



TELUS Mental Health Index.

Pan-Europe | March 2025

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What you need to know for March 2025.

More than **one-third of workers feel anxious**; one in three feel depressed, do not have emergency savings to cover basic needs, and say their mental health is adversely impacting work productivity.

- At 62.4, the mental health of workers has improved by one point after two consecutive periods of decline
- Improvements in mental health scores are observed in all countries apart from Italy, which experienced a two-and-a-half-point decline
- 36 per cent of workers have a high mental health risk, 44 per cent have a moderate mental health risk, and 20 per cent have a low mental health risk
- 37 per cent of workers feel anxious
- 30 per cent feel depressed
- 30 per cent do not have emergency savings for basic needs
- 30 per cent say their mental health is adversely impacting their work productivity
- 28 per cent feel isolated
- Optimism and general psychological health sub-scores have declined from January
- Anxiety and depression have been the lowest mental health sub-scores for nearly three years
- 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



Health and financial concerns are the most common sources of personal stress.

- 28 per cent of workers say health/medical concerns are a source of personal stress
- 27 per cent of workers say financial concerns are a source of personal stress
- 21 per cent of workers say a lack of time for self-care or hobbies is a source of personal stress
- 19 per cent of workers say personal expectations or goals are a source of personal stress
- The mental health score of nine per cent of workers citing social isolation as a source of stress is nearly 33 points lower than workers reporting no personal stress and more than 16 points lower than the national average
- 34 per cent of workers say work issues are their primary reason for feeling overwhelmed; the mental health score of this group is 13 points lower than the national average



One-third of workers feel overwhelmed by their responsibilities, with disproportionate concern among younger workers and parents.

- 33 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 more than 14 points lower than the national average
- 35 per cent of workers say a high workload is a source of work stress
- 21 per cent of workers say a lack of work-life balance is a source of work stress
- 20 per cent of workers say poor communication is a source of work stress
- 18 per cent of workers say a lack of recognition or feedback is a source of work stress
- 17 per cent of workers say insufficient resources or support is a source of work stress
- 14 per cent of workers say job insecurity is a source of work stress
- The mental health score of 14 per cent of workers citing job insecurity as a source of stress is more than 23 points lower than workers reporting no work stress and 11 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



At least one in five parents of school-aged kids, teens, and young adults are concerned about their children's mental health.

- 28 per cent of parents with school-age kids, 23 per cent of parents with teens, and 21 per cent of parents with young adult children are concerned about their children's mental health
- 32 per cent of parents with school-age kids and 30 per cent of parents with teens are concerned about their children's social relationships
- Parents concerned about their children's mental health have MHI scores at least four points lower than the national average
- Parents with young adult children are most concerned about their children's job/employment prospects or stability
- Fewer than half (46 per cent) of workers say their employer offers a family-friendly workplace
- Only half (51 per cent) of working parents feel supported by their managers
- 30 per cent of working parents are feeling overwhelmed by a lack of flexibility in work hours
- 29 per cent of working parents are experiencing stress from balancing work and family responsibilities
- 25 per cent of working parents are feeling guilty for not spending enough time with their families

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

- 41 per cent of workers want to improve their fitness; however, 23 per cent of those have not made any progress towards their goal
- 31 per cent of workers want to improve their nutrition; however, 14 per cent of those have not made any progress towards their goal
- 30 per cent of workers want to lose weight; however, 36 per cent of those have not made any progress towards their goal
- 27 per cent of workers want to better manage stress; however, 31 per cent of those have not made any progress towards their goal
- 19 per cent of workers want to improve financial management; however, 26 per cent of those have not made any progress towards their goal
- 15 per cent of workers want to improve their relationships; however, 26 per cent of those have not made any progress towards their goal

Country spotlights

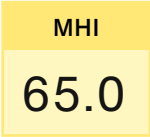
France



At 63.7, the mental health of workers in France has improved by 2.2 points from January 2025.

- 31% of workers have a high mental health risk
 - 38% are feeling anxious
 - 34% say their mental health is negatively impacting work productivity
 - 31% do not have emergency savings to cover basic needs
 - 29% are feeling isolated
 - 22% are feeling depressed
 - 15% are not feeling optimistic about their future
- 31% feel overwhelmed by their responsibilities or commitments
34% report work issues as the primary source of feeling overwhelmed
- 49% say their workplace is family-friendly
48% of working parents feel supported by their manager
63% of working parents feel supported by their colleagues
- 30% are concerned about the mental health/emotional wellbeing of their school-age children
22% are concerned about the mental health/emotional wellbeing of their teens
15% are concerned about the mental health/emotional wellbeing of their young-adult children
- 19% have not made any progress towards improving their fitness
38% have not made any progress towards their weight loss goal
28% have not made any progress towards improving their financial management
11% have not made any progress towards improving their nutrition
34% have not made any progress towards improving their stress management
24% have not made any progress towards improving their relationships
12% have not made any progress towards keeping up with preventative health screening
24% have not made any progress towards their weight (gain) goal

Germany



At 65.0, the mental health of workers in Germany has improved by 2.1 points from January 2025.

- 32% of workers have a high mental health risk
 - 30% do not have emergency savings to cover basic needs
 - 28% are feeling anxious
 - 28% say their mental health is negatively impacting work productivity
 - 24% are feeling isolated
 - 24% are feeling depressed
 - 18% are not feeling optimistic about their future
- 20% feel overwhelmed by their responsibilities or commitments
33% report work issues as the primary source of feeling overwhelmed
- 50% say their workplace is family-friendly
50% of working parents feel supported by their manager
55% of working parents feel supported by their colleagues
- 27% are concerned about the mental health/emotional wellbeing of their school-age children
19% are concerned about the mental health/emotional wellbeing of their teens
24% are concerned about the mental health/emotional wellbeing of their young-adult children
- 29% have not made any progress towards improving their fitness
45% have not made any progress towards their weight loss goal
25% have not made any progress towards improving their financial management
23% have not made any progress towards improving their nutrition
36% have not made any progress towards improving their stress management
46% have not made any progress towards improving their relationships
17% have not made any progress towards keeping up with preventative health screening
37% have not made any progress towards their weight (gain) goal

Country spotlights (continued)

Italy

MHI

57.5

At 57.5, the mental health of workers in Italy has declined by 2.5 points from January 2025 and is the lowest mental health score compared to other countries in this report.

- **45% of workers have a high mental health risk**
- 43% are feeling anxious
- 38% are feeling depressed
- 35% are feeling isolated
- 30% do not have emergency savings to cover basic needs
- 28% say their mental health is negatively impacting work productivity
- 26% are not feeling optimistic about their future

41% feel overwhelmed by their responsibilities or commitments

31% report work issues as the primary source of feeling overwhelmed

48% say their workplace is family-friendly

50% of working parents feel supported by their manager

61% of working parents feel supported by their colleagues

31% are concerned about the mental health/emotional wellbeing of their school-age children

18% are concerned about the mental health/emotional wellbeing of their teens

21% are concerned about the mental health/emotional wellbeing of their young-adult children

21% have not made any progress towards improving their fitness

31% have not made any progress towards their weight loss goal

30% have not made any progress towards improving their financial management

13% have not made any progress towards improving their nutrition

28% have not made any progress towards improving their stress management

13% have not made any progress towards improving their relationships

15% have not made any progress towards keeping up with preventative health screening

31% have not made any progress towards their weight (gain) goal

Netherlands

MHI

70.8

At 70.8, the mental health of workers in the Netherlands has improved by 1.3 points from January 2025 and remains the most favourable mental health score compared to other countries in this report.

- **21% of workers have a high mental health risk**
- 25% say their mental health is negatively impacting work productivity
- 22% are feeling anxious
- 21% do not have emergency savings to cover basic needs
- 18% are feeling depressed
- 15% are feeling isolated
- 9% are not feeling optimistic about their future

20% feel overwhelmed by their responsibilities or commitments

30% report work issues as the primary source of feeling overwhelmed

45% say their workplace is family-friendly

64% of working parents feel supported by their manager

68% of working parents feel supported by their colleagues

16% are concerned about the mental health/emotional wellbeing of their school-age children

19% are concerned about the mental health/emotional wellbeing of their teens

17% are concerned about the mental health/emotional wellbeing of their young-adult children

19% have not made any progress towards improving their fitness

33% have not made any progress towards their weight loss goal

24% have not made any progress towards improving their financial management

9% have not made any progress towards improving their nutrition

36% have not made any progress towards improving their stress management

27% have not made any progress towards improving their relationships

12% have not made any progress towards keeping up with preventative health screening

42% have not made any progress towards their weight (gain) goal

Country spotlights (continued)

Poland



At 57.9, workers' mental health in Poland has improved by 0.9 points from January 2025.

- **45% of workers have a high mental health risk**
- 47% are feeling anxious
- 41% do not have emergency savings to cover basic needs
- 39% are feeling depressed
- 34% are feeling isolated
- 34% say their mental health is negatively impacting work productivity
- 22% are not feeling optimistic about their future

49% feel overwhelmed by their responsibilities or commitments

38% report work issues as the primary source of feeling overwhelmed

41% say their workplace is family-friendly

46% of working parents feel supported by their manager

53% of working parents feel supported by their colleagues

31% are concerned about the mental health/emotional wellbeing of their school-age children

26% are concerned about the mental health/emotional wellbeing of their teens

29% are concerned about the mental health/emotional wellbeing of their young-adult children

29% have not made any progress towards improving their fitness

33% have not made any progress towards their weight loss goal

16% have not made any progress towards improving their financial management

13% have not made any progress towards improving their nutrition

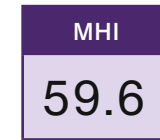
24% have not made any progress towards improving their stress management

19% have not made any progress towards improving their relationships

23% have not made any progress towards keeping up with preventative health screening

32% have not made any progress towards their weight (gain) goal

Spain



At 59.6, the mental health of workers in Spain has improved by 1.7 points from January 2025.

