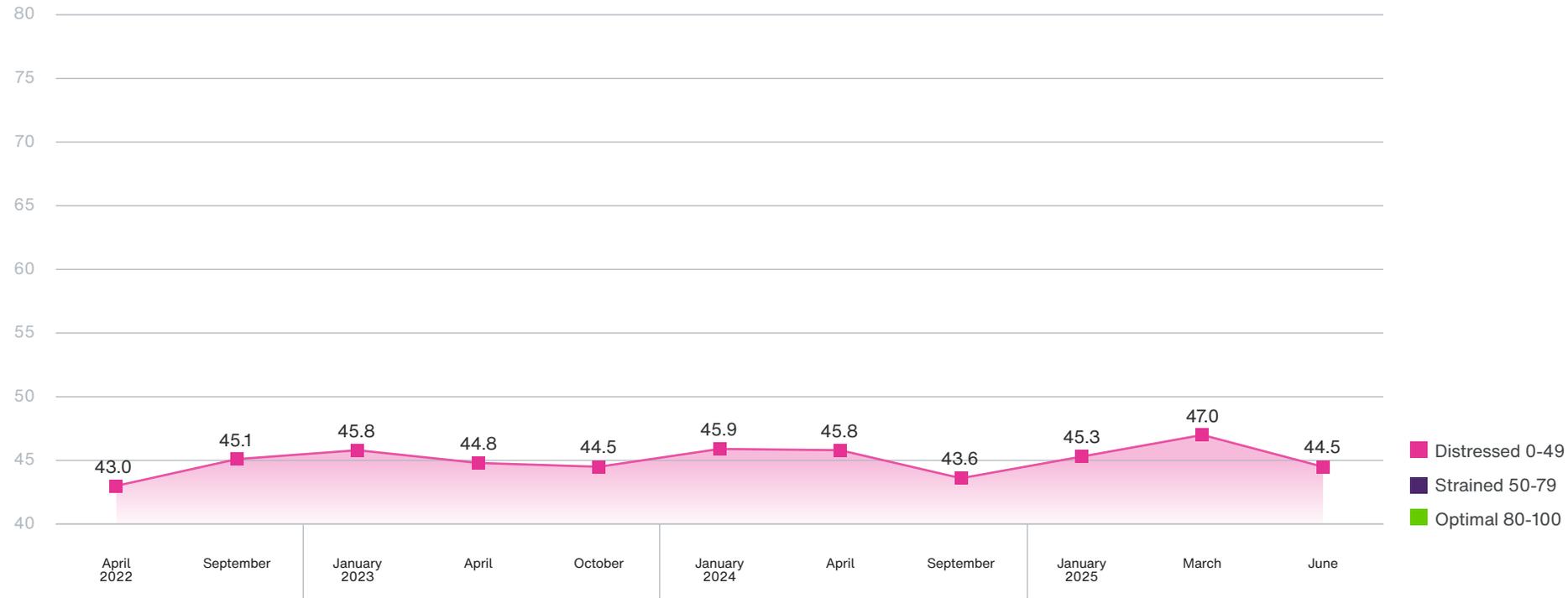
Percentage at risk by MHI sub-score



Anxiety

In June 2025, 51 per cent of workers report often feeling unsettled and nervous.

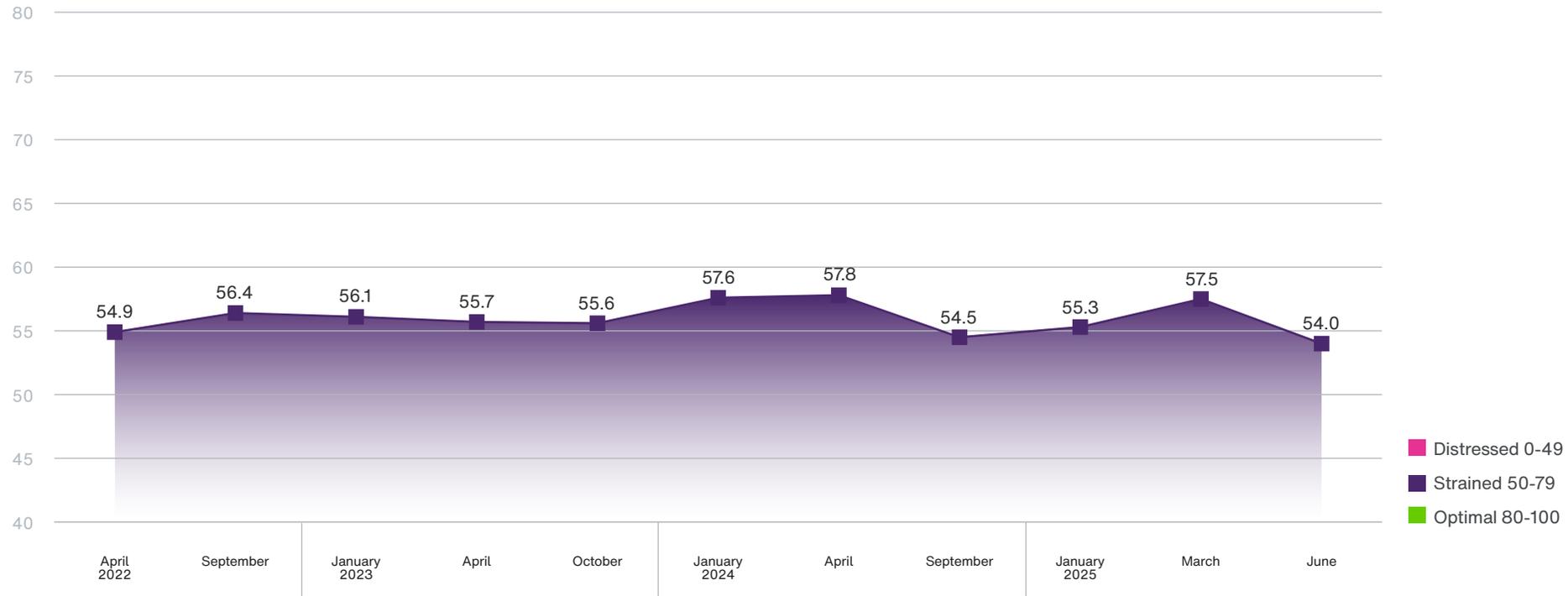
With more than half of workers reporting symptoms of anxiety, the sub-score displayed minor fluctuations through April 2024. Following a notable decline in September 2024, the score recovered and reached its peak in March 2025. In June 2025, the anxiety sub-score fell sharply and remains the lowest mental health sub-score for more than three years.



Isolation

In June 2025, 39 per cent of workers report often feeling alone.

