



TELUS Mental Health Index.

United States of America | June 2025

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What you need to know for June 2025.



Almost three in ten workers feel anxious and isolated, one in four do not have emergency savings to cover basic needs and say their mental health is adversely impacting work productivity.

- At 68.8, the mental health of workers is at the lowest point in nearly three years
- 26 percent of workers have a high mental health risk, 42 percent have a moderate mental health risk, and 32 percent have a low mental health risk
- All mental health sub-scores, apart from optimism, have declined from March
- Anxiety and isolation have been the lowest mental health sub-scores for more than three years
- 28 percent of workers feel anxious
- 27 percent of workers feel isolated
- 25 percent of workers do not have emergency savings for basic needs
- 24 percent of workers say their mental health is impacting work productivity
- 22 percent of workers feel depressed
- Mental health scores have declined in all regions of the United States
- Managers continue to have a higher mental health score than non-managers
- Laborers 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.

- 45 percent of workers would be concerned about career options if they had a mental health issue and their workplace was aware
- Workers under 40 are 40 percent 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
- 30 percent of workers would feel negatively about themselves if they had a mental health issue
- Workers under 40 are twice as likely as workers over 50 to feel negatively about themselves if they had a mental health issue
- Despite heightened mental health awareness, stigma persists; self-stigma has increased by one percent, while fear of workplace stigma has risen by four percent since February 2021



Just over half of people leaders

feel equipped to address employee mental health issues, and one-third say their organization doesn't offer mental health leadership training.

- 32 percent of people leaders are unsure, and 12 percent would not know what to do if an employee was struggling with a mental health issue
- 34 percent of people leaders say their organization does not offer training on their role in supporting a mentally healthy workplace, and 16 percent are unsure
- 25 percent of people leaders say their organization does not offer training in effective coaching or management techniques, and 13 percent are unsure

For the second consecutive period, finances are the leading source of personal stress. Nearly two-thirds of workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

- 62 percent of workers have cut back on their spending over the last two months because of financial concerns or economic uncertainty: 44 percent have cut back a little, and 18 percent have significantly reduced their spending
- 16 percent have reduced their spending on health and wellness, with younger workers more likely to have made this adjustment; the mental health score of this group is more than 16 points lower than the national average
- 44 percent of workers have some concerns about their financial future, 15 percent of workers worry about financial instability, and four percent feel financially vulnerable
- 37 percent of workers can meet most of their everyday needs, but with some difficulty, 10 percent often struggle to meet basic needs, and three percent regularly cannot meet basic needs
- 23 percent of workers say personal finances are their primary source of personal stress
- 17 percent of workers say economic conditions are their primary source of personal stress



More than one-quarter of workers are dissatisfied with the quality of their sleep and younger workers are more likely to experience reduced productivity due to poor sleep.

- 27 percent of workers are dissatisfied with the quality of their sleep
- 34 percent 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 27 points lower than the national average
- Workers under 40 are twice as likely as workers over 50 to say that mental health challenges contribute to their poor sleep
- 33 percent of workers say that financial worries are a leading factor contributing to poor sleep
- 33 percent of workers say that work stress is a leading factor contributing to poor sleep
- 30 percent of workers say that personal or family responsibilities are a leading factor contributing to poor sleep
- 29 percent of workers say that physical health issues or pain are a leading factor contributing to poor sleep
- 39 percent of workers say poor sleep quality has resulted in reduced concentration or focus at work
- 33 percent of workers say poor sleep quality has resulted in increased irritability or mood changes
- 27 percent of workers say poor sleep quality has resulted in decreased productivity
- 25 percent of workers say poor sleep quality has resulted in difficulty managing stress

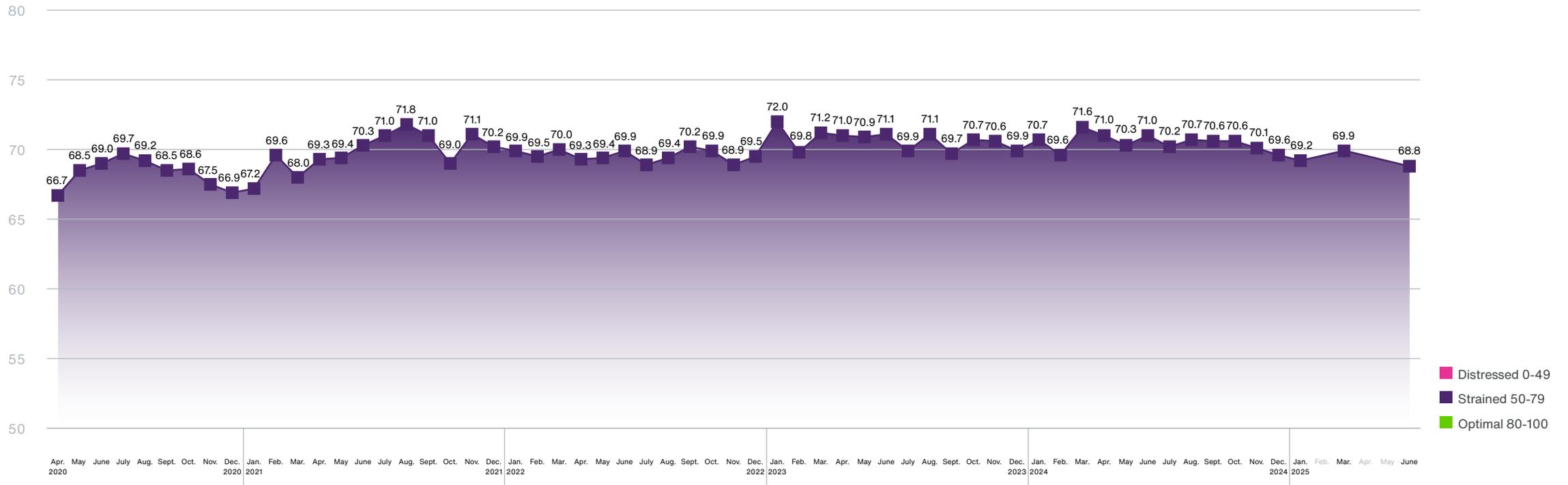
More than half of workers report **unclear or inconsistent communication** about health and wellbeing programs; one in six say they rarely or never receive information about these programs.

- 37 percent of workers say the information they receive on health and wellbeing programs is sometimes unclear or incomplete
- 15 percent of workers say the information they receive is infrequent or confusing, and four percent say the information is inconsistent
- Workers who say their organization's communication is unclear are nearly eight times more likely to be unaware of health and wellbeing programs
- 17 percent of workers say they rarely or never receive information on health and wellbeing programs
- Non-unionized workers are twice as likely as unionized workers to say they rarely or never receive information about these programs
- 67 percent of workers would prefer to receive information about health and wellbeing programs via email
- 24 percent of workers would prefer to receive information about health and wellbeing programs in team meetings
- 49 percent of workers say their manager has not communicated the availability of health and wellbeing programs to them

The Mental Health Index.

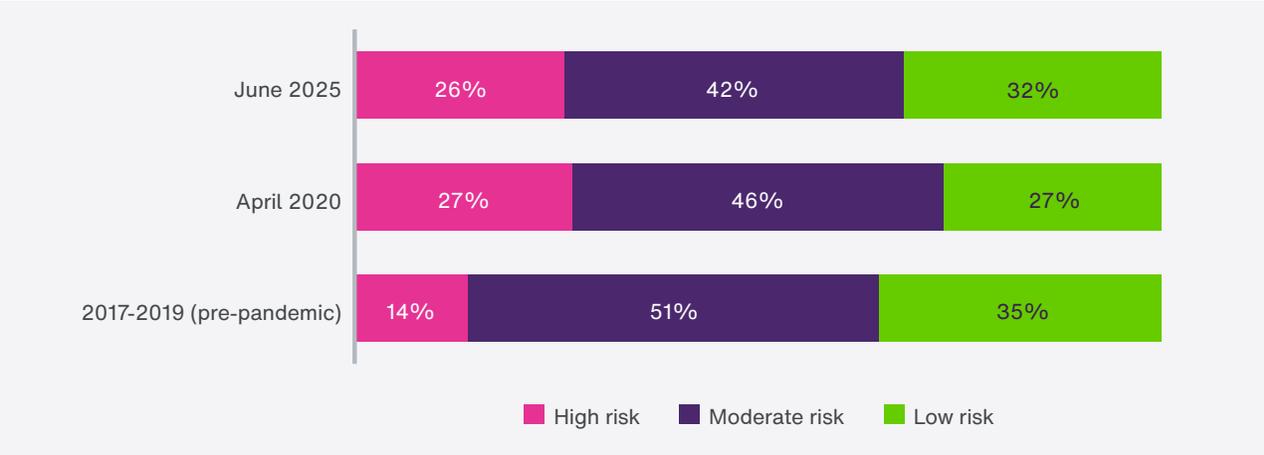
The overall Mental Health Index for June 2025 is **68.8**. Despite some brief periods of modest improvement, the mental health score of U.S. workers has fallen to its lowest point in nearly three years.

MHI Current Month June 2025	March 2025
68.8	69.9



Mental health risk.

In June 2025, 26 percent of workers have a high mental health risk, 42 percent have a moderate mental health risk, and 32 percent have a low mental health risk. More than five years after the launch of the Mental Health Index in April 2020, the proportion of workers in the high-risk group has decreased by one percent.



Approximately 30 percent of workers in the high-risk group report diagnosed anxiety or depression, seven percent report diagnosed anxiety or depression in the moderate-risk group, and one percent of workers in the low-risk group report diagnosed anxiety or depression.

Mental Health Index sub-scores.

