TELUS Mental Health Index.

Canada | Q2 2026

TELUS Health

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What you need to know: Q2 2026.

Despite a modest increase in the overall mental health score, one-third of the workforce remains at high mental health risk, with anxiety and isolation continuing their four-year trend as the lowest sub-scores.

- At 63.9, the mental health of workers improved by nearly one point from the first quarter of 2026
- 33 per cent of workers have a high mental health risk, 45 per cent have a moderate mental health risk, and 22 per cent have a low mental health risk
- All mental health sub-scores have improved compared to the previous quarter
- Anxiety and isolation have been the lowest mental health sub-scores for more than four years
- 34 per cent of workers report feeling anxious; 32 per cent of workers feel isolated; 27 per cent report feeling depressed
- 30 per cent of workers report that their mental health is negatively affecting work productivity
- 28 per cent of workers lack emergency savings to cover basic needs
- Mental health scores have declined in Saskatchewan and the Maritimes, but have improved across all other provinces compared to the first quarter
- Managers continue to score higher than non-managers, and labourers score lower than both service industry and office workers

The data shows a direct, measurable link between how workers feel about their finances and their mental health.

- 69 per cent of workers feel worried or anxious about their finances at least some of the time
- 12 per cent of workers always feel anxious about money; this group has the lowest mental health score in the entire report, 47 points lower than those never feeling anxious about money and 24 points lower than the national average
- 23 per cent of workers, who are not in a good financial position, score more than 26 points lower on the Mental Health Index than their financially secure peers, and more than 17 points lower than the national average
- Financially secure workers grew by 10 percentage points between October 2024 and June 2026

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Financial health is negatively impacting productivity, with younger groups, managers, and parents disproportionately affected.

- 20 per cent of workers report financial stress has negatively impacted their work productivity; this group scores 24 points lower on the Mental Health Index than workers reporting no productivity impact, and nearly 17 points lower than the national average
- Workers under 40 are three and a half times more likely than those over 50 to report a negative productivity impact due to financial stress
- Parents are 80 per cent more likely, and managers 50 per cent more likely than their counterparts to report the same
- Workers without emergency savings are nearly three times more likely to say their productivity has suffered
- Five per cent of workers have missed work entirely due to financial stress; this group's mental health score is nearly 19 points lower than the national average

Cost of living is the top driver of financial anxiety, yet workers over 50 are more than twice as likely as younger workers to cite retirement savings as their top concern.

- 63 per cent of workers cite the cost of living as the biggest driver of their financial anxiety, ahead of retirement savings (12 per cent) and emergency savings (eight per cent)
- The most reported impacts of financial stress are anxiety (37 per cent), sleep disruption (27 per cent), reduced motivation or engagement (18 per cent), and strained personal relationships (15 per cent)
- Workers over 50 are two and a half times more likely than workers under 40 to cite retirement savings as their top concern

There's a gap between the benefits employers provide and employees' understanding of them. Employees want help navigating retirement and savings programs, and most don't understand how they work.

- 60 per cent of workers contributing to a workplace retirement or savings program don't have a strong understanding of how it works
- Workers who don't understand their workplace retirement or savings program at all have a mental health score more than 19 points below those who understand it well
- 63 per cent of workers want employer-provided resources or support for retirement, pensions, or savings, the most requested categories of support
- Workers without emergency savings are two and a half times more likely to report not understanding their retirement program at all
- Men are 40 per cent more likely than women to report a strong understanding of their program

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More than a quarter of the workforce is financially supporting or caring for adult children or aging parents.

- 15 per cent of workers provide financial support or care to adult children, 12 per cent to aging parents, and five per cent to other family members (excluding dependents under 18 and their spouse/partner)
- 37 per cent of workers report a negative impact on their finances
- 32 per cent report a negative impact on their mental health
- 19 per cent report strained family relationships, 15 per cent report reduced work hours or income, 15 per cent report reduced productivity, and 15 per cent report an impact on social relationships

Trust in leadership is fragile, and its impact on mental health is clear.

- 52 per cent of workers believe their employer cares about both their wellbeing and productivity; another 23 per cent believe employers care about productivity over wellbeing
- There's a 15-point mental health score gap between workers who believe their employer cares about their wellbeing compared to those who think their employer cares about productivity over wellbeing
- 49 per cent of workers would feel comfortable telling their manager about a mental health issue; 27 per cent would not
- Workers who wouldn't feel comfortable disclosing a mental health issue have a mental health score 14 points lower than those who would

Substance use is affecting performance for many workers, but stigma and cost keep them from getting help.

- 34 per cent of workers would feel comfortable telling their manager if they had a substance use issue, while 39 per cent who wouldn't feel comfortable score more than 10 points lower on the Mental Health Index
- 24 per cent of workers report reduced quality or accuracy of work, 19 per cent report trouble concentrating, and 17 per cent report attendance issues due to substance use
- Mental health scores for workers reporting work impact due to substance use range from 44.5 to 49.8, at least 14 points below the national average
- Even among 50 per cent of workers reporting no work impact due to substance use, mental health still lags the national average by nearly five points
- Stigma or embarrassment (27 per cent) and cost (23 per cent) are the top barriers to seeking help for substance issues, followed by fear of workplace disclosure (22 per cent) and confidentiality concerns (22 per cent)
- Workers facing long waiting times or limited access to care have a mental health score 20 points lower than the national average, and those reporting no barriers

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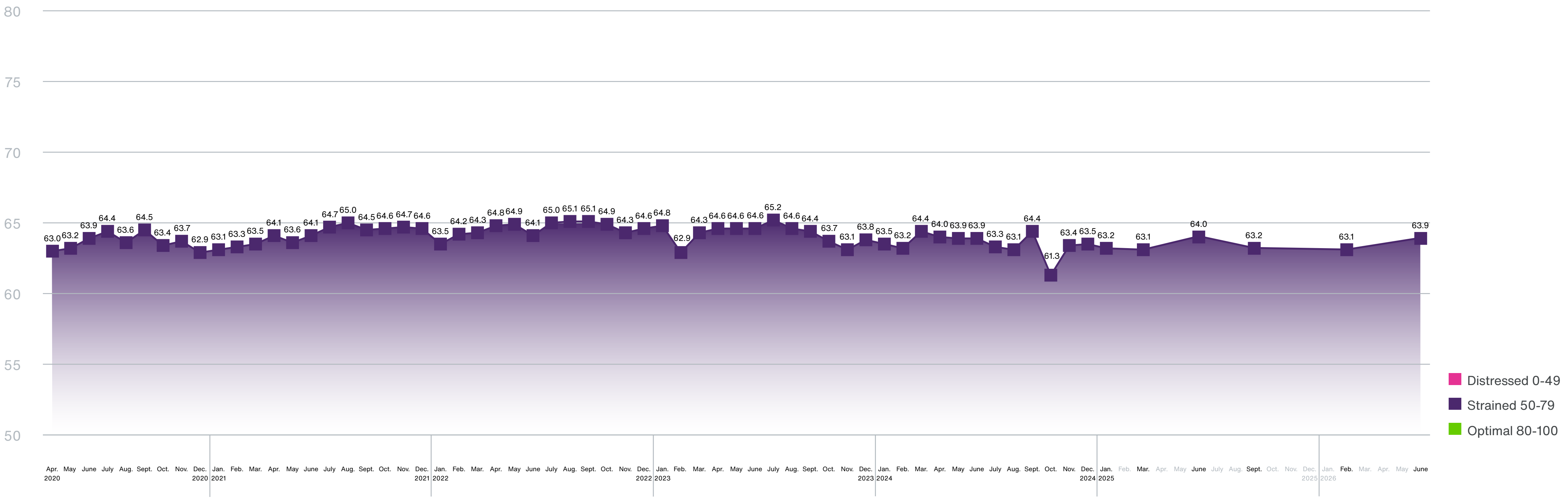
The Mental Health Index.

MHI Current Month June 2026	February 2026
63.9	63.1

The overall Mental Health Index (MHI) for the second quarter of 2026 is 63.9.

Workers' mental health scores in Canada improved modestly in the second quarter of 2026.



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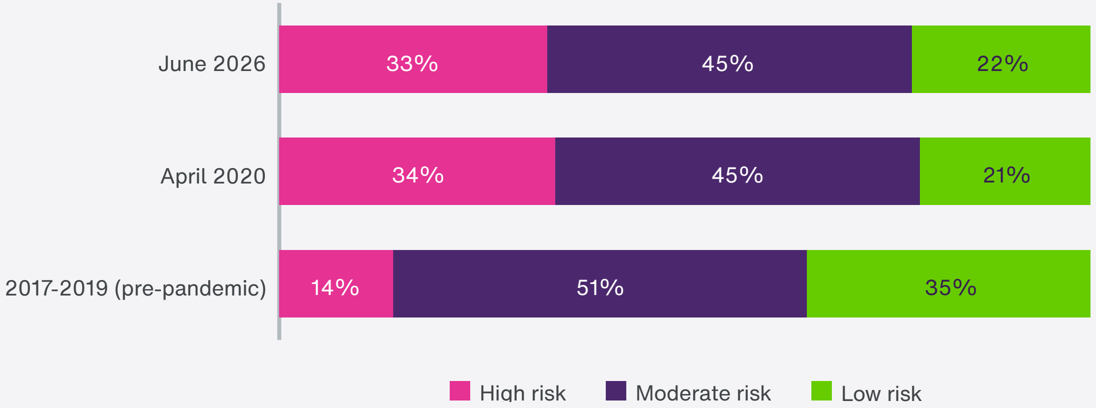
Mental health risk.

In the second quarter of 2026, 33 per cent of workers have a high mental health risk, 45 per cent have a moderate mental health risk, and 22 per cent have a low mental health risk. More than six 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 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.

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Mental Health Index sub-scores.