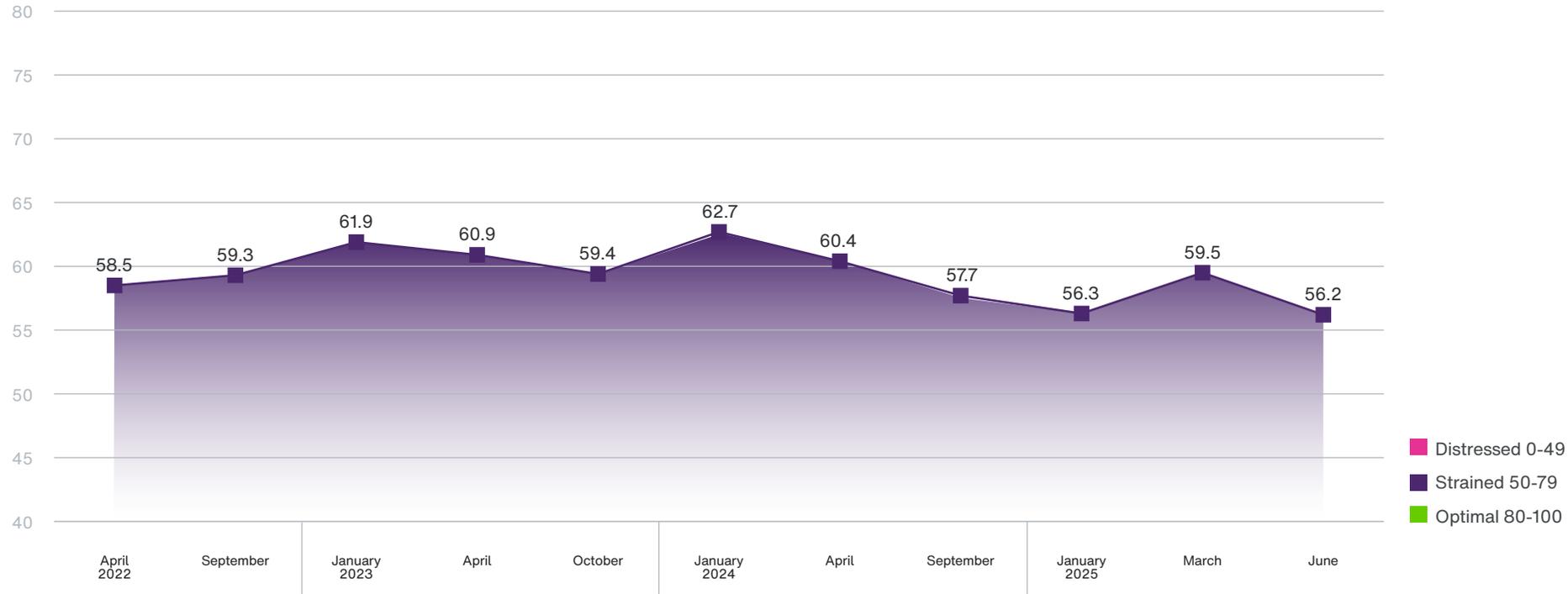
The isolation sub-score gradually improved through April 2024, followed by a sharp decline in September 2024. Scores improved in January and March 2025; however, the isolation sub-score has fallen sharply in June 2025, down to its lowest level in the Index's three-year history.



Work productivity

In June 2025, 38 per cent of workers say their mental health is negatively impacting their work productivity and goals.

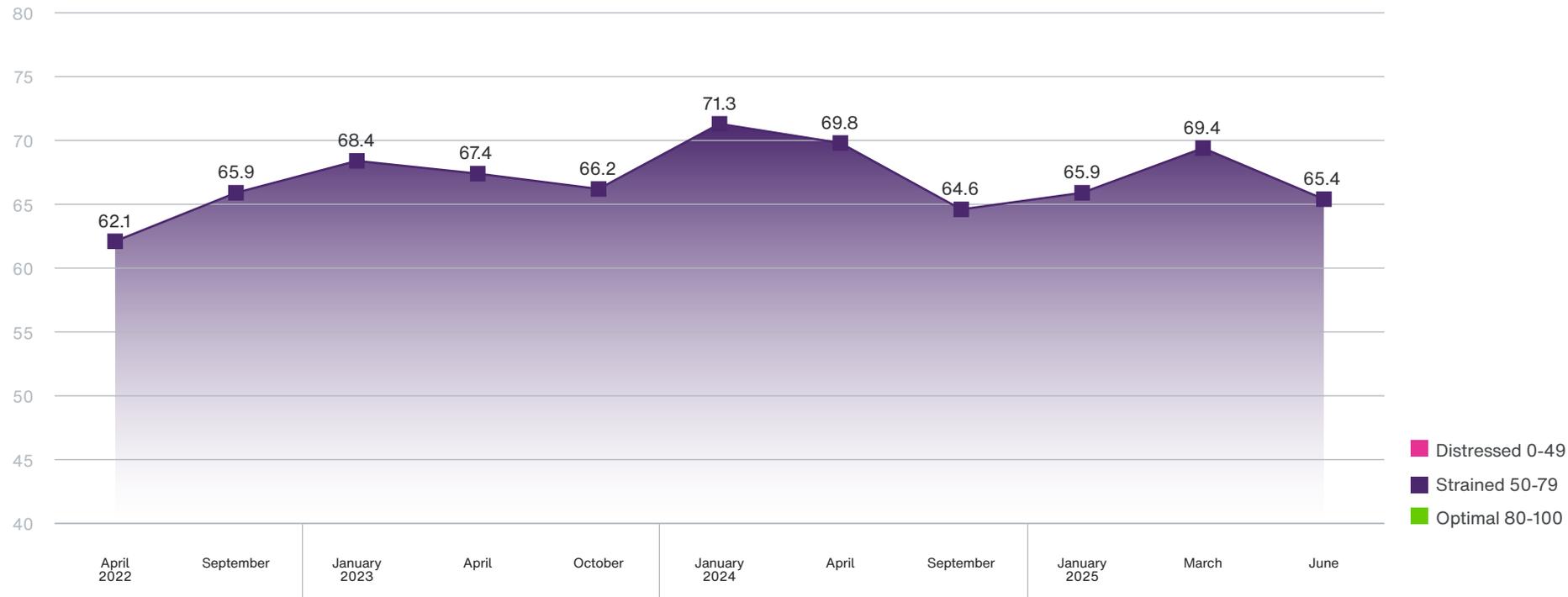
The impact of mental health on work productivity had shown general improvement through January 2024, suggesting that the adverse effects of mental health on work productivity had slowly decreased. Since reaching its peak in January 2024, the work productivity score declined through January 2025 and recovered in March. In June 2025, the work productivity sub-score has declined more than three points, falling to its lowest level since the launch of the Index in April 2022.



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 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 four points from the previous period.



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 54.9 compared to 60.6 for men.
- Since April 2022, mental health scores have improved with age
- Workers with at least one minor child have a slightly higher mental health score (58.0) than workers without children (57.7)

Mental health by employment status.

- Overall, one per cent of respondents are unemployed¹ and five per cent report reduced hours or reduced salary
- Workers reporting reduced salary than the previous month have the lowest mental health score (44.7), followed by workers reporting fewer hours than the last month (49.3), respondents not currently employed (57.6), and workers with no change to salary or hours (58.4)
- Labourers have a lower mental health score (54.5) than service industry (56.7) and office workers (59.5)
- Managers have a higher mental health score (59.6) than non-managers (55.3)
- Respondents working for companies with 5,001-10,000 employees have the highest mental health score (62.6)
- Self-employed/sole proprietors have the lowest mental health score (55.1)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (42.5) than the overall group (57.9). Workers with emergency savings have a mental health score of 70.4

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)	58.4	60.3
Employed (fewer hours compared to last month)	49.3	48.1
Employed (reduced salary compared to last month)	44.7	38.3
Not currently employed	57.6	57.4

Age group	June 2025	March 2025
Age 20-29	52.4	60.6
Age 30-39	57.5	57.3
Age 40-49	57.3	59.4
Age 50-59	59.5	60.8
Age 60-69	62.6	62.0

Number of children	June 2025	March 2025
No children in household	57.7	60.4
1 child	56.5	56.2
2 children	61.0	63.3
3 children or more	54.7	54.3

Gender	June 2025	March 2025
Men	60.6	62.2
Women	54.9	56.4

Household income/annum	June 2025	March 2025
< € 10,000	45.3	46.9
€ 10,000 to < € 20,000	51.4	51.4
€ 20,000 to < € 30,000	54.6	55.0
€ 30,000 to < € 50,000	59.2	60.9
€ 50,000 to < € 70,000	62.4	62.8
€ 70,000 to < € 100,000	64.6	68.2
€ 100,000 and over	68.9	70.1

Employer size	June 2025	March 2025
Self-employed/sole proprietor	55.1	56.3
2-50 employees	56.9	61.1
51-100 employees	56.0	58.1
101-500 employees	59.1	59.9
501-1,000 employees	56.5	59.8
1,001-5,000 employees	62.5	59.3
5,001-10,000 employees	62.6	59.7
More than 10,000 employees	59.0	60.4

Manager	June 2025	March 2025
Manager	59.6	60.7
Non-manager	55.3	58.1

Work environment	June 2025	March 2025
Labour	54.5	53.1
Office/desk	59.5	61.7
Service	56.7	58.3

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 and Food Service Activities have the lowest mental health score (52.0), followed by workers in Wholesale and Retail Trade (53.1) and Administrative and Support Service Activities (53.7).