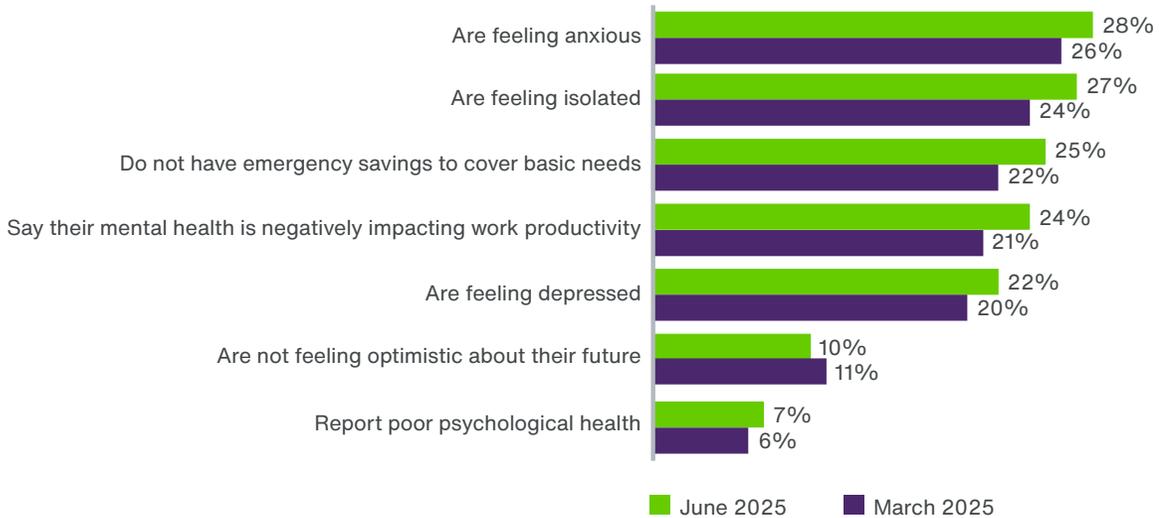
For more than three years, anxiety (61.5) has been the lowest Mental Health Index sub-score. Isolation (64.8), work productivity (67.6), depression (67.6), optimism (71.3), and financial risk (71.9) follow. General psychological health (76.7) remains the most favorable mental health measure in June 2025.

- Anxiety and isolation have been the lowest mental health sub-scores for more than three years
- All mental health sub-scores, apart from optimism, have declined from March 2025
- The financial risk sub-score has declined most notably, down 2.7 points from March 2025

Nearly three in ten (28 percent) workers feel anxious, 27 percent feel isolated, 25 percent do not have emergency savings for basic needs, 24 percent say their mental health is negatively impacting work productivity, 22 percent feel depressed, 10 percent do not feel optimistic about their future, and seven percent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2025	March 2025
Anxiety	61.5	62.8
Isolation	64.8	66.7
Financial risk	71.9	74.6
Work productivity	67.6	70.2
Depression	67.6	69.5
Optimism	71.3	70.2
Psychological health	76.7	76.9

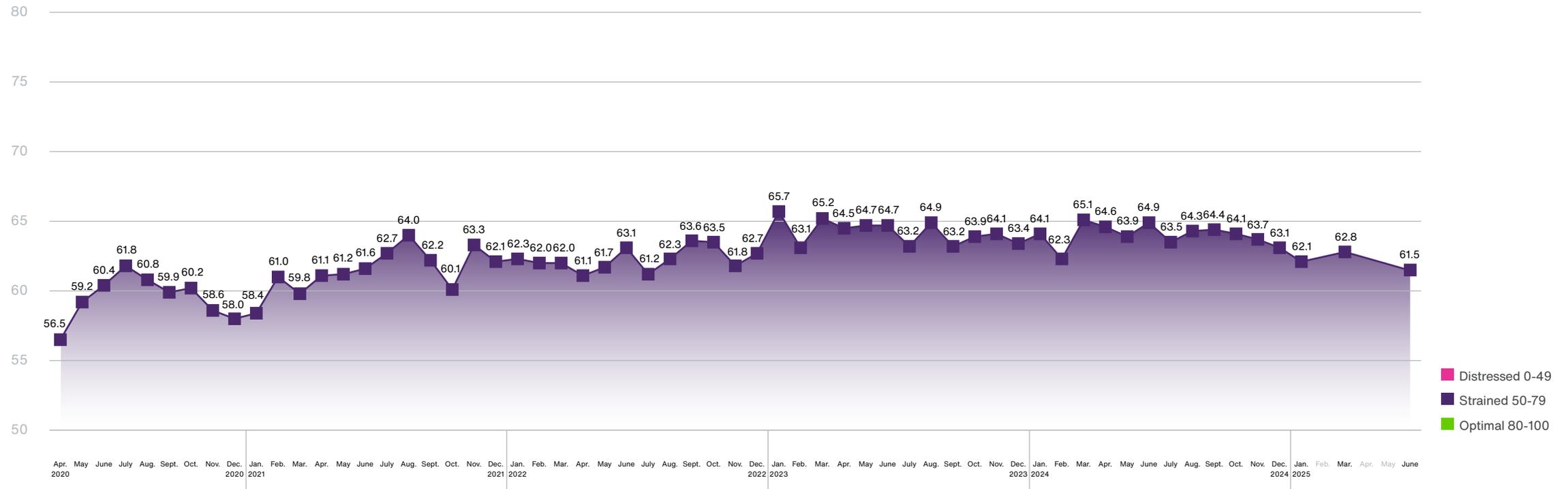
Percentage at risk by MHI sub-score



Anxiety

In June 2025, 28 percent of workers say they often feel unsettled and nervous.

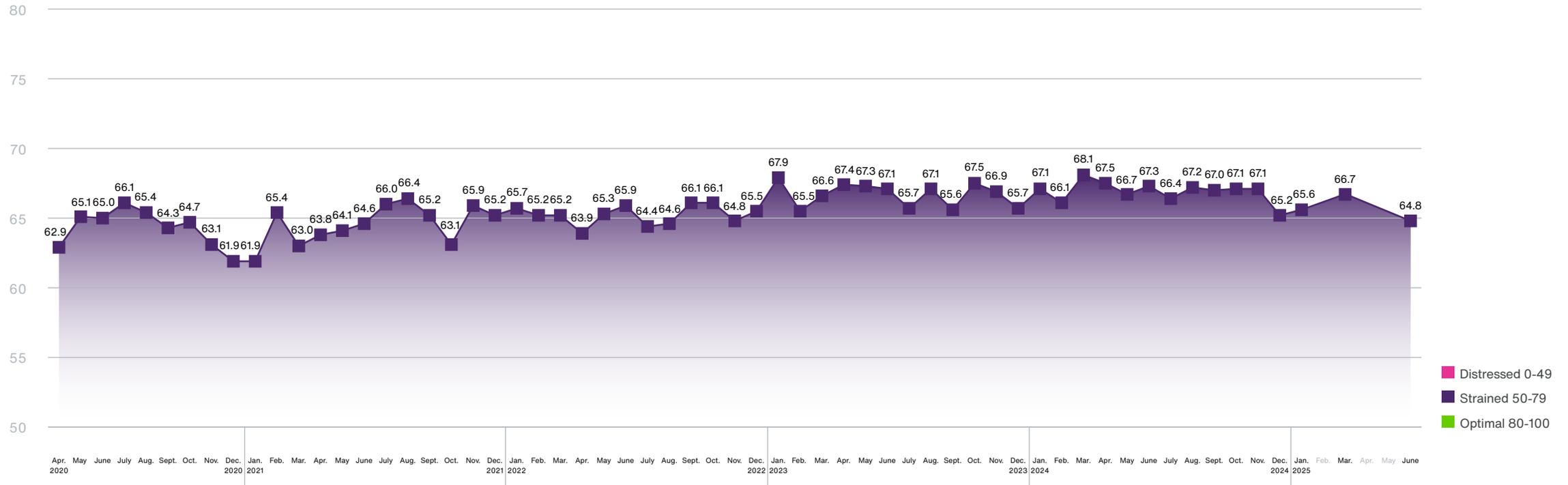
Despite incremental improvements since the launch of the MHI in April 2020, anxiety has been the lowest mental health sub-score for more than three years. Following a substantial improvement in March 2024, the anxiety score generally declined through January 2025. In June 2025, the anxiety sub-score declined by more than one point from the previous period.



Isolation

In June 2025, 27 percent of workers report often feeling alone.

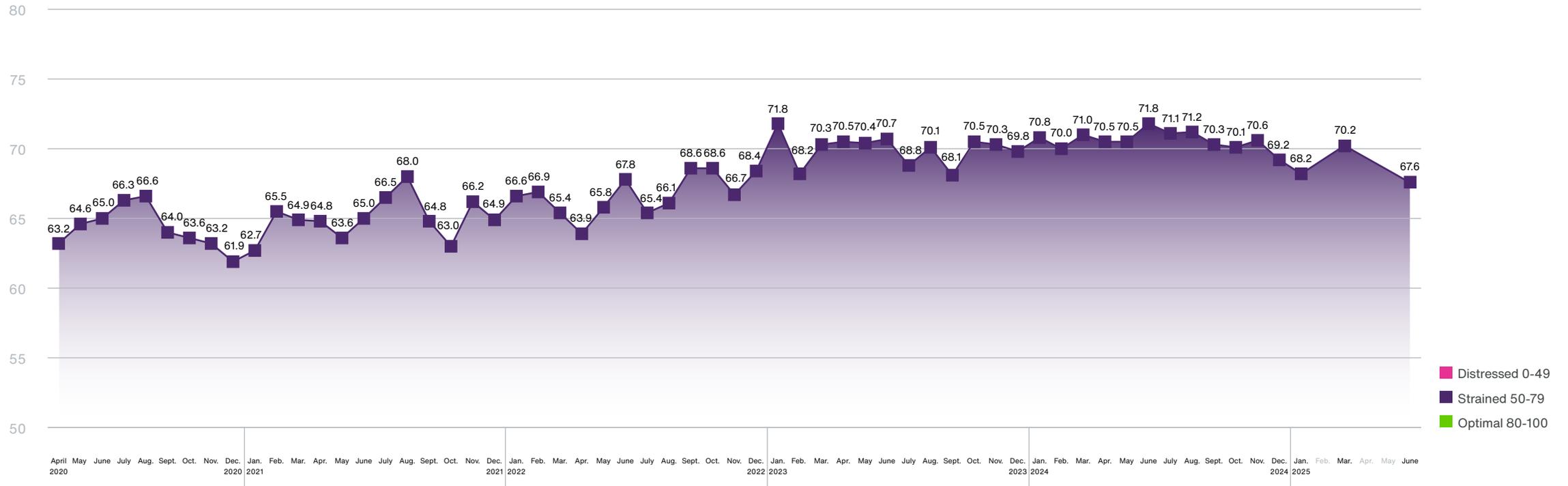
Despite frequent periods of volatility, isolation sub-scores generally improved from the launch of the MHI in April 2020 through March 2024. After peaking in March 2024, the isolation sub-score generally declined. Following a one-point improvement in March 2025, the isolation sub-score has dropped by nearly two points in June 2025, and remains the second-lowest mental health sub-score for more than three years.



