



TELUS Mental Health Index.

Australia | March 2025

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What you need to know for March 2025.

At least **three in 10 workers feel anxious, isolated**, say their mental health is adversely impacting work productivity, and do not have emergency savings to cover basic needs.

- At 63.0, the mental health of workers has improved by 1.4 points from January
- 36 per cent of workers have a high mental health risk, 40 per cent have a moderate mental health risk, and 24 per cent have a low mental health risk
- 34 per cent of workers say their mental health is adversely impacting work productivity
- 33 per cent feel anxious
- 32 per cent feel isolated
- 30 per cent do not have emergency savings for basic needs
- 29 per cent feel depressed
- All mental health sub-scores, apart from work productivity and optimism, have improved from January 2025
- Anxiety and isolation have been the lowest mental health sub-scores for three years
- The mental health scores in all regions have improved from January 2025
- The mental health score of managers continues to be higher than the score of non-managers
- Labourers continue to have a lower mental health score than service industry and office workers



Financial concerns are the overwhelming source of personal stress; health concerns drive stress for nearly one in three workers.

- 44 per cent of workers say financial concerns are a source of personal stress
- 27 per cent of workers say health/medical concerns are a source of personal stress
- 22 per cent of workers say a lack of time for self-care or hobbies is a source of personal stress
- 18 per cent of workers say their housing or living situation is a source of personal stress
- The mental health score of 11 per cent of workers citing social isolation as a source of stress is more than 40 points lower than workers reporting no personal stress and nearly 21 points lower than the national average
- 39 per cent of workers say personal issues are their primary reason for feeling overwhelmed; the mental health score of this group is 16 points lower than the national average



Nearly two in five workers feel overwhelmed by their responsibilities, with disproportionate concern among younger workers and parents.

- 38 per cent of workers feel overwhelmed by their responsibilities or commitments; the mental health score of this group is more than 27 points lower than that of workers not feeling overwhelmed, and 14 points lower than the national average
- 29 per cent of workers say a high workload is a source of work stress
- 25 per cent of workers say a lack of work-life balance is a source of work stress
- 17 per cent of workers say poor communication is a source of work stress
- 17 per cent of workers say insufficient resources or support are a source of work stress
- 16 per cent of workers say job insecurity is a source of work stress
- The mental health score of 16 per cent of workers citing job insecurity as a source of stress is nearly 24 points lower than workers reporting no work stress and more than 12 points lower than the national average
- Younger workers (under 40) are more likely to say that job insecurity and a lack of work-life balance are sources of stress



One in three parents of school-aged kids, teens, and young adults are concerned about their children's mental health.

- 33 per cent of parents with teens, 29 per cent of parents with school-age kids, and 27 per cent of parents with young adult children are concerned about their children's mental health
- 30 per cent of parents with teens and 28 per cent of school-age kids are concerned about their children's social relationships
- Parents concerned about their children's mental health have MHI scores at least seven points lower than the national average
- Parents with young adult children are most concerned about their children's financial stability
- 34 per cent of working parents are experiencing stress from balancing work and family responsibilities
- 30 per cent of working parents are feeling guilty for not spending enough time with their families
- 25 per cent of working parents are feeling overwhelmed by the pressure to excel at work and at home

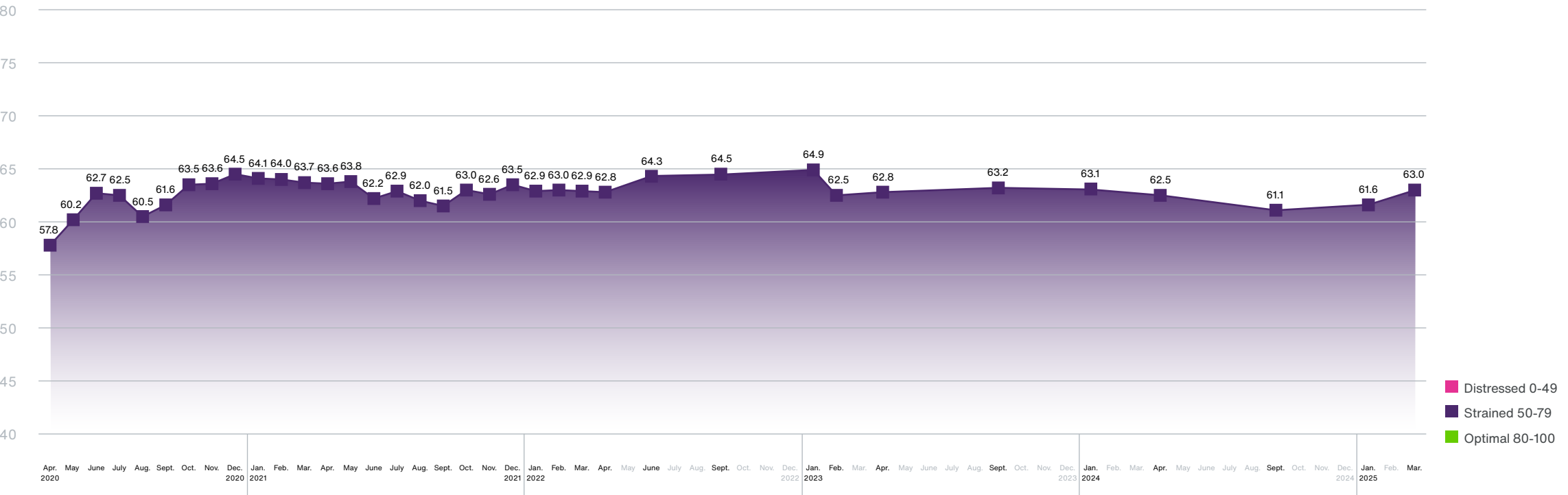
Improving fitness, weight loss, and better financial management are the top lifestyle goals workers have set for themselves.

- 43 per cent of workers want to improve their fitness; however, 20 per cent of those have not made any progress towards their goal
- 36 per cent of workers want to lose weight; however, 33 per cent of those have not made any progress towards their goal
- 31 per cent of workers want to improve financial management; however, 22 per cent of those have not made any progress towards their goal
- 29 per cent of workers want to improve their nutrition; however, 19 per cent of those have not made any progress towards their goal
- 25 per cent of workers want to better manage stress; however, 30 per cent of those have not made any progress towards their goal
- 14 per cent of workers want to improve their relationships; however, 24 per cent of those have not made any progress towards their goal

The Mental Health Index.

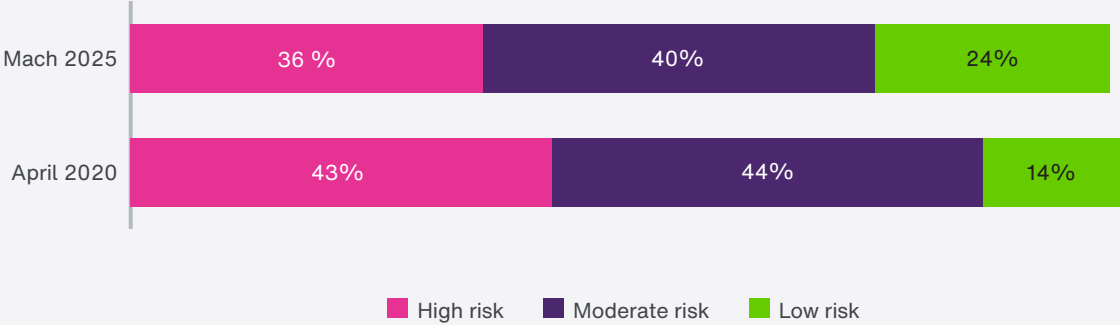
The overall Mental Health Index (MHI) for March 2025 is 63.0. After reaching a peak in January 2023, workers’ mental health declined to a low in September 2024. The score has improved incrementally and continues to rise, up by 1.4 points from January 2025.

MHI Current Month March 2025	January 2025
63.0	61.6



Mental health risk.

In March 2025, 36 per cent of workers have a high mental health risk, 40 per cent have a moderate mental health risk, and 24 per cent have a low mental health risk. Nearly five years since the launch of the Mental Health Index in April 2020, the proportion of workers in the high-risk group has declined by seven 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.

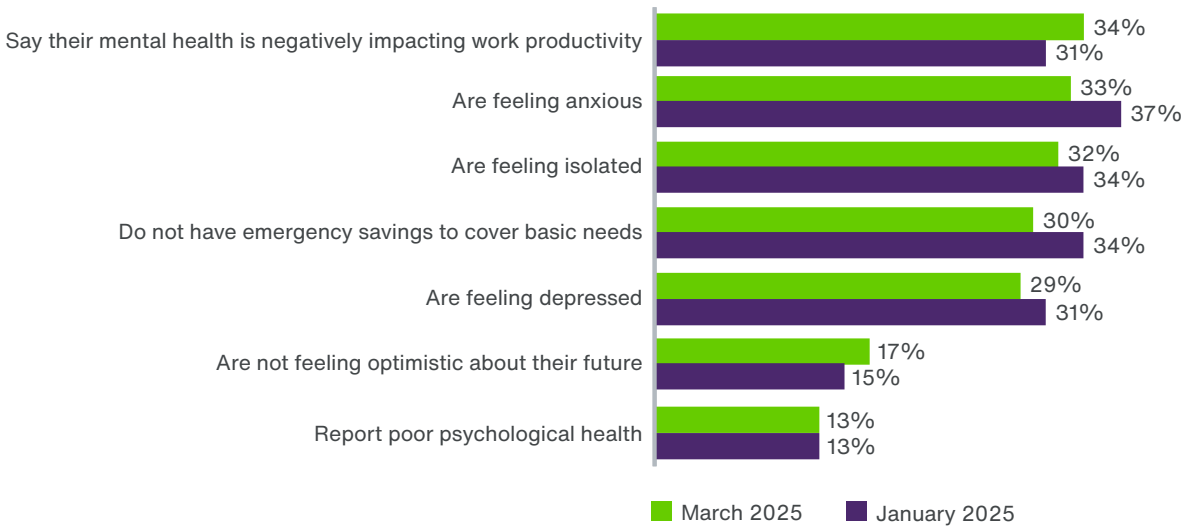
For three years, anxiety (56.8) has been the lowest Mental Health Index sub-score. Isolation (59.3), work productivity (59.3), depression (61.7), optimism (65.3), and financial risk (66.5) follow. General psychological health (69.1) remains the most favourable mental health measure in March 2025

- Anxiety and isolation have been the lowest mental health sub-scores for three years
- All mental health sub-scores, apart from work productivity and optimism, have improved from January 2025
- The financial risk score has improved most significantly, up three points from January 2025

More than one-third (34 per cent) say their mental health is negatively impacting work productivity, 33 per cent feel anxious, 32 per cent feel isolated, 30 per cent do not have emergency savings for basic needs, 29 per cent feel depressed, 17 per cent do not feel optimistic about their future, and 13 per cent of workers generally cite poor psychological health.