- **42% of workers have a high mental health risk**
- 46% are feeling anxious
- 41% are feeling depressed
- 33% are feeling isolated
- 31% say their mental health is negatively impacting work productivity
- 27% do not have emergency savings to cover basic needs
- 12% are not feeling optimistic about their future

38% feel overwhelmed by their responsibilities or commitments

34% report work issues as the primary source of feeling overwhelmed

45% say their workplace is family-friendly

51% of working parents feel supported by their manager

67% of working parents feel supported by their colleagues

30% are concerned about the mental health/emotional wellbeing of their school-age children

34% are concerned about the mental health/emotional wellbeing of their teens

24% are concerned about the mental health/emotional wellbeing of their young-adult children

21% have not made any progress towards improving their fitness

38% have not made any progress towards their weight loss goal

32% have not made any progress towards improving their financial management

16% have not made any progress towards improving their nutrition

30% have not made any progress towards improving their stress management

33% have not made any progress towards improving their relationships

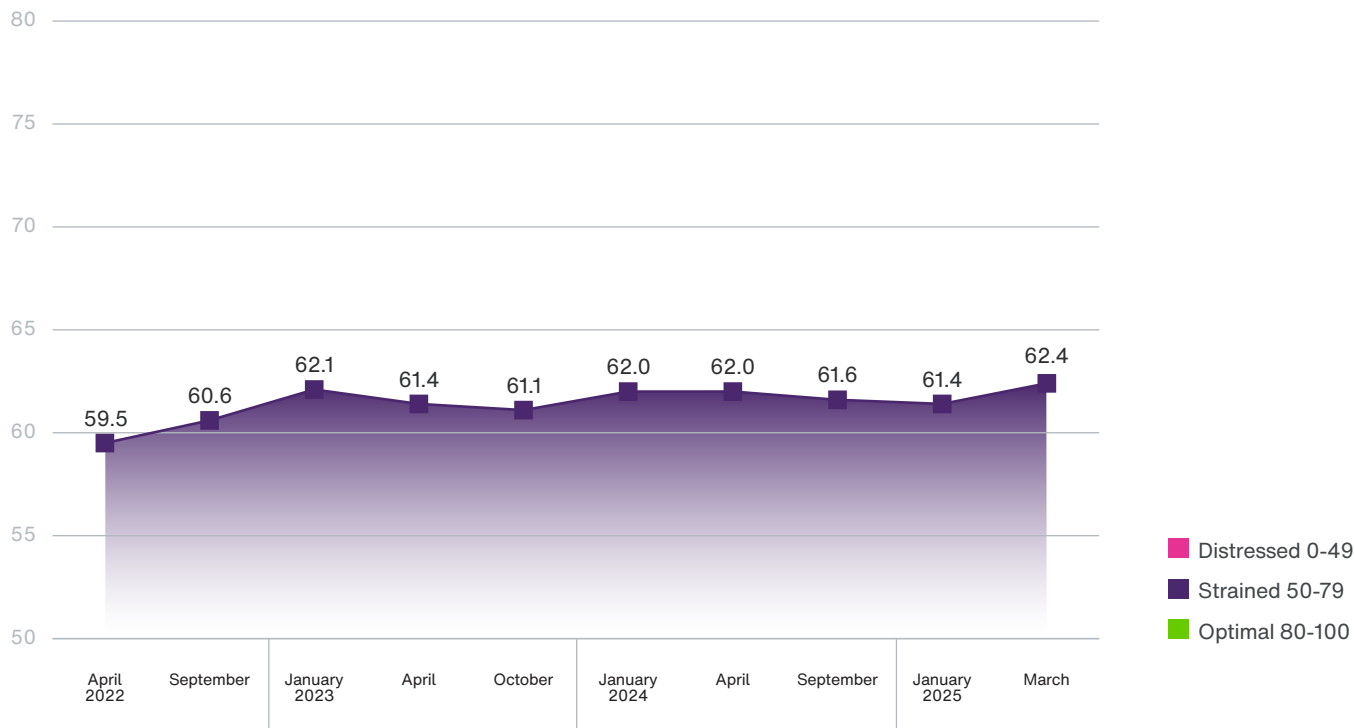
19% have not made any progress towards keeping up with preventative health screening

28% have not made any progress towards their weight (gain) goal

The Mental Health Index.

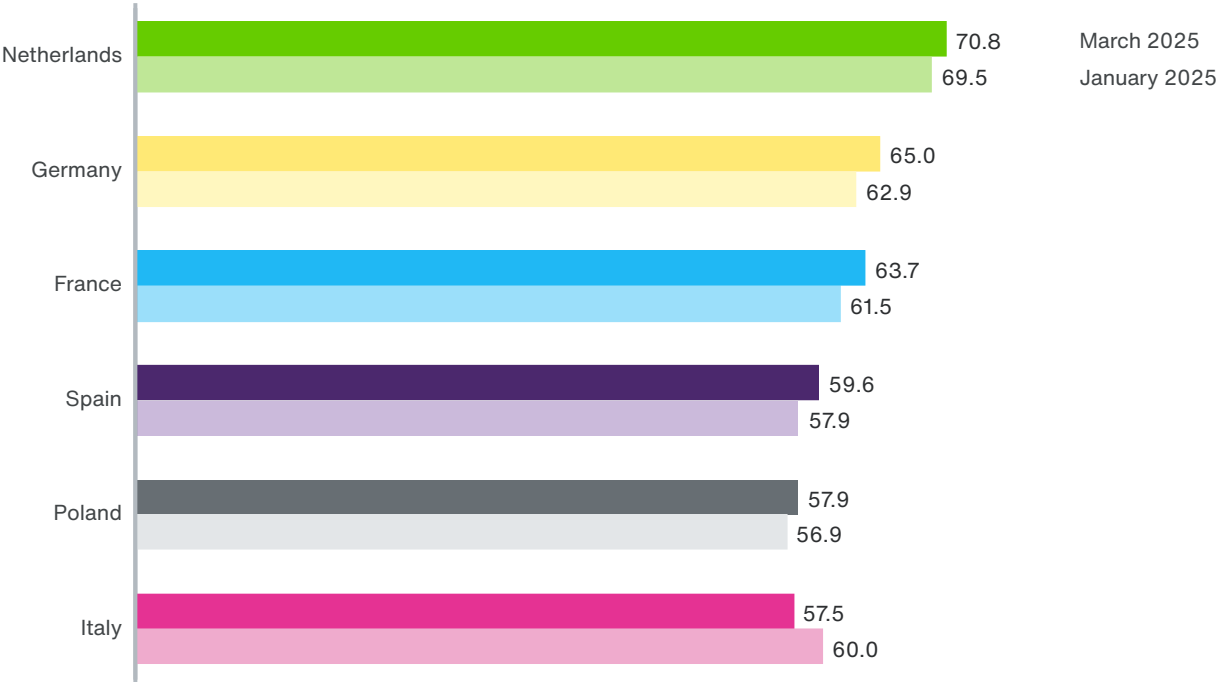
The overall Mental Health Index (MHI) for March 2025 is 62.4. After two periods of modest decline, the mental health score of workers has improved by one point from the previous period.

MHI Current Month March 2025	January 2025
62.4	61.4



The Mental Health Index by country.

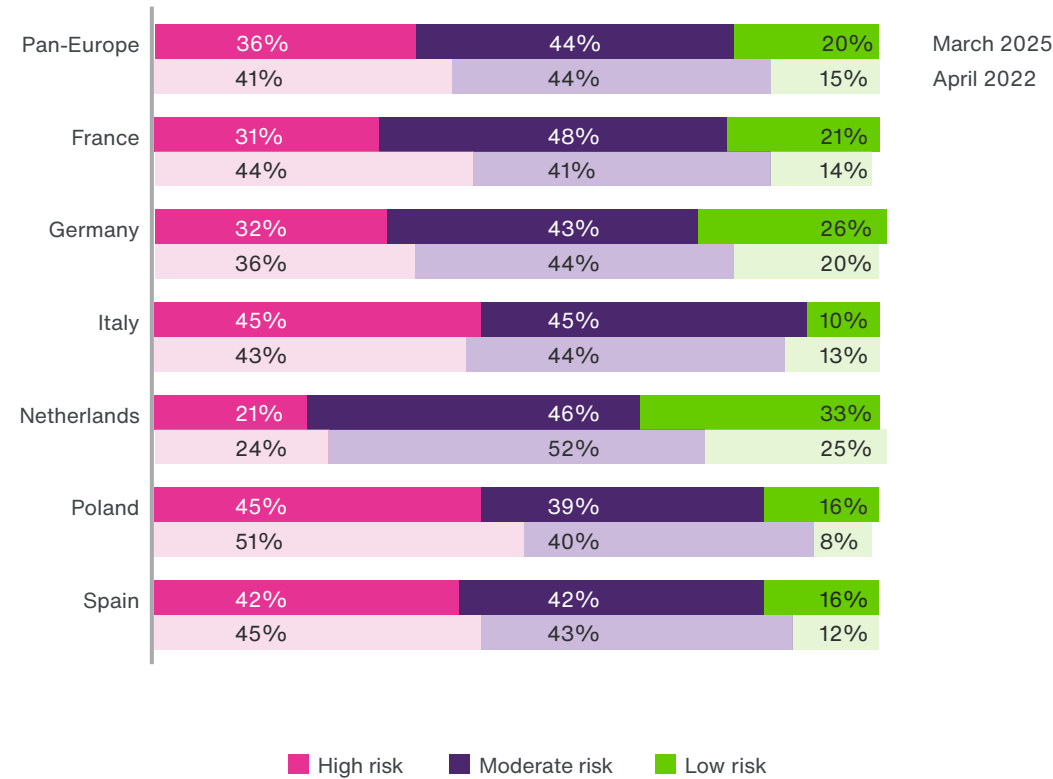
The lowest mental health score is in Italy (57.5), followed by Poland (57.9), Spain (59.6), France (63.7), Germany (65.0), and the Netherlands (70.8). Improvements in mental health scores are observed in all countries apart from Italy which experienced a two-and-a-half-point decline.



Mental health risk.

In March 2025, 36 per cent of workers have a high mental health risk, 44 per cent have a moderate mental health risk, and 20 per cent have a low mental health risk. The most significant proportion of workers with a high mental health risk is in Italy and Poland (45 per cent respectively), followed by Spain (42 per cent). The Netherlands has the lowest proportion (21 per cent) of workers with a high mental health risk.

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 nearly three years, anxiety (53.1) has been the lowest Mental Health Index sub-score. Depression (58.7), isolation (61.0), work productivity (61.6), optimism (63.1), and financial risk (67.8) follow. General psychological health (72.0) continues to be the most favourable mental health measure in March 2025.

- Anxiety and depression have been the lowest mental health sub-scores since the launch of the MHI in April 2022
- Apart from optimism and general psychological health, mental health sub-scores have improved from the previous period
- The work productivity sub-score has had the most significant improvement, up 2.5 points from January 2025

Mental Health Index Sub-scores	March 2025	January 2025
Anxiety	53.1	51.4
Depression	58.7	57.5
Isolation	61.0	59.1
Work productivity	61.6	59.1
Optimism	63.1	63.7
Financial risk	67.8	65.9
Psychological health	72.0	72.2

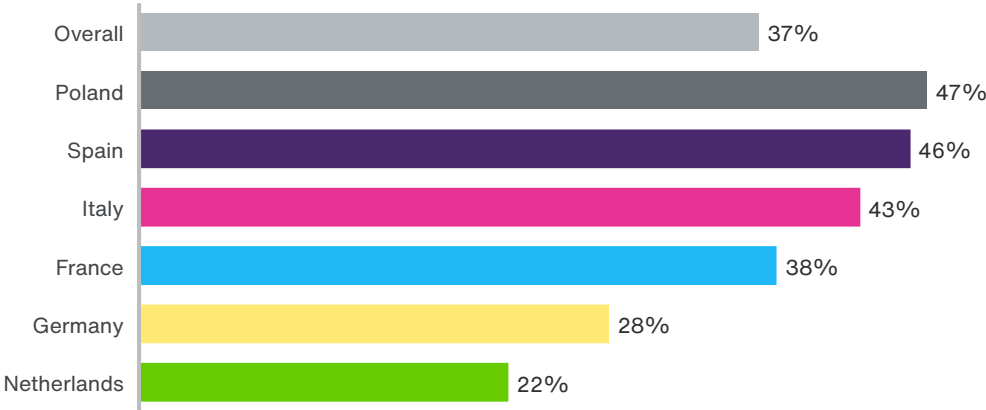


Anxiety

Workers were asked whether they often feel unsettled and nervous.