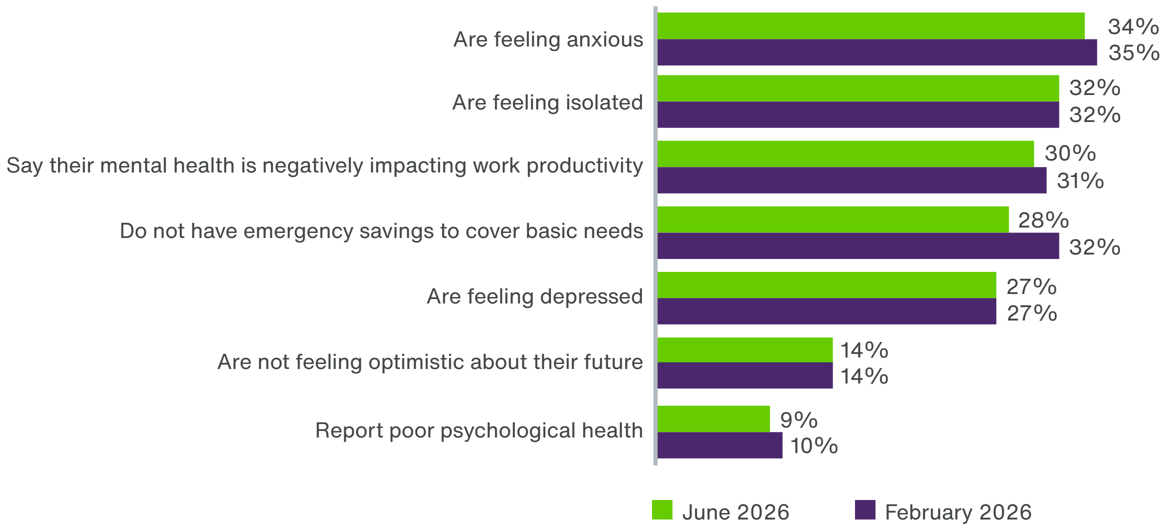
For more than four years, anxiety (56.1) has been the lowest Mental Health Index sub-score, followed by isolation (59.2), work productivity (61.4), depression (61.7), optimism (66.4), and financial risk (68.7). General psychological health (72.4) remains the highest mental health measure as of June 2026.

- Anxiety and isolation have been the lowest mental health sub-scores for more than four years
- All mental health sub-scores have improved compared to the last quarter

More than one-third (34 per cent) of workers feel anxious, 32 per cent feel isolated, 30 per cent say their mental health is negatively impacting work productivity, 28 per cent don't have emergency savings for basic needs, 27 per cent feel depressed, 14 per cent don't feel optimistic about their future, and nine per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2026	February 2025
Anxiety	56.1	55.5
Isolation	59.2	58.8
Work productivity	61.4	60.8
Depression	61.7	61.2
Optimism	66.4	65.8
Financial risk	68.7	66.3
Psychological health	72.4	71.8

Percentage at risk by MHI sub-score



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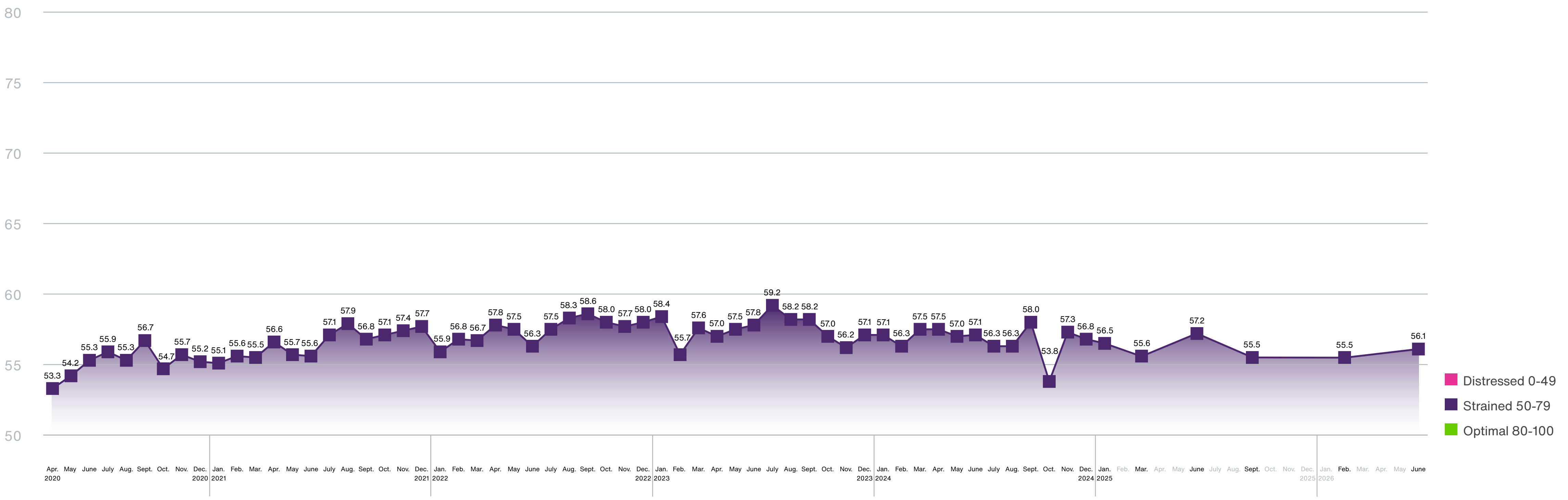
Anxiety

In the second quarter of 2026, 34 per cent of workers report often feeling unsettled and nervous.

After peaking in July 2023, the anxiety sub-score generally declined through February 2026, with brief improvements in September 2024 and June 2025. A modest half-point improvement is observed from the first quarter to the second quarter of 2026; however, anxiety remains the lowest mental health sub-score for more than four years.

Sub-score
June 2026

56.1



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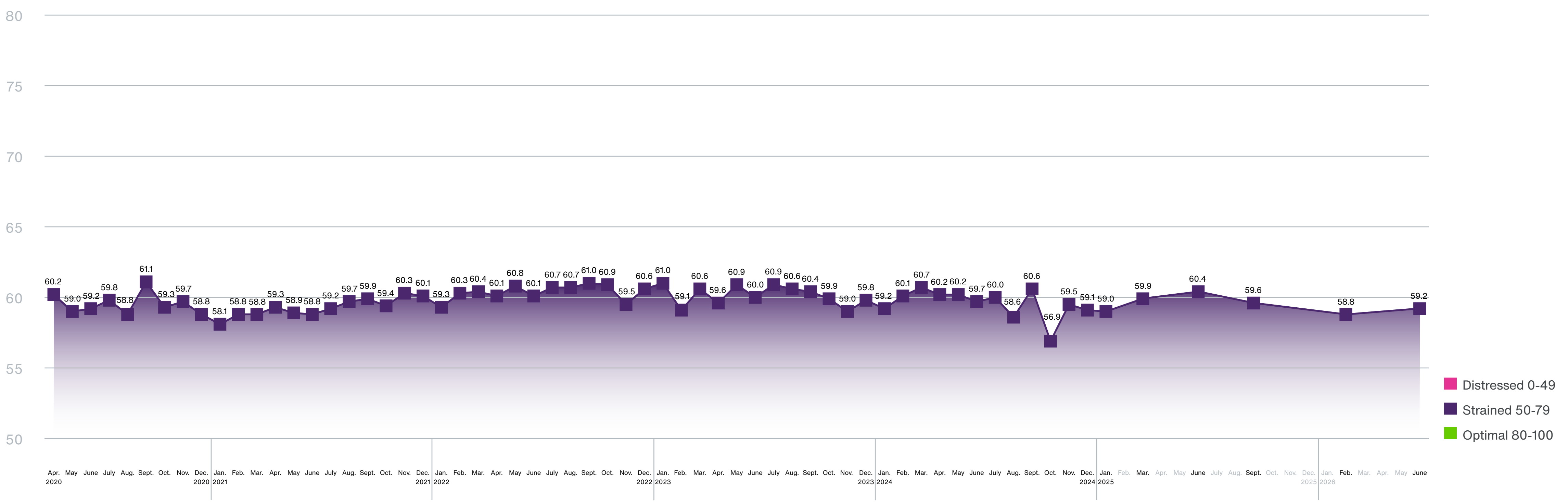
Isolation

In the second quarter of 2026, 32 per cent of workers report often feeling alone.

After reaching its lowest point in October 2024, the isolation sub-score recovered through June 2025, then declined through the first quarter of 2026. Similar to other sub-scores, a modest improvement is observed in the second quarter of 2026, yet isolation remains the second-lowest mental health score for more than four years.

Sub-score
June 2026
59.2



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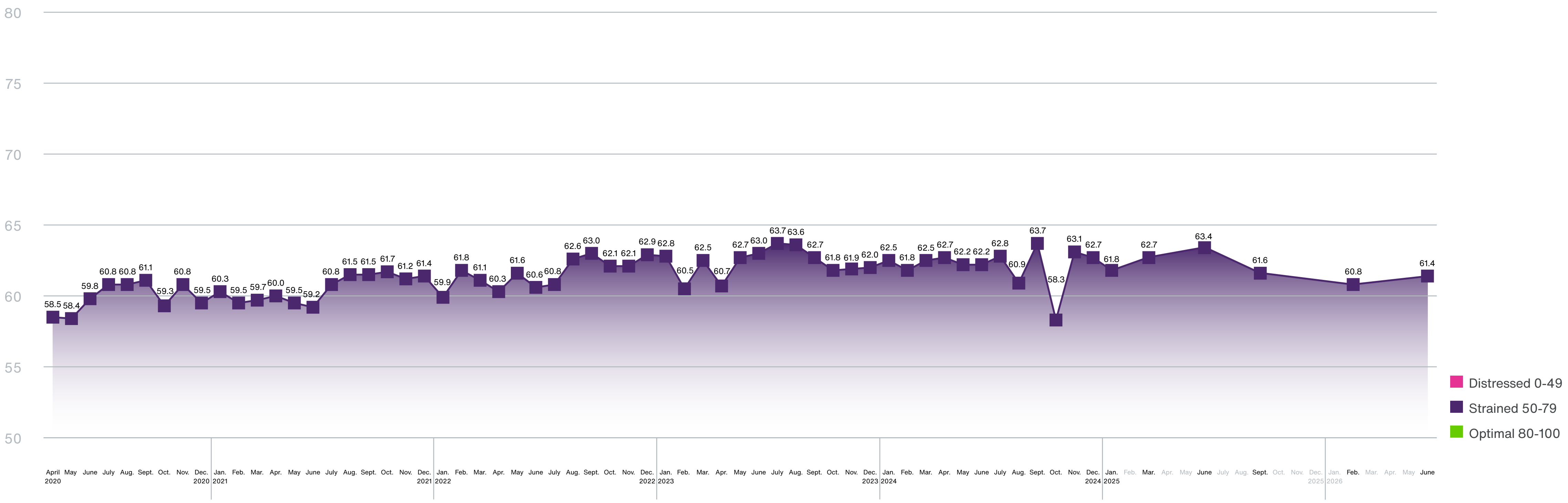
Work productivity

In the second quarter of 2026, 30 per cent of workers say their mental health is negatively affecting their productivity and goals at work.

After peaking in September 2024, work productivity recorded its lowest level in October 2024. Despite rebounding in November 2024, the score fluctuated through September 2025. After two consecutive periods of decline, the work productivity score has improved modestly in the second quarter of 2026.