Work productivity

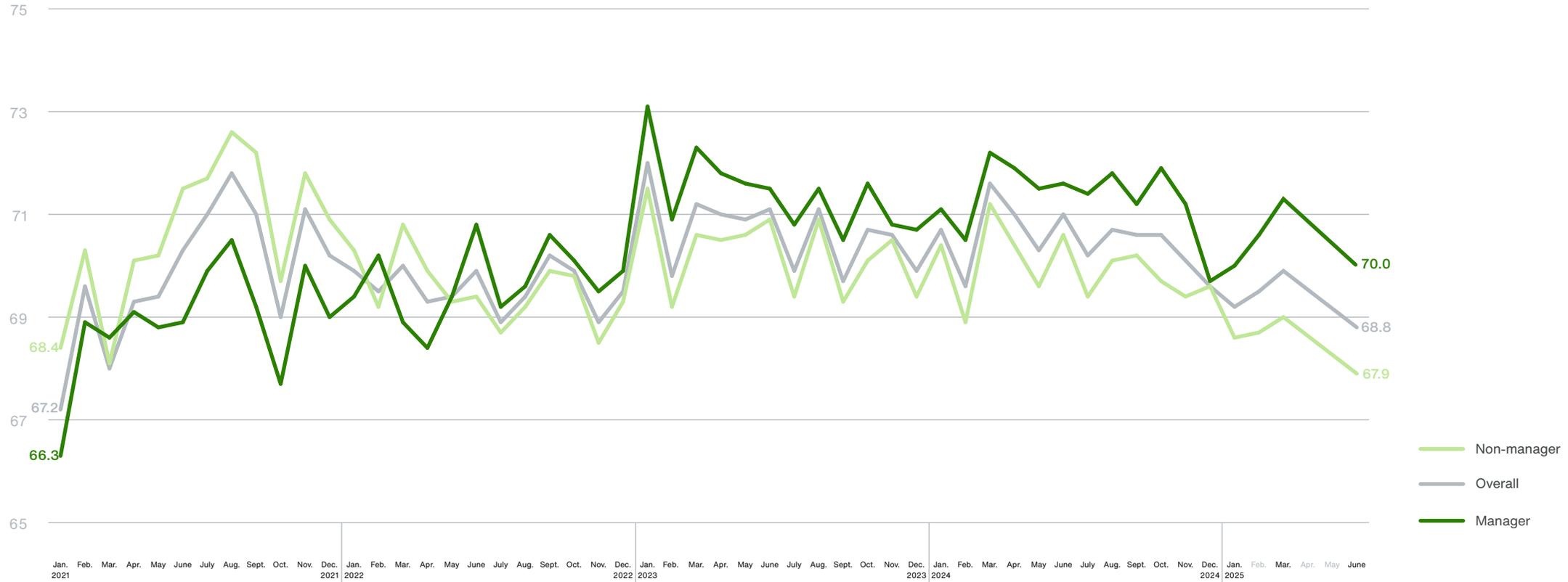
In June 2025, 24 percent of workers say their mental health is negatively impacting their work productivity and goals.

Overall, the impact of mental health on work productivity has shown general improvement, suggesting that the adverse effects of mental health on work productivity have slowly decreased. Since peaking in June 2024, the work productivity sub-score has generally declined. Following a significant increase in March 2025, the work productivity sub-score has declined nearly three points in June 2025.



Managers compared to non-managers.

Before June 2022, managers consistently had lower mental health scores than non-managers and the national average. A significant shift occurred in June 2022, when managers' mental health scores began to exceed those of non-managers. In June 2025, the trend continues, with the mental health score of managers (70.0) higher than that of non-managers (67.9) and the national average (68.8).



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 66.9 compared to 70.7 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between workers with and without minor children have been reported since the launch of the MHI in April 2020. More than five years later, this pattern persists, with a lower score for workers with at least one child (64.8) compared to workers without children (70.5)

Mental health by employment status.

- Overall, three percent of respondents are unemployed¹ and six percent report reduced hours or reduced salary
- Workers reporting a reduced salary compared to the previous month have the lowest mental health score (56.9), followed by workers reporting fewer hours than the last month (59.8), respondents not currently employed (68.1), and workers with no change to salary or hours 69.5.
- Laborers continue to have a lower mental health score (64.5) than service industry (68.7) and office workers (70.0)
- Managers have a higher mental health score (70.0) than non-managers (67.9)
- Respondents working for companies with 5,001-10,000 employees have the highest mental health score (70.9)
- Respondents working for companies with 51-100 employees have the lowest mental health score (66.0)



Emergency savings

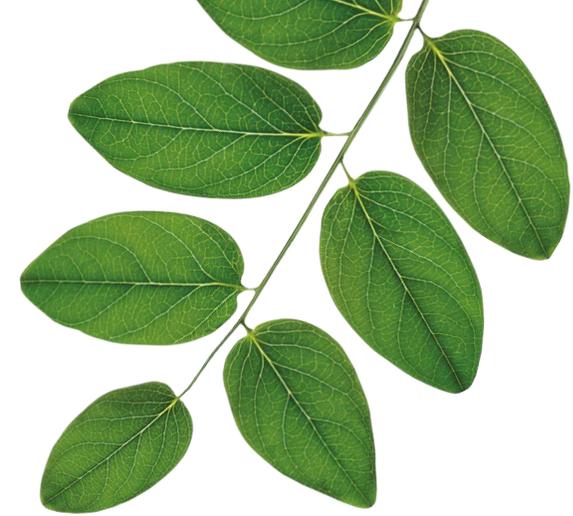
- Workers without emergency savings continue to experience a lower mental health score (37.8) than the overall group (68.8). Workers with emergency savings have a mental health score of 72.4

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 all regions of the United States have declined from March 2025.

- Despite a half-point decline, the Northeastern United States has the highest mental health score (70.4)
- With a 1.8-point decline, the Southern United States continues to have the lowest mental health score (67.7)



Region	June 2025	March 2025	Change
Midwest	69.5	70.1	-0.6
Northeast	70.4	70.9	-0.5
West	68.2	69.5	-1.3
South	67.7	69.5	-1.8

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)	69.5	70.8
Employed (fewer hours compared to last month)	59.8	58.7
Employed (reduced salary compared to last month)	56.9	59.0
Not currently employed	68.1	66.5

Age group	June 2025	March 2025
Age 20-29	58.7	62.8
Age 30-39	61.8	63.6
Age 40-49	65.1	66.2
Age 50-59	69.3	69.1
Age 60-69	75.8	75.6

Number of children	June 2025	March 2025
No children in household	70.5	71.0
1 child	64.8	66.7
2 children	65.2	66.4
3 children or more	67.8	70.8

Gender	June 2025	March 2025
Men	70.7	71.9
Women	66.9	68.0

Household income/annum	June 2025	March 2025
<\$30K	57.4	59.3
\$30K to <\$60K	62.6	64.2
\$60K to <\$100K	68.4	69.6
\$100K to <\$150K	72.0	72.6
\$150K or more	76.1	75.9

Employer size	June 2025	March 2025
Self-employed/sole proprietor	67.6	69.1
2-50 employees	69.2	70.1
51-100 employees	66.0	67.5
101-500 employees	69.3	70.9
501-1,000 employees	68.1	69.3
1,001-5,000 employees	69.8	71.1
5,001-10,000 employees	70.9	69.9
More than 10,000 employees	69.6	70.6

Manager	June 2025	March 2025
Manager	70.0	71.3
Non-manager	67.9	69.0

Work environment	June 2025	March 2025
Labor	64.5	66.0
Office/desk	70.0	70.9
Service	68.7	70.1

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 Food Services have the lowest mental health score (59.3), followed by workers in Agriculture, Forestry, Fishing and Hunting (64.0), and Information and Cultural Industries (64.9).

Workers in Manufacturing (73.0), Public Administration (72.9), and Professional, Scientific and Technical Services (72.7) have the highest mental health scores in June.