Nearly two in five (37 per cent) often feel unsettled and nervous. Almost half of all workers in Poland (47 per cent), 46 per cent in Spain, 43 per cent in Italy, 38 per cent in France, 28 per cent in Germany, and 22 per cent in the Netherlands report feeling anxious.

Percentage of workers by country feeling anxious

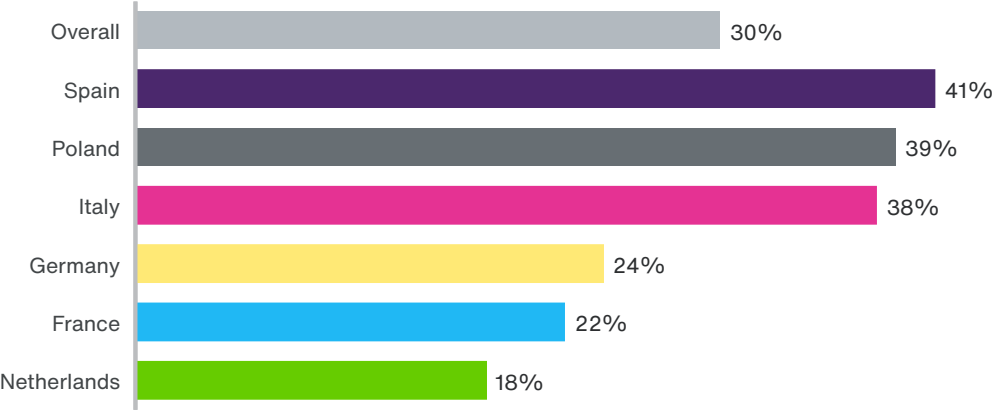


Depression

Workers were asked whether they often feel a sense of helplessness.

Three in ten (30 per cent) often feel a sense of helplessness. More than two in five (41 per cent) workers in Spain feel depressed, as do 39 per cent in Poland, 38 per cent in Italy, 24 per cent in Germany, 22 per cent in France, and 18 per cent in the Netherlands.

Percentage of workers by country feeling symptoms of depression



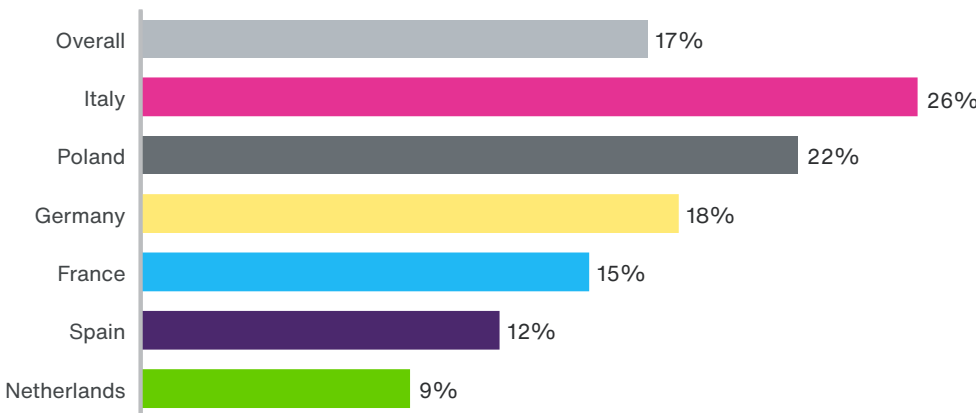
Optimism

Workers were asked whether they feel optimistic about their future.

One in six (17 per cent) are not optimistic about their future.

More than one-quarter (26 per cent) in Italy, 22 per cent in Poland, 18 per cent in Germany, 15 per cent in France, 12 per cent in Spain, and nine per cent in the Netherlands are not feeling optimistic about their future.

Percentage of workers by country not feeling optimistic about the future

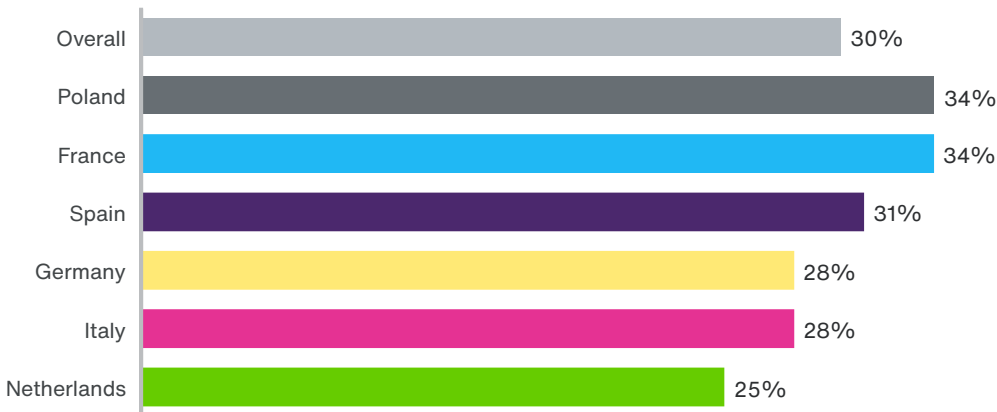


Work productivity

Workers were asked whether their current mental health negatively impacts their work productivity.

Overall, three in 10 (30 per cent) report that their mental health is adversely impacting their productivity. The most significant impact of mental health on work productivity is in Poland (34 per cent), followed by France (34 per cent), Spain (31 per cent), Germany (28 per cent), Italy (28 per cent), and the Netherlands (25 per cent).

Percentage of workers by country reporting that their mental health is negatively impacting their productivity

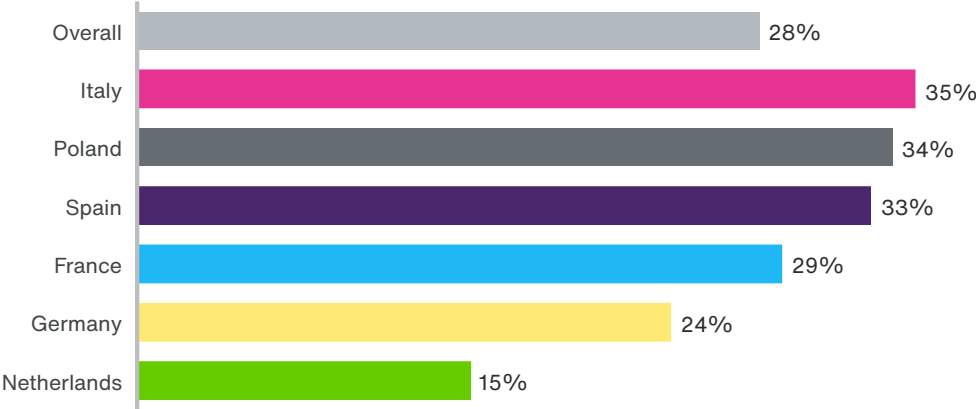


Isolation

Workers were asked whether they often feel alone.

Nearly three in ten (28 per cent) often feel alone. Isolation is most notable in Italy, where more than one-third (35 per cent) often feel alone. In Poland, 34 per cent often feel alone; 33 per cent in Spain, 29 per cent in France, 24 per cent in Germany, and in the Netherlands, 15 per cent often feel alone.

Percentage of workers by country feeling isolated

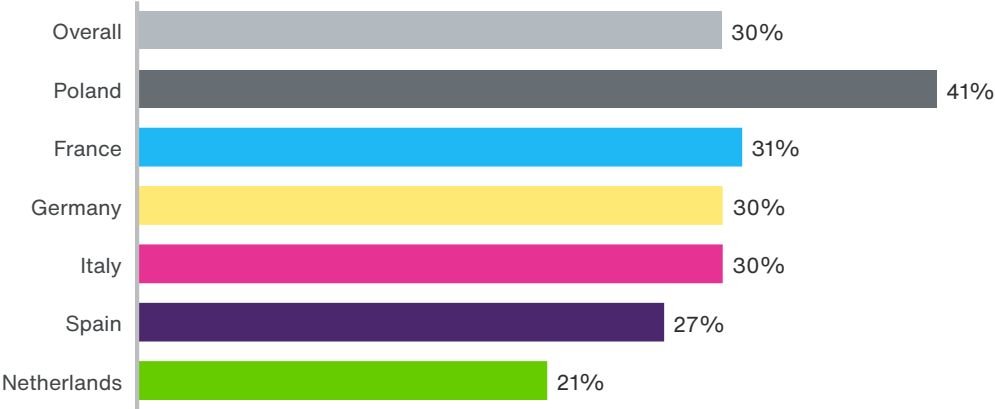


Financial risk

Workers were asked about their level of emergency savings to cover basic needs.

Three in 10 (30 per cent) do not have emergency savings. More than two in five (41 per cent) workers in Poland do not have emergency savings; 31 per cent in France, 30 per cent in Germany, 30 per cent in Italy, 27 per cent in Spain, and 21 per cent in the Netherlands lack emergency savings.

Percentage of workers by country without emergency savings

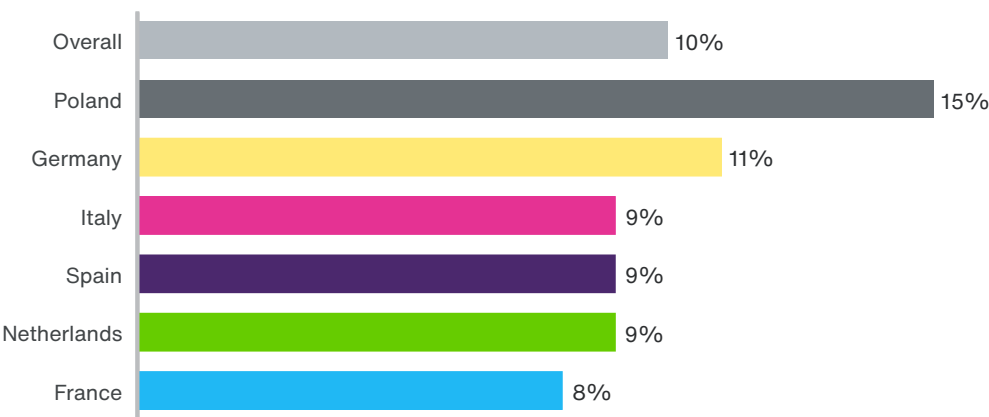


General psychological health.