Mental Health Index Sub-scores	March 2025	January 2025
Anxiety	56.8	54.6
Isolation	59.3	57.8
Work productivity	59.3	59.5
Depression	61.7	59.7
Optimism	65.3	65.6
Financial risk	66.5	63.5
Psychological health	69.1	68.8

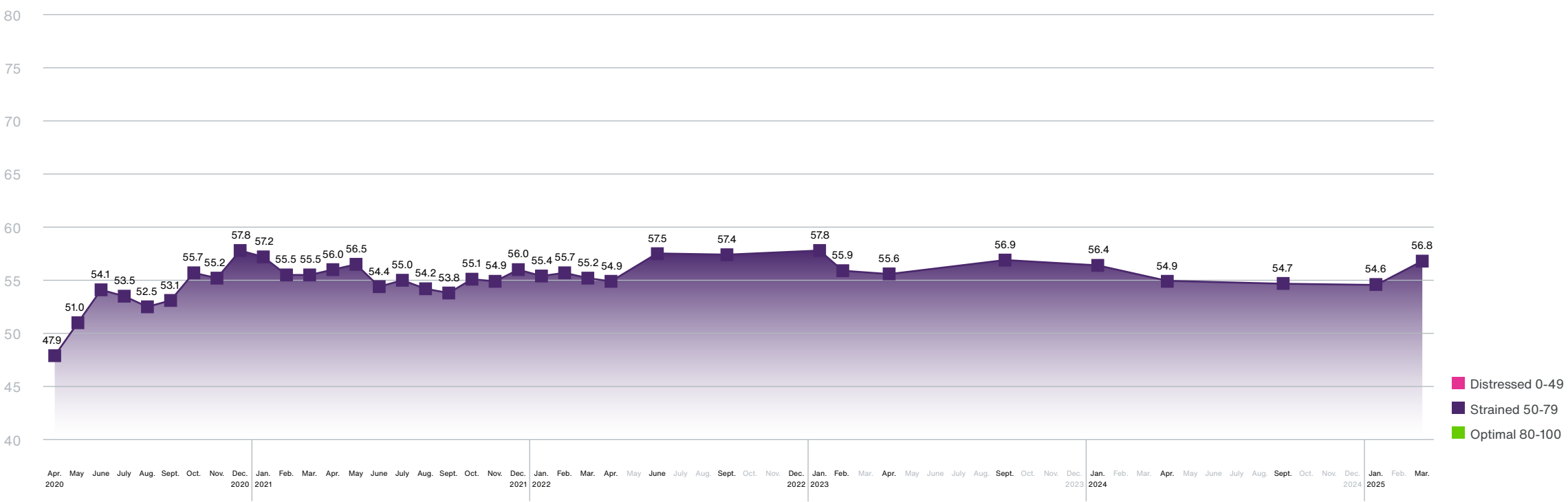
Percentage at risk by MHI sub-score



Anxiety

In March 2025, 33 per cent of workers say they often feel unsettled and nervous.

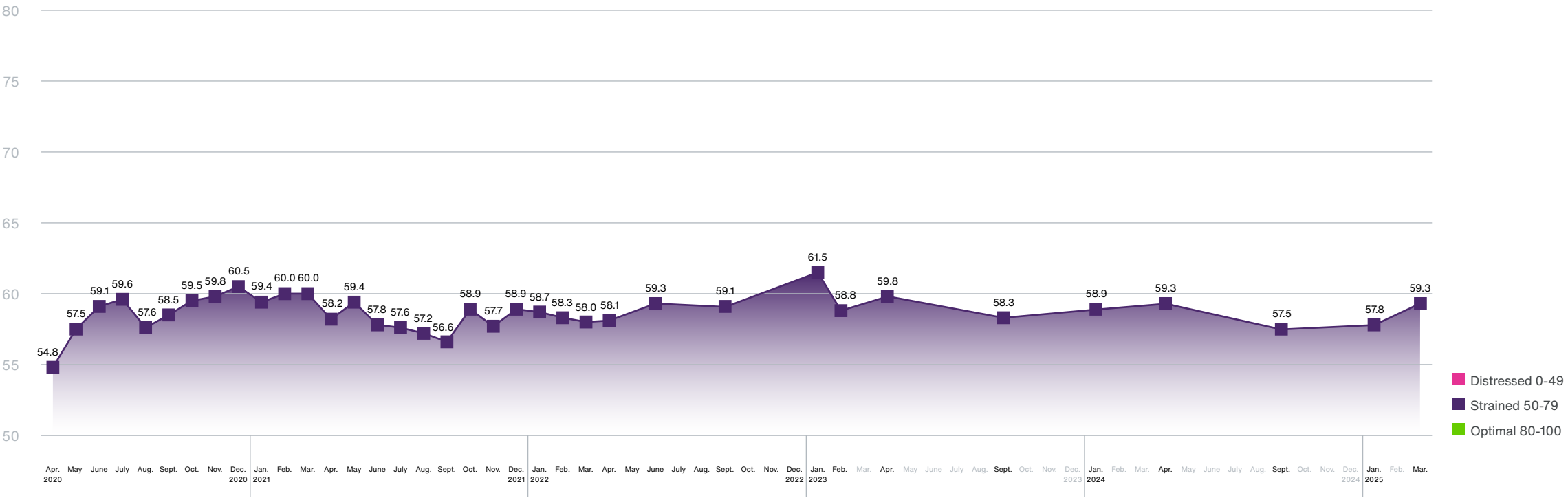
Anxiety sub-scores have fluctuated since the launch of the MHI in April 2020. After peaking in January 2023, anxiety scores have generally declined. However, in March 2025, a significant 2.2-point increase is observed. Despite this improvement, the anxiety sub-score remains the lowest mental health sub-score for three years.



Isolation

In March 2025, 32 per cent of workers say they often feel alone.

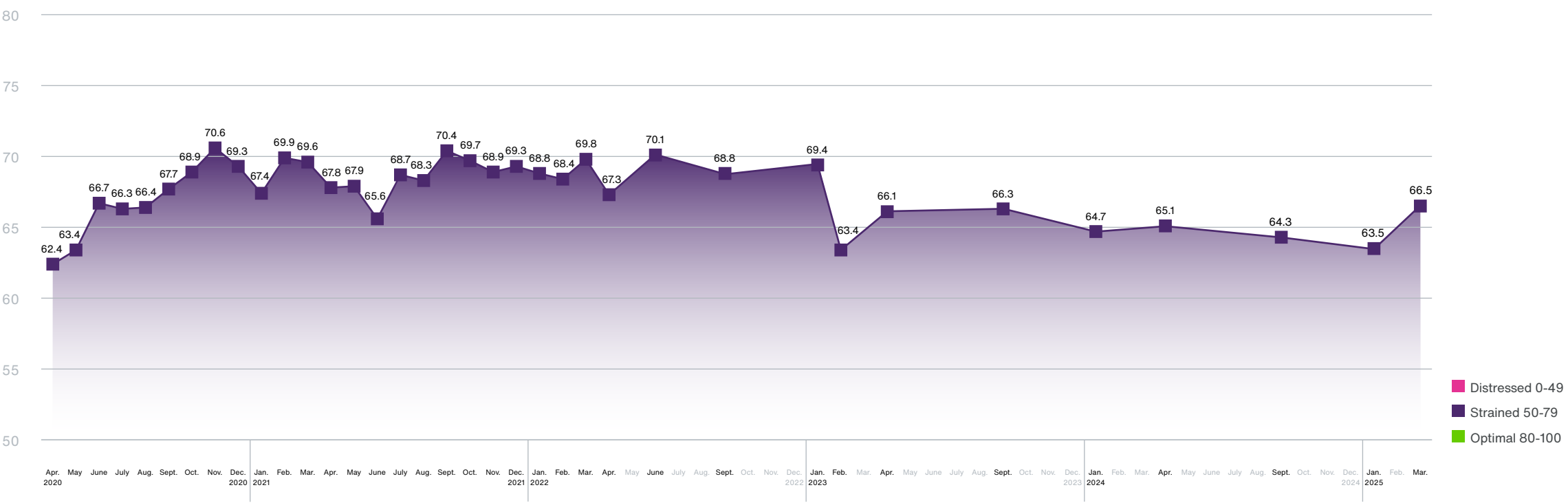
The isolation sub-score has fluctuated significantly since April 2020. After peaking in January 2023, isolation scores generally declined through September 2024. Despite a notable 1.5-point improvement in March 2025, the isolation sub-score remains the second-lowest mental health sub-score for nearly three years.



Financial risk

In March 2025, 30 per cent of workers do not have emergency savings to cover basic needs.

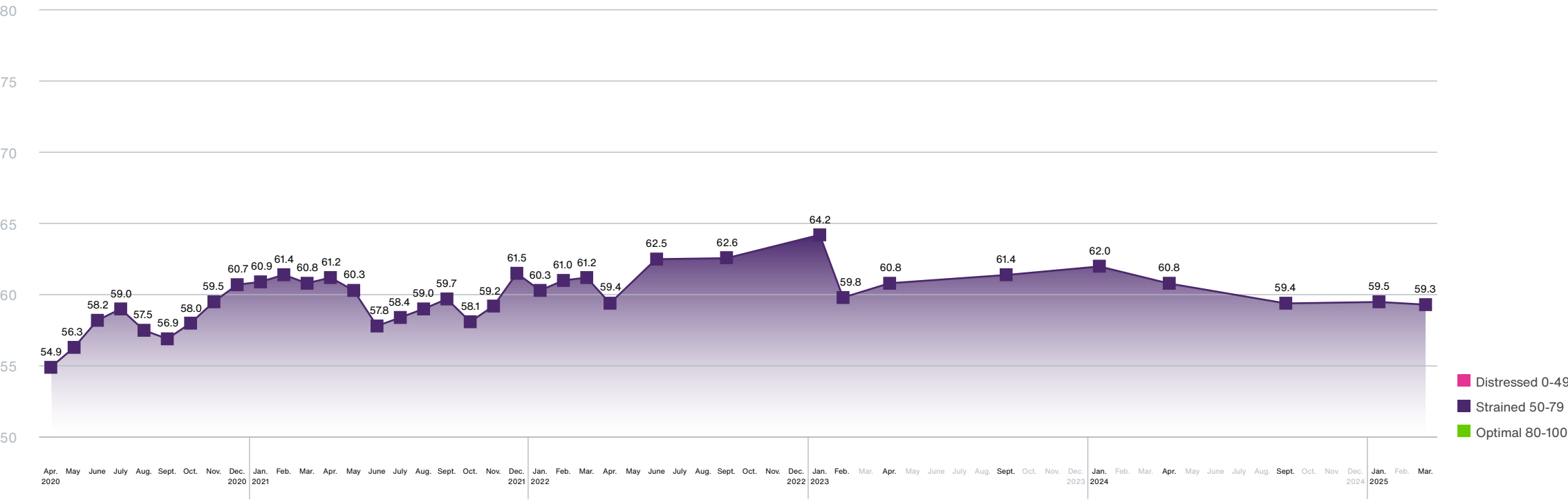
The financial risk score fluctuated from April 2020 to January 2023, then fell sharply in February 2023. The sub-score rebounded in April 2023 and showed modest variability, declining through January 2025. In March 2025, a significant three-point improvement is observed, increasing the score to its highest point in two years.