Industry	June 2025	March 2025	Change
Accommodation	69.8	63.7	6.1
Wholesale Trade	71.3	67.2	4.1
Public Administration	72.9	71.9	1.0
Administrative and Support Services	64.9	64.1	0.8
Manufacturing	73.0	72.3	0.7
Construction	69.1	68.5	0.6
Media and Telecommunications	66.3	66.0	0.3
Educational Services	70.9	71.2	-0.3
Agriculture, Forestry, Fishing and Hunting	64.0	64.3	-0.3
Transportation and Warehousing	67.1	67.5	-0.4
Professional, Scientific and Technical Services	72.7	73.3	-0.6
Arts, Entertainment and Recreation	68.0	68.8	-0.8
Health Care and Social Assistance	68.6	69.6	-1.0
Retail Trade	67.0	68.2	-1.2
Other services (except Public Administration)	68.2	69.9	-1.7
Finance and Insurance	72.5	74.3	-1.8
Other	67.2	69.0	-1.8
Real Estate, Rental and Leasing	69.2	71.9	-2.7
Management of Companies and Enterprises	69.2	72.0	-2.8
Technology	67.0	70.0	-3.0
Information and Cultural Industries	64.9	69.0	-4.1
Utilities	66.5	72.3	-5.8
Food Services	59.3	67.1	-7.8
Automotive Industry	65.8	70.2	-4.4
Management of Companies and Enterprises	65.8	71.3	-5.5
Information and Cultural Industries	57.6	64.1	-6.5

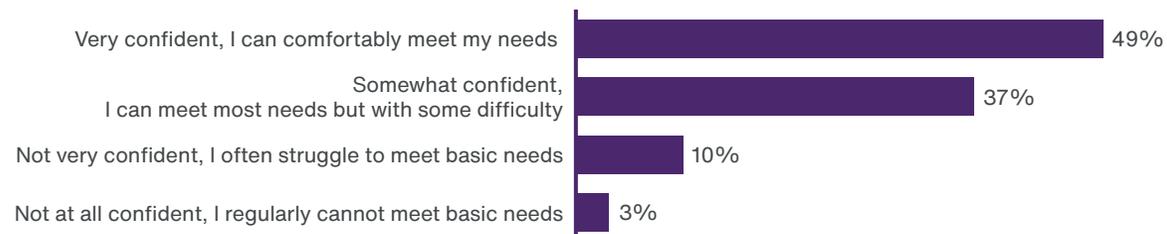
Spotlight

Financial wellbeing

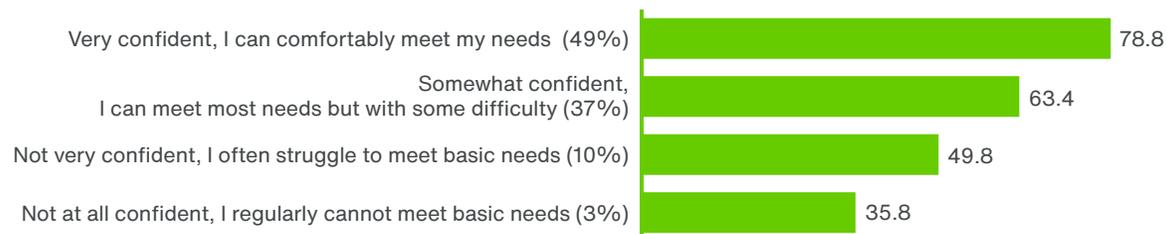
Half of workers are concerned about not being able to financially support their everyday needs.

- The highest mental health score (78.8) is among 49 percent of workers who can comfortably meet their needs, 10 points higher than the national average (68.8)
- Workers with a yearly household income greater than \$100,000 are twice as likely as workers with an annual household income lower than \$100,000 to feel confident they can comfortably meet their needs
- Workers over 50 are 40 percent more likely than workers under 40 to feel confident they can comfortably meet their needs
- The lowest mental health score (35.8) is among three percent of workers who regularly cannot meet basic needs, 43 points lower than workers who can comfortably meet their needs (78.8) and 33 points lower than the national average (68.8)
- Workers with a yearly household income lower than \$100,000 and workers without emergency savings are more likely 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?”

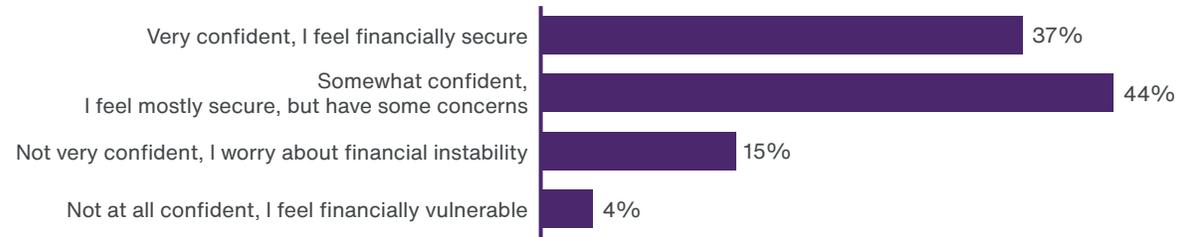


Nearly two-thirds of workers lack confidence in their financial future, with women more likely to feel financially vulnerable.

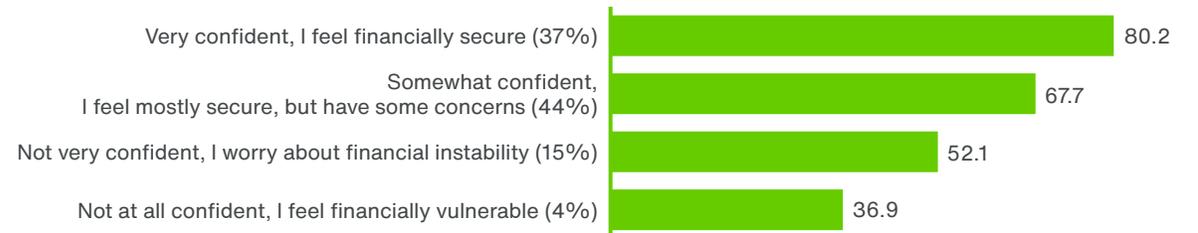
- The highest mental health score (80.2) is among 37 percent of workers who are very confident in their financial future, more than 11 points higher than the national average (68.8)
- Workers with a yearly household income greater than \$100,000 are two and a half times more likely than workers with an annual household income lower than \$100,000 to feel financially secure
- The lowest mental health score (36.9) is among four percent of workers who feel financially vulnerable and not at all confident in their financial future, more than 43 points lower than workers who feel financially secure (80.2), and nearly 32 points lower than the national average (68.8)
- Workers with a yearly household income lower than \$100,000 and workers without emergency savings are more likely to feel financially vulnerable
- Women are twice as likely as men to feel financially vulnerable



Thinking about the next 6 months, how confident are you in your financial future?



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

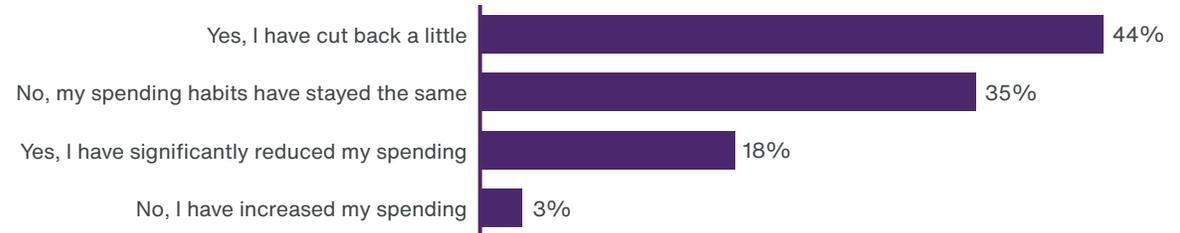


More than three in five workers have reduced their spending over the last two months due to financial concerns or economic uncertainty.

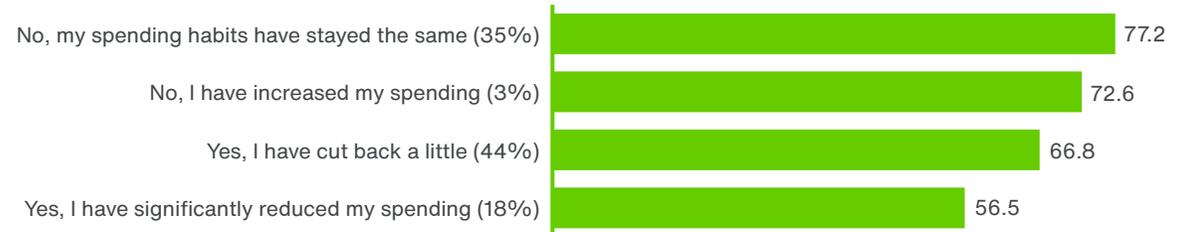
- The highest mental health score (77.2) is among 35 percent of workers reporting their spending habits have remained the same over the last two months, more than eight points higher than the national average (68.8)
- The lowest mental health score (56.5) is among 18 percent of workers who have significantly reduced their spending over the last two months, nearly 21 points lower than workers who have made no changes (77.2), and more than 12 points lower than the national average (68.8)
- Workers with an annual household income less than \$100,000 and workers without emergency savings are at least twice as 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?



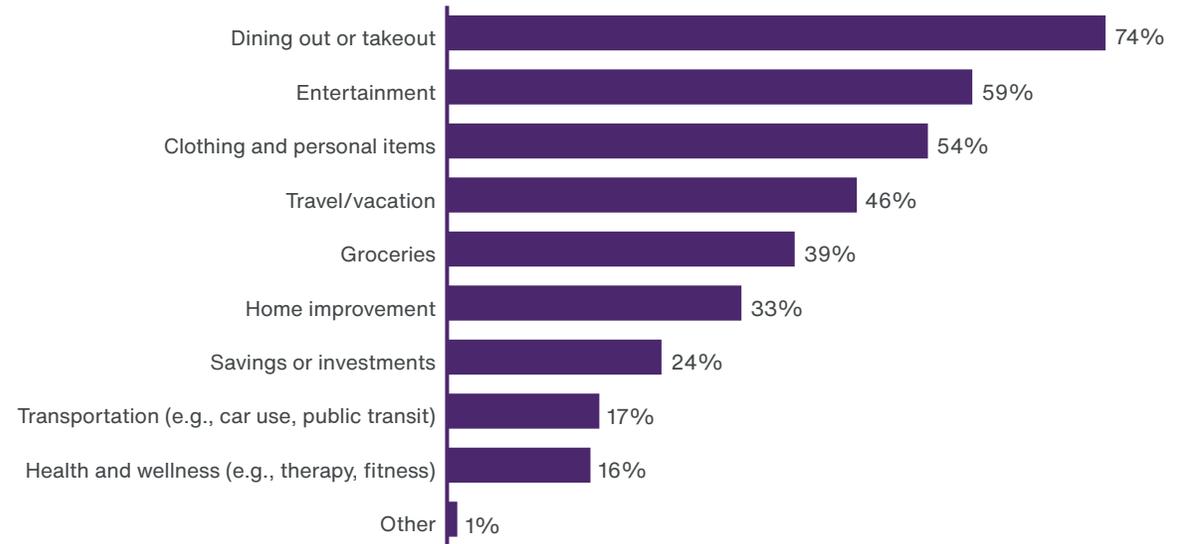
MHI score by “Have you changed your spending habits in the past 2 months because of financial concerns or economic uncertainty?”