Workers were asked whether they're in good psychological health.

Overall, 10 per cent report poor psychological health. The incidence of poor psychological health is highest in Poland (15 per cent), followed by Germany (11 per cent), Italy (nine per cent), Spain (nine per cent), the Netherlands (nine per cent), and France (eight per cent).

Percentage of workers by country reporting poor psychological health



Mental health by gender and age.

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In March 2025, the mental health score of women is 59.6 compared to 64.9 for men
- Since April 2022, 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 2022. Nearly three years later, this pattern continues with a lower score for workers with at least one child (60.8) than workers without children (63.7)

Mental health by employment status.

- Overall, two per cent of respondents are unemployed¹ and seven percent report reduced hours or reduced salary
- Workers reporting fewer hours than the previous month have the lowest mental health score (49.0), followed by workers reporting reduced salary compared to the last month (51.6), respondents currently unemployed (62.6), and workers with no change to salary or hours (63.1)
- Managers have a slightly higher mental health score (62.9) than non-managers (62.0)
- Labourers have a lower mental health score (59.9) than service (62.8) and office workers (63.0)
- Respondents working for companies with more than 10,000 employees have the highest mental health score (66.7)
- Self-employed/sole proprietors have the lowest mental health score (59.9)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (42.1) than the overall group (62.4). Workers with emergency savings have an average mental health score of 70.4

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

Employment status	March 2025	Jan. 2025
Employed (no change in hours/salary)	63.1	62.4
Employed (fewer hours compared to last month)	49.0	49.3
Employed (reduced salary compared to last month)	51.6	46.8
Not currently employed	62.6	58.6
Age group	March 2025	Jan. 2025
Age 20-29	55.1	54.4
Age 30-39	57.0	56.5
Age 40-49	61.4	60.8
Age 50-59	65.7	65.2
Age 60-69	67.8	69.3
Number of children	March 2025	Jan. 2025
No children in household	63.7	62.7
1 child	60.1	59.4
2 children	61.6	61.6
3 children or more	62.4	59.0

Country	March 2025	Jan. 2025
France	63.7	61.5
Germany	65.0	62.9
Italy	57.5	60.0
Netherlands	70.8	69.5
Poland	57.9	56.9
Spain	59.6	57.9
Gender	March 2025	Jan. 2025
Men	64.9	63.9
Women	59.6	58.5
Household Income/annum Europe excluding Poland	March 2025	Jan. 2025
<€10K	52.5	52.2
€10K to <€20K	54.1	53.0
€20K to <€30K	57.5	56.6
€30K to €50K	62.3	61.6
€50K to €70K	65.4	65.5
€70K to €100K	70.6	69.3
€100K and over	72.0	71.6

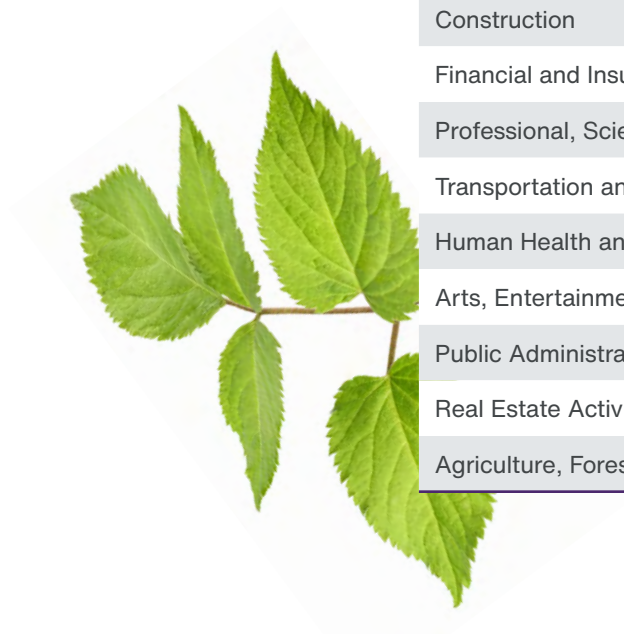
Household Income – Poland	March 2025	Jan. 2025
<15K pln	52.6	54.5
15K to <30K pln	54.7	49.8
30K to <60K pln	53.7	51.0
60K to <100K pln	56.3	57.0
100K pln and over	61.6	61.2
Employer size	March 2025	Jan. 2025
Self-employed/sole proprietor	59.9	59.4
2-50 employees	62.2	60.8
51-100 employees	60.1	59.7
101-500 employees	63.0	62.9
501-1,000 employees	62.5	59.7
1,001-5,000 employees	62.4	64.7
5,001-10,000 employees	61.8	60.7
More than 10,000 employees	66.7	63.0
Manager	March 2025	Jan. 2025
Manager	62.9	62.2
Non-manager	62.0	60.7
Work environment	March 2025	Jan. 2025
Labour	59.9	58.5
Office/desk	63.0	62.3
Service	62.8	61.7

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

The Mental Health Index by industry.

Workers in Accommodation and Food Service Activities have the lowest mental health score (57.8), followed by workers in Electricity, Gas, Steam and Air Conditioning Supply (59.0), and Other Service Activities (59.7).

Workers in Education (64.4), Construction (64.2), and Manufacturing (64.1) have the highest mental health scores this month.



Industry	March 2025	January 2025	Change
Activities of Households as Employers; Undifferentiated Goods and Services Producing Activities of Households for Own Use	62.1	56.7	5.5
Wholesale and Retail Trade	62.4	57.7	4.8
Administrative and Support Service Activities	62.0	58.5	3.6
Accommodation and Food Service Activities	57.8	54.7	3.1
Education	64.4	61.6	2.8
Electricity, Gas, Steam and Air Conditioning Supply	59.0	56.3	2.7
Manufacturing	64.1	63.1	1.0
Other Service Activities	59.7	58.8	0.9
Construction	64.2	64.1	0.1
Financial and Insurance Activities	64.0	64.0	0.1
Professional, Scientific and Technical Activities	63.4	63.8	-0.4
Transportation and Storage	62.1	63.3	-1.2
Human Health and Social Work Activities	62.1	63.6	-1.5
Arts, Entertainment and Recreation	63.2	65.0	-1.8
Public Administration and Defence	62.6	64.5	-1.9
Real Estate Activities	63.0	65.1	-2.1
Agriculture, Forestry and Fishing	60.1	62.7	-2.6

Spotlight

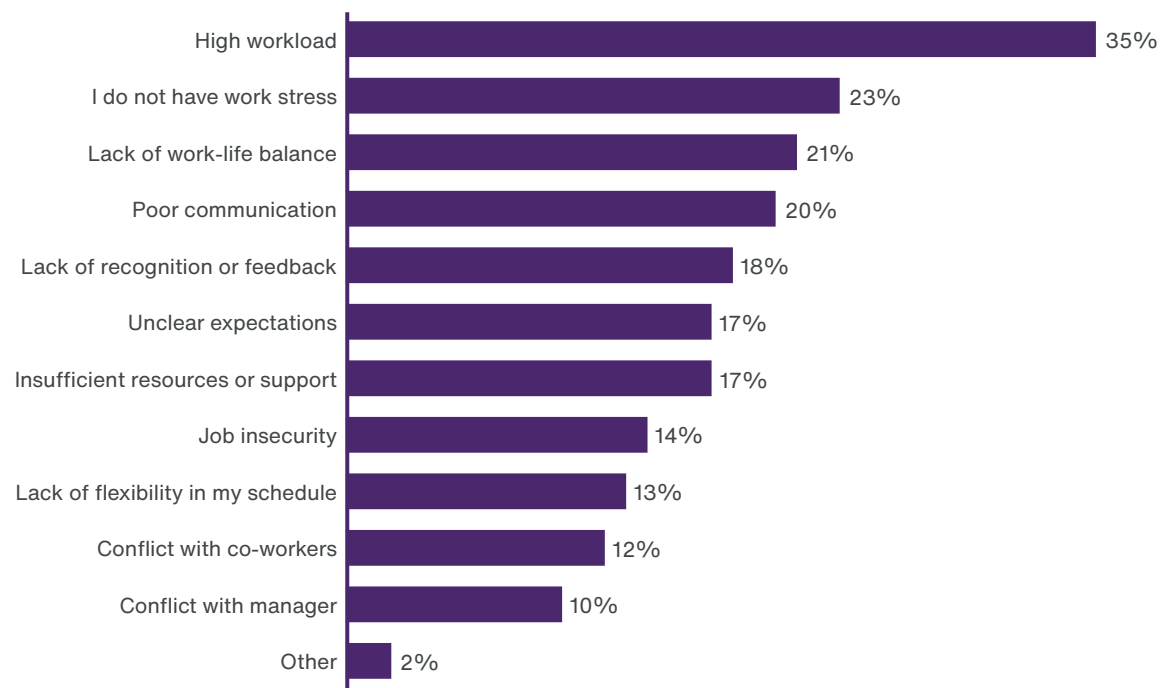
Stressors

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

- High workload, reported by 35 per cent of workers, is the leading source of work stress, followed by a lack of work-life balance (21 per cent), poor communication (20 per cent), a lack of recognition or feedback (18 per cent), unclear expectations (17 per cent), and insufficient resources or support (17 per cent)
- Workers under 40 are 80 per cent more likely than workers over 50 to report a lack of work-life balance as a source of work stress
- Workers under 40 are 40 per cent more likely than workers over 50 to report job insecurity as a source of work stress

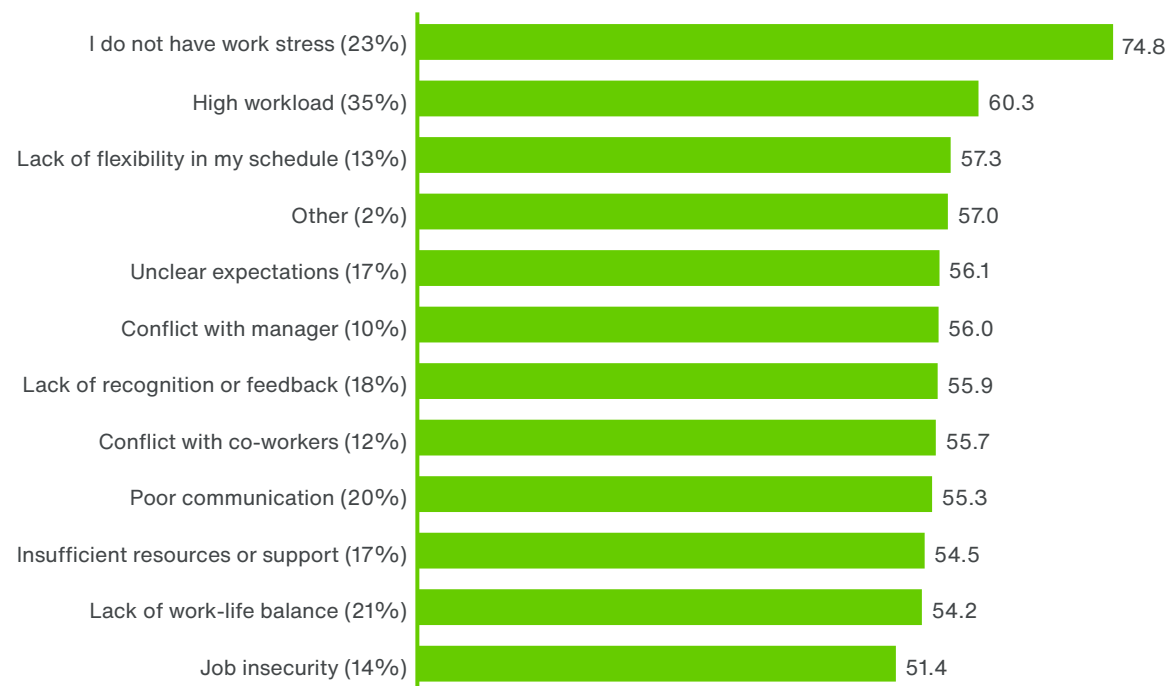


What are your sources of work stress?