Work productivity

In March 2025, 34 per cent of workers say their mental health is negatively impacting their work productivity and goals.

The work productivity sub-score showed incremental improvements from April 2020 to January 2023. After peaking in January 2023, the sub-score experienced a sharp decline. In March 2025, the negative impact of mental health on work productivity remains nearly unchanged for the second consecutive period.



Mental health by gender and age.

- Since the launch of the MHI, women have had a significantly lower mental health score than men. In March 2025, the mental health score of women is 60.8 compared to 65.2 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. Nearly five years later, this pattern continues with a lower score for workers with at least one child (61.6) than workers without children (63.9)

Mental health by employment status.

- Overall, four per cent of respondents are unemployed¹ and 10 per cent report reduced hours or reduced salary
- Workers reporting fewer hours than the previous month have the lowest mental health score (53.5), followed by workers reporting reduced salary than the last month (54.8), workers with no change to salary or hours (63.5), and respondents not currently employed (65.5)
- Managers have a higher mental health score (64.2) than non-managers (61.9)
- Labourers have a lower mental health score (61.2) than service (62.9) and office workers (63.6)
- Self-employed/sole proprietors have the highest mental health score (65.3)
- Respondents working for companies with 2-50 employees have the lowest mental health score (61.5)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (42.1) than the overall group (63.0). Workers with emergency savings have a mental health score of 72.9

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

The Mental Health Index by region.

In March 2025, the mental health scores in all regions have improved compared to January 2025.

- With a significant 5.3-point increase, the highest mental health score is in South Australia
- Despite a modest 0.6-point improvement, the lowest mental health score continues to be in the Australian Capital Territory (A.C.T.)

State	March 2025	January 2025	Change
South Australia	67.4	62.1	5.3
Western Australia	61.8	60.1	1.7
Victoria	63.7	62.4	1.3
Queensland	61.6	60.6	1.0
Australian Capital Territory (A.C.T.)	54.6	54.0	0.6
New South Wales (excluding A.C.T.)	63.0	62.8	0.2

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	March 2025	Jan. 2025
Employed (no change in hours/salary)	63.5	63.0
Employed (fewer hours compared to last month)	53.5	49.3
Employed (reduced salary compared to last month)	54.8	47.1
Not currently employed	65.5	61.7

Age group	March 2025	Jan. 2025
Age 20-29	56.8	53.5
Age 30-39	57.7	56.4
Age 40-49	59.9	59.9
Age 50-59	64.8	64.1
Age 60-69	70.6	69.1

Number of children	March 2025	Jan. 2025
No children in household	63.9	62.2
1 child	62.1	60.5
2 children	61.5	60.9
3 children or more	58.3	60.7

Gender	March 2025	Jan. 2025
Men	65.2	62.6
Women	60.8	60.8

Household income/annum	March 2025	Jan. 2025
<\$30K	53.8	49.6
\$30K to <\$60K	57.5	56.6
\$60K to <\$100K	63.5	61.1
\$100K to <\$150K	61.3	61.7
\$150K or more	67.1	67.0

Employer size	March 2025	Jan. 2025
Self-employed/sole proprietor	65.3	59.4
2-50 employees	61.5	61.9
51-100 employees	63.9	61.0
101-500 employees	61.8	60.5
501-1,000 employees	63.2	61.2
1,001-5,000 employees	63.4	61.1
5,001-10,000 employees	63.9	66.5
More than 10,000 employees	63.3	62.1

Manager	March 2025	Jan. 2025
Manager	64.2	61.8
Non-manager	61.9	61.5

Work environment	March 2025	Jan. 2025
Labour	61.2	57.2
Office/desk	63.6	62.9
Service	62.9	61.6

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

The Mental Health Index by industry.

Workers in Other services (except Public Administration) have the lowest mental health score (56.5), followed by workers in Administrative and Support Services (57.2).

Workers in Educational Services (68.0), Public Administration (67.9), and Finance and Insurance (67.7) have the highest mental health scores this month.



Industry	March 2025	January 2025	Change
Food Services	62.7	53.8	8.9
Arts, Entertainment and Recreation	62.9	57.3	5.6
Manufacturing	66.3	62.7	3.6
Transportation and Warehousing	66.4	63.0	3.3
Retail Trade	60.5	57.3	3.2
Other	59.6	56.3	3.2
Construction	62.7	60.3	2.4
Technology	64.3	62.5	1.8
Professional, Scientific and Technical Services	65.9	65.3	0.5
Finance and Insurance	67.7	68.1	-0.4
Administrative and Support Services	57.2	57.7	-0.5
Educational Services	68.0	69.7	-1.7
Health Care and Social Assistance	61.0	62.8	-1.8
Public Administration	67.9	70.4	-2.5
Wholesale Trade	63.6	66.3	-2.7
Real Estate, Rental and Leasing	59.7	63.4	-3.7
Other services (except Public Administration)	56.5	61.6	-5.0

Spotlight

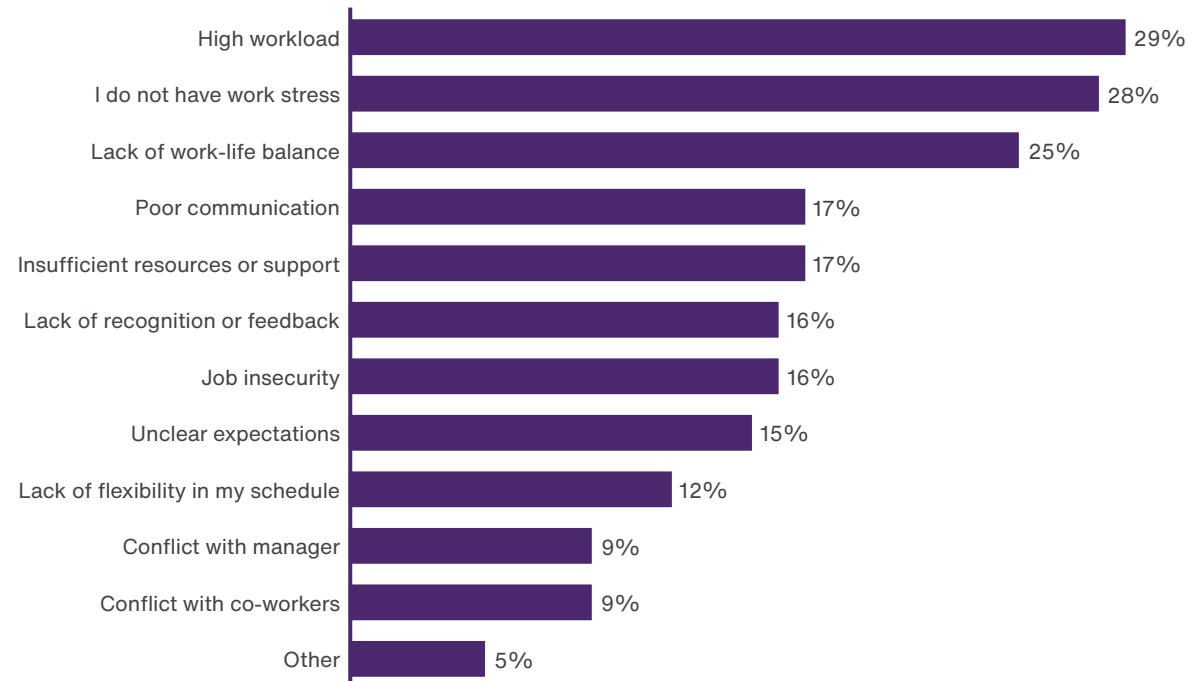
Stressors

Workload and a lack of work-life balance are the most common sources of work stress.

- High workload, reported by 29 per cent of workers, is the leading source of work stress, followed by a lack of work-life balance (25 per cent), insufficient resources or support (17 per cent), poor communication (17 per cent), a lack of recognition or feedback (16 per cent), and job insecurity (16 per cent)
- Workers under 40 are 60 per cent more likely than workers over 50 to report job insecurity as a source of work stress
- Workers under 40 are more than twice as likely as workers over 50 to report a lack of work-life balance as a source of work stress

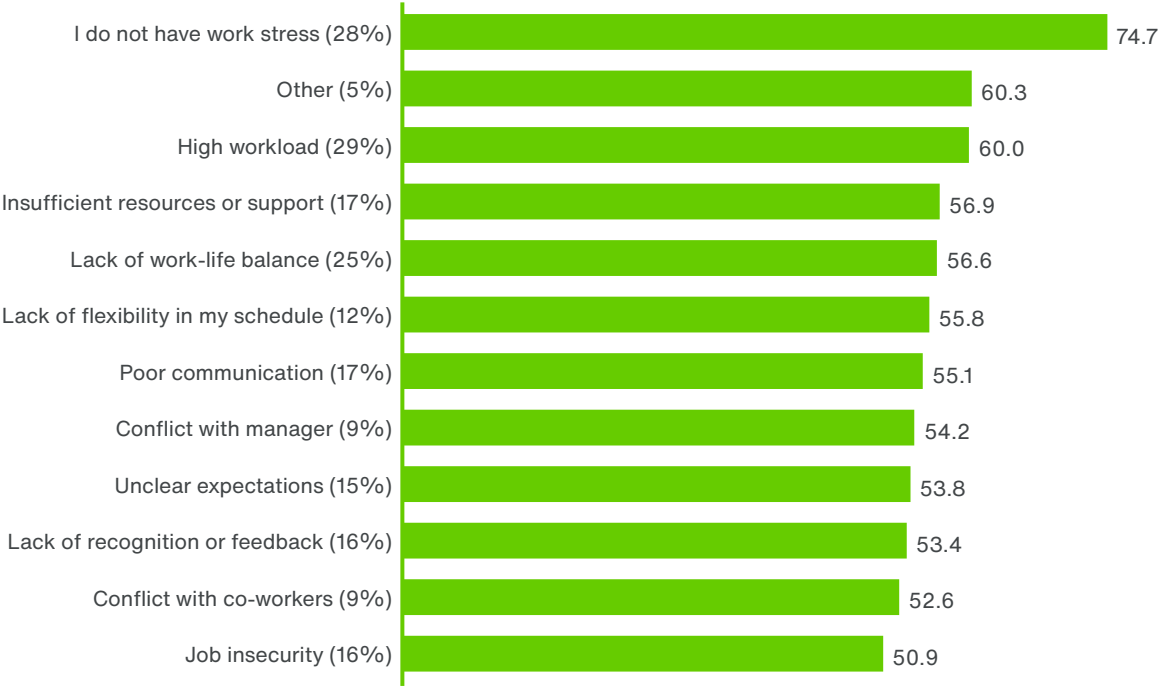


What are your sources of work stress?



- The lowest mental health score (50.9) is among 16 per cent of workers citing job insecurity as a source of work stress, nearly 24 points lower than workers reporting no work stress (74.7) and more than 12 points lower than the national average (63.0)
- Twenty-eight per cent of workers report no work stress; this group has the highest mental health score (74.7), nearly 12 points higher than the national average (63.0)
- Workers over 50 are more than twice as likely as workers under 40 to report no work stress
- Non-parents are 50 per cent more likely than parents to report no work stress

MHI score by “What are your sources of work stress?”