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

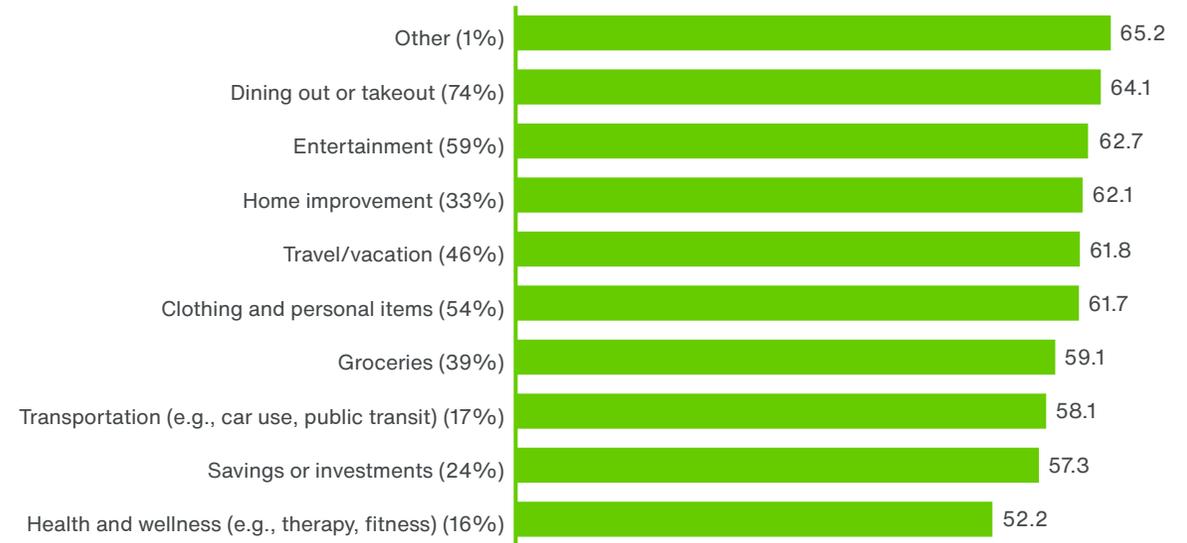
- Nearly three-quarters (74 percent) of workers have reduced spending on dining out or takeout, 59 percent have cut back on entertainment, 54 percent have reduced spending on clothing and personal items, 46 percent have cut back on travel/vacation, 39 percent have reduced spending on groceries, 33 percent are spending less on home improvement, and 24 percent have cut back on savings or investments

In which areas have you reduced your spending?



- About one in six (16 percent) have reduced their spending on health and wellness; this group has the lowest mental health score (52.2), more than 16 points lower than the national average (68.8)
- Workers under 40 are 60 percent more likely than workers over 50 to have reduced their spending on health and wellness

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



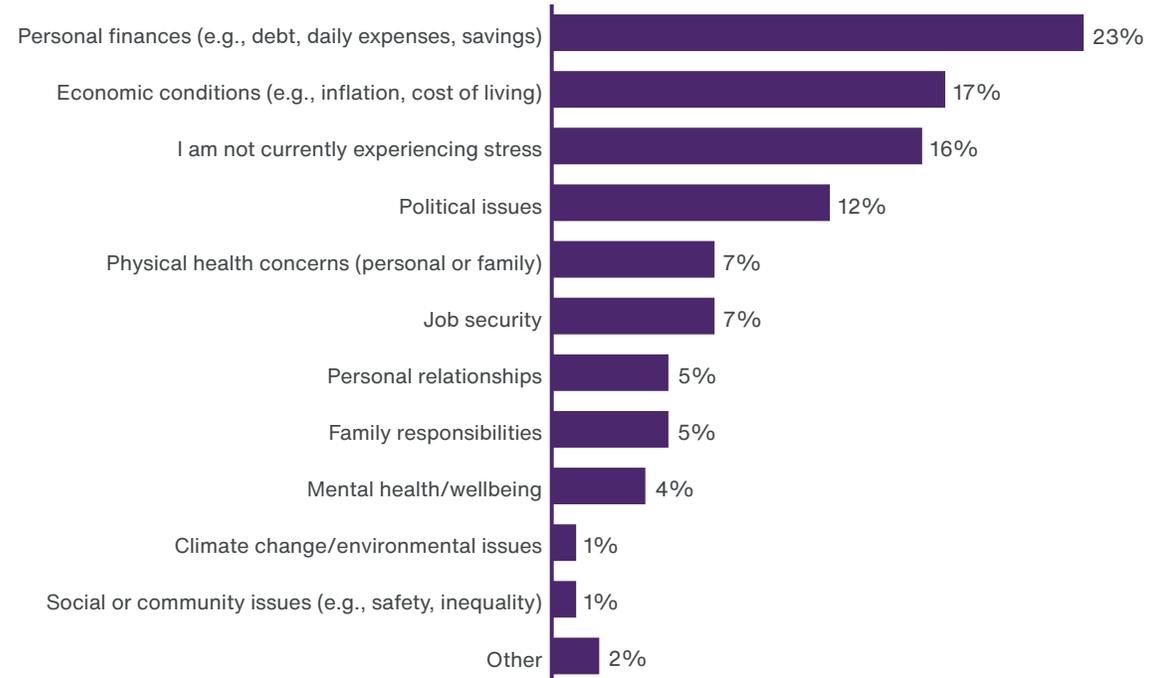
Personal stressors

Two in five 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
- Men are 50 percent more likely than women to report not experiencing personal stress
- Workers under 40 are two and a half times 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 twice as likely as workers with a yearly household income greater than \$100,000 to report personal finances as their primary stressor



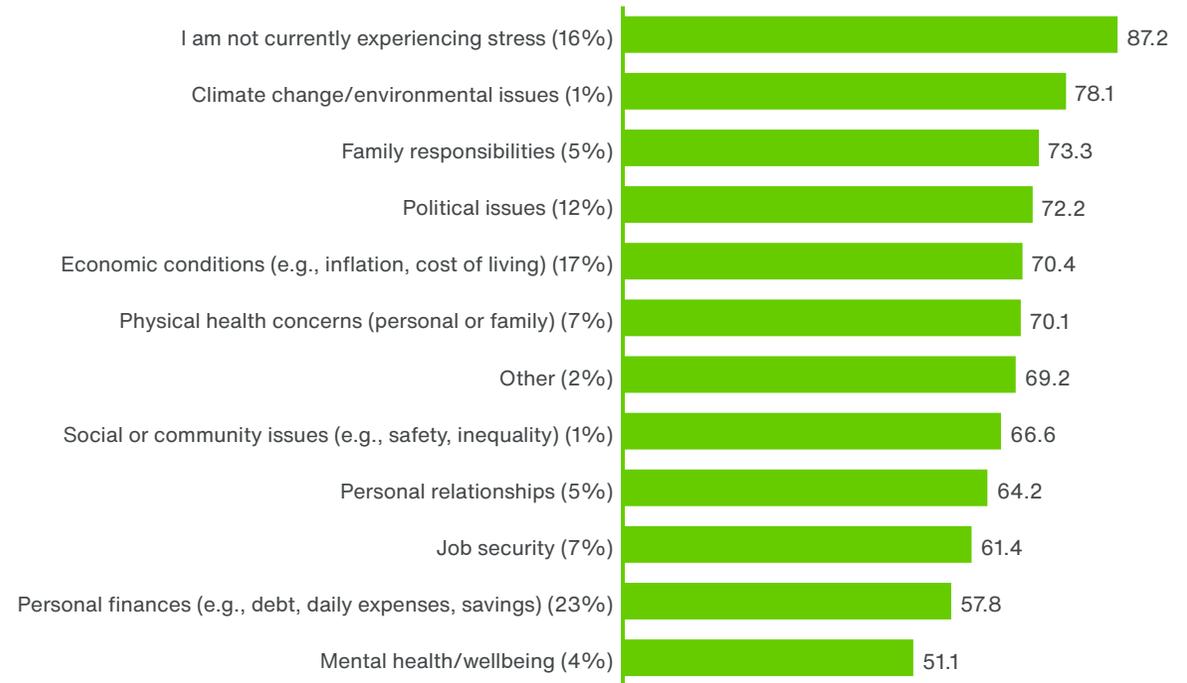
What is your primary source of personal stress right now?