- The lowest mental health score (51.4) is among 14 per cent of workers citing job insecurity as a source of work stress, more than 23 points lower than workers reporting no work stress (74.8) and 11 points lower than the national average (62.4)
- Twenty-three per cent of workers report no work stress; this group has the highest mental health score (74.8), more than 12 points higher than the national average (62.4)
- Workers over 50 are nearly three times more likely than workers under 40 to report no work stress
- Non-managers are 70 per cent more likely than managers to report no work stress
- Non-parents are 40 per cent more likely than parents to report no work stress

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

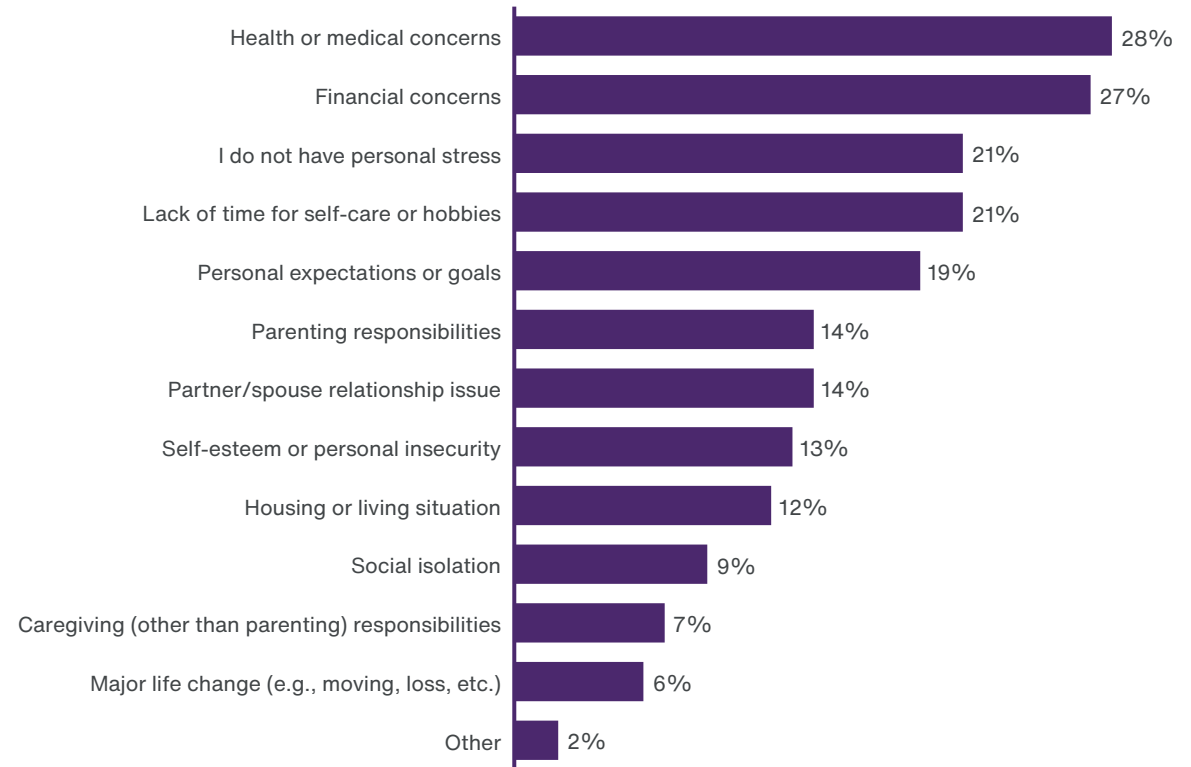


Health and financial concerns are the most common sources of personal stress.

- Health or medical concerns, reported by 28 per cent of workers is the leading source of personal stress, followed by financial concerns (27 per cent), a lack of time for self-care or hobbies (21 per cent), personal expectations or goals (19 per cent), parenting responsibilities (14 per cent), and partner/spouse relationship issue (14 per cent)
- The lowest mental health score (46.0) is among nine per cent of workers citing social isolation as the source of personal stress, nearly 33 points lower than workers reporting no personal stress (78.8) and more than 16 points lower than the national average (62.4)

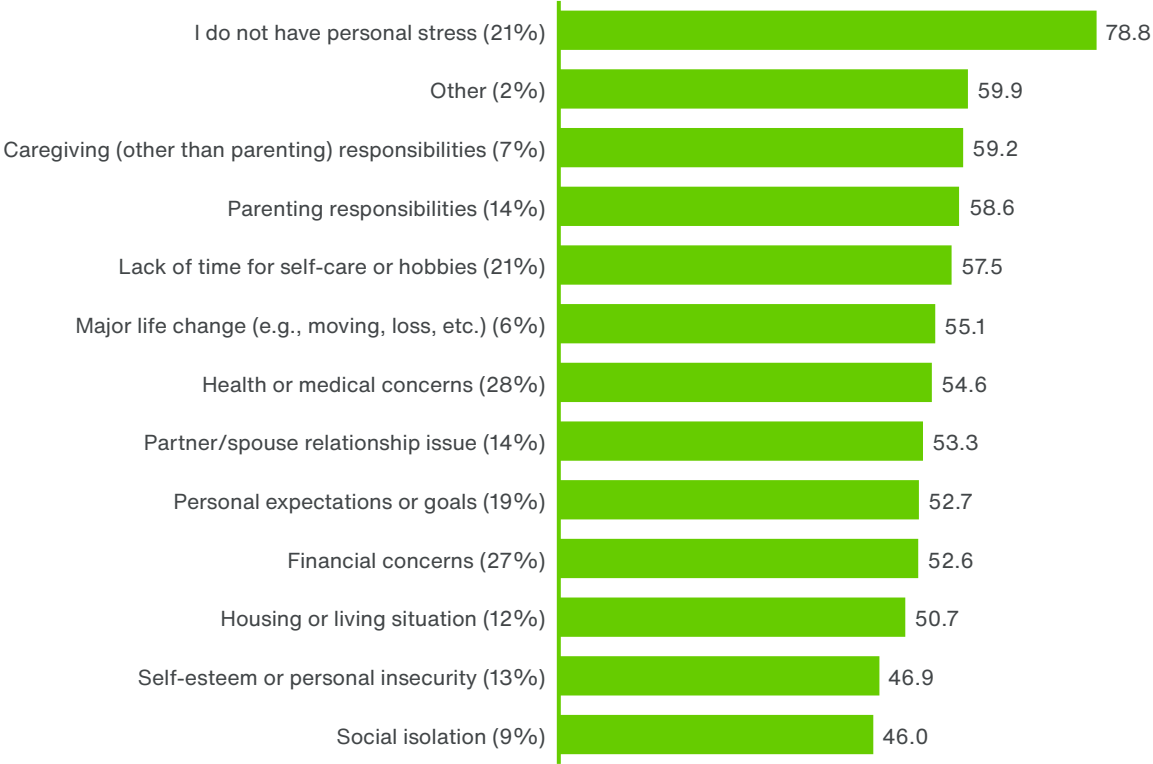


What are your sources of personal stress?



- More than one in five (21 per cent) of workers report no personal stress; this group has the highest mental health score (78.8), more than 16 points higher than the national average (62.4)
- Workers over 50 are nearly three times as likely as workers under 40 to report no personal stress
- Non-parents are 60 per cent more likely than parents to report no personal stress
- Men are 40 per cent more likely than women to report no personal stress

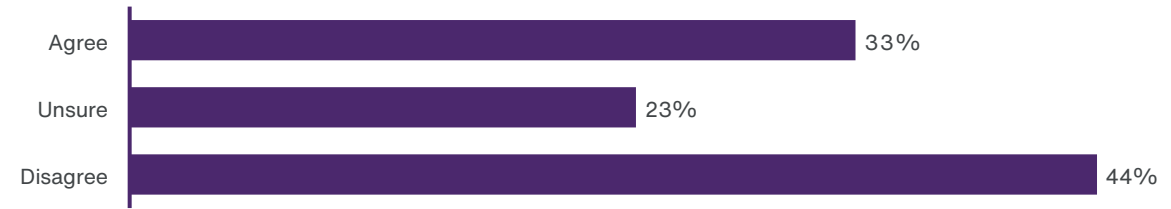
MHI score by “What are your sources of personal stress?”



One-third of workers feel overwhelmed by their responsibilities, with the concern disproportionately among younger workers and parents.