Sub-score
June 2026

61.4



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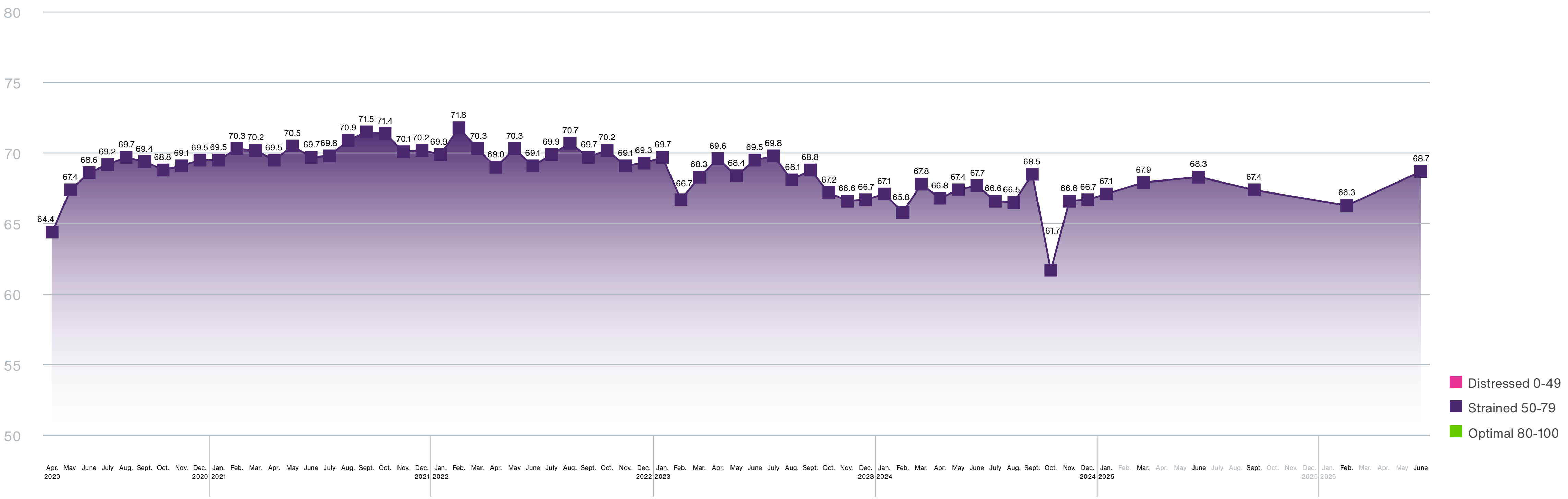
Financial risk

In the second quarter of 2026, 28 per cent of workers lack emergency savings to cover basic needs.

After peaking in March 2022, the financial risk sub-score declined to its lowest point in October 2024. After rebounding in November 2024, the score improved incrementally through June 2025, declined in September 2025 and again in the first quarter of 2026. A significant 2.4-point improvement is observed in the second quarter of 2026, with the financial risk sub-score reaching its highest level in nearly three years.

Sub-score
June 2026

68.7



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Mental health by gender and age.

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In the second quarter of 2026, the mental health score for women is 61.7 compared with 66.1 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 MHI in April 2020. More than six years later, this pattern persists, with a lower score among workers with at least one child (61.5) than among those without children (65.0)

Mental health by employment status.

- Overall, four per cent of respondents are unemployed[1] and nine per cent report reduced hours or reduced salary
- Workers reporting reduced salary compared to the previous month have the lowest mental health score (50.3), followed by workers reporting fewer hours than the last month (58.5), workers with no change to salary or hours (64.5), and respondents not currently employed (65.2)
- Labourers have a lower mental health score (61.7) than service industry (63.8) and office workers (64.4)
- Managers have a higher mental health score (65.0) than non-managers (63.1)
- Respondents working for companies with 1,001-5,000 employees have the highest mental health score (65.5)
- Respondents working for companies with 51-100 employees have the lowest mental health score (62.0)

Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (49.1) than the overall group (63.9). Workers with emergency savings have a mental health score of 69.7

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

The Mental Health Index by province.

In the second quarter of 2026, mental health scores in Saskatchewan and the Maritimes have declined, while scores in other provinces have improved over the last quarter.

- With a 2.1-point increase, Manitoba has the highest mental health score (66.0) in the second quarter of 2026
- The lowest mental health score is in the Maritimes (61.2), down one point from the last quarter

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Province	June 2026	February 2026	Change
Manitoba	66.0	63.9	2.1
Quebec	65.3	63.3	2.0
British Columbia	64.9	63.1	1.8
Newfoundland and Labrador	62.9	61.8	1.1
Alberta	62.2	61.7	0.5
Ontario	63.7	63.2	0.5
The Maritimes	61.2	62.2	-1.0
Saskatchewan	64.4	67.9	-3.5

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

Employment status	June 2026	Feb. 2026
Employed (no change in hours/salary)	64.5	64.1
Employed (fewer hours compared to last month)	58.5	54.4
Employed (reduced salary compared to last month)	50.3	51.3
Not currently employed	65.2	59.7

Age group	June 2026	Feb. 2026
Age 20-29	56.0	54.4
Age 30-39	58.9	57.8
Age 40-49	60.6	59.5
Age 50-59	64.2	64.5
Age 60-69	71.4	71.4

Number of children	June 2026	Feb. 2026
No children in household	65.0	64.8
1 child	61.7	59.4
2 children	61.9	60.0
3 children or more	59.2	58.3

Gender	June 2026	Feb. 2026
Men	66.1	65.7
Women	61.7	60.5

Household income/annum	June 2026	Feb. 2026
<$30K	53.2	53.8
$30K to <$60K	58.7	59.0
$60K to <$100K	62.9	61.8
$100K to <$150K	64.5	63.8
$150K or more	71.0	69.2

Employer size	June 2026	Feb. 2026
Self-employed/sole proprietor	63.9	65.0
2-50 employees	63.9	61.6
51-100 employees	62.0	61.8
101-500 employees	64.6	63.2
501-1,000 employees	62.5	60.6
1,001-5,000 employees	65.5	65.5
5,001-10,000 employees	63.1	63.4
More than 10,000 employees	64.6	64.2

Manager	June 2026	Feb. 2026
Manager	65.0	63.3
Non-manager	63.1	62.9

Work environment	June 2026	Feb. 2026
Labour	61.7	61.9
Office/desk	64.4	63.9
Service	63.8	62.7

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

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The Mental Health Index by industry.

Workers in Utilities have the lowest mental health score (54.5), followed by workers in Information and Cultural Industries (54.7), and Food Services (57.2).

Workers in Professional, Scientific and Technical Services (69.9), Transportation (66.8), and Arts, Entertainment and Recreation (66.4) have the highest mental health scores in the second quarter of 2026.

Industry	June 2026	February 2026	Change
Agriculture, Forestry, Fishing and Hunting	66.2	57.6	8.6
Technology	65.5	59.0	6.5
Accommodation	66.0	60.7	5.3
Arts, Entertainment and Recreation	66.4	62.3	4.1
Transportation	66.8	63.0	3.8
Construction	65.4	61.8	3.6
Automotive Industry	65.2	62.8	2.4
Manufacturing	65.8	63.6	2.2
Real Estate, Rental and Leasing	64.4	62.7	1.7
Public Administration	64.0	62.7	1.3
Professional, Scientific and Technical Services	69.9	68.8	1.1
Health Care and Social Assistance	62.2	61.1	1.1
Wholesale Trade	66.1	65.8	0.3
Food Services	57.2	57.1	0.1
Finance and Insurance	65.4	65.4	0.0
Educational Services	66.4	66.5	-0.1
Retail Trade	62.3	62.8	-0.5
Other	63.3	64.5	-1.2
Media and Telecommunications	60.1	61.9	-1.8
Other services (except Public Administration)	59.2	61.6	-2.4
Administrative and Support Services	58.1	60.6	-2.5
Information and Cultural Industries	54.7	60.3	-5.6
Warehousing	58.2	64.9	-6.7
Utilities	54.5	64.6	-10.1

Spotlight

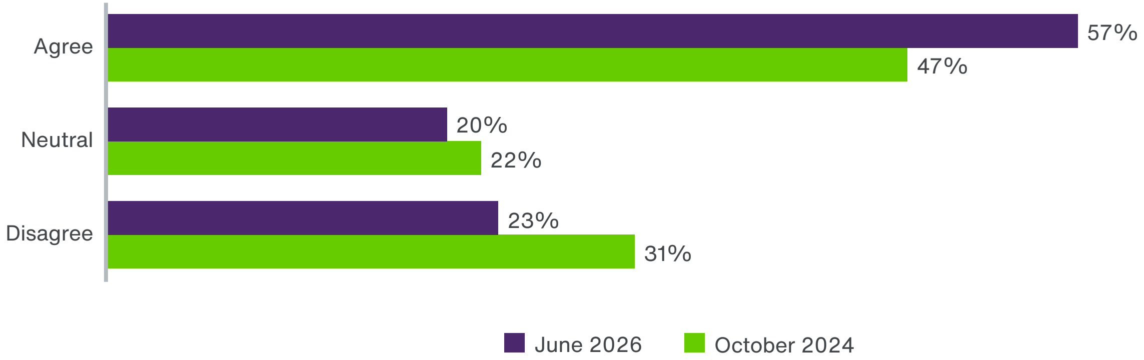
Financial Health

Perception of financial health.

The share of workers reporting a good financial position rose by 10 percentage points between October 2024 and June 2026, yet nearly a quarter remain financially insecure.

- 57 per cent of workers report being in a good financial position; the mental health score of this group (72.9) is nine points higher than the national average (63.9)
- Nearly one-quarter (23 per cent) of workers report not being in a good financial position; this group has the lowest mental health score (46.6), more than 26 points lower than workers reporting being in a good financial position (72.9), and more than 17 points lower than the national average (63.9)
- Workers without emergency savings are more than four times as likely as workers with emergency savings to report not being in a good financial position
- Workers with a yearly household income lower than $100,000 are more than twice as likely as workers with an annual household income greater than $100,000 to report not being in a good financial position

I am in a good financial situation/position



MHI score by “I am in a good financial situation/position”

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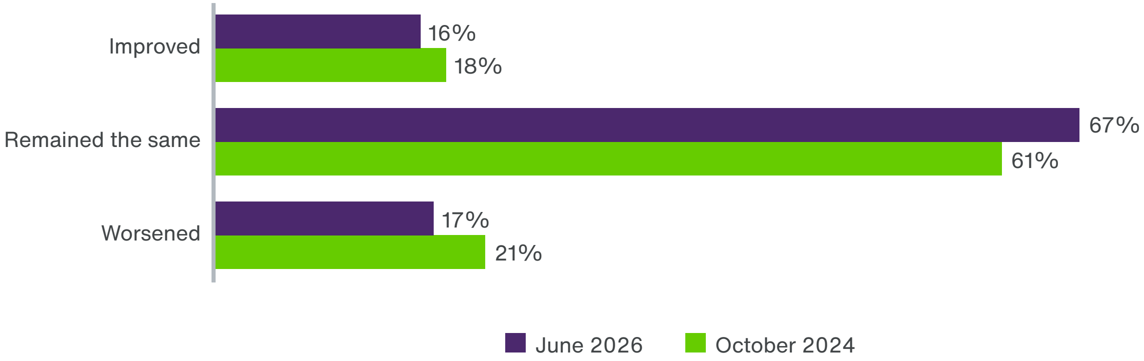
While two-thirds of workers say their financial situation has remained the same over the last three months, one in seven say it's worsened.