- The highest mental health score (87.2) is among 16 percent of workers not experiencing personal stress, more than 18 points higher than the national average (68.8)
- The lowest mental health score (51.1) is among four percent of workers who report mental health/wellbeing as their primary source of personal stress, more than 36 points lower than workers not experiencing personal stress (87.2) and nearly 18 points lower than the national average (68.8)



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

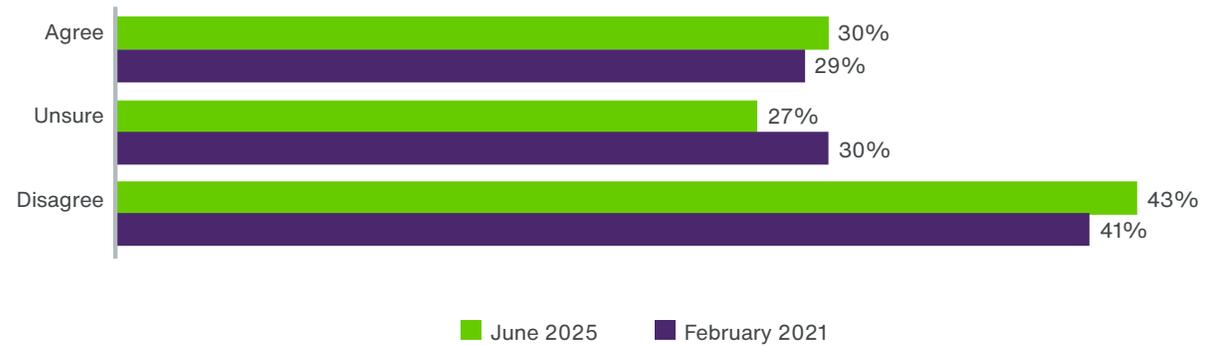


Mental health stigma.

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

- More than two in five (43 percent) workers would not feel negatively about themselves if they had a mental health issue; this group has the highest mental health score (73.7), five points higher than the national average (68.8).
- Almost one-third (30 percent) of workers would feel negatively about themselves if they had a mental health issue; this group has the lowest mental health score (61.4), more than 12 points lower than workers who would not feel negatively about themselves (73.7) and more than seven points lower than the national average (68.8).
- Workers under 40 are twice as likely as 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



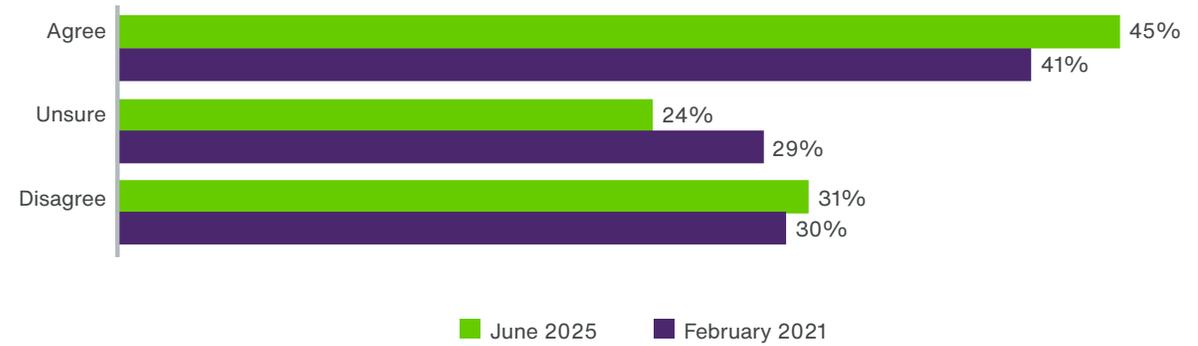
MHI score by “I would feel negatively about myself if I had a mental health issue”



Nearly 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.

- Nearly half (45 percent) 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 (63.8), 11 points lower than workers who would not be concerned (74.7) and five points lower than the national average (68.8)
- Workers under 40 are 40 percent 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
- More than three in ten (31 percent) 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 (74.7), almost six points higher than the national average (68.8)

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.

More than two in five managers are unsure or would not know what to do if they suspected an employee was struggling with a mental health issue.

- The highest mental health score (71.8) is among 56 percent of managers who would know what to do if they suspected an employee was struggling with a mental health issue, three points higher than the national average (68.8)
- Almost one-third (32 percent) of managers are unsure what to do if they suspected an employee was struggling with a mental health issue; the mental health score of this group is 68.1, more than three points lower than the mental health score of managers who would know what to do (71.8), and slightly lower than the national average (68.8)
- The lowest mental health score is among 12 percent of managers who would not know what to do if they suspected an employee was struggling with a mental health issue; the mental health score of this group (66.5) is more than five points lower than the mental health of score of managers who would know what to do (71.8) and more than two points lower than the national average (68.8)



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?”



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

- The highest mental health score (72.2) is among 32 percent of managers who have participated in training on their role in supporting a mentally healthy workplace, more than three points higher than the national average (68.8)
- The lowest mental health score (68.5) is among 18 percent of managers who report their organization offers training for leaders on their role in supporting a mentally healthy workplace, but have not participated. This score is nearly four points lower than that of managers who have participated in training (72.2) and modestly lower than the national average (68.8)



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?”

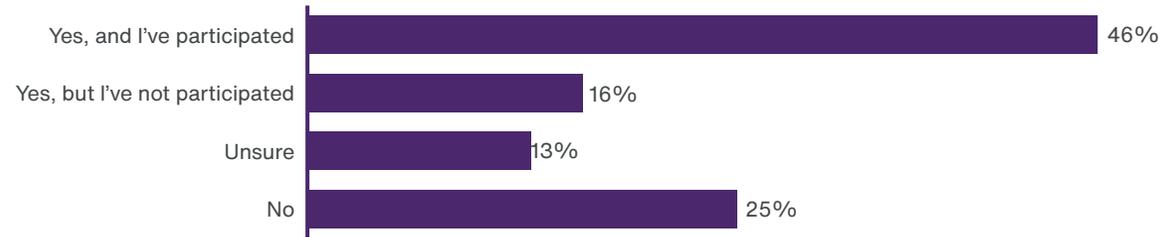


Almost two in five managers are unsure or say their organization does not offer training for people leaders on effective coaching/management techniques.

- The highest mental health score (72.1) is among 46 percent of managers who have participated in training on effective coaching/management techniques, more than three points higher than the national average (68.8)
- The lowest mental health score (67.5) is among 16 percent of managers who report their organization offers training, but they have not participated, more than four points lower than managers who have participated (72.1) and more than one point lower than the national average (68.8)



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



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

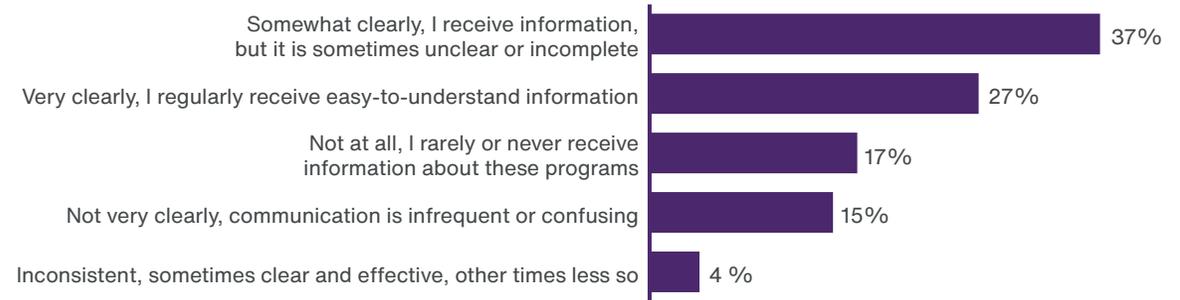


Communication about health and wellbeing programs.

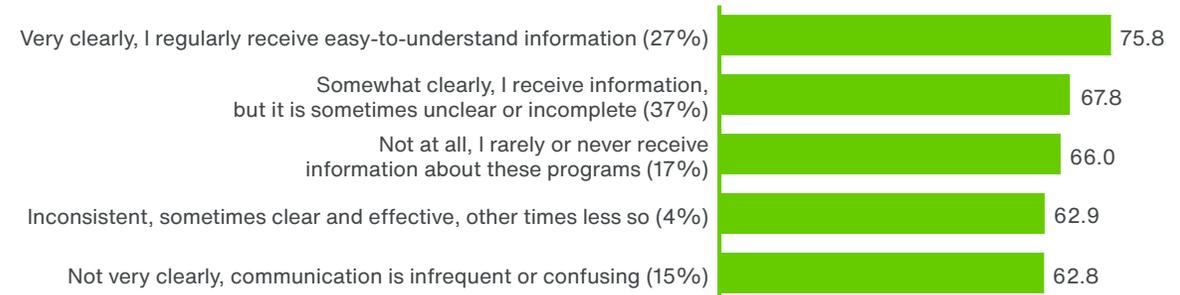
Nearly three-quarters of workers say their organization’s communication about health and wellbeing programs is unclear or inconsistent.

- The highest mental health score (75.8) is among 27 percent of workers who say their organization communicates very clearly about health and wellbeing programs, seven points higher than the national average (68.8)
- The lowest mental health score (62.8) is among 15 percent of workers who say their organization’s communication about health and wellbeing programs is infrequent or confusing, 13 points lower than workers who say communication is very clear (75.8) and six points lower than the national average (68.8)
- Non-unionized workers are twice as likely as unionized workers to say they rarely or never receive information about these programs
- Workers over 50 are 80 percent more likely than workers under 40 to say they rarely or never receive information about these programs
- Non-parents are 80 percent more likely than parents to say they rarely or never receive information about these programs
- Non-managers are 50 percent more likely than managers to say they rarely or never receive information about these programs

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



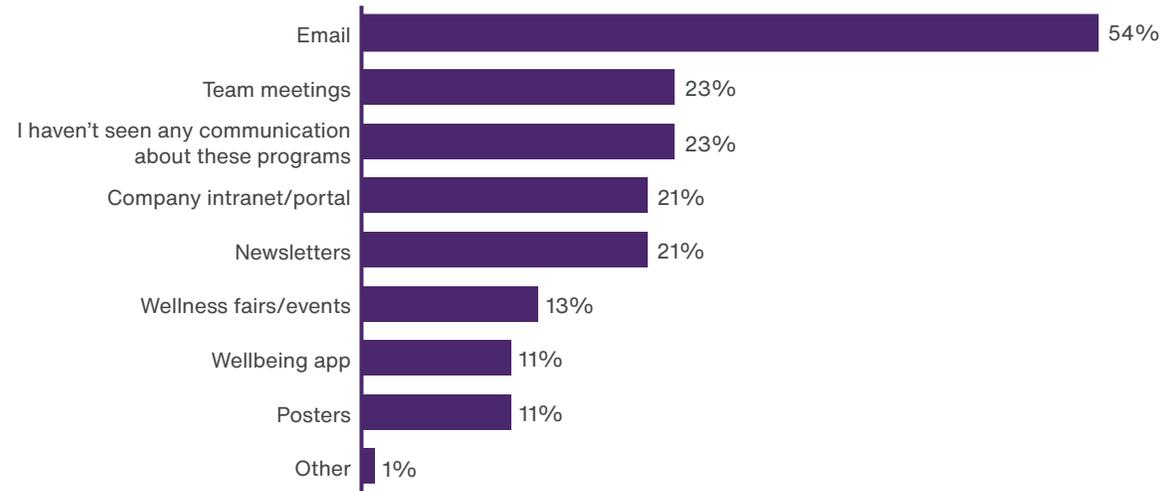
MHI score by “How well does your organization communicate information about health and wellbeing programs?”