- One-third (33 per cent) of workers feel overwhelmed by their responsibilities or commitments; this group has the lowest mental health score (48.2), more than 27 points lower than workers not feeling overwhelmed by their responsibilities or commitments (75.5) and more than 14 points lower than the national average (62.4)
- Workers under 40 are more than twice as likely as workers over 50 to feel overwhelmed by their responsibilities or commitments
- Parents are 70 per cent more likely than non-parents to feel overwhelmed by their responsibilities or commitments
- Women are 40 per cent more likely than men to feel overwhelmed by their responsibilities or commitments
- Nearly half (49 per cent) of workers in Poland, 41 per cent of workers in Italy, 38 per cent of workers in Spain, 31 per cent of workers in France, 20 per cent of workers in Germany, and 20 per cent of workers in the Netherlands feel overwhelmed by their responsibilities or commitments
- Nearly half (44 per cent) of workers do not feel overwhelmed by their responsibilities or commitments; this group has the highest mental health score (75.5), 13 points higher than the national average (62.4)

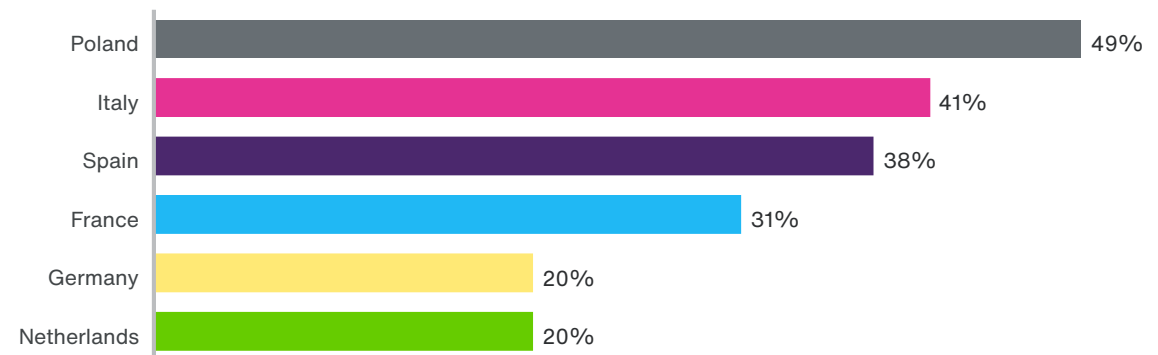
I feel overwhelmed by my responsibilities or commitments



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



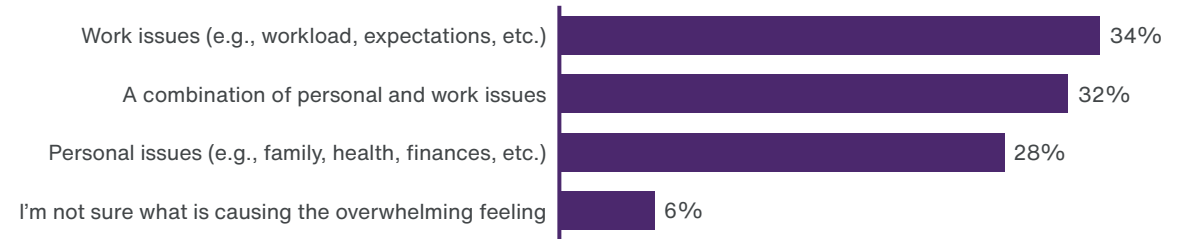
Percentage of workers by country feeling overwhelmed by their responsibilities



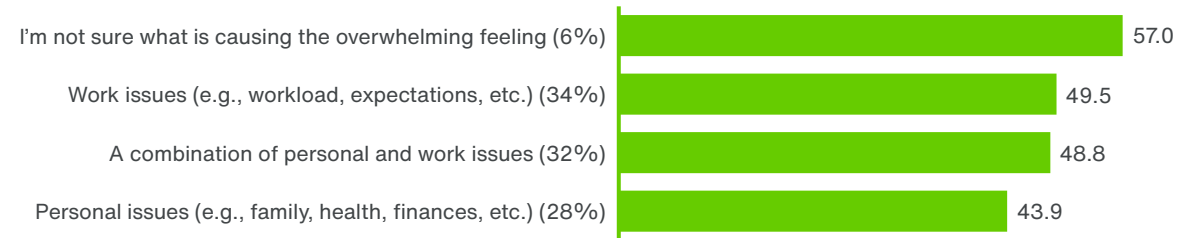
More than one-third of workers say work issues is their primary source of feeling overwhelmed.

- More than one-third (34 per cent) of workers report work issues as the primary source of feeling overwhelmed, and 32 per cent report a combination of personal and 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
- Nearly two in five (38 per cent) workers in Poland, 34 per cent of workers in France, 34 per cent of workers in Spain, 33 per cent of workers in Germany, 31 per cent of workers in Italy, and 30 per cent of workers in the Netherlands say work issues is their primary source of feeling overwhelmed
- Twenty-eight per cent of workers reporting personal issues as their primary source of feeling overwhelmed have the lowest mental health score (43.9), more than 18 points lower than the national average (62.4)

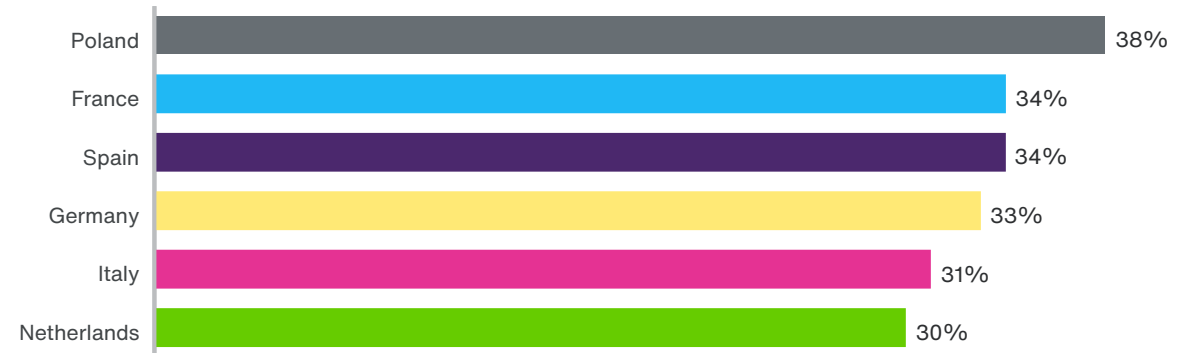
What is your primary source of feeling overwhelmed?



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



Percentage of workers by country reporting “work issues” as their primary source of feeling overwhelmed



Parenthood and work-life balance.

Fewer than half of workers say their employer offers a family-friendly workplace.

- Forty-six per cent of workers say their employer offers a family-friendly workplace; this group has the highest mental health score (66.0), nearly four points higher than the national average (62.4)
- Half (50 per cent) of workers in Germany, 49 per cent of workers in France, 48 per cent of workers in Italy, 45 per cent of workers in Spain, 45 per cent of workers in the Netherlands, and 41 per cent of workers in Poland say their workplace is family-friendly
- More than one-quarter (27 per cent) say their workplace is not family-friendly; this group has the lowest mental health score (58.5), more than seven points lower than workers who say their workplace is family-friendly (66.0) and four points lower than the national average (62.4)

My employer offers a family-friendly workplace



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



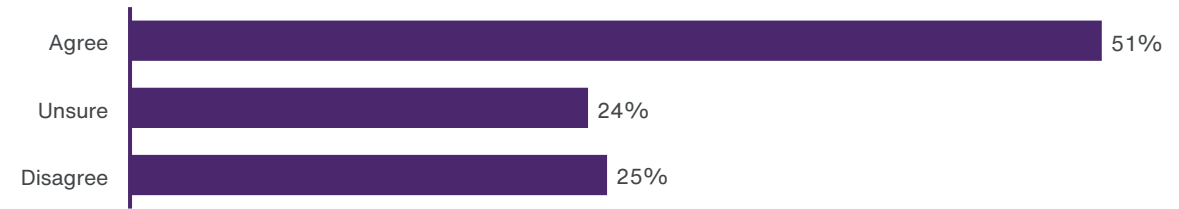
Percentage of workers by country who say their employer offers a family-friendly workplace



Half of working parents feel supported by their managers..

- Just over half (51 per cent) of working parents feel supported by their manager; this group has the highest mental health score (65.4), three points higher than the national average (62.4)
- Nearly two-thirds (64 per cent) of workers in the Netherlands, 51 per cent of workers in Spain, 50 per cent of workers in Germany, 50 per cent of workers in Italy, 48 per cent of workers in France, and 46 per cent of workers in Poland feel supported by their manager
- One-quarter (25 per cent) of working parents don't feel supported by their manager; this group has the lowest mental health score (56.2), more than nine points lower than working parents who feel supported (65.4), and more than six points lower than the national average (62.4)

My manager supports me as a working parent



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

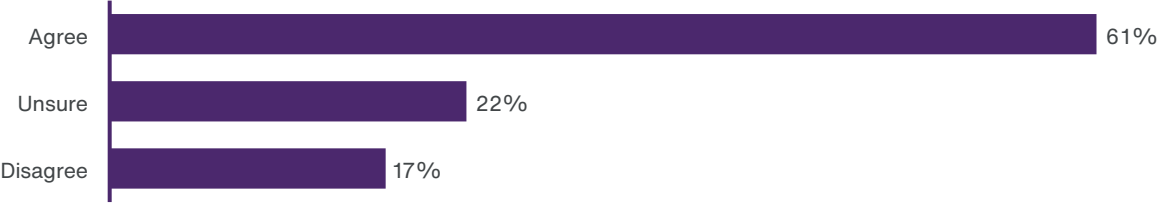


Percentage of working parents by country who feel supported by their managers



- More than three in five working parents feel supported by their colleagues.**
- More than three in five (61 per cent) working parents feel supported by their colleagues; this group has the highest mental health score (64.4), two points higher than the national average (62.4)
 - Nearly seven in ten (68 per cent) workers in the Netherlands, 67 per cent of workers in Spain, 63 per cent of workers in France, 61 per cent of workers in Italy, 55 per cent of workers in Germany, and 53 per cent of workers in Poland feel supported by their colleagues
 - One in six (17 per cent) working parents don't feel supported by their colleagues; this group has the lowest mental health score (54.7), nearly 10 points lower than workers who feel supported (64.4) and nearly eight points lower than the national average (62.4)

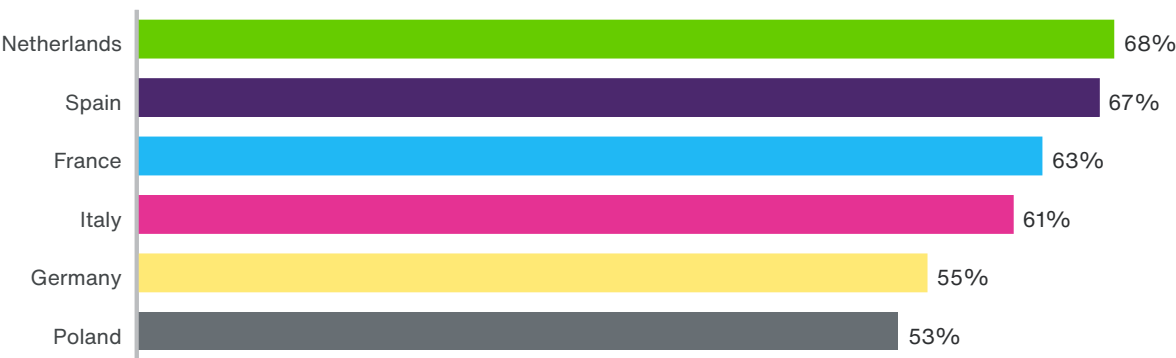
My colleagues generally support me as a working parent



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



Colleagues generally support me as a working parent

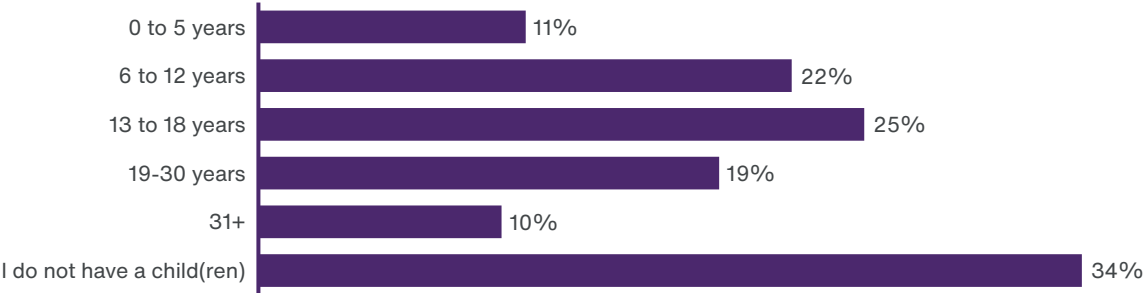


Working parents with children under 12 have the lowest mental health scores.