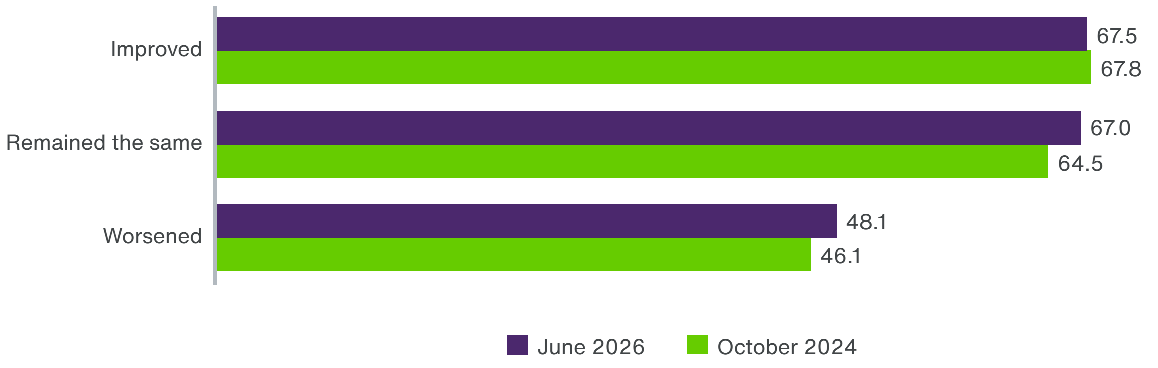
- 67 per cent of workers report their financial situation hasn't changed over the last three months; the mental health score of this group (67.0) is more than three points higher than the national average (63.9)
- The lowest mental health score (48.1) is among 17 per cent of workers reporting their financial situation has worsened over the last three months, more than 19 points lower than workers reporting an improvement (67.5), and nearly 16 points lower than the national average (63.9)
- Workers without emergency savings are three times more likely than workers with emergency savings to report a worsening of their financial situation over the last three months
- Workers with a yearly household income lower than $100,000 are 60 per cent more likely than workers with an annual household income greater than $100,000 o report a worsening of their financial situation over the last three months

Over the last 3 months, my financial situation has...



- The highest mental health score (67.5) is among 16 per cent of workers reporting their financial situation has improved over the last three months, nearly four points higher than the national average (63.9)
- Workers under 40 are two and a half times more likely than workers over 50 to report their financial situation has improved over the last three months
- Managers are 60 per cent more likely than non-managers to report their financial situation has improved over the last three months
- Parents are 40 per cent more likely than non-parents to report their financial situation has improved over the last three months

MHI score by "Over the last 3 months, my financial situation has..."



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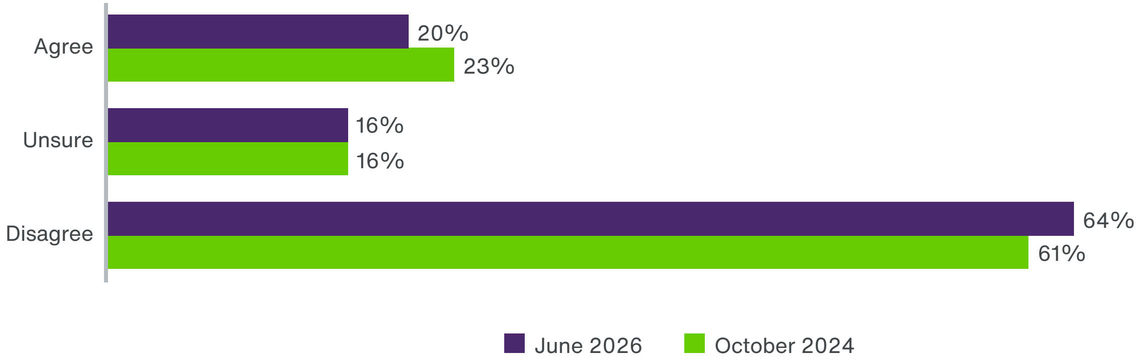
One in five workers reports that their personal financial situation has negatively impacted their productivity at work over the past three months, with younger workers, managers, and parents disproportionately affected.

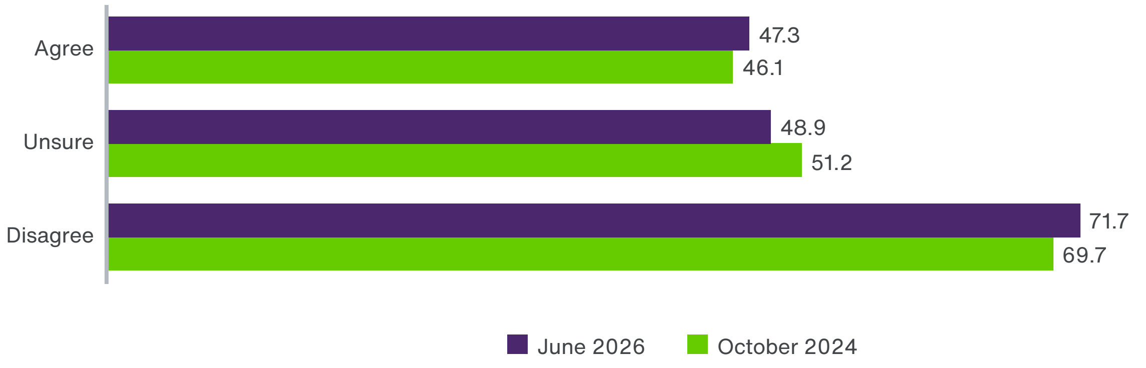
- 64 per cent of workers say their personal financial situation has not impacted their work productivity; the mental health score of this group (71.7) is nearly eight points higher than the national average (63.9)
- The lowest mental health score (47.3) is among 20 per cent of workers saying their personal financial situation has negatively impacted their productivity at work over the past three months, nearly 24 points lower than workers who disagree (71.7), and nearly 17 points lower than the national average (63.9)
- Workers under 40 are three and a half times more likely than workers over 50 to report a negative impact on their work productivity over the past three months

My personal financial situation has negatively affected my productivity at work over the past 3 months



- Workers without emergency savings are nearly three times more likely than workers with emergency savings to report a negative impact on their work productivity over the past three months
- Parents are 80 per cent more likely than non-parents to report a negative impact on their work productivity over the past three months
- Managers are 50 per cent more likely than non-managers to report a negative impact on their work productivity over the past three months
- Workers with a yearly household income lower than $100,000 are 50 per cent more likely than workers with an annual household income greater than $100,000 to report a negative impact on their work productivity over the past three months

MHI score by "My personal financial situation has negatively affected my productivity at work over the past 3 months"

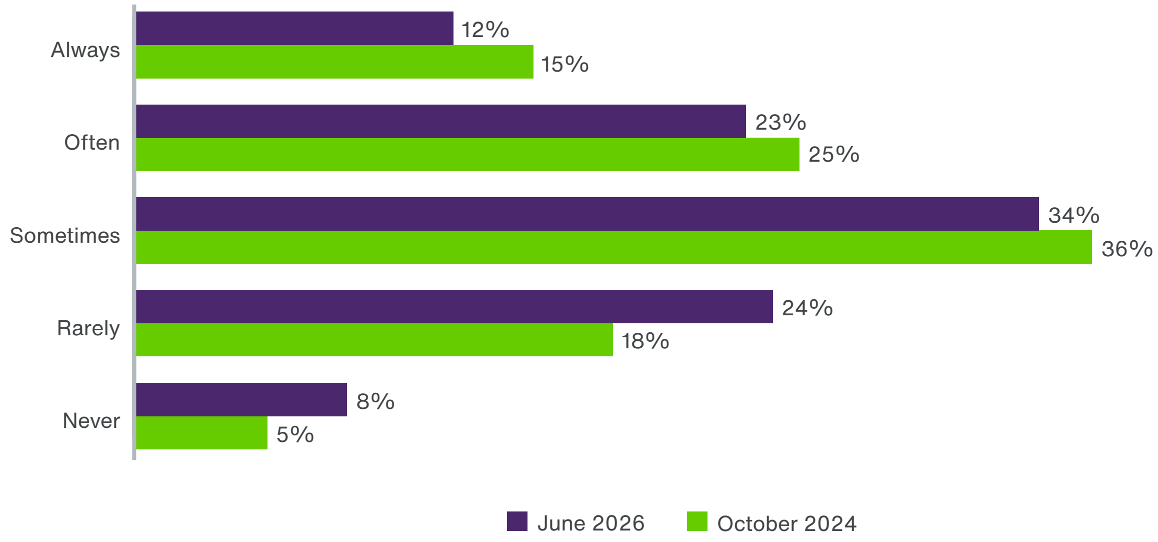


Financial anxiety

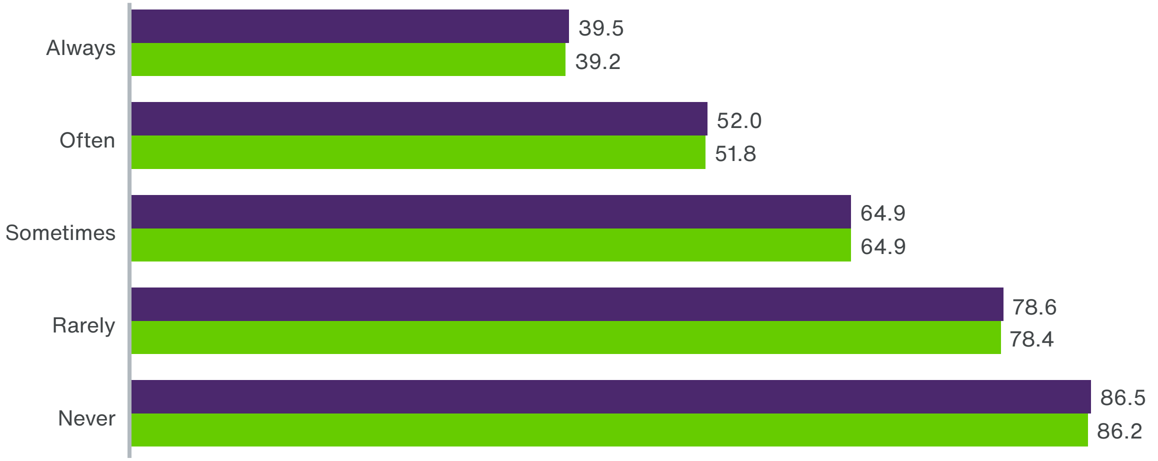
Nearly seven in 10 workers feel worried or anxious about their financial situation; younger workers and parents are more likely to feel this way always or often.