Workers in Technology (63.1), Real Estate Activities (62.6), and Professional, Scientific and Technical Activities (62.5) have the highest mental health scores in June.



Industry	June 2025	March 2025	Change
Human Health and Social Work Activities	57.9	54.6	3.3
Financial and Insurance Activities	58.0	56.0	2.0
Transportation and Storage	60.6	59.0	1.6
Electricity, Gas, Steam and Air Conditioning Supply	57.1	56.5	0.6
Professional, Scientific and Technical Activities	62.5	62.3	0.2
Construction	61.9	62.0	-0.1
Other Service Activities	54.2	54.5	-0.3
Accommodation and Food Service Activities	52.0	52.6	-0.6
Public Administration and Defence	58.7	60.0	-1.3
Manufacturing	60.1	61.9	-1.8
Real Estate Activities	62.6	64.8	-2.2
Technology	63.1	65.3	-2.2
Education	60.4	63.7	-3.3
Wholesale and Retail Trade	53.1	57.9	-4.8
Administrative and Support Service Activities	53.7	64.1	-10.4

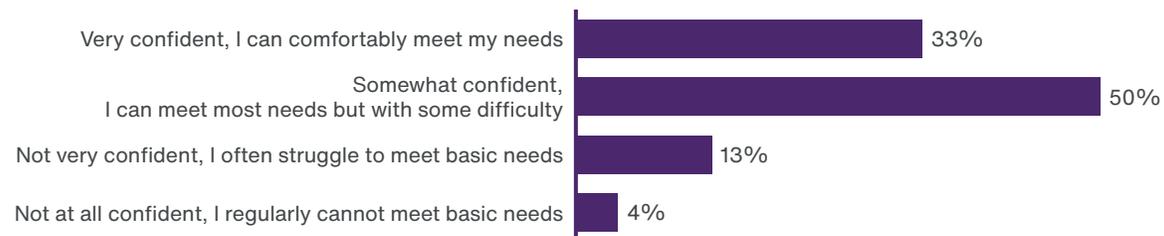
Spotlight

Financial wellbeing

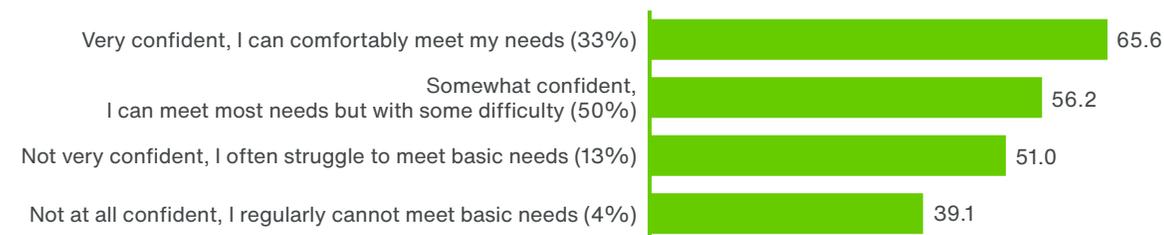
Two-thirds of workers are concerned about not being able to financially support their everyday needs.

- The highest mental health score (65.6) is among 33 per cent of workers who can comfortably meet their needs, nearly eight points higher than the national average (57.9)
- Workers with a yearly household income greater than €50,000 are 50 per cent more likely than workers with an annual household income lower than €50,000 to feel confident they can comfortably meet their needs
- The lowest mental health score (39.1) is among four per cent of workers who regularly cannot meet basic needs, nearly 27 points lower than workers who can comfortably meet their needs (65.6) and nearly 19 points lower than the national average (57.9)
- Workers without emergency savings are nearly twice as likely as 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?”

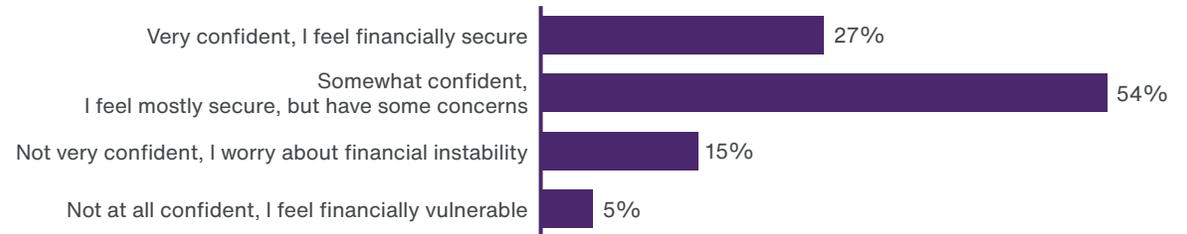


Nearly three-quarters of workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

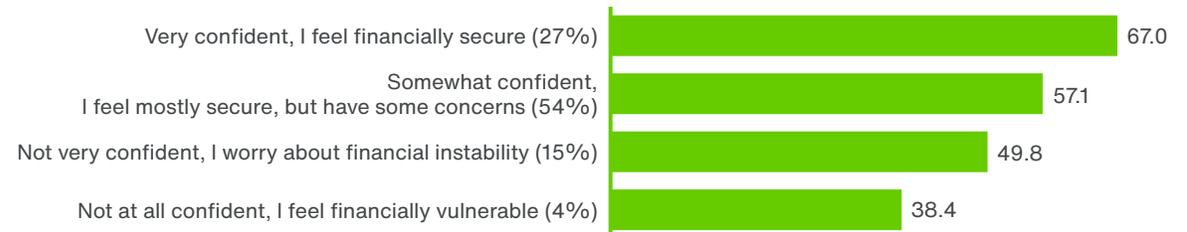
- The highest mental health score (67.0) is among 27 per cent of workers who are very confident in their financial future, nine points higher than the national average (57.9)
- The lowest mental health score (38.4) is among five per cent of workers who feel financially vulnerable and not at all confident in their financial future, nearly 29 points lower than workers who feel financially secure (67.0), and nearly 20 points lower than the national average (57.9)
- Workers with a yearly household income lower than €50,000 are more than twice as likely as workers with an annual household income greater than €50,000 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?



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

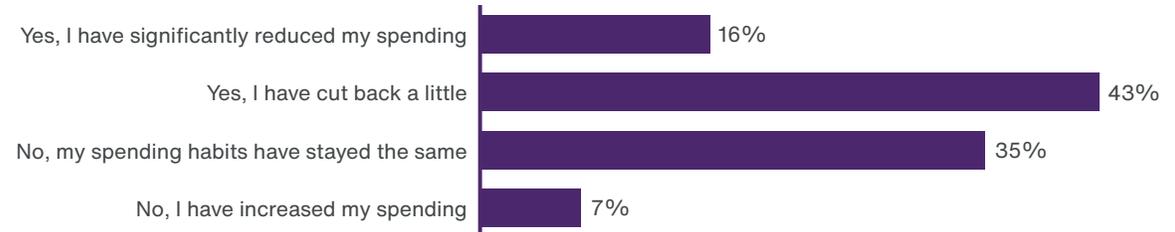


Three in five workers have reduced their spending over the last two months due to financial concerns or economic uncertainty.