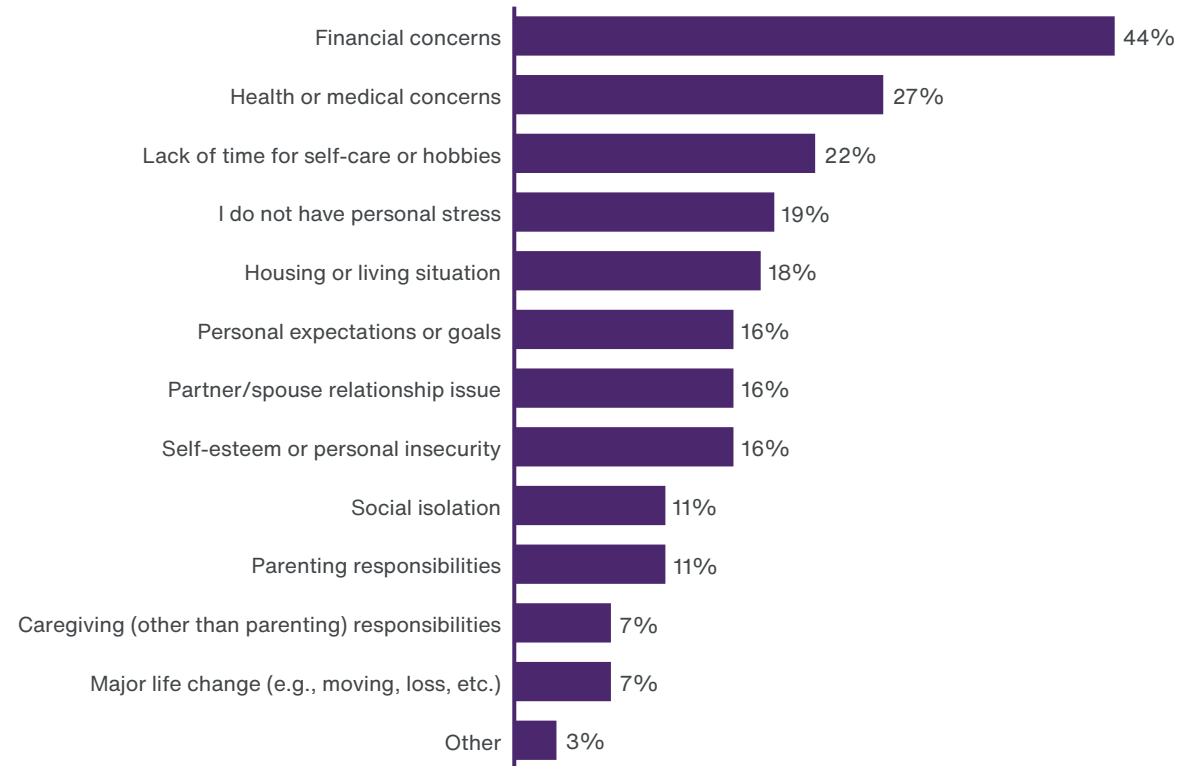


Financial and health concerns are the most common sources of personal stress.

- Financial concern, reported by nearly half (44 per cent) of workers, is the leading source of personal stress, followed by health or medical concerns (27 per cent), a lack of time for self-care or hobbies (22 per cent), housing or living situation (18 per cent)
- The lowest mental health score (42.4) is among 11 per cent of workers citing social isolation as a source of personal stress, more than 40 points lower than workers reporting no personal stress (82.8) and nearly 21 points lower than the national average (63.0)

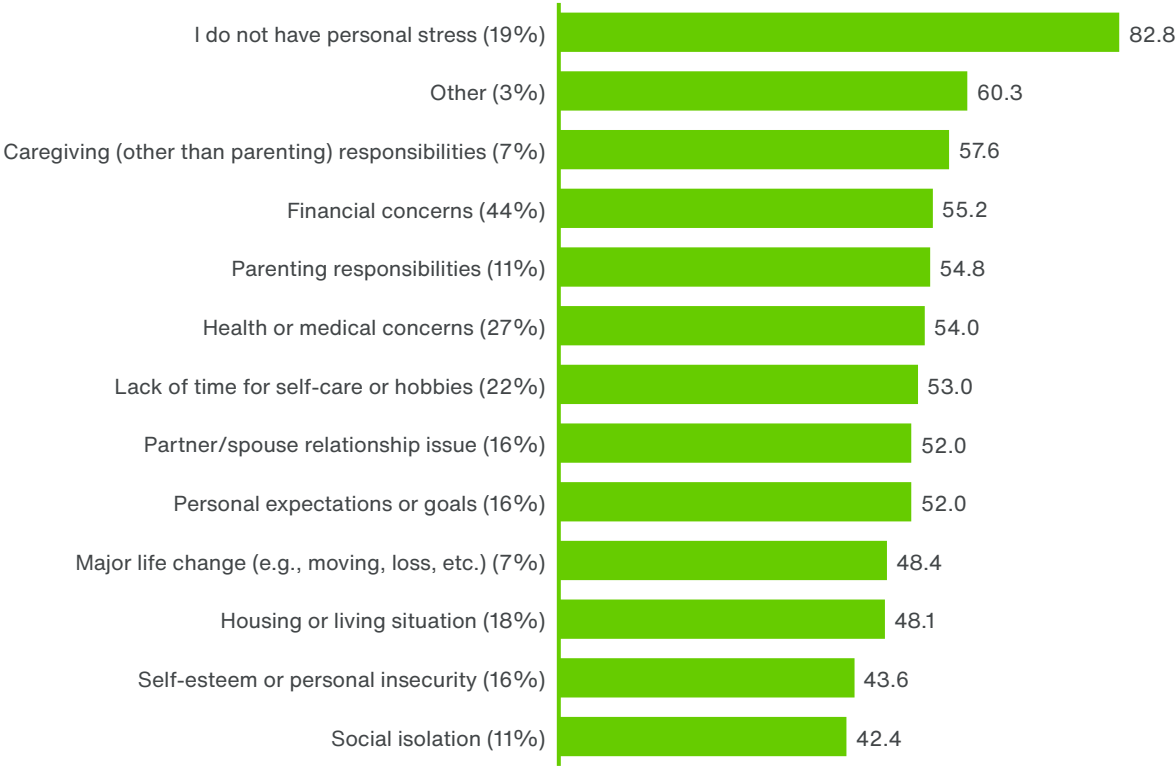


What are your sources of personal stress?



- Nearly one in five (19 per cent) workers report no personal stress; this group has the highest mental health score (82.8), nearly 20 points higher than the national average (63.0)
- Workers over 50 are more than twice as likely as workers under 40 to report no personal stress
- Non-parents are 70 per cent more likely than parents to report no personal stress
- Men are 50 per cent more likely than women to report no personal stress

MHI score by “What are your sources of personal stress?”

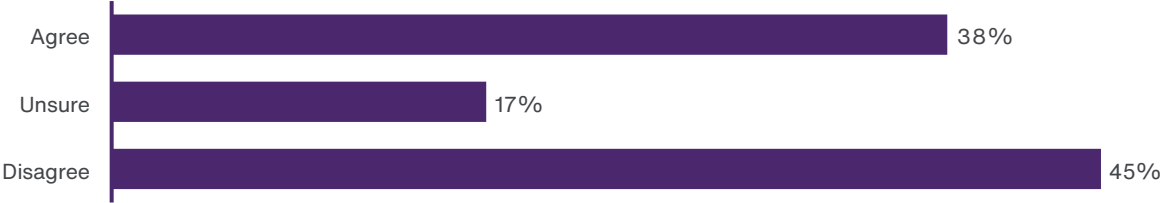


Nearly two in five workers feel overwhelmed by their responsibilities, with the concern disproportionately among younger workers and parents.

- Nearly two in five (38 per cent) workers feel overwhelmed by their responsibilities or commitments; this group has the lowest mental health score (49.1), more than 27 points lower than workers not feeling overwhelmed by their responsibilities or commitments (76.5) and 14 points lower than the national average (63.0)
- Workers under 40 are twice as likely as workers over 50 to feel overwhelmed by their responsibilities or commitments
- Parents are 60 per cent more likely than non-parents to feel overwhelmed by their responsibilities or commitments
- Nearly half (45 per cent) of workers do not feel overwhelmed by their responsibilities or commitments; this group has the highest mental health score (76.5), nearly 14 points higher than the national average (63.0)



I feel overwhelmed by my responsibilities or commitments



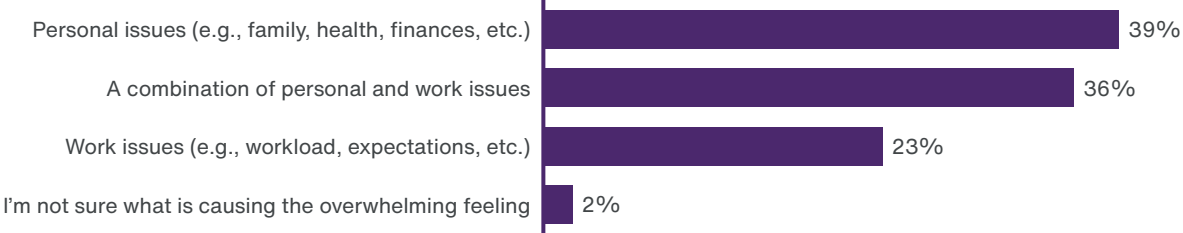
MHI score by “I feel overwhelmed by my responsibilities or commitments”



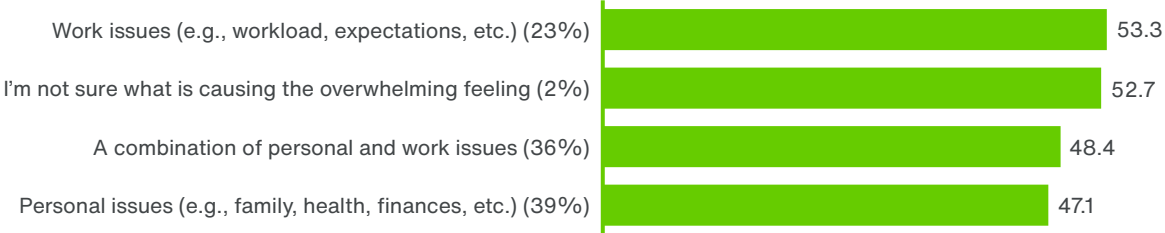
Two in five workers say personal issues is their primary source of feeling overwhelmed.

- Thirty-nine per cent of workers report personal issues as their primary source of feeling overwhelmed; this group has the lowest mental health score (47.1), 16 points lower than the national average (63.0)
- More than one-third (36 per cent) of workers report a combination of personal and work issues as the primary source of feeling overwhelmed, and 23 per cent report work issues as the primary source of feeling overwhelmed
- Workers under 40 are 70 per cent more likely than workers over 50 to report work issues as the primary source of feeling overwhelmed
- Managers are 60 per cent more likely than non-managers to report work issues as the primary source of feeling overwhelmed

What is your primary source of feeling overwhelmed?