- Workers with children over the age of 19 have the highest mental health scores, at least three and a half points higher than the national average (62.4) and at least five and a half points higher than workers with children under the age of 12



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



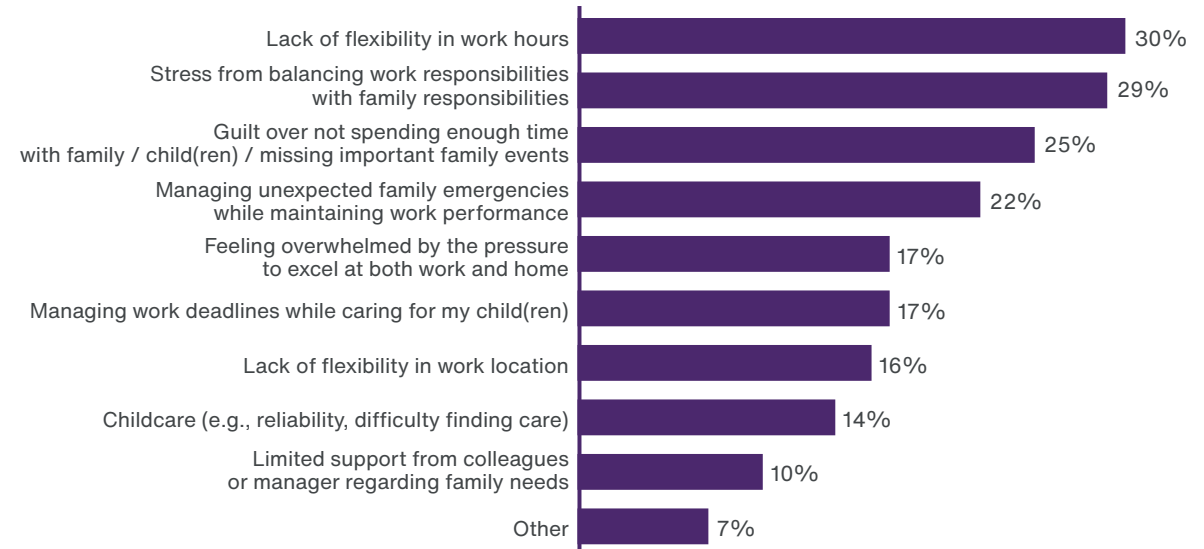
MHI score by “What age(s) are your child(ren)?”



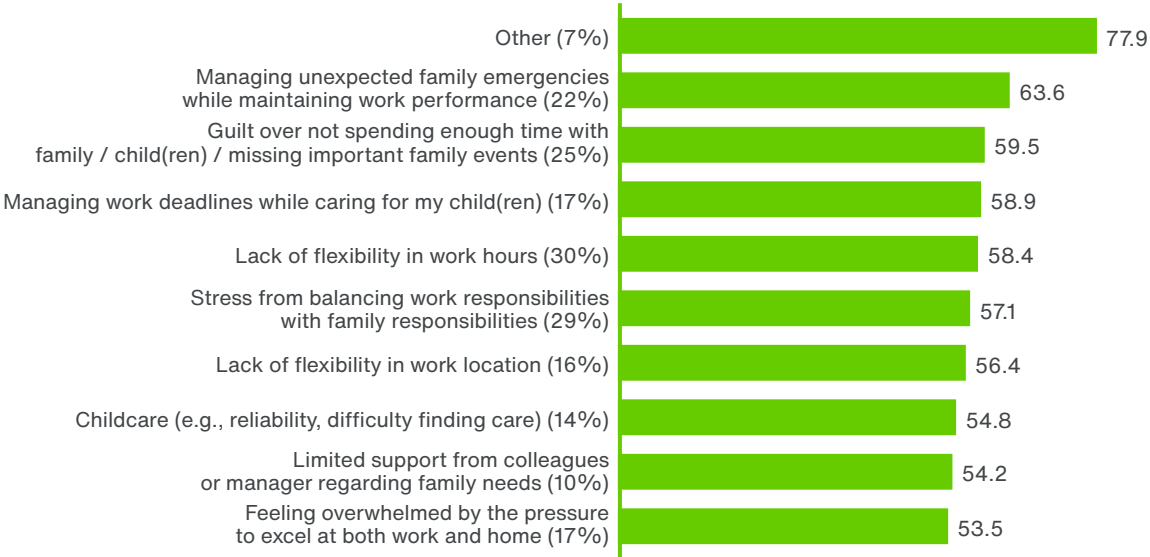
Lack of flexibility in work hours and stress from balancing work and family are the top concerns for working parents.

- Three in 10 (30 per cent) parents are concerned about the lack of flexibility in work hours, 29 per cent are feeling the stress of balancing work responsibilities with family responsibilities, 25 per cent feel guilt for not spending enough time with family/children or missing important family events, 22 per cent are concerned about managing unexpected family emergencies while maintaining work performance, and 17 per cent are feeling overwhelmed by the pressure to excel at both work and home
- Parents under 40 are 70 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?”

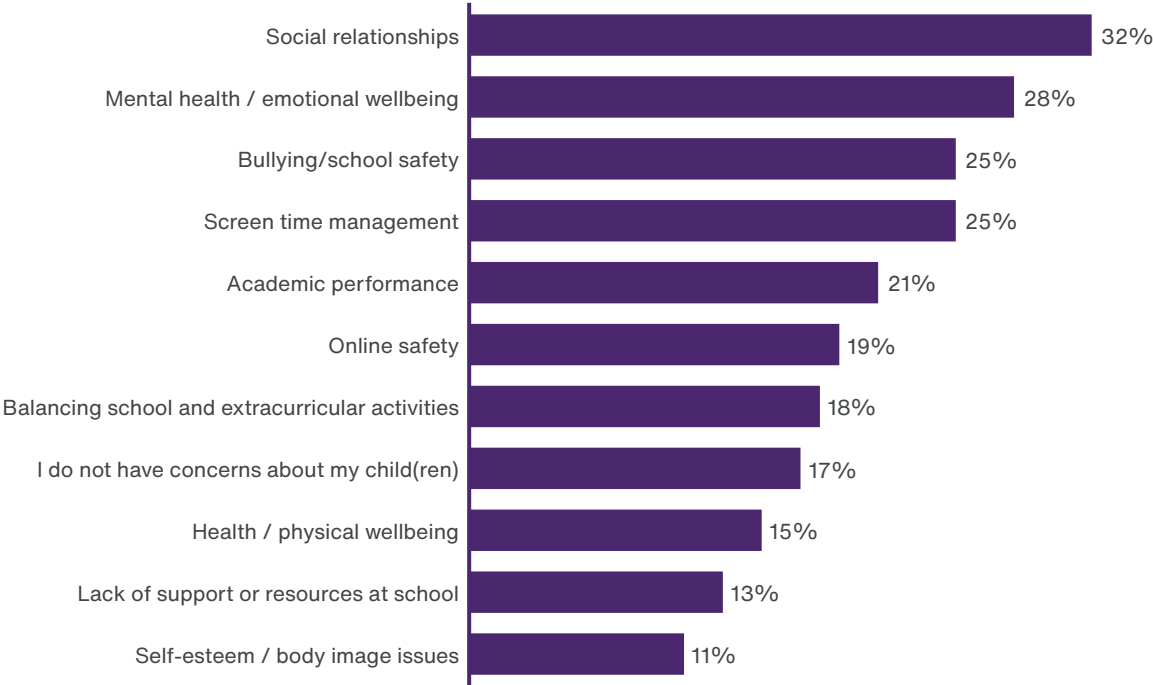


Social relationships, mental health/emotional wellbeing, and bullying/school safety are the top concerns among parents with school-age children.

- Nearly one-third (32 per cent) of parents are concerned about their children’s social relationships, 28 per cent are concerned their school-age children’s mental health/ emotional wellbeing, 25 per cent are concerned about bullying/school safety, 25 per cent are concerned about screen time management, 21 per cent are concerned about academic performance, and 19 per cent are concerned about online safety



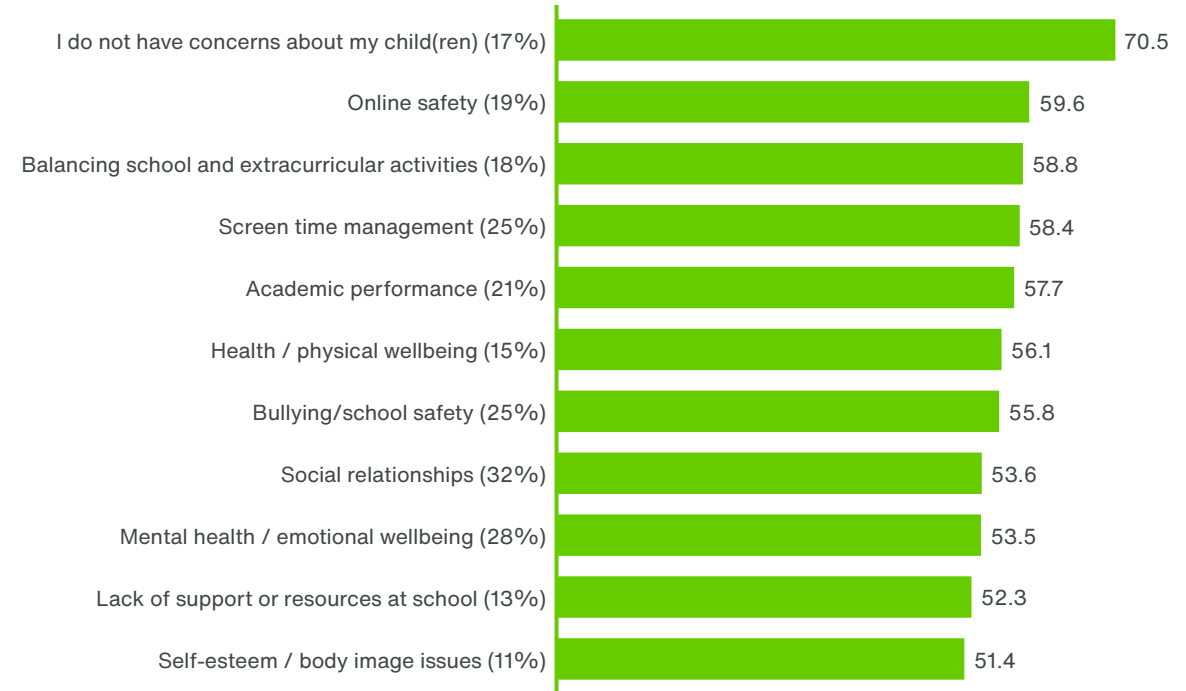
Do you have any of the following concerns with respect to your school-age child(ren)?