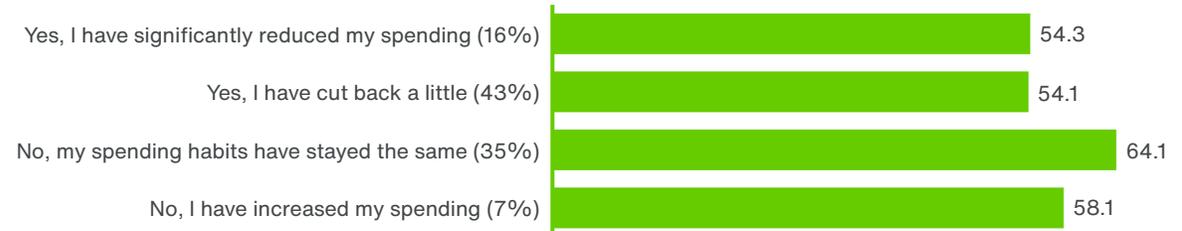
- The highest mental health score (64.1) is among 35 per cent of workers reporting their spending habits have remained the same over the last two months, more than six points higher than the national average (57.9)
- The lowest mental health score (54.1) is among 43 per cent of workers who have cut back a little, 10 points lower than workers who have made no changes (64.1), and nearly four points lower than the national average (57.9)
- Workers with an annual household income less than €50,000 and workers without emergency savings are 60 per cent more likely to have significantly reduced their spending



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



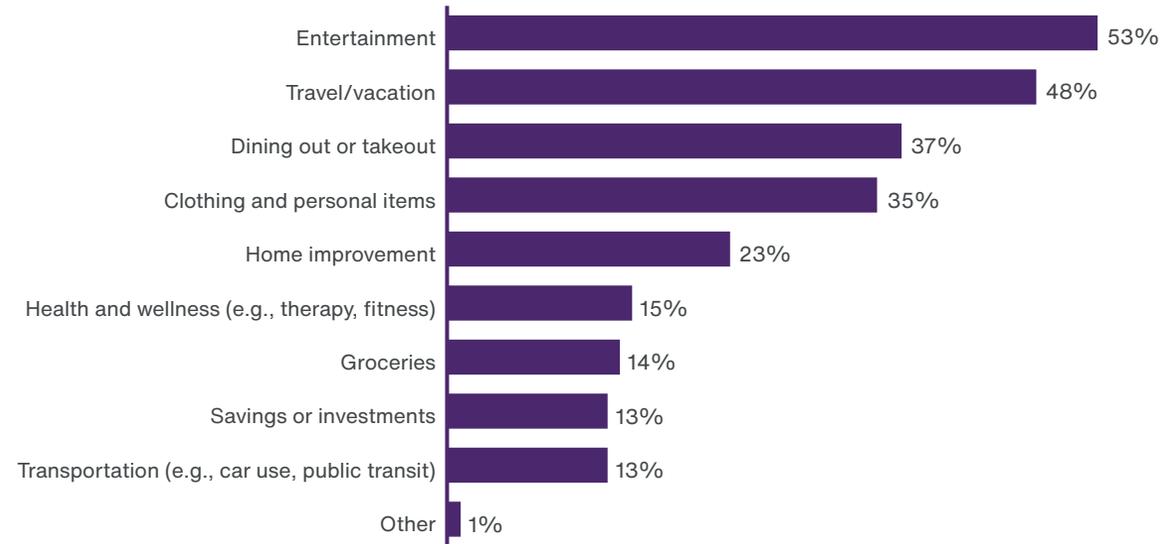
MHI score by “Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?”



More than one in seven workers has reduced their spending on health and wellness.

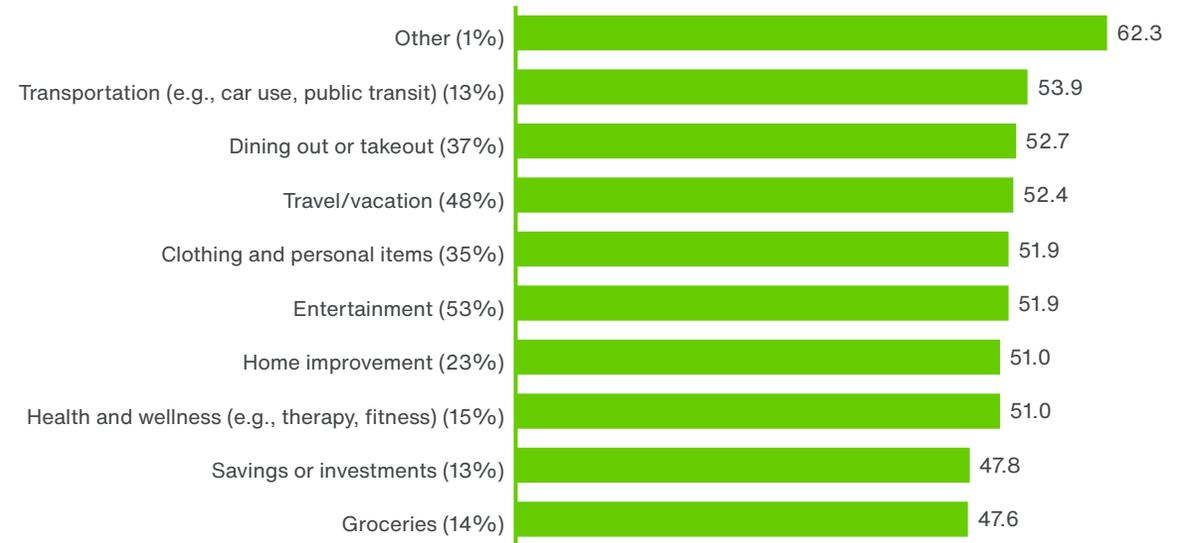
- More than half of workers (53 per cent) have cut back on entertainment, 48 per cent have cut back on travel/vacation, 37 per cent of workers have reduced spending on dining out or takeout, 35 per cent have reduced spending on clothing and personal items, 23 per cent are spending less on home improvement, 14 per cent have reduced spending on groceries, and 13 per cent have cut back on savings or investments
- Non-parents are 60 per cent more likely than parents to have reduced their spending on health and wellness

In which areas have you reduced your spending?



- More than one in seven (15 per cent) have reduced their spending on health and wellness; this group has the lowest mental health score (51.0), seven points lower than the national average (57.9)