MHI score by “What is your primary source of feeling overwhelmed?”



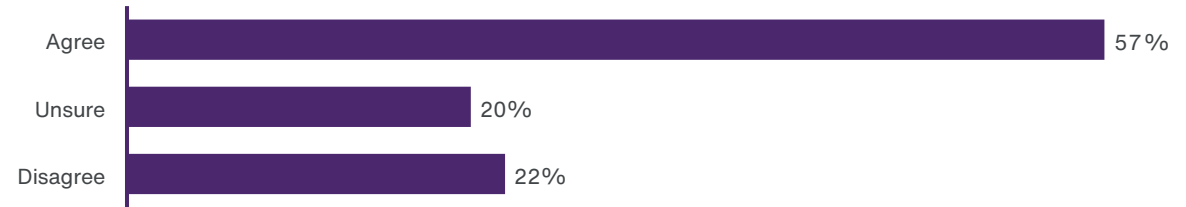
Parenthood and work-life balance.

Just over half of workers say their employer offers a family-friendly workplace.

- Fifty-seven per cent of workers say their employer offers a family-friendly workplace; this group has the highest mental health score (66.5), more than three points higher than the national average (63.0)
- More than one in five (22 per cent) say their workplace is not family-friendly; this group has the lowest mental health score (56.1), more than 10 points lower than workers who say their workplace is family-friendly (66.5) and seven points lower than the national average (63.0)



My employer offers a family-friendly workplace



MHI score by “My employer offers a family-friendly workplace”



More than two-thirds of working parents feel supported by their managers.

- More than two-thirds (68 per cent) of working parents feel supported by their manager; this group has the highest mental health score (65.8), nearly three points higher than the national average (63.0)
- More than one in seven (15 per cent) working parents don't feel supported by their manager; this group has the lowest mental health score (54.1), nearly 12 points lower than working parents who feel supported (65.8), and nine points lower than the national average (63.0)



My manager supports me as a working parent



MHI score by “My manager supports me as a working parent”



Three-quarters of working parents feel supported by their colleagues.

- Three-quarters (75 per cent) of working parents feel supported by their colleagues; this group has the highest mental health score (65.3), more than two points higher than the national average (63.0)
- One in ten (10 per cent) working parents don't feel supported by their colleagues; this group has the lowest mental health score (52.8), more than 12 points lower than workers who feel supported (65.3) and more than 10 points lower than the national average (63.0)



My colleagues generally support me as a working parent



MHI score by “My colleagues generally support me as a working parent”

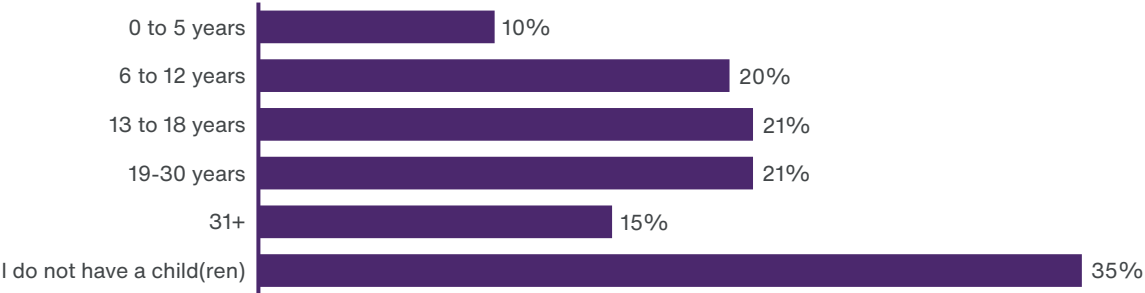


Working parents with children under 18 have the lowest mental health scores.

- Workers with children over the age of 19 have the highest mental health scores, at least two points higher than the national average (63.0) and at least two and a half points higher than workers with children under the age of 12



What age(s) are your child(ren)?



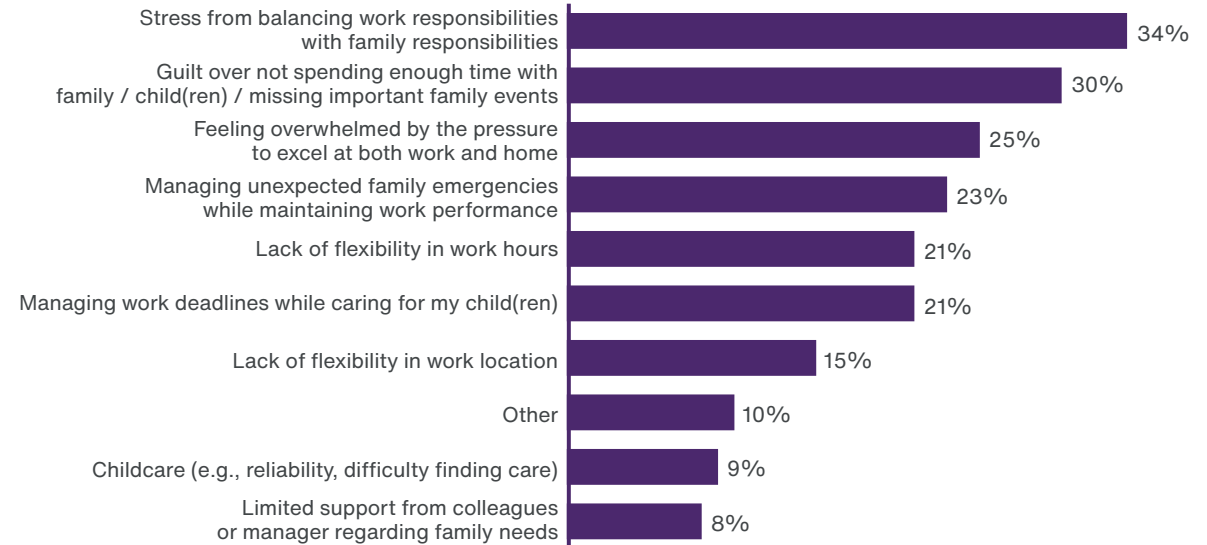
MHI score by “What age(s) are your child(ren)?”



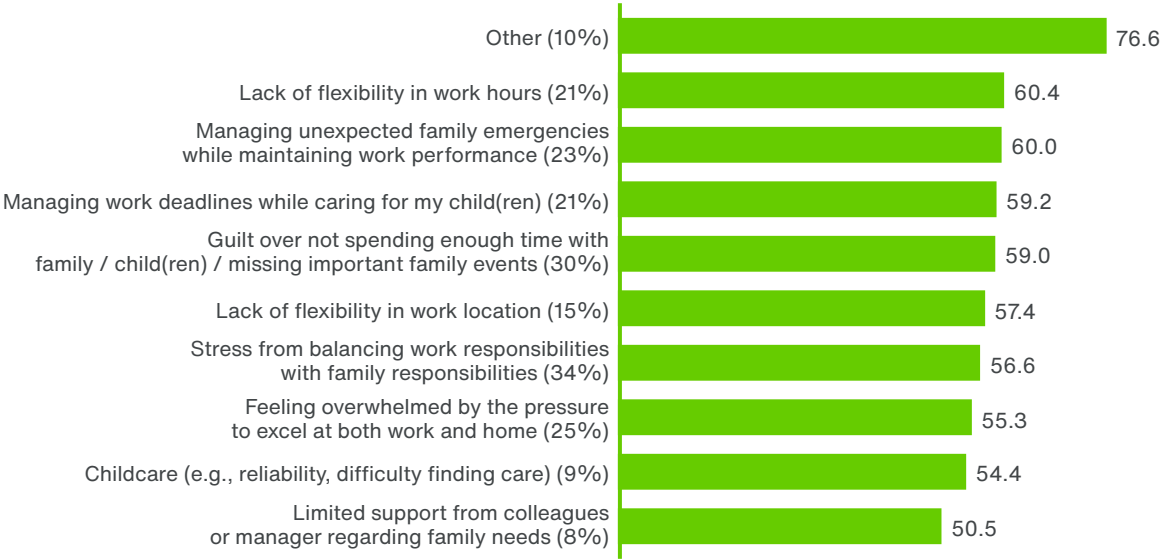
Stress from balancing work and family, as well as guilt over not spending enough time with family and children, are the top concerns for working parents.

- More than one-third (34 per cent) of parents are feeling the stress of balancing work responsibilities with family responsibilities, 30 per cent feel guilt for not spending enough time with family/children or missing important family events, 25 per cent are feeling overwhelmed by the pressure to excel at both work and home, 23 per cent are concerned about managing unexpected family emergencies while maintaining work performance, and 21 per cent are concerned about the lack of flexibility in work hours
- Parents under 40 are 50 per cent more likely than parents over 50 to be concerned about the lack of flexibility in work location as well as working hours

As a working parent, what are your concerns related to balancing work and family responsibilities?



MHI score by “As a working parent, what are your concerns related to balancing work and family responsibilities?”

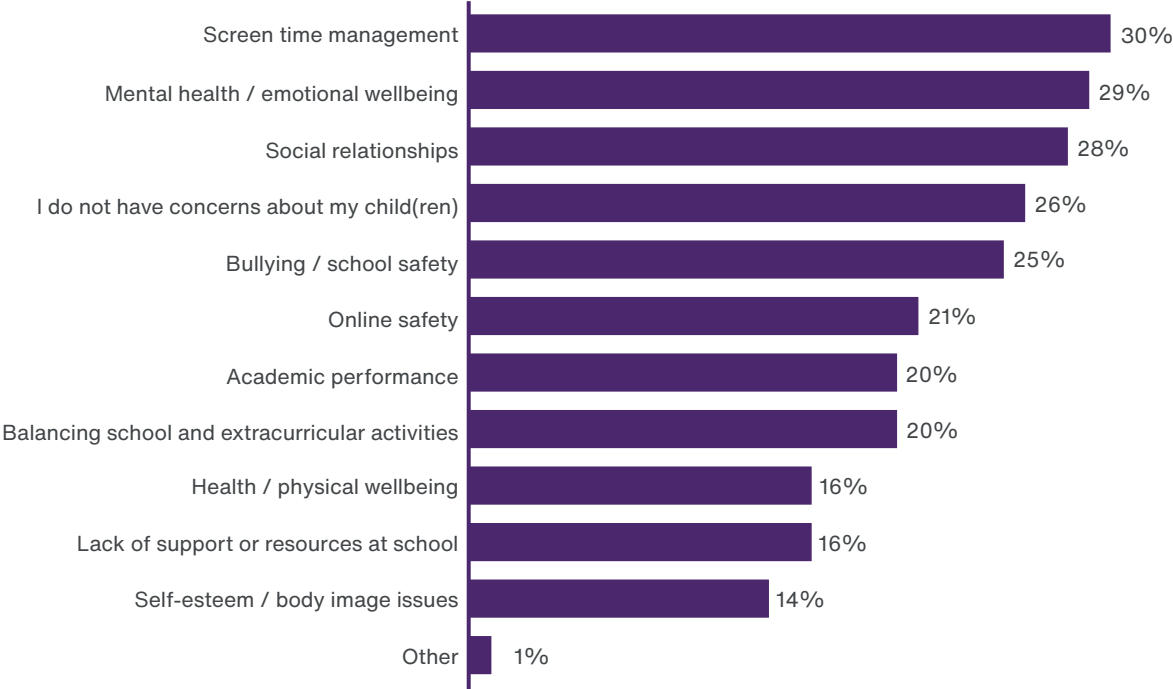


Screen time management, mental health or emotional wellbeing, and social relationships are the top concerns among parents with school-age children.