- More than one-third (35 per cent) of workers always or often feel worried/anxious about their financial situation; this group has the lowest mental health scores (39.5 and 52.0, respectively), at least 26 points lower than workers who rarely or never feel worried (78.6 and 86.5, respectively), and at least 12 points lower than the national average (63.9)
- Workers under 40 are twice as likely as workers over 50 to always or often feel worried/anxious about their financial situation
- Parents are 60 per cent more likely than non-parents to always or often feel worried/anxious about their financial situation
- Workers with a yearly household income lower than $100,000 are 60 per cent more likely than workers with a yearly household income greater than $100,000 to always or often feel worried/anxious about their financial situation
- 32 per cent of workers rarely or never feel worried/anxious about their financial situation; the mental health scores of this group (78.6 and 86.5, respectively) are at least 14 points higher than the national average (63.9)

How often do you feel worried or anxious about your financial situation?



MHI score by "How often do you feel worried or anxious about your financial situation?"



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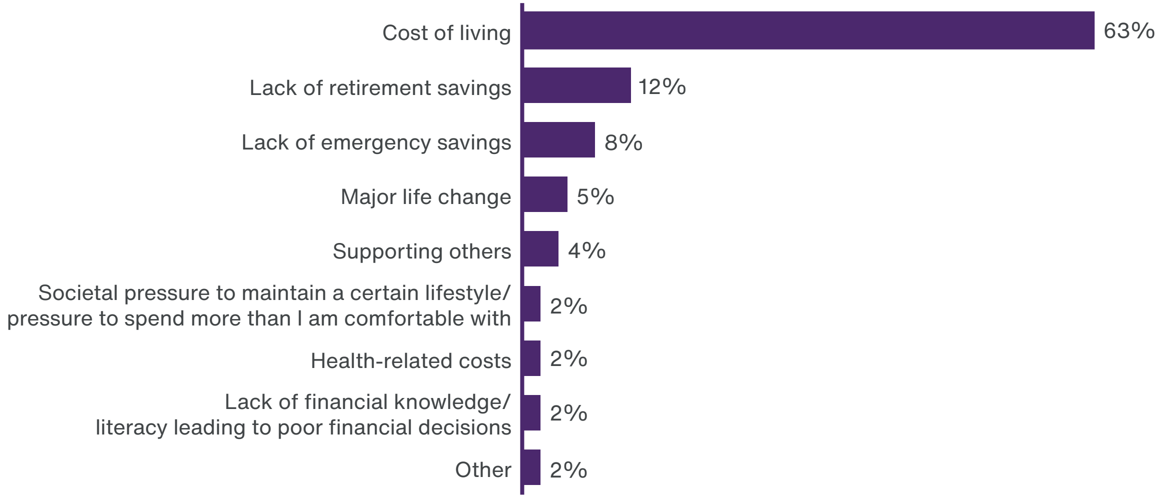
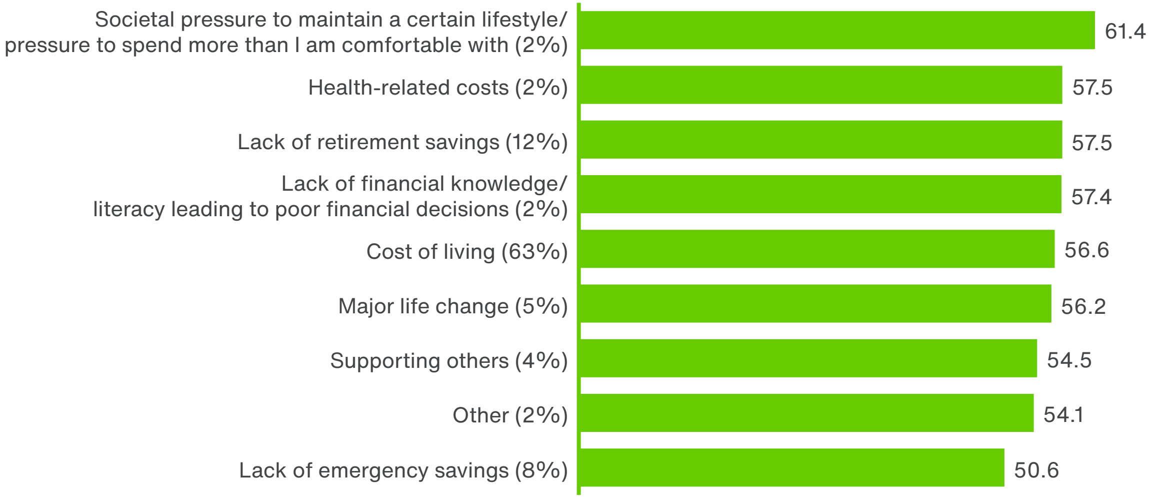
More than six in 10 workers identify cost of living as their leading source of financial anxiety.

- 63 per cent of workers say the cost of living is driving their financial anxiety most, 12 per cent say it's a lack of retirement savings, and eight per cent say it's a lack of emergency savings
- The mental health score of 63 per cent reporting the cost of living as the biggest driver of financial anxiety (56.6) is more than seven points lower than the national average (63.9)
- The lowest mental health score (50.6) is among eight per cent of workers reporting a lack of emergency savings as driving their financial anxiety most, more than 13 points lower than the national average (63.9)
- Workers over 50 are two and a half times more likely than workers under 40 to report a lack of retirement savings as the driver of financial anxiety

Which of the following is driving your financial anxiety the most?



MHI score by "Which of the following is driving your financial anxiety the most?"

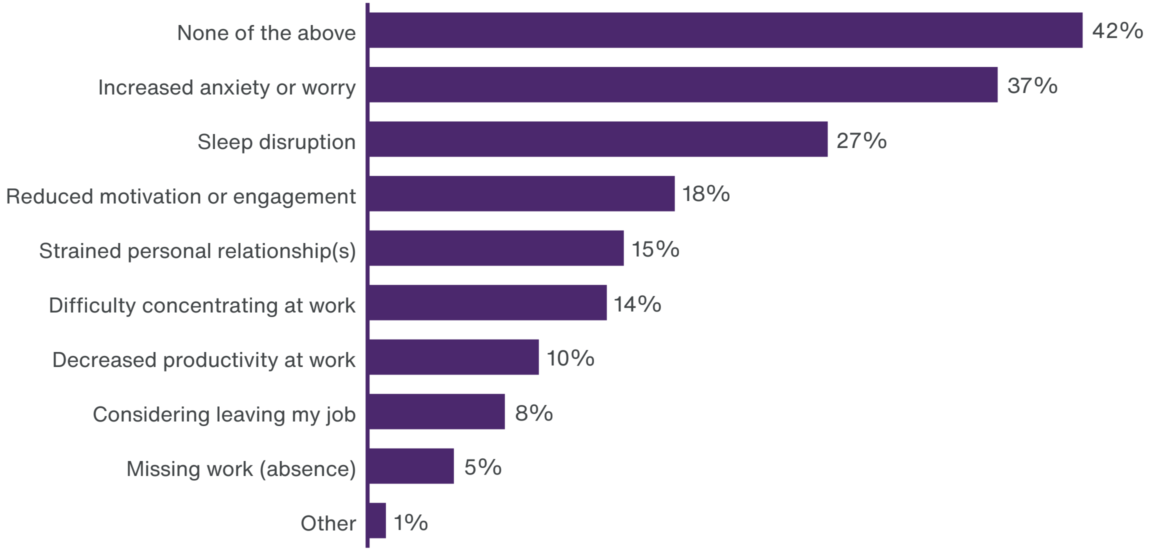


The impact of financial stress.

Anxiety, sleep disruption, and lack of motivation are most commonly reported as impacts of financial stress.

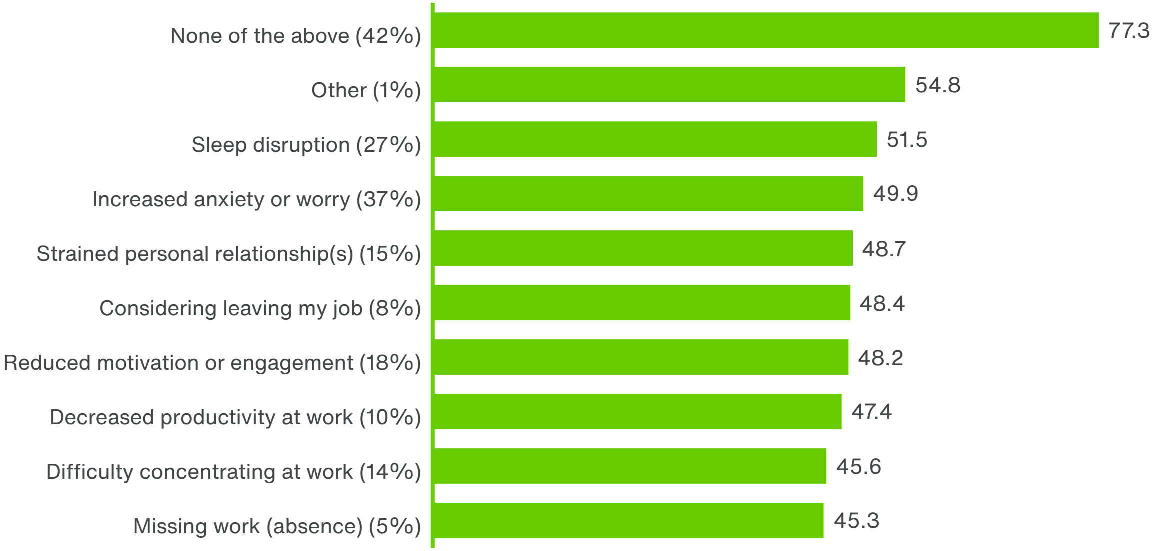
- Nearly two in five (37 per cent) workers say they've experienced increased anxiety as a result of financial stress, 27 per cent report sleep disruption, 18 per cent report reduced motivation/engagement, 15 per cent report strained personal relationship(s), 14 percent report difficulty concentrating at work, and 10 per cent report decreased work productivity due to financial stress
- 42 per cent of workers report no impact from financial stress; the mental health score of this group (77.3) is more than 13 points higher than the national average (63.9)

Which, if any, have you experienced as a result of financial stress?



- Mental health scores among workers reporting impacts due to financial stress range from 51.5 (sleep disruption) to a low of 45.3 (work absence), at least 12 points lower than the national average (63.9)
- The lowest mental health score (45.3) is among five per cent of workers reporting missing work due to financial stress, 32 points lower than workers reporting no impact (77.3), and nearly 19 points lower than the national average (63.9)

MHI score by "Which, if any, have you experienced as a result of financial stress?"