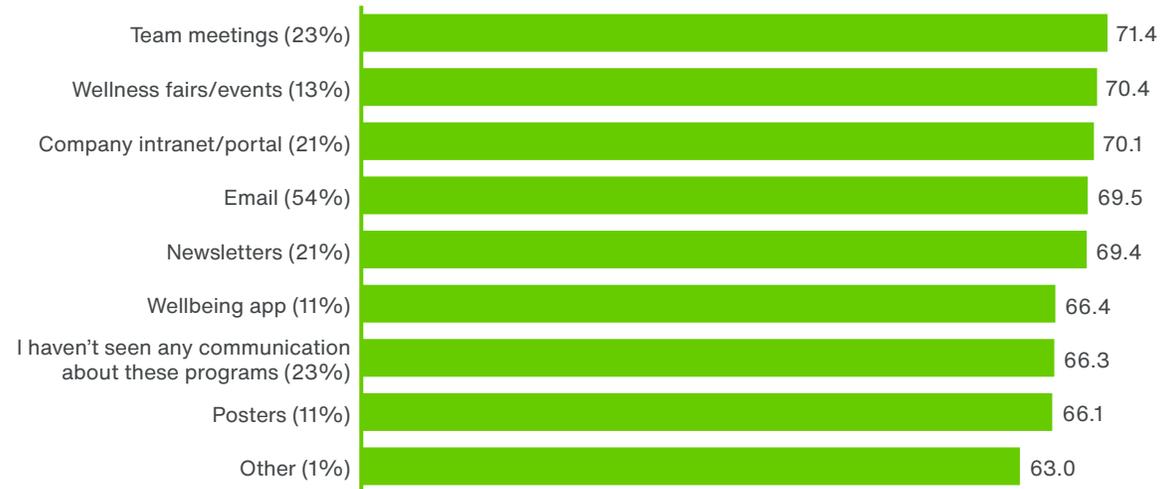
Nearly one-quarter of workers say they haven't seen any communication about their organization's health and wellbeing programs.

- More than half (54 percent) of organizations use email to communicate health and wellbeing programs, 23 percent communicate programs during team meetings, 21 percent use their company's intranet/portal, 21 percent communicate programs via newsletters, 13 percent communicate health and wellness programs during wellness fairs/events, 11 percent use posters, and 11 percent communicate through a wellbeing app.
- Almost one-quarter (23 percent) of workers haven't seen any communication about health and wellbeing programs; this group has a mental health score (66.3) more than two points lower than the national average (68.8)

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



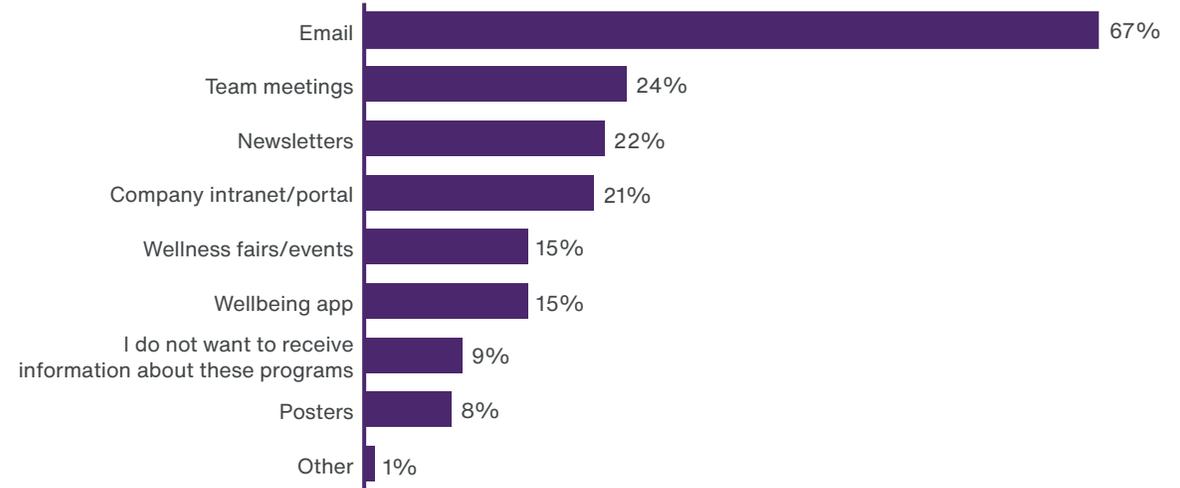
MHI score by "Which methods does your organization use to communicate health and wellbeing programs?"



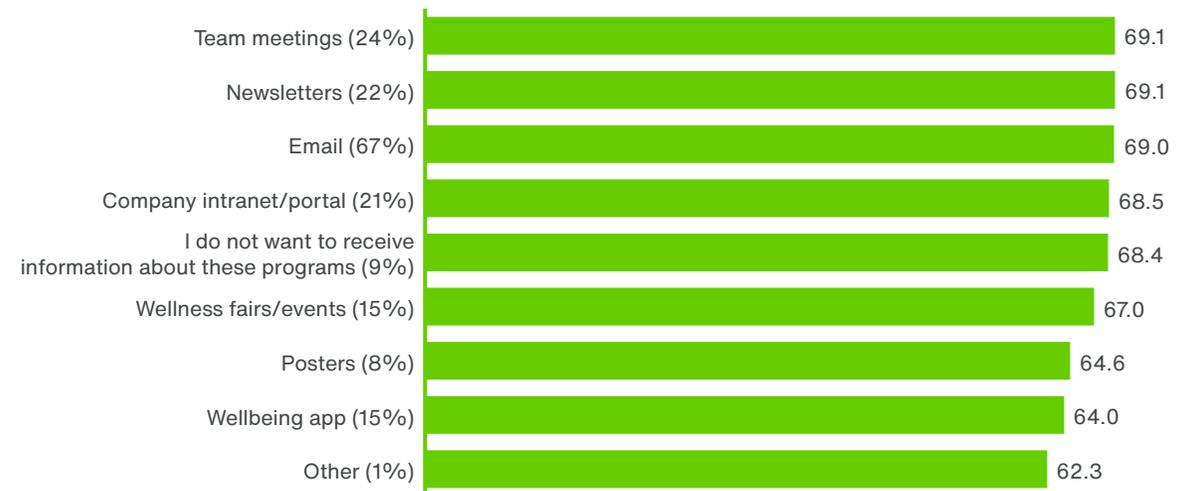
Two-thirds of workers would prefer to receive information about their organization’s health and wellbeing programs via email.



How would you prefer to receive information about health and wellbeing programs from your organization?



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



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

- The highest mental health score (70.1) is among 42 percent of workers who say their manager has communicated the availability of health and wellbeing programs, just over one point higher than the national average (68.8)
- The lowest mental health score (67.2) is among nine percent of workers who say they are unsure if their manager has communicated the availability of health and wellbeing programs to them, almost three points lower than workers who say their manager has communicated this information (70.1) and over one point lower than the national average (68.8)



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



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



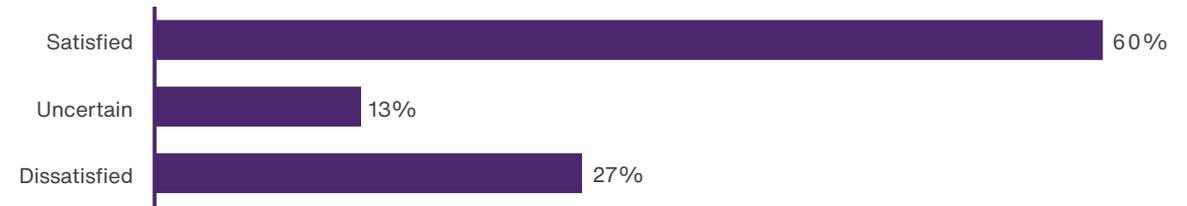
Sleep quality

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

- The highest mental health score (74.5) is among 60 percent of workers satisfied with the quality of their sleep, nearly six points higher than the national average (68.8)
- The lowest mental health score (58.5) is among 27 percent of workers dissatisfied with the quality of their sleep, 16 points lower than workers who are satisfied with their sleep quality (74.5) and more than 10 points lower than the national average (68.8)



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?”