- Three in ten (30 per cent) parents are concerned about screen time management, 29 per cent are concerned their school-age children’s mental health/emotional wellbeing, 28 per cent are concerned about their children’s social relationships, 25 per cent are concerned about bullying/school safety, 21 per cent are concerned about online safety, and 20 per cent are concerned about academic performance



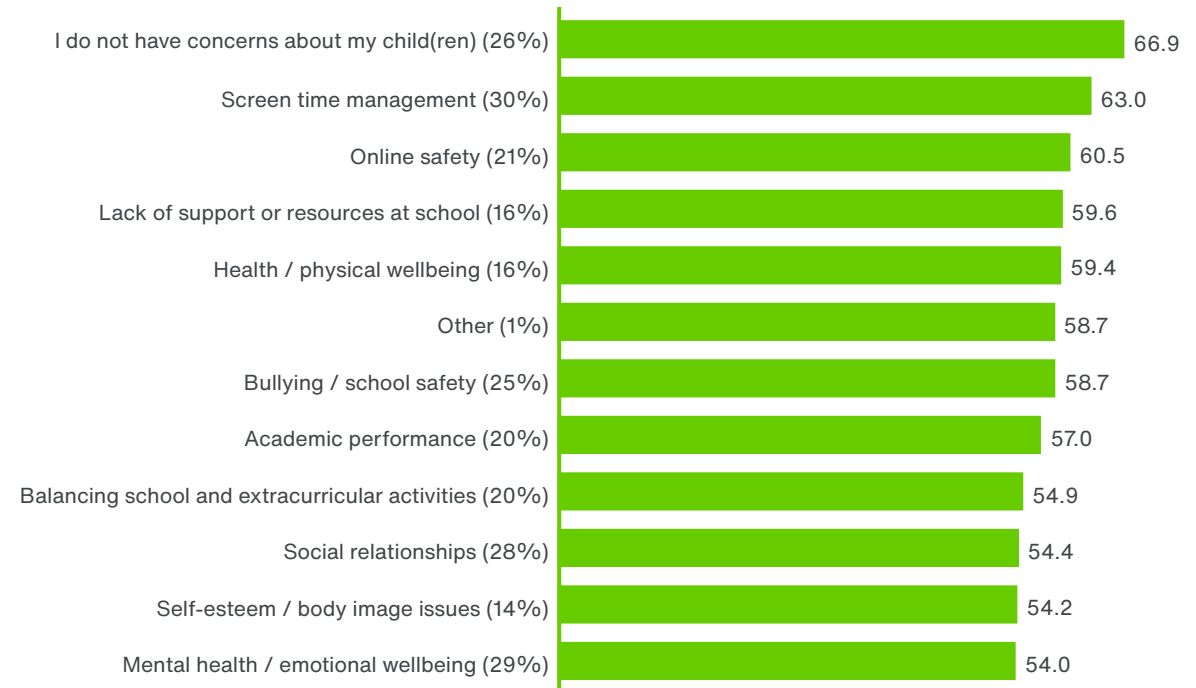
Do you have any of the following concerns with respect to your school-age child(ren)?



- Twenty-nine per cent of parents concerned about their school-age children's mental health/emotional wellbeing have the mental health score (54.0), nine points lower than the national average (63.0)
- More than one-quarter (26 per cent) of parents do not have concerns about their school-age children; this group has the highest mental health score (66.9), four points higher than the national average (63.0)



MHI score by “Do you have any of the following concerns with respect to your school-age child(ren)?”

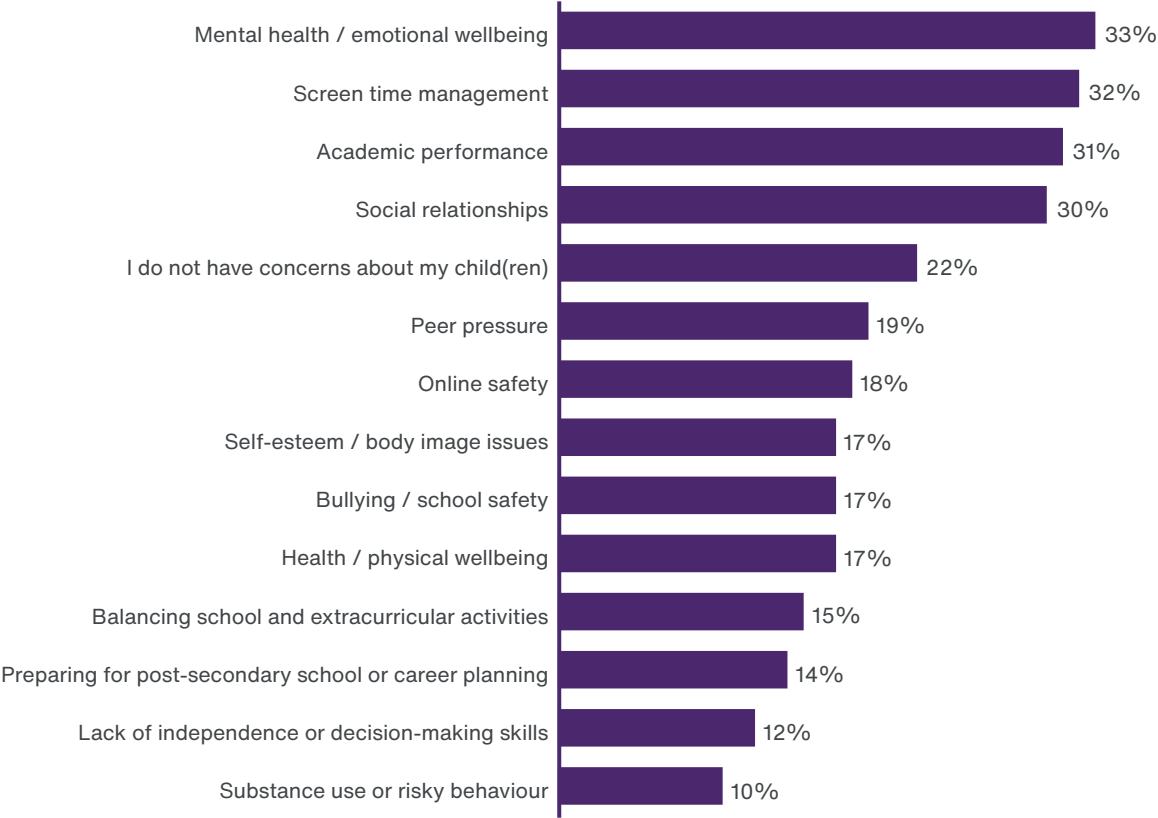


Mental health or emotional wellbeing, screen time management, academic performance, and social relationships are the top concerns among parents with teenagers.

- One-third (33 per cent) of parents are concerned about their teen’s mental health/emotional wellbeing, 32 per cent are concerned about screen time management, 31 per cent are concerned about academic performance, and 30 per cent are concerned about their teen’s social relationships



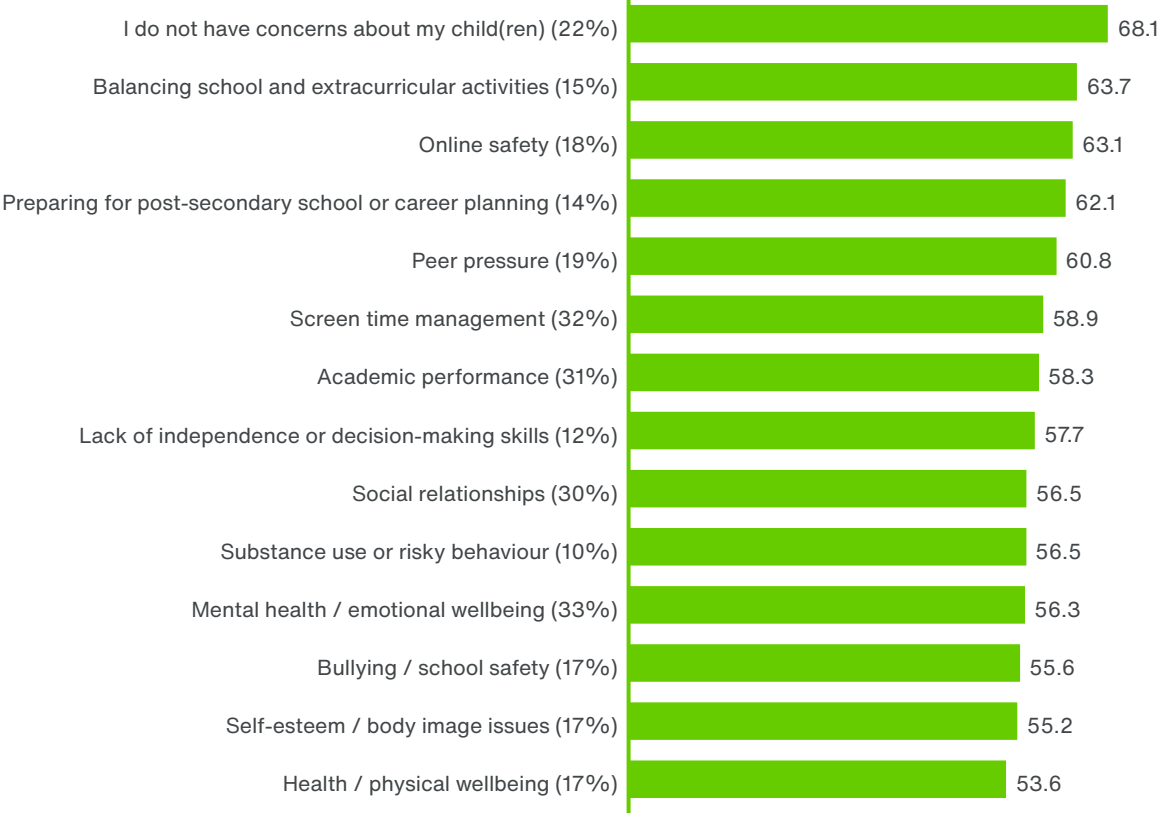
Do you have any of the following concerns with respect to your teenage child(ren)?