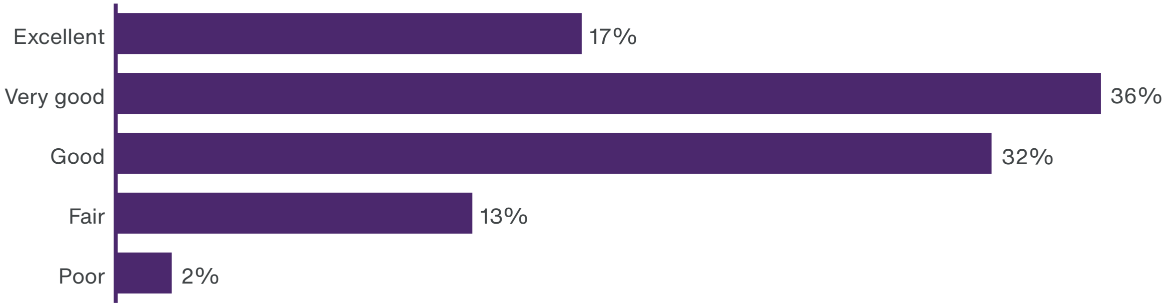


Financial literacy

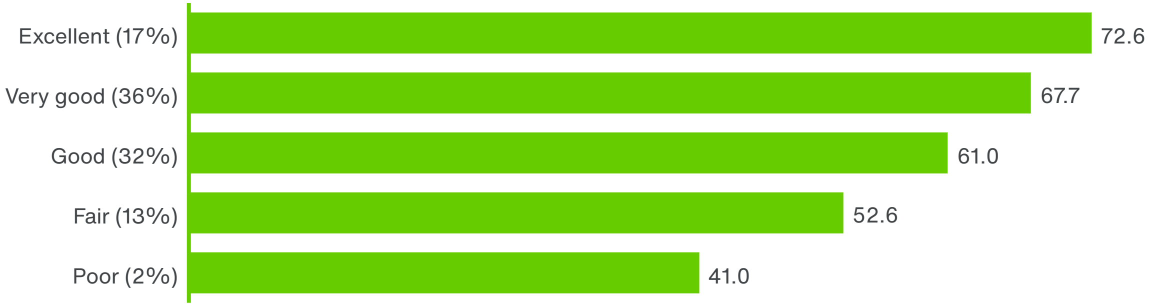
More than half of workers rate their financial literacy as very good or excellent; 15 per cent rate it as fair or poor.

- 53 per cent of workers rate their financial literacy as very good or excellent; the mental health scores of this group (72.6 and 67.7, respectively) are at least four points higher than the national average (63.9)
- Workers with emergency savings are 60 per cent more likely than workers without emergency savings to rate their financial literacy as very good or excellent
- More than one in seven (15 per cent) workers rate their overall financial literacy as fair or poor; this group has the lowest mental health scores (52.6 and 41.0, respectively), at least 15 points lower than workers who rate their financial literacy as excellent or very good, and at least 11 points lower than the national average (63.9)

How would you rate your overall financial literacy?



MHI score by “How would you rate your overall financial literacy?”

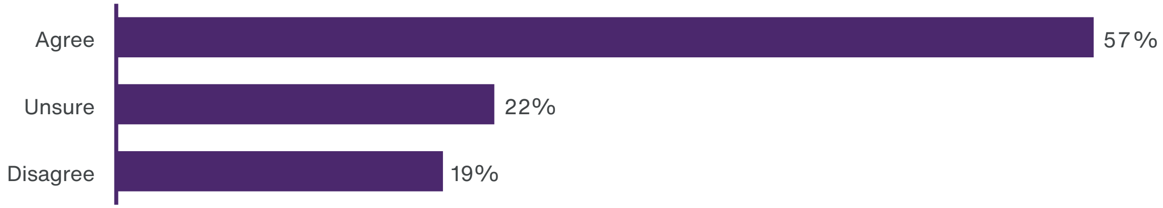


Compensation and workplace retirement or savings programs.

While more than half of workers say they are fairly paid for the work they do, one in five say they aren't.

- 57 per cent of workers say they're fairly paid for the work they do; the mental health score of this group (69.3) is more than five points higher than the national average (63.9)
- The lowest mental health score (53.6) is among 19 per cent of workers who say they're not fairly paid for the work they do, nearly 16 points lower than workers who believe they're fairly paid (69.3) and more than 10 points lower than the national average (63.9)
- Workers with an annual household income less than $100,000 are 70 per cent more likely than workers with a yearly household income greater than $100,000 to say they're not fairly paid for the work they do
- Non-managers are 50 per cent more likely than managers to say they're not fairly paid for the work they do

I am fairly paid for the work I do



MHI score by "I am fairly paid for the work I do"

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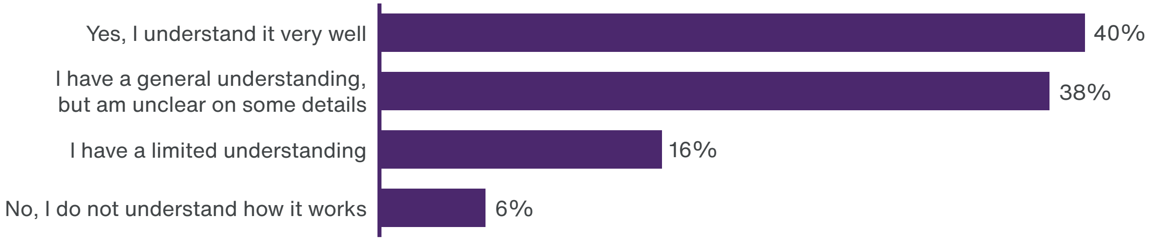
TELUS Health

Six in 10 workers who contribute to workplace retirement or savings programs don't have a good understanding of how these programs work.

- Nearly two in five (38 per cent) workers have a general understanding of how their workplace retirement or savings programs work, but are unclear on some details, 16 per cent have a limited understanding of how the program works, and six per cent don't understand at all
- The lowest mental health score (50.6) is among six per cent of workers who don't understand how their workplace retirement or savings programs work at all, more than 19 points lower than workers who understand them very well (69.9), and more than 13 points lower than the national average (63.9)
- Workers with a yearly household income lower than $100,000 are three and a half times more likely than workers with an annual household income greater than $100,000 to report not understanding how the programs work at all
- Workers without emergency savings are two and a half times more likely than workers with emergency savings to report not understanding how the programs work at all



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- 40 per cent of workers contributing to a workplace retirement or savings program understand how the programs work very well; the mental health score of this group (69.9) is six points higher than the national average (63.9)
- Men are 40 per cent more likely than women to report a very good understanding of how their workplace retirement or savings programs work

MHI score by "If you are contributing to a workplace retirement or savings program, do you understand how it works?"

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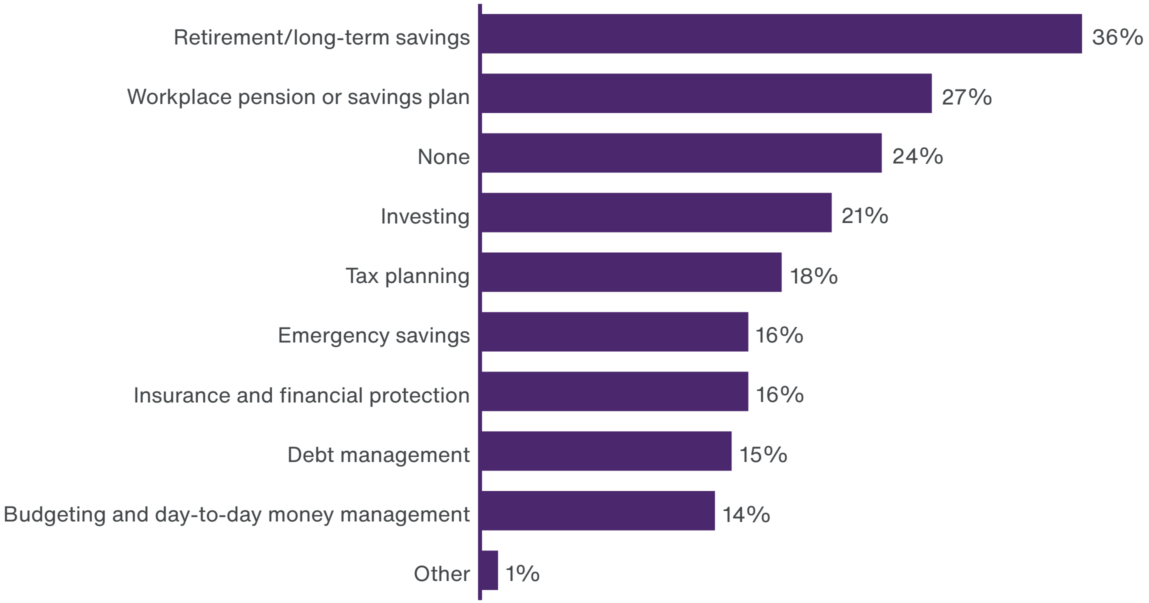
More than six in 10 workers want their employer to provide resources, communications or support for retirement and workplace pension or savings plans.

- 36 per cent of workers want their employer to offer resources, communications or support for retirement savings, 27 per cent want support for their workplace pension or savings plans, 21 per cent want employer pension or savings plans, 21 per cent want employer support for investing, 18 per cent want employer support for tax planning, and 16 per cent want support for emergency savings and insurance or financial protection

Which of the following financial topics do you wish your employer would offer resources, communications, or support for?



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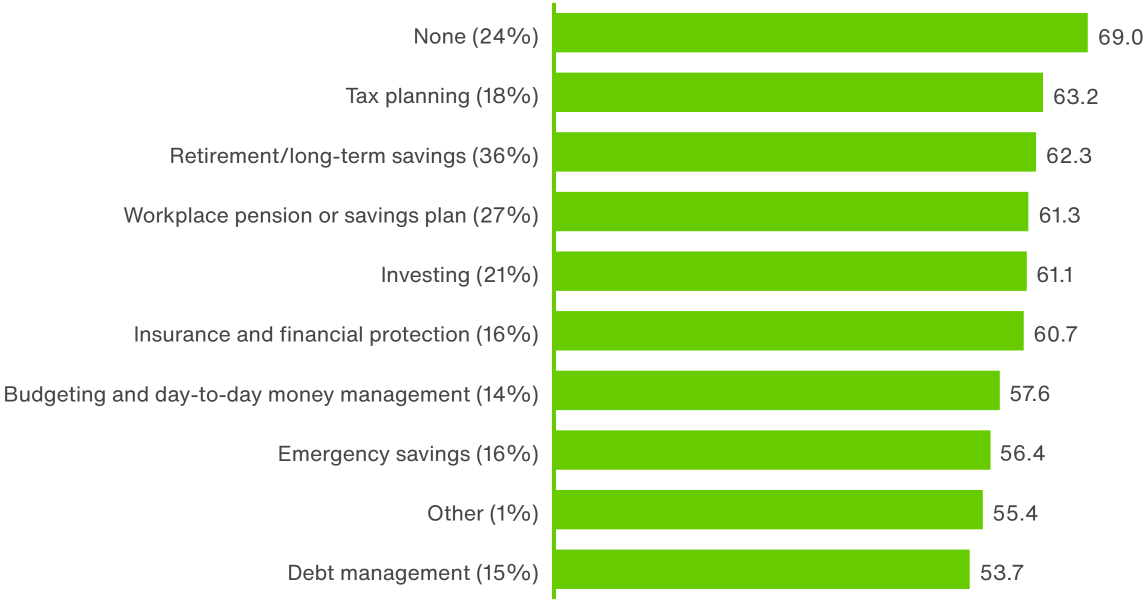
TELUS Health

- The lowest mental health score (53.7) is among 15 per cent of workers who want employer support for debt management, more than 10 points lower than the national average (63.9)
- 24 per cent of workers don't want their employer to provide resources, communication, or support on any financial topic; this group has the highest mental health score (69.0), five points higher than the national average (63.9)

MHI score by "Which of the following financial topics do you wish your employer would offer resources, communications, or support for?"