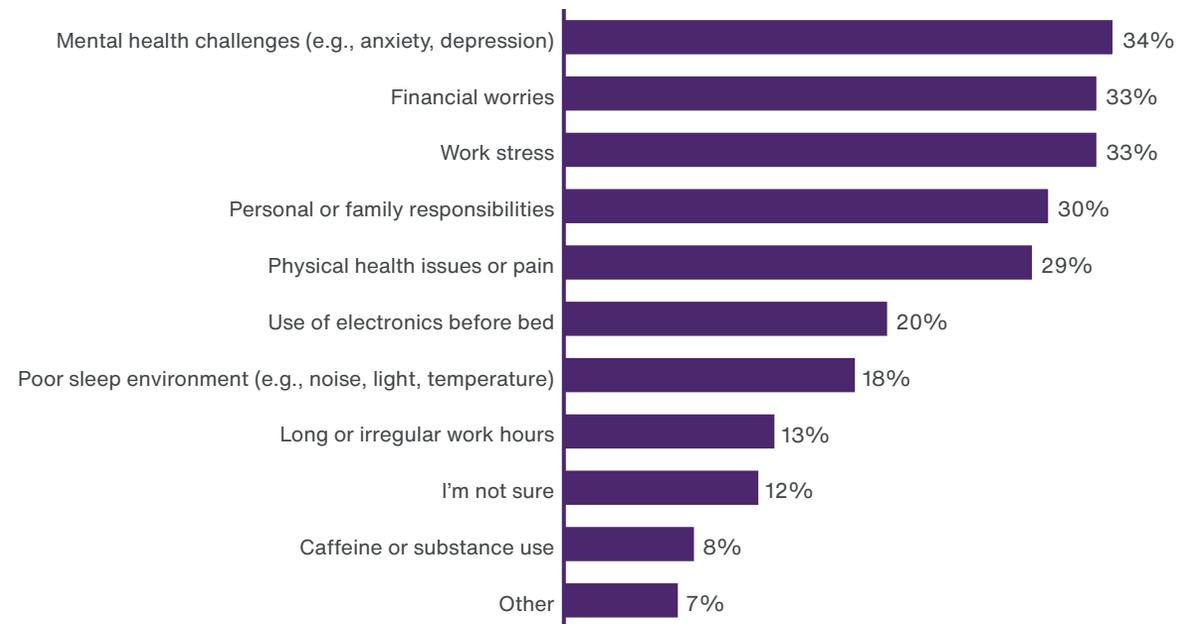


Mental health challenges, financial worries, work stress, and personal or family responsibilities are the leading factors contributing to poor sleep quality.

- Workers under 40 are twice as likely as workers over 50 to report that mental health challenges contribute to their poor sleep quality
- Parents are nearly 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 70 percent more likely to say financial worries are the leading factor contributing to poor sleep quality



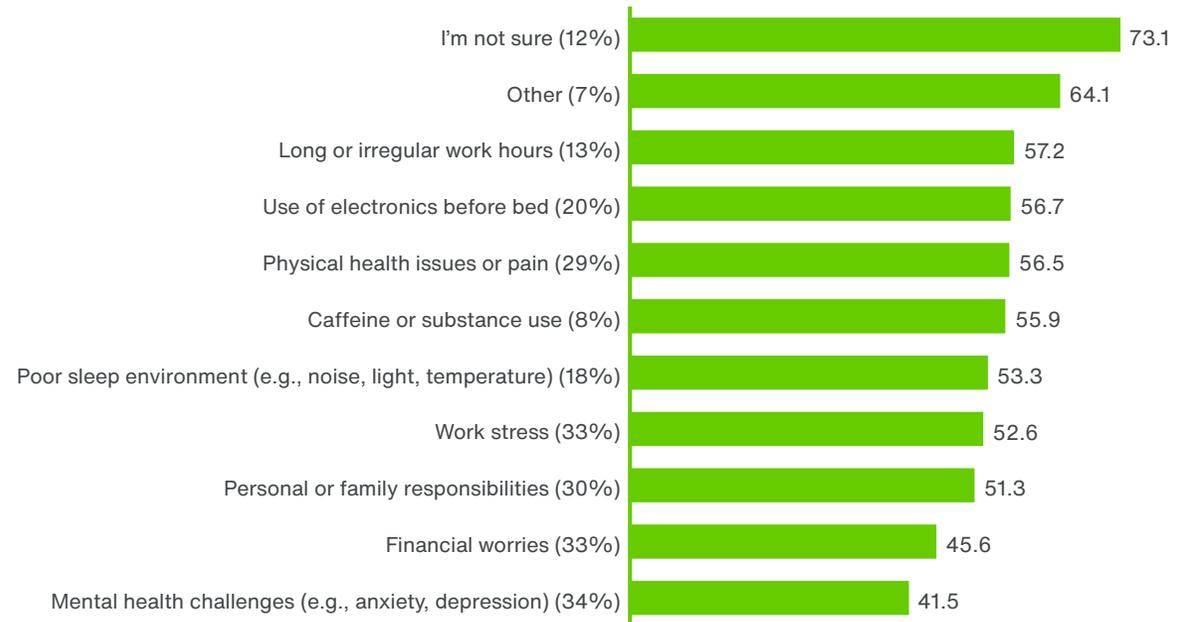
What do you believe are the main factors contributing to your poor sleep quality?



- The lowest mental health score (41.5) is among 34 percent of workers reporting that mental health challenges contribute to their poor sleep quality, more than 27 points lower than the national average (68.8)



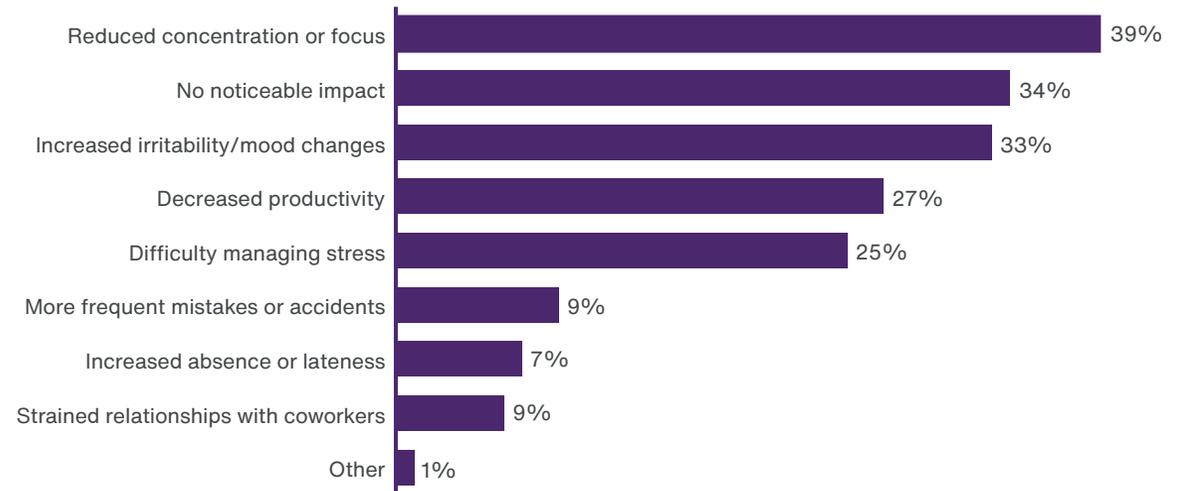
MHI score by “What do you believe are the main factors contributing to your poor sleep quality?”



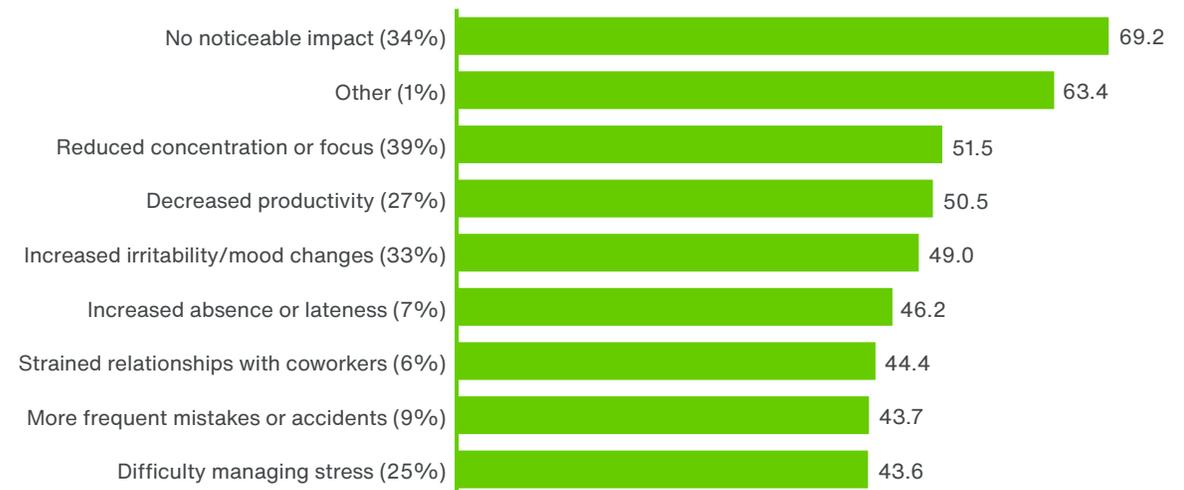
Younger workers are more likely to report decreased productivity due to poor sleep quality.

- The highest mental health score (69.2) is among 34 percent of workers reporting no noticeable impact at work, modestly higher than the national average (68.8)
- Workers over 50 are nearly three times more likely than workers under 40 to report no noticeable impact at work due to poor sleep quality
- Non-managers are 40 percent more likely than managers to report no noticeable impact at work due to poor sleep quality
- The lowest mental health score (43.6) is among 25 percent of workers who say poor sleep quality results in difficulty managing stress, nearly 26 points lower than workers reporting no noticeable impact (69.2) and more than 25 points lower than the national average (68.8)
- Workers under 40 are more than twice as likely as workers over 50 to report decreased productivity at work due to poor sleep quality
- Parents are 40 percent more likely than non-parents 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 5,000 people who live in the United States 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 United States. 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 27, 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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