- Thirty-three per cent of parents concerned about their teen’s mental health/emotional wellbeing have a mental health score (56.3) nearly seven points lower than the national average (63.0)
- More than one in five (22 per cent) parents do not have concerns about their teens; this group has the highest mental health score (68.1), more than five points higher than the national average (63.0)



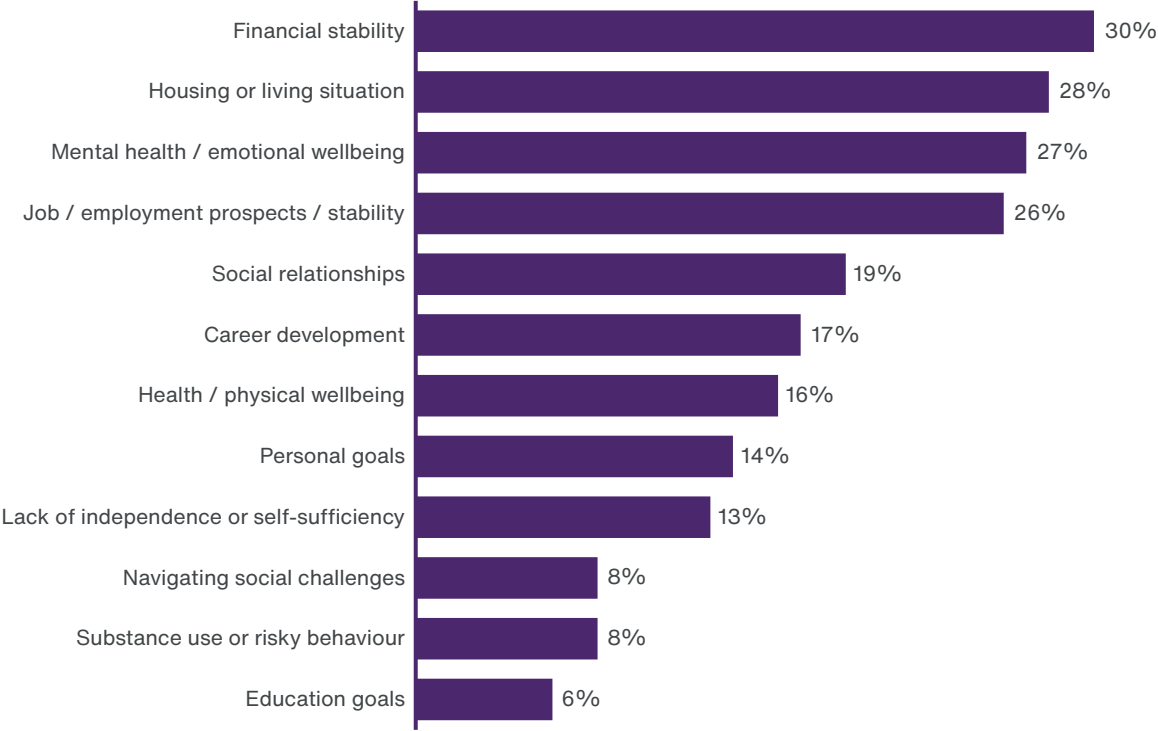
MHI score by “Do you have any of the following concerns with respect to your teenage child(ren)?”



Financial stability, housing or living situation, and mental health or emotional well-being are the primary concerns for parents with young adult children.

- Three in ten (30 per cent) parents are concerned about the financial stability of their young adult children, 28 per cent are concerned about their young adult children’s housing or living situation, 27 per cent are concerned about their young adult children’s mental health/emotional wellbeing, 26 per cent are concerned about job/employment prospects/stability, and 19 per cent are concerned about their young adult children’s social relationships

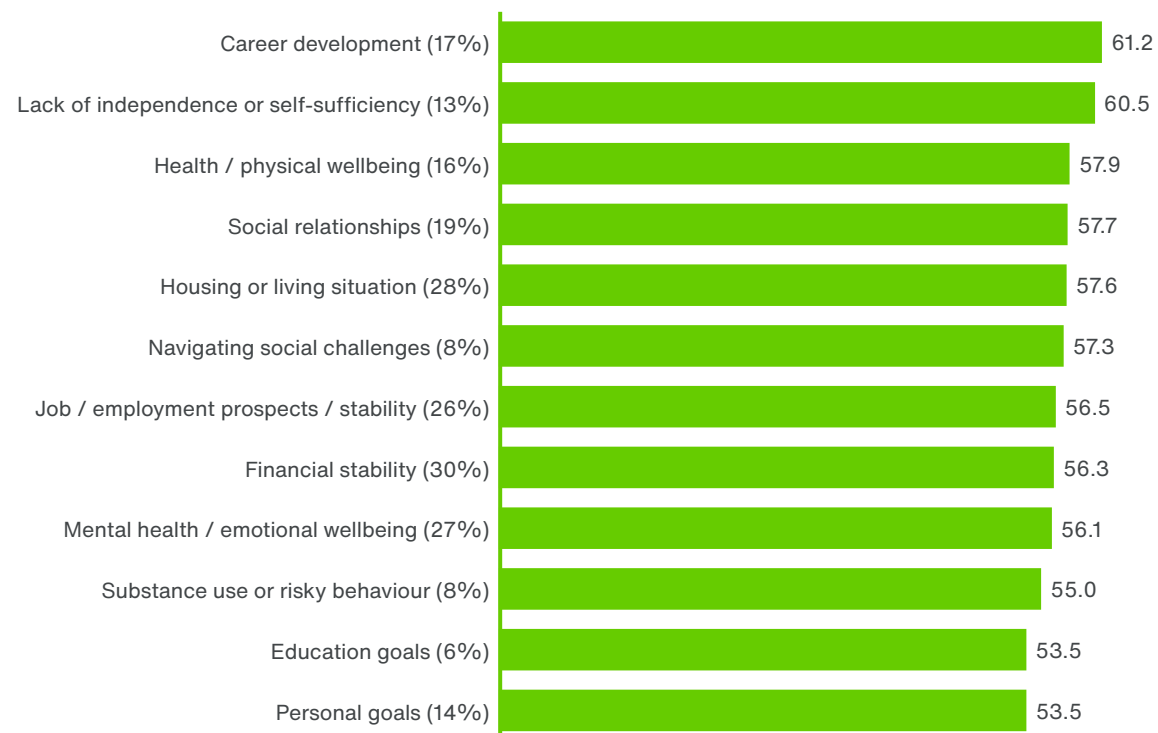
Do you have any of the following concerns with respect to your young adult child(ren)?



- Twenty-seven per cent of parents concerned about their young adult children’s mental health/emotional wellbeing have a mental health score (56.1) seven points lower than the national average (63.0)



MHI score by “Do you have any of the following concerns with respect to your young adult child(ren)?”



Lifestyle goals

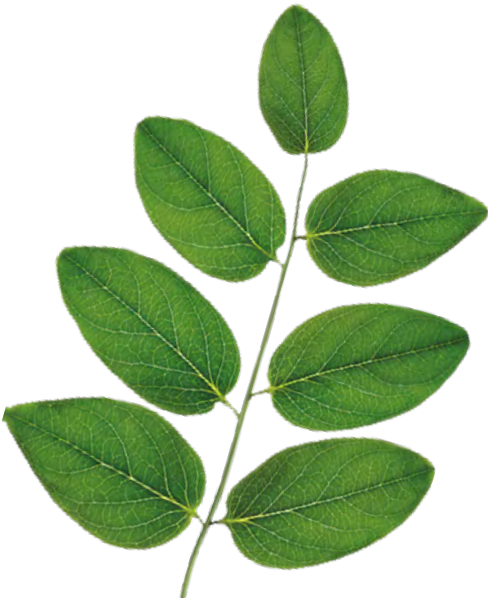
Improving fitness, weight loss, and better financial management are the top goals workers set for themselves.

- More than two in five (43 per cent) workers have set a goal to improve their fitness, 36 per cent have set a goal for weight loss, 31 per cent have set a goal to improve financial management, 29 per cent have set a goal to improve their nutrition, and 25 per cent have set a goal to manage stress better
- Workers under 40 are twice as likely as workers over 50 to have set a goal to manage stress better
- Workers over 50 are nearly three times more likely than workers under 40 to have set a goal to keep up with preventative health screening
- Women are two and a half times more likely than men to have set a goal to keep up with preventative health screening
- Non-parents are 50 per cent more likely than parents to have set a goal to keep up with preventative health screening

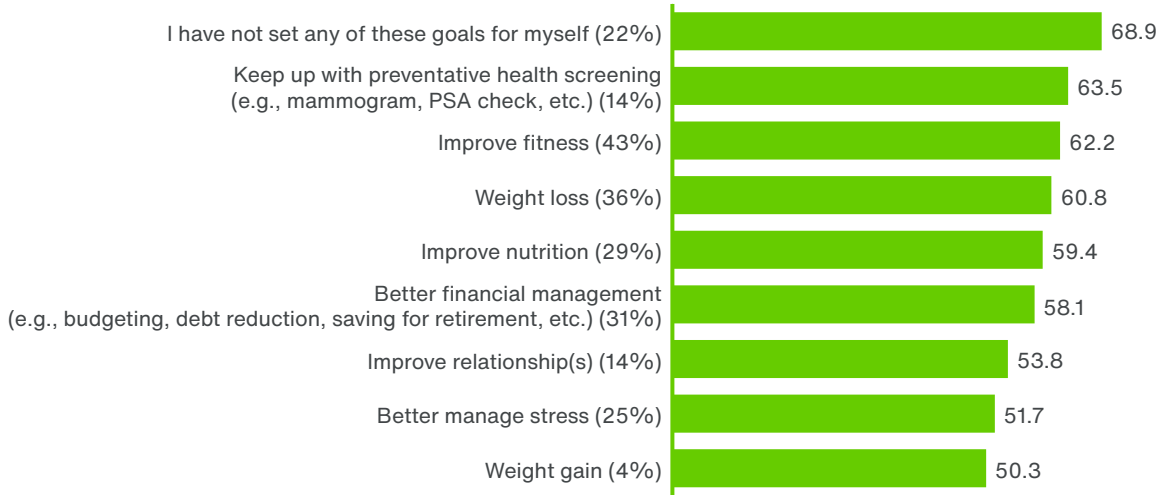
Have you set any of the following goals?



- The lowest mental health score (50.3) is among four per cent of workers who have set a goal for weight gain, nearly 19 points lower than workers who have not set any goals (68.9) and nearly 13 points lower than the national average (63.0)
- More than one in five (22 per cent) have not set any goals; this group has the highest mental health score (68.9), six points higher than the national average (63.0)



MHI score by “Have you set any of the following goals?”

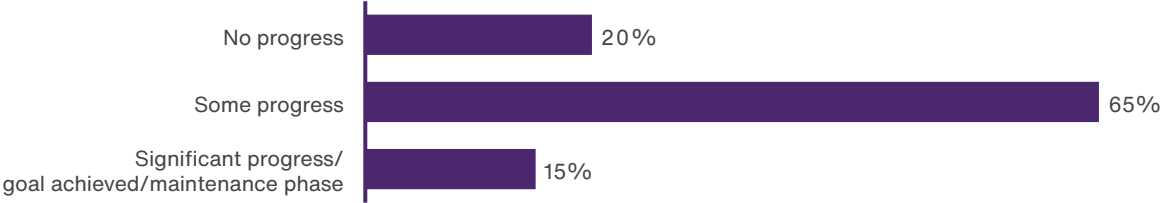


Fitness

Among workers who set a goal to improve their fitness, one in five has not made any progress.