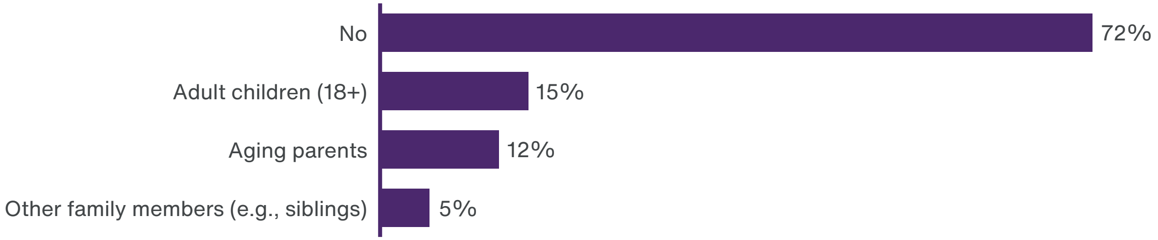
TELUS Health

Caregiving and financial support.

More than a quarter of workers provide financial support or care to adult children or their aging parents.

- 15 per cent of workers are providing financial support or care to their adult children, 12 per cent are providing care or financial support to their aging parents, and five per cent are providing financial support or care to other family members
- Mental health scores among workers providing care or financial support range from 62.0 (adult children) to a low of 58.4 (aging parents), at least two points lower than the national average (63.9)
- 72 per cent of workers don't provide financial support or care to dependents (excluding children under 18 and spouse/partner); the mental health score of this group (65.3) is modestly higher than the national average (63.9)

Excluding children under 18 and/or your spouse/partner, are you currently providing financial support or caregiving to any of the following dependents?



MHI score by "Excluding children under 18 and/or your spouse/partner, are you currently providing financial support or caregiving to any of the following dependents?"

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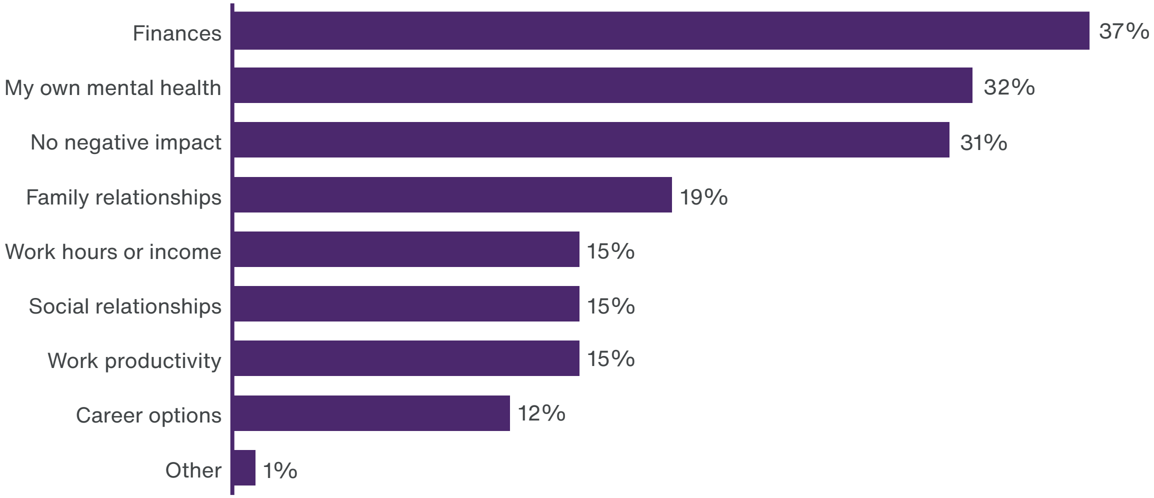
TELUS Health

Workers providing financial support or care most commonly report a negative impact on their finances, mental health, and relationships.

- 37 per cent of workers providing financial support or care report a negative impact on their finances, 32 per cent report a negative impact on their mental health, 19 per cent report a negative impact on family relationships, 15 per cent report a negative impact on work hours or income, and 15 per cent report a negative impact on their work productivity
- The lowest mental health score (48.2) is among 32 per cent of workers reporting that providing financial support or care has negatively impacted their mental health, nearly 26 points lower than workers reporting no negative impact (74.0), and nearly 16 points lower than the national average (63.9)
- Parents are 80 per cent more likely than non-parents to report that providing financial support or care has negatively impacted their mental health
- 31 per cent of workers say that providing financial support or care has had no negative impact; the mental health score of this group (74.0) is 10 points higher than the national average (63.9)

Has this responsibility negatively impacted any of the following?



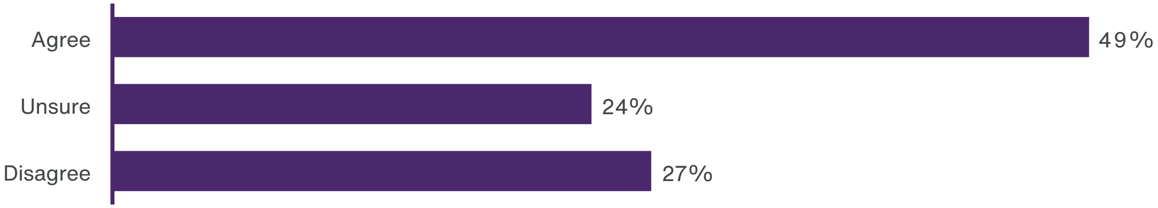
MHI score by “Has this responsibility negatively impacted any of the following?”

Perception of trust and care in the workplace.

Fewer than half of workers would feel comfortable telling their manager if they had a mental health issue.

- 49 per cent of workers would feel comfortable telling their manager if they had a mental health issue; the mental health score of this group is the highest (68.7), nearly five points higher than the national average (63.9)
- The lowest mental health score (54.7) is among 27 per cent of workers who wouldn't feel comfortable telling their manager if they had a mental health issue, 14 points lower than workers who would feel comfortable (68.7) and more than nine points lower than the national average (63.9)

I would feel comfortable telling my manager if I had a mental health issue



MHI score by "I would feel comfortable telling my manager if I had a mental health issue"

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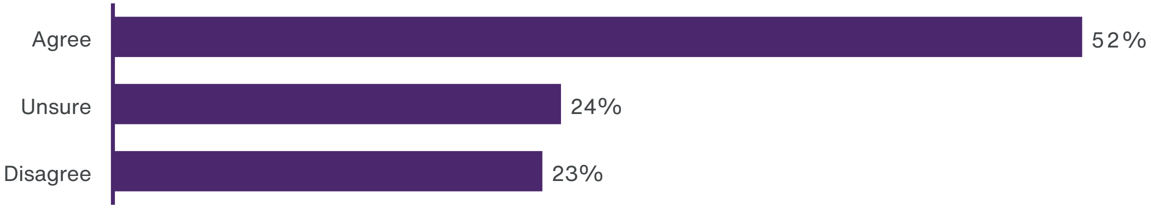
Nearly one-quarter of workers believe their employer cares only about their productivity.

- 52 per cent of workers perceive their employer cares about both their wellbeing and productivity; the mental health score of this group (69.2) is more than five points higher than the national average (63.9)
- The lowest mental health score (54.6) is among 23 per cent of workers who believe their employer cares about their productivity over their wellbeing, nearly 15 points lower than workers who perceive their employer cares about their wellbeing and productivity (69.2) and more than nine points lower than the national average (63.9)

I believe my employer cares about my wellbeing, not just my productivity



MHI score by "I believe my employer cares about my wellbeing, not just my productivity"

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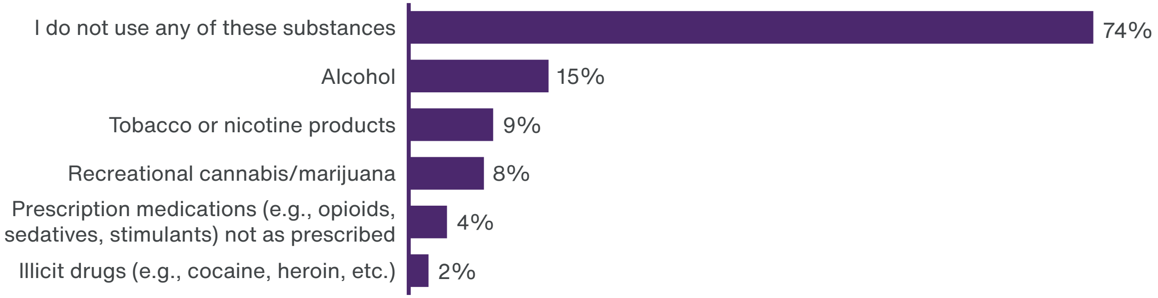
TELUS Health

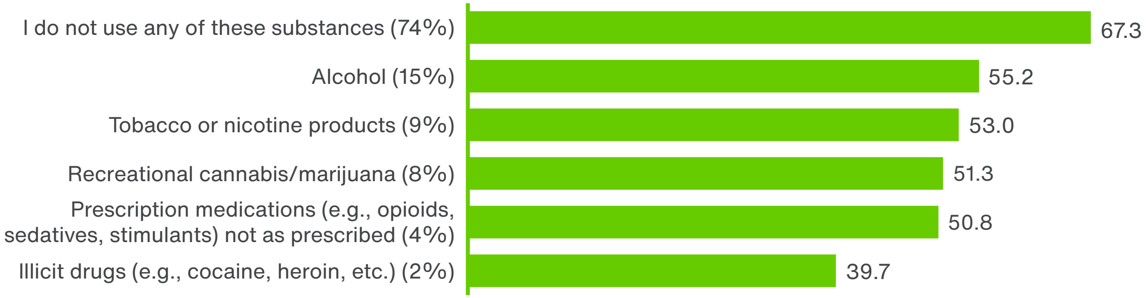
Substance use

- 74 per cent of workers report not using any substances; the mental health score of this group (67.3) is more than three points higher than the national average (63.9)
- 15 per cent of workers are concerned about their alcohol use, nine per cent are concerned about their tobacco or nicotine intake, and eight per cent have difficulty controlling their use of recreational cannabis
- The lowest mental health score (39.7) is among two per cent of workers concerned about their use of illicit drugs, nearly 28 points lower than workers who report no substance use (67.3) and more than 24 points lower than the national average (63.9)

In the past 12 months, have you used any of the following in a way that felt difficult to control or that you were concerned about?