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



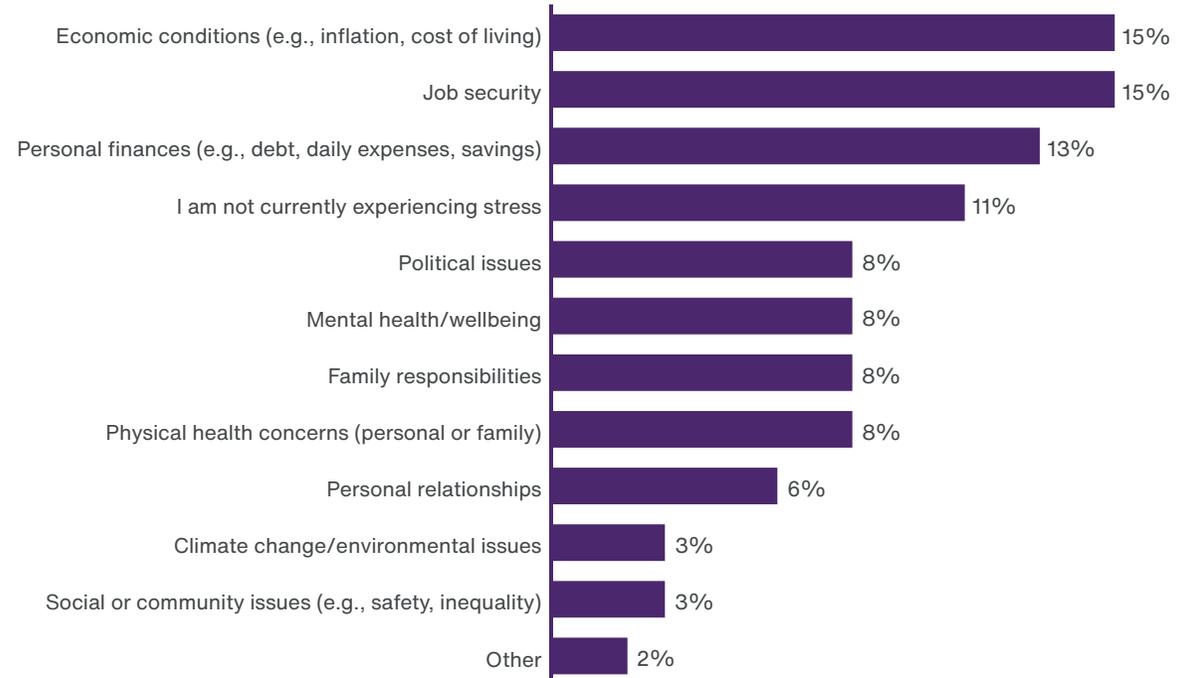
Personal stressors

Economic conditions, job security, and personal finances are primary sources of personal stress.

- Workers over 50 are nearly three times more likely than workers under 40 to report not experiencing personal stress
- Men are 60 per cent more likely than women to report not experiencing personal stress
- Workers under 40 are 40 per cent more likely than workers over 50 to say mental health/wellbeing is their primary source of personal stress
- Men are 50 per cent more likely to report job security as their primary stressor



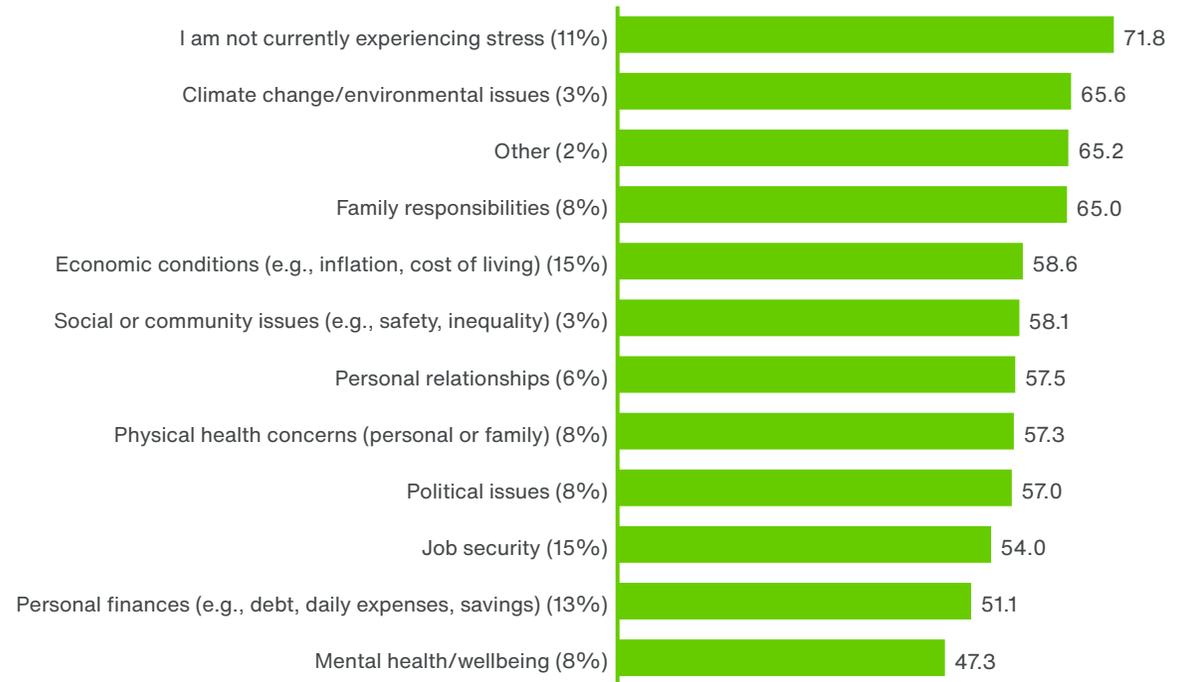
What is your primary source of personal stress right now?



- The highest mental health score (71.8) is among 11 per cent of workers not experiencing personal stress, nearly 14 points higher than the national average (57.9)
- The lowest mental health score (47.3) is among eight per cent of workers who report mental health/wellbeing as their primary source of personal stress, nearly 24 points lower than workers not experiencing personal stress (71.8) and more than 10 points lower than the national average (57.9)



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

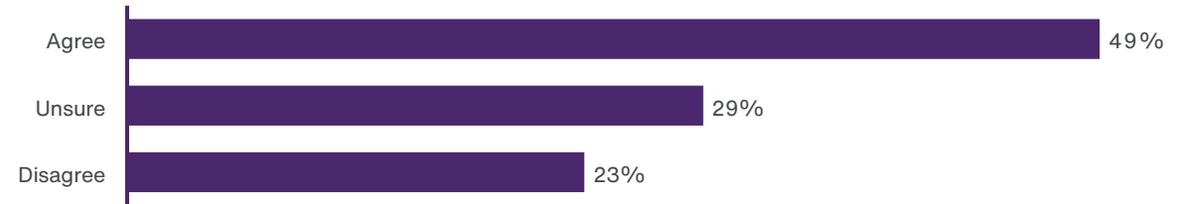


Mental health stigma.

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

- Nearly one-quarter (23 per cent) of workers would not feel negatively about themselves if they had a mental health issue; this group has the highest mental health score (67.6), nearly 10 points higher than the national average (57.9)
- Nearly half (49 per cent) of workers would feel negatively about themselves if they had a mental health issue; this group has the lowest mental health score (54.1), more than 13 points lower than workers who would not feel negatively about themselves (67.8) and more than three points lower than the national average (57.9)
- Workers under 40 are 30 per cent more likely than workers over 50 to feel negatively about themselves if they had a mental health issue

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



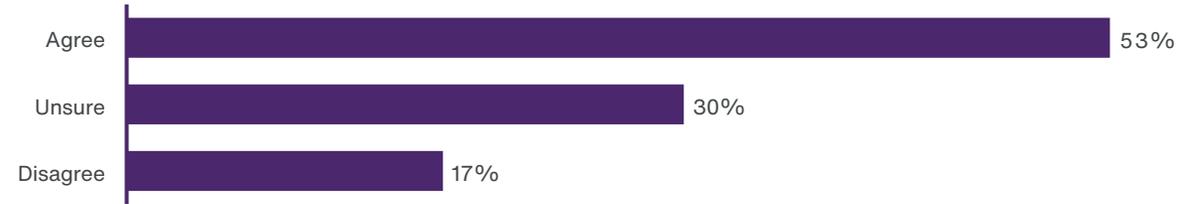
MHI score by “I would feel negatively about myself if I had a mental health issue”



More than half of workers would be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware.

- More than half (53 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 (56.0), more than seven points lower than workers who would not be concerned (63.6) and nearly two points lower than the national average (57.9)
- Workers under 40 are 30 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
- One in six (17 per cent) workers would not be concerned that their career options would be limited if they had a mental health issue, and their workplace was aware; this group has the highest mental health score (63.6), nearly six points higher than the national average (57.9)

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.