- One in five (20 per cent) workers has not made any progress towards improving their fitness; this group has the lowest mental health score (48.5), more than 26 points lower than workers who have made significant progress (75.0) and more than 14 points lower than the national average (63.0)
- Fifteen per cent have made significant progress towards improving their fitness; this group has the highest mental health score (75.0), 12 points higher than the national average (63.0)

What is your progress towards improving your fitness?



MHI score by “What is your progress towards improving your fitness?”



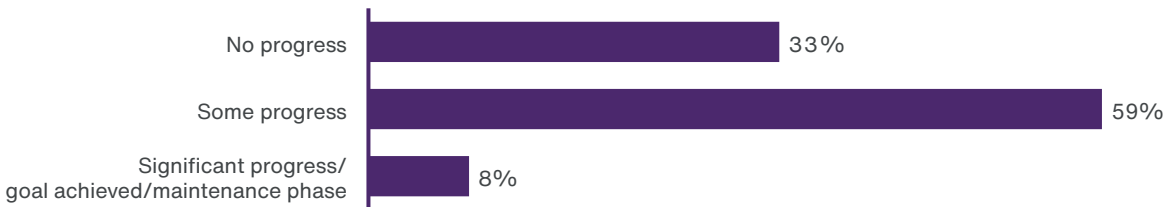
Weight loss

Among workers who set a weight loss goal, one-third have not made any progress.

- One-third (33 per cent) have not made any progress towards their weight loss goal; this group has the lowest mental health score (53.6), more than 13 points lower than workers who have made significant progress (66.7) and more than nine points lower than the national average (63.0)
- Eight per cent have made significant progress towards their weight loss goal; this group has the highest mental health score (66.7), nearly four points higher than the national average (63.0)



What is your progress towards reaching your weight loss goal?



MHI score by “What is your progress towards reaching your weight loss goal?”

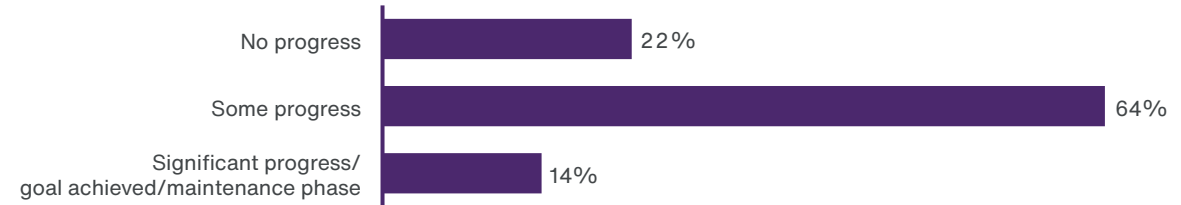


Financial management

Among workers who set a goal to improve their financial management, more than one in five has not made any progress.

- More than one in five (22 per cent) has not made any progress towards improving financial management; this group has the lowest mental health score (49.2), more than 25 points lower than workers who have made significant progress (74.4) and nearly 14 points lower than the national average (63.0)
- Fourteen per cent have made significant progress towards improving financial management; this group has the highest mental health score (74.4), more than 11 points higher than the national average (63.0)
- Managers are 60 per cent more likely than non-managers to have made significant progress towards improving financial management

What is your progress towards improving financial management?



MHI score by “What is your progress towards improving financial management?”



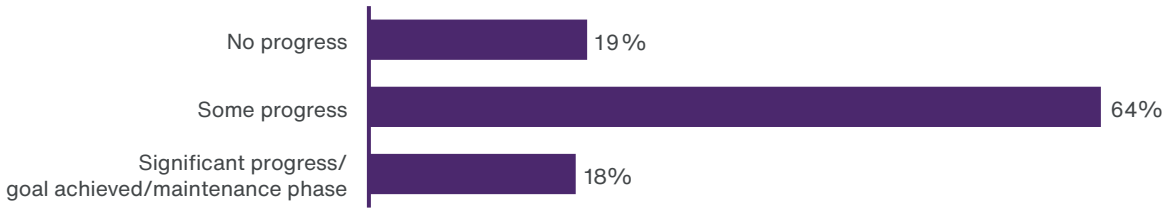
Nutrition

Among workers who set a goal to improve their nutrition, one in five has not made any progress.

- Nearly one in five (19 per cent) have not made any progress towards improving their nutrition; this group has the lowest mental health score (46.3), nearly 24 points lower than workers who have made significant progress (69.9) and nearly 17 points lower than the national average (63.0)
- Eighteen per cent have made significant progress towards improving their nutrition; this group has the highest mental health score (69.9), seven points higher than the national average (63.0).
- Men are 60 per cent more likely than women to have made significant progress towards improving their nutrition
- Workers under 40 are 50 per cent more likely than workers over 50 to have made significant progress towards improving their nutrition



What is your progress towards improving your nutrition?



MHI score by “What is your progress towards improving your nutrition?”



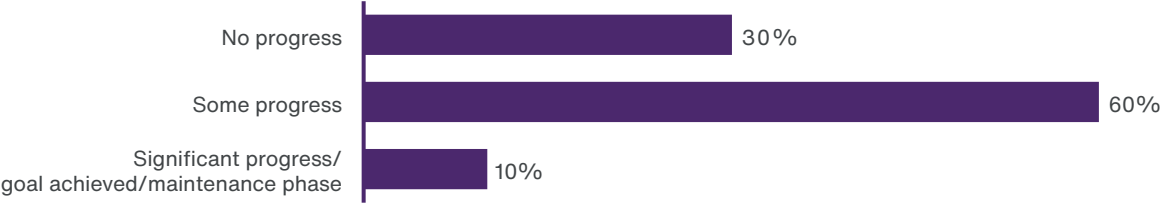
Stress management

Among workers who set a goal to improve stress management, three in ten have not made any progress.

- Three in ten (30 per cent) have not made any progress towards improving stress management; this group has the lowest mental health score (36.9), more than 31 points lower than workers who have made significant progress (68.4) and more than 26 points lower than the national average (63.0)
- Ten per cent have made significant progress towards improving stress management; this group has the highest mental health score (68.4), more than five points higher than the national average (63.0)
- Workers under 40 are 80 per cent more likely than workers over 50 to have made significant progress towards improving stress management
- Parents are 80 per cent more likely than non-parents to have made significant progress towards improving stress management



What is your progress towards improving stress management?



MHI score by “What is your progress towards improving stress management?”

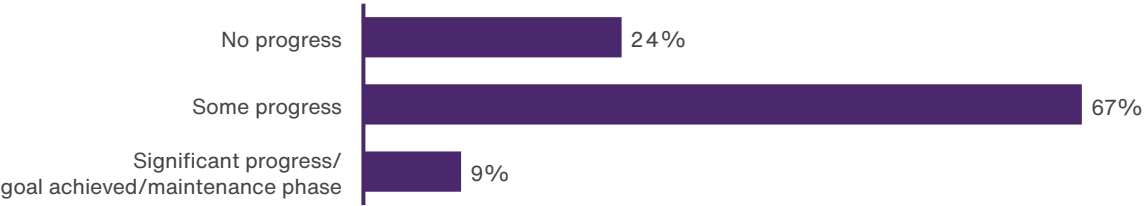


Relationships

Among workers who set a goal of improving their relationships, one-quarter have not made any progress.

- Nearly one-quarter (24 per cent) have not made any progress towards improving their relationships; this group has the lowest mental health score (39.0), more than 19 points lower than workers who have made significant progress (58.2) and 24 points lower than the national average (63.0)
- Nine per cent have made significant progress towards improving their relationships; this group has a mental health score (58.2), nearly five points lower than the national average (63.0)
- Managers are 50 per cent more likely than non-managers to have made significant progress towards improving their relationships

What is your progress towards improving relationships?



MHI score by “What is your progress towards improving relationships?”



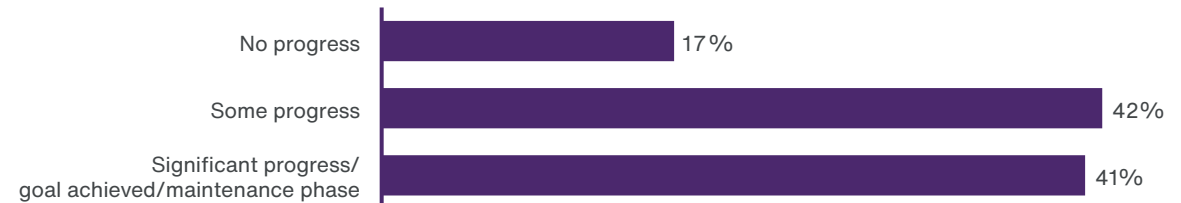
Preventative health screening.

Among workers who set a goal to keep up with preventative health screening, more than one in six has not made any progress.

- Two in five (41 per cent) have made significant progress towards keeping up with preventative health screening; this group has the highest mental health score (72.7), nearly 10 points higher than the national average (63.0)
- Workers over 50 are nearly three and a half times more likely than workers under 40 to have made significant progress towards keeping up with preventative health screening
- Women are nearly two and a half times more likely than men to have made significant progress towards keeping up with preventative health screening
- Seventeen per cent have not made any progress towards keeping up with preventative health screening; this group has the lowest mental health score (47.8), 25 points lower than workers who have made significant progress (72.7) and more than 15 points lower than the national average (63.0)
- Parents are nearly two and a half times more likely than non-parents to have not made progress towards keeping up with preventative health screening



What is your progress towards keeping up with preventative health screening



MHI score by “What is your progress towards keeping up with preventative health screening”

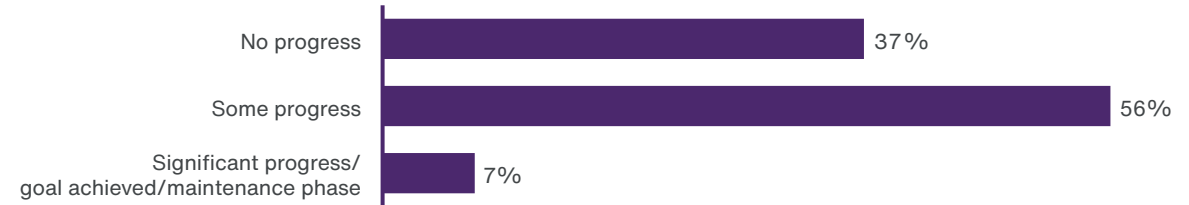


Weight gain

Among workers who set a goal to gain weight, more than one-third have not made any progress.

- More than one-third (37 per cent) of workers have not made any progress towards their weight gain goal; this group has a mental health score (52.2) nearly 11 points lower than the national average (63.0)
- Seven per cent have made significant progress towards their weight gain goal; this group has a mental health score (42.0), 21 points lower than the national average (63.0)

What is your progress towards reaching your weight goal?



MHI score by “What is your progress towards reaching your weight goal?”



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 is collected through an online survey of 1,000 people who live in Australia 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 Australia. Respondents are asked to consider the last two weeks when answering each question. Data for the current report was collected between March 14 and March 25, 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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