MHI score by "In the past 12 months, have you used any of the following in a way that felt difficult to control or that you were concerned about?"



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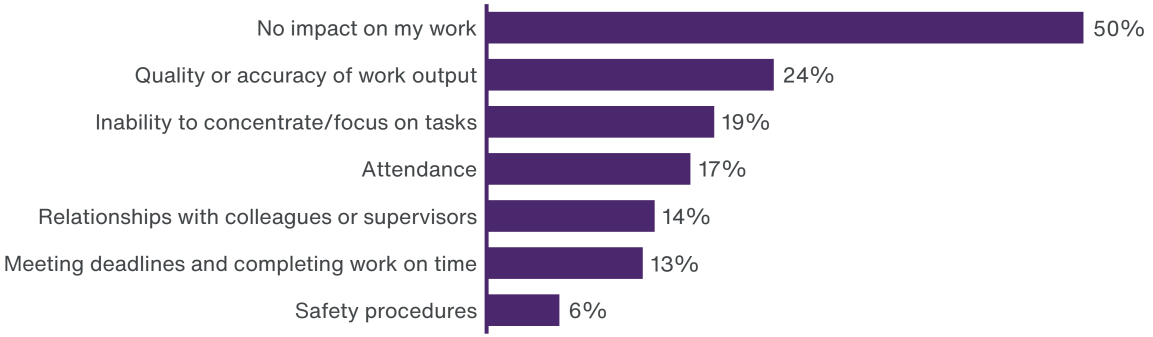
TELUS Health

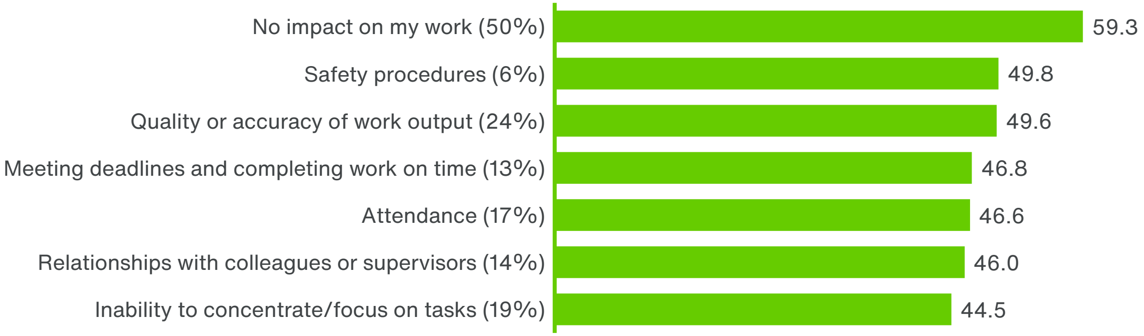
Among workers reporting difficulty with substance use, half report some impact on their work.

- 24 per cent of workers report their substance use has negatively impacted the quality or accuracy of their work, 19 per cent report an inability to concentrate/focus on tasks, 17 per cent report an impact on their attendance at work, 14 per cent report an impact on their relationships with colleagues or supervisors, and 13 per cent report difficulty meeting deadlines and completing work on time
- Mental health scores among workers reporting impacts due to substance use range from 49.8 (safety procedures) to a low of 44.5 (inability to concentrate/focus on tasks), at least 14 points lower than the national average (63.9)
- Half (50 per cent) report no impact of substance use on their work, yet the mental health score of this group (59.3) is nearly five points lower than the national average (63.9)

Thinking about your use of any substance that felt difficult to control, to what extent has it affected your work?



MHI score by "Thinking about your use of any substance that felt difficult to control, to what extent has it affected your work?"

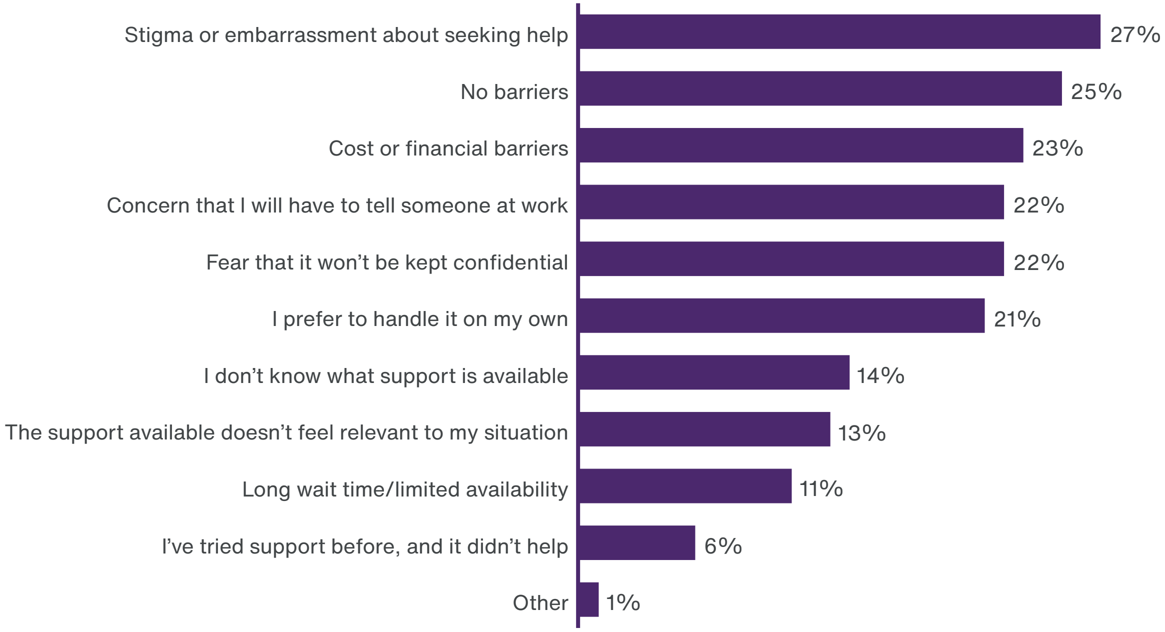


TELUS Health

Stigma about seeking help and cost are the leading barriers preventing workers from seeking help for substance use.

- 27 per cent of workers report stigma or embarrassment as a barrier to seeking help for substance use, 23 per cent say cost is a barrier, 22 per cent are concerned that they'll have to tell someone at work, 22 per cent are concerned about confidentiality, and 21 per cent would prefer to handle substance use issues on their own

What barriers, if any, would prevent you from seeking help for substance use?



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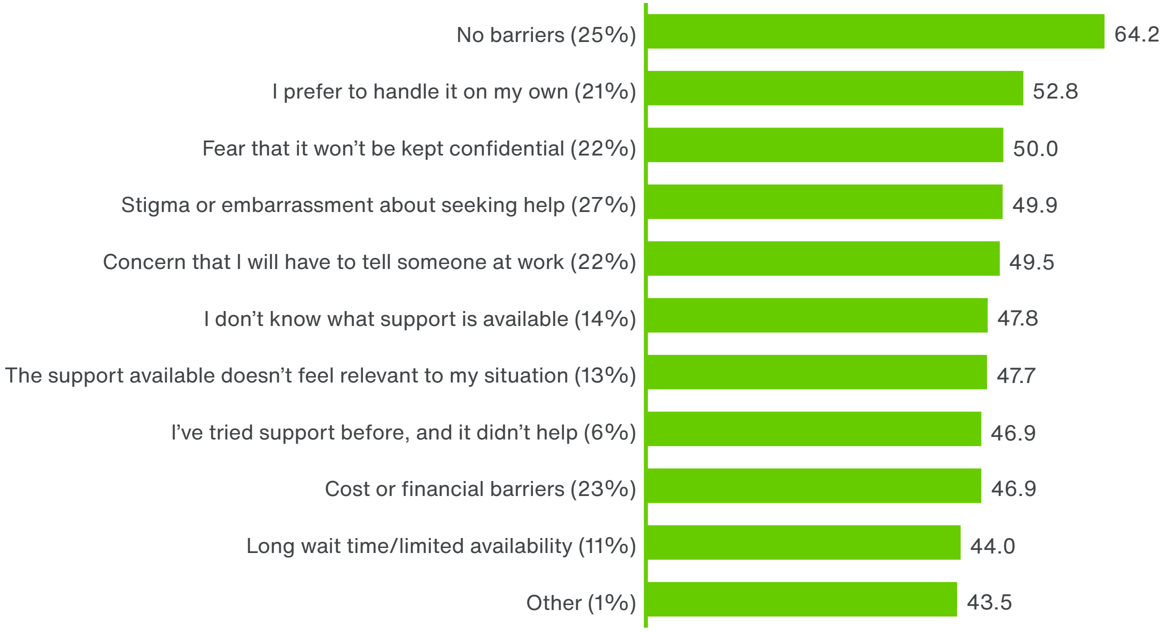
TELUS Health

- Mental health scores among workers reporting barriers to seeking help for substance use range from 50.0 (confidentiality concerns) to a low of 44.0 (long wait/ limited availability), at least 14 points lower than the national average (63.9)

MHI score by “What barriers, if any, would prevent you from seeking help for substance use?”



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Two-thirds of workers are either unsure or wouldn't feel comfortable telling their manager if they were struggling with substance use or addiction.

- The highest mental health score (68.1) is among 34 per cent of workers who would feel comfortable telling their manager if they were struggling with substance use or addiction, more than four points higher than the national average (63.9)
- The lowest mental health score (57.6) is among 39 per cent of workers who wouldn't feel comfortable sharing with their manager if they were struggling with substance use or addiction, more than 10 points lower than workers who would feel comfortable sharing with their manager (68.1) and more than six points lower than the national average (63.9)

I would feel comfortable telling my manager if I was struggling with substance use or addiction

MHI score by "I would feel comfortable telling my manager if I was struggling with substance use or addiction"

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 and inform 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 are collected through an online survey of 3,000 people living in Canada and are currently employed or were employed within the last six months. Participants are selected to represent the age, gender, industry, and geographic distribution in Canada. Respondents are asked to consider the previous two weeks when answering each question. Data for the current report were collected between June 5 and June 18, 2026.

Calculations

To create the Mental Health Index, a response-scoring system is applied to convert individual responses into point values. 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

For questions, contact **MHI@telushealth.com**

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