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



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



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

- Nearly three in 10 (29 per cent) managers have participated in training for people leaders on their role in supporting a mentally healthy workplace; the mental health score of this group (59.7) is nearly two points higher than the national average (57.9)
- The lowest mental health score (57.9) is among 30 per cent of managers who report their organisation offers training for people leaders on their role in supporting a mentally healthy workplace, but have not participated, more than three points lower than managers who said no training is offered (61.0) and equal to the national average (57.9)



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



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

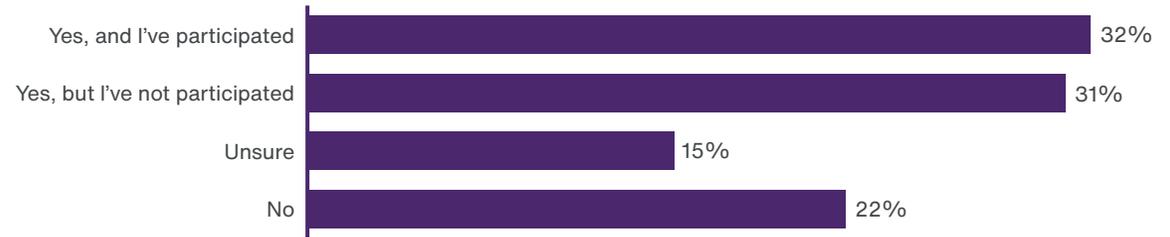


Nearly two in five managers are unsure or say their organisation does not offer training for people leaders on effective coaching/management techniques.

- The highest mental health score (62.9) is among 32 per cent of managers who have participated in training on effective coaching/management techniques, five points higher than the national average (57.9)
- The lowest mental health score (57.3) is among 31 per cent of managers who report their organisation offers training, but they have not participated (57.3), nearly six points lower than managers who have participated and similar to the national average (57.9)



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



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

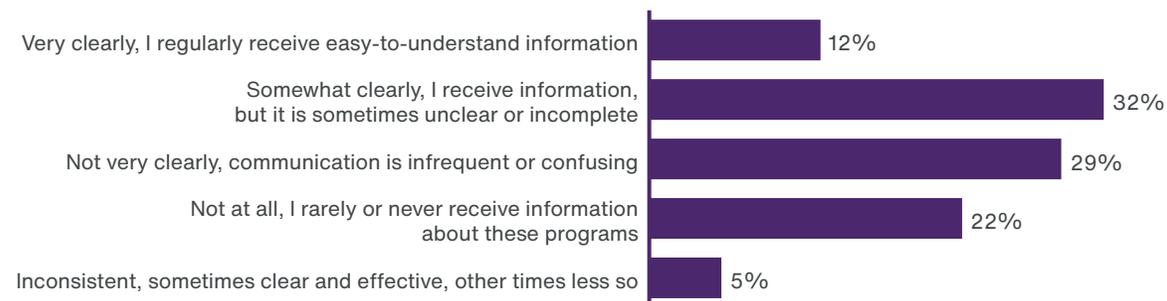


Communication about health and wellbeing programs.

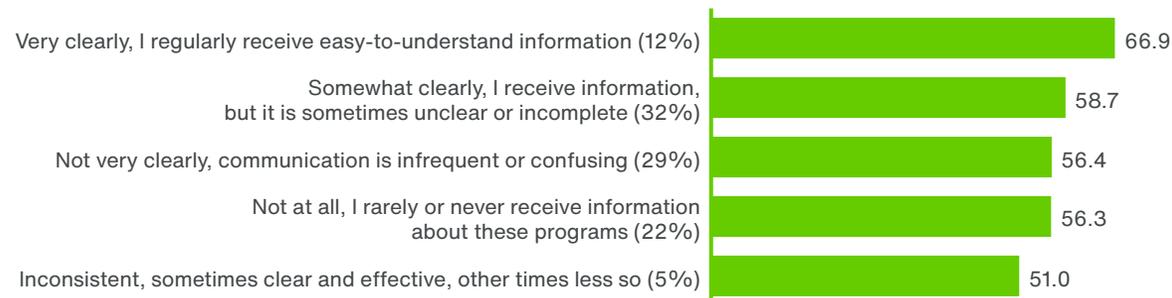
Nearly nine in 10 workers say their organisation’s communication about health and wellbeing programs is unclear or inconsistent.

- The highest mental health score (66.9) is among 12 per cent of workers who say their organisation communicates very clearly about health and wellbeing programs, nine points higher than the national average (57.9)
- The lowest mental health score (51.0) is among five per cent of workers who say their organisation’s communication about health and wellbeing programs is inconsistent, nearly 16 points lower than workers who say communication is very clear (66.9) and seven points lower than the national average (57.9)
- Non-unionized workers are nearly twice as likely as unionized workers to say they rarely or never receive information about these programs
- Non-parents are 80 per cent more likely than parents to say their organisation’s communication about health and wellbeing programs is not at all clear
- Non-managers are 50 per cent more likely than managers 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?



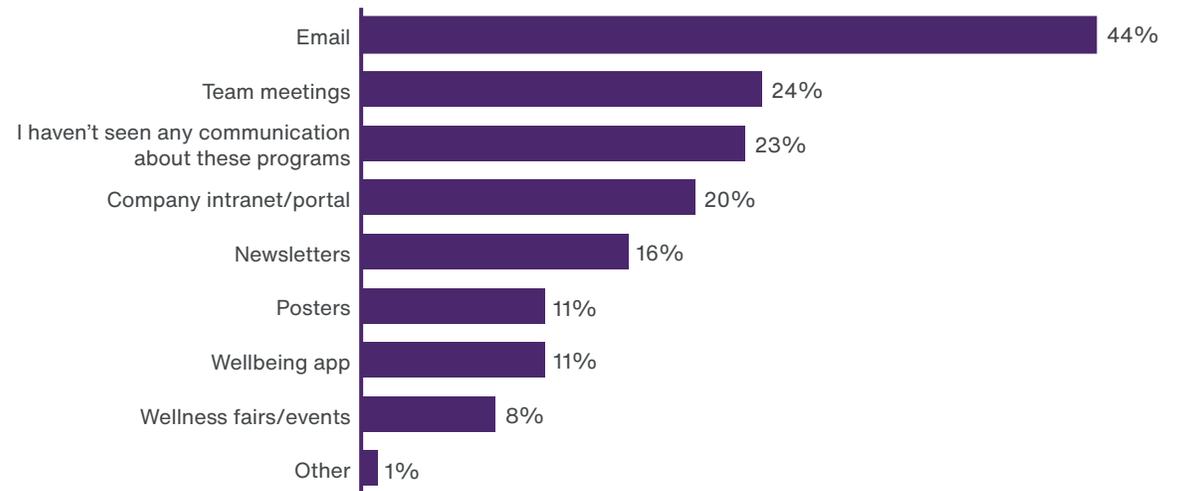
MHI score by “How well does your organisation communicate information about health and wellbeing programs?”



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

- More than two in five (44 per cent) organisations use email to communicate health and wellbeing programs, 24 per cent communicate programs during team meetings, 20 per cent use their company's intranet/portal, 16 per cent communicate programs via newsletters, 11 per cent use posters, 11 per cent communicate through a wellbeing app, 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 the lowest mental health score (55.4), nearly three points lower than the national average (57.9)

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



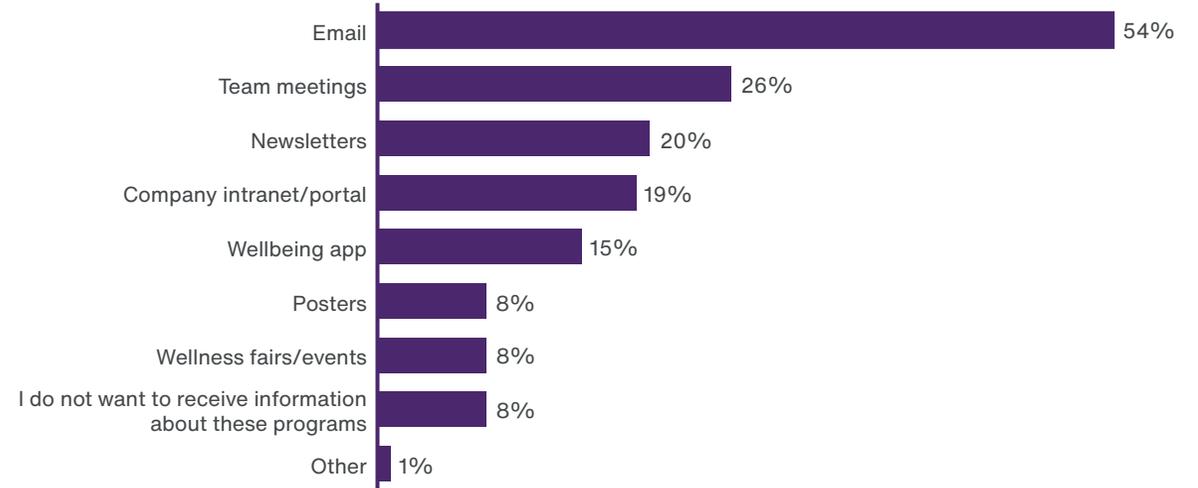
MHI score by "Which methods does your organisation use to communicate health and wellbeing programs?"



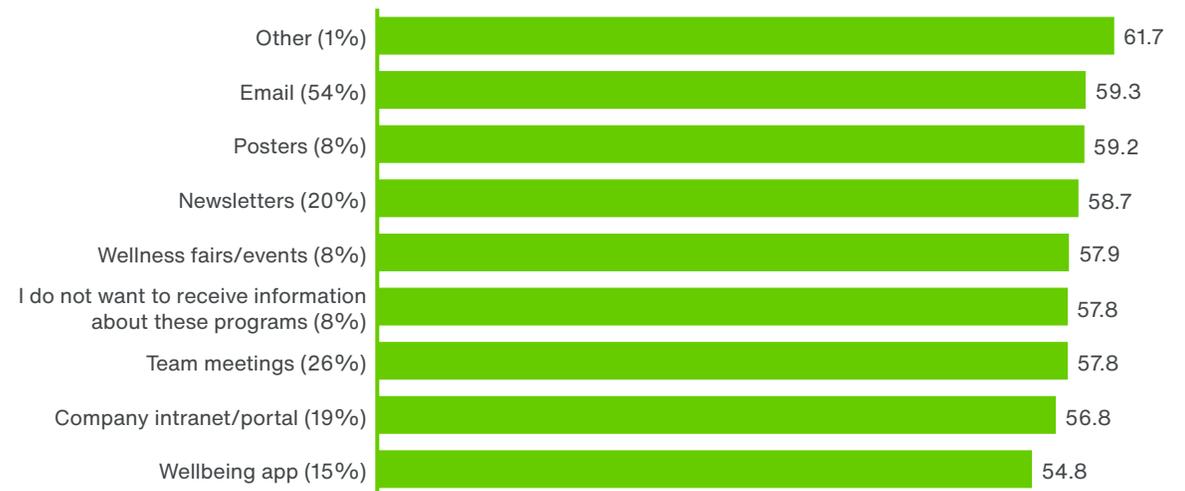
More than half of workers would prefer to receive information about their organisation's health and wellbeing programs via email.



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?”



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

- The highest mental health scores (60.0 and 60.3 respectively) are among 51 per cent of workers who say their manager has communicated the availability of health and wellbeing programs or are unsure, more than two points higher than the national average (57.9)
- The lowest mental health score (56.1) is among 48 per cent of workers who say their manager has not communicated the availability of health and wellbeing programs to them, four points lower than workers who say their manager has communicated this information (60.0), and nearly two points lower than the national average (57.9)



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?”



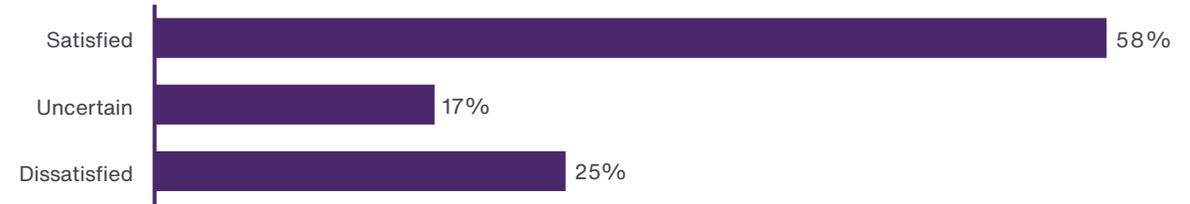
Sleep quality

One-quarter of workers are dissatisfied with the quality of their sleep.

- The highest mental health score (63.4) is among 58 per cent of workers satisfied with the quality of their sleep, nearly six points higher than the national average (57.9)
- The lowest mental health score (49.0) is among 25 per cent of workers dissatisfied with the quality of their sleep, more than 14 points lower than workers who are satisfied with their sleep quality (63.4), and nearly nine points lower than the national average (57.9)



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?”

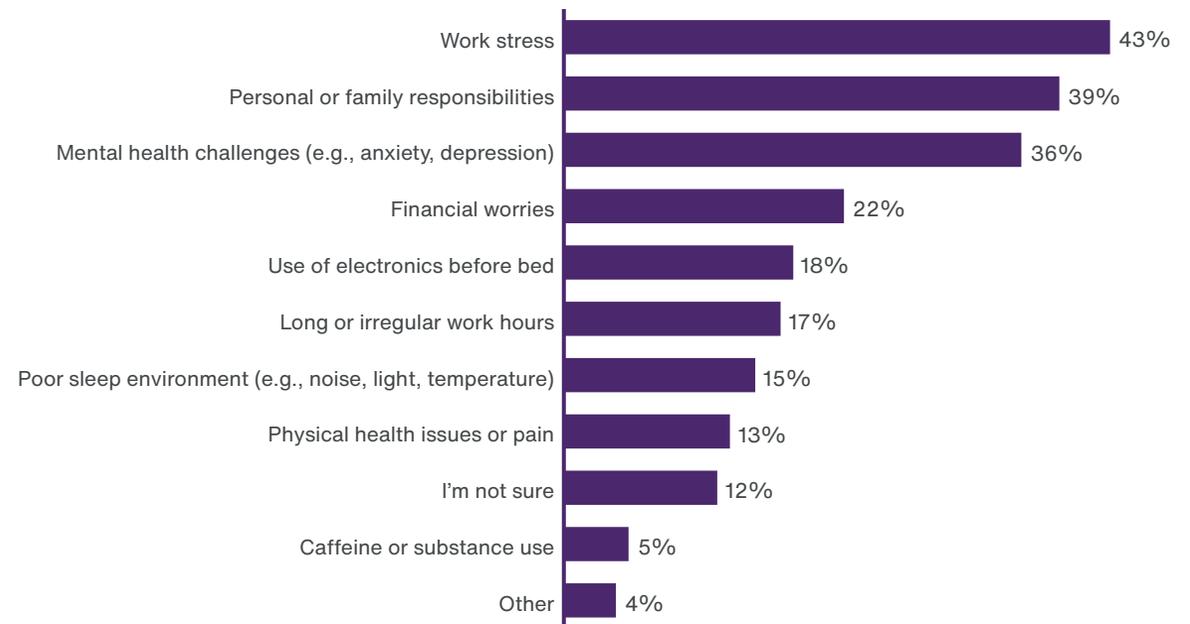


Work stress, personal or family responsibilities, mental health challenges, and financial worries are the leading factors contributing to poor sleep quality.

- Workers over 50 are 70 per cent more likely than workers under 40 to report that mental health challenges contribute to their poor sleep quality
- Workers with an annual household income less than €50,000 and workers without emergency savings are 80 per cent more likely to say financial worries are the leading factor contributing to poor sleep quality



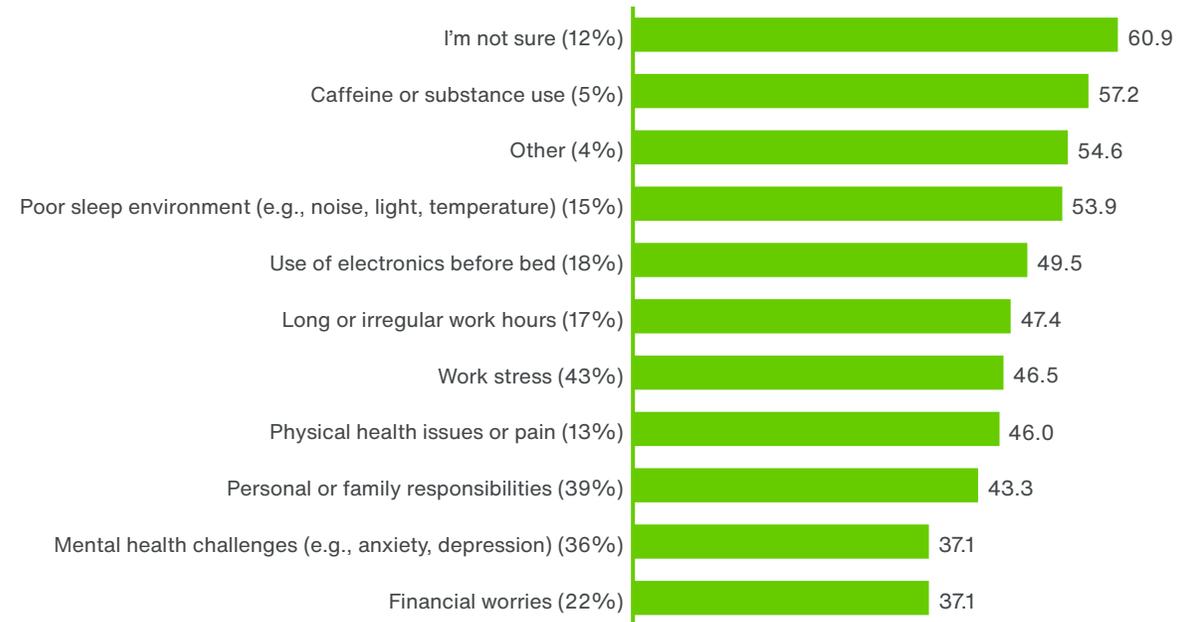
What do you believe are the main factors contributing to your poor sleep quality?



- The lowest mental health scores (37.1) are among 36 per cent of workers reporting mental health challenges, and 22 per cent of workers reporting financial worries contribute to their poor sleep quality, nearly 21 points lower than the national average (57.9)



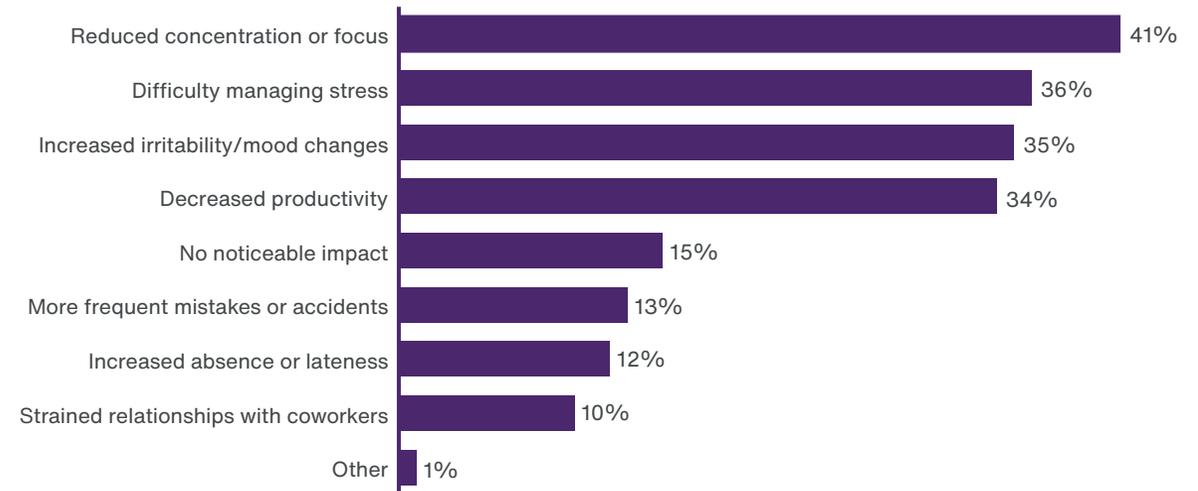
MHI score by “What do you believe are the main factors contributing to your poor sleep quality?”



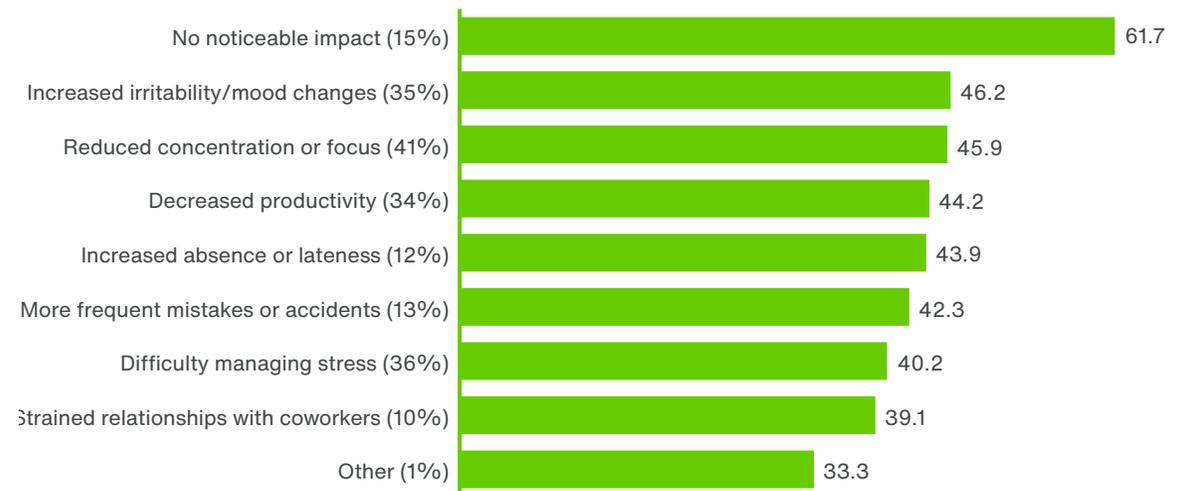
More than one-third of workers say poor sleep results in reduced focus, difficulty managing stress, increased irritability, and decreased productivity.

- The highest mental health score (61.7) is among 15 per cent of workers reporting no noticeable impact at work, nearly four points higher than the national average (57.9)
- 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 nearly three times as likely as managers to report no noticeable impact at work due to poor sleep quality
- The lowest mental health score (39.1) is among 10 per cent of workers who say poor sleep quality results in strained relationships with coworkers, nearly 23 points lower than workers reporting no noticeable impact (61.7) and nearly 19 points lower than the national average (57.9)
- Women are 40 per cent more likely than men 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 is 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 Spain 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 Spain. 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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