- Twenty-eight per cent of parents concerned about their school-age children's mental health/emotional wellbeing have a mental health score (53.5) nine points lower than the national average (62.4)
- One in six (17 per cent) parents do not have concerns about their school-age children; this group has the highest mental health score (70.5), more than eight points higher than the national average (62.4)

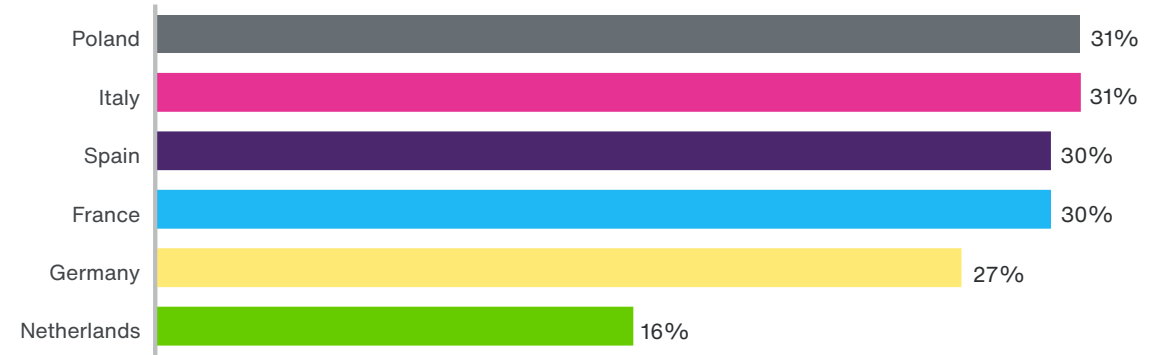


MHI score by “Do you have any of the following concerns with respect to your school-age child(ren)?”



- More than three in 10 (31 per cent) workers in Poland, 31 per cent of workers in Italy, 30 per cent of workers in France, 30 per cent of workers in Spain, 27 per cent of workers in Germany, and 16 per cent of workers in the Netherlands are concerned about their school-age children's mental health/emotional wellbeing

Percentage of workers by country who are concerned about the mental health/emotional wellbeing of their school-age children

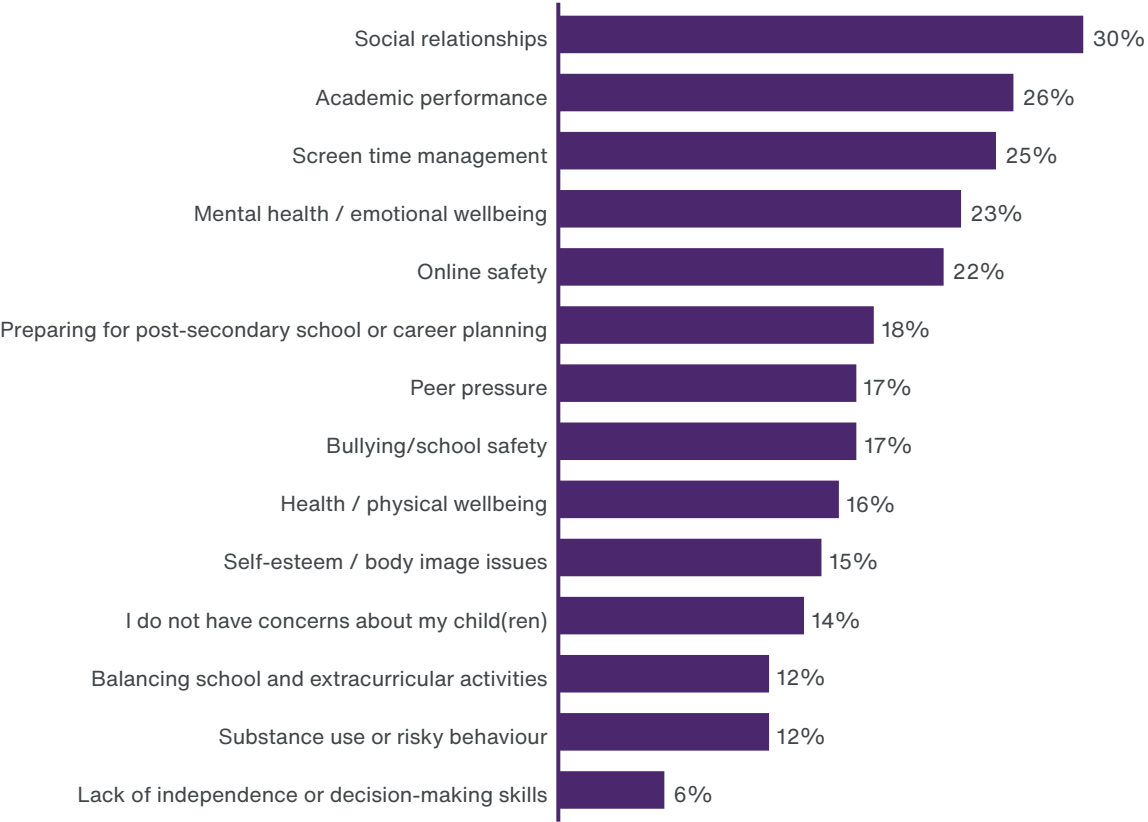


Social relationships, academic performance, screen time, and mental/emotional wellbeing are the top concerns among parents with teenagers.

- Three in 10 (30 per cent) parents are concerned about their teen’s social relationships, 26 per cent are concerned about their teen’s academic performance, 25 per cent are concerned about screen time management, 23 per cent are concerned about their teen’s mental health/emotional wellbeing, and 22 per cent are concerned about online safety



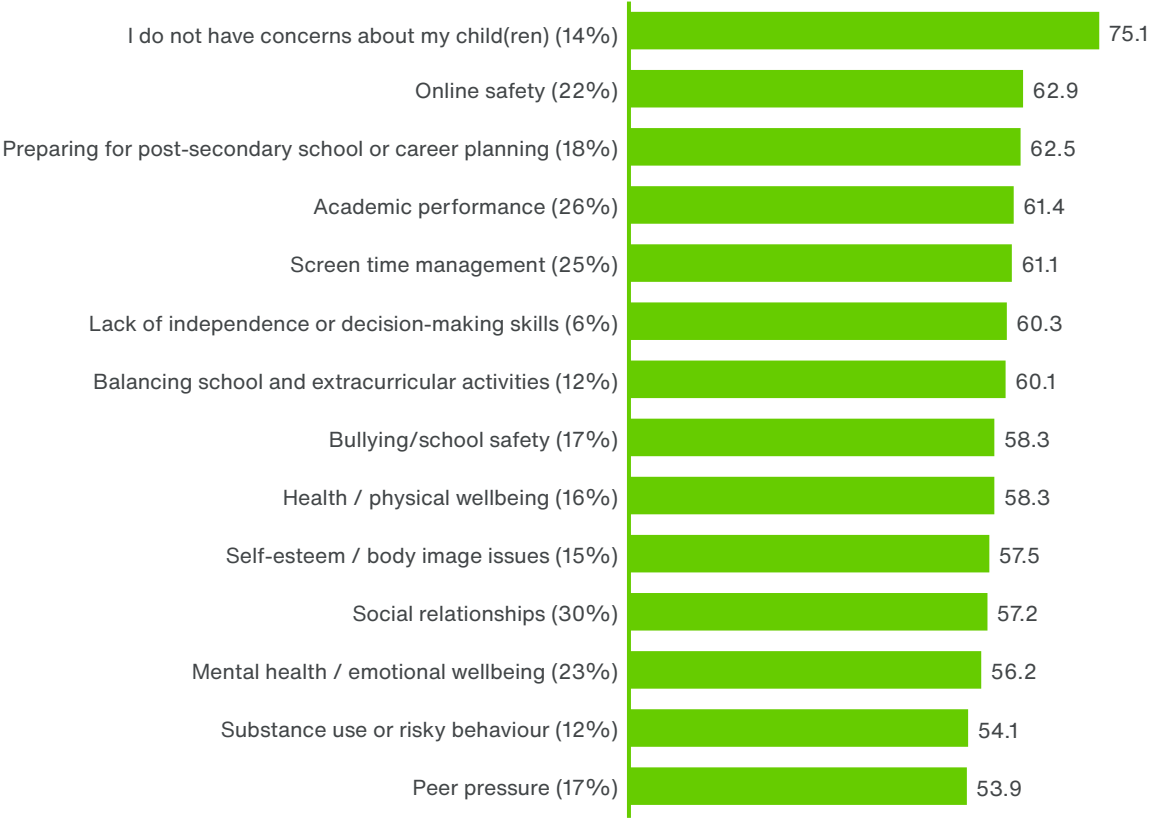
Do you have any of the following concerns with respect to your teenage child(ren)?



- Twenty-three per cent of parents concerned about their teen’s mental health/emotional wellbeing have a mental health score (56.2) more than six points lower than the national average (62.4)
- More than one in seven (15 per cent) parents do not have concerns about their teens; this group has the highest mental health score (75.5), more than 12 points higher than the national average (63.1)
- One in seven (14 per cent) parents do not have concerns about their teens; this group has the highest mental health score (75.1), nearly 13 points higher than the national average (62.4)



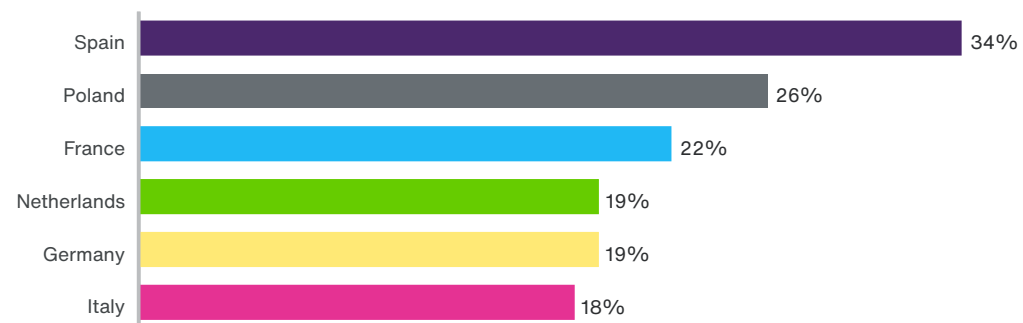
Do you have any of the following concerns with respect to your teenage child(ren)?



- More than one-third (34 per cent) of workers in Spain, 26 per cent of workers in Poland, 22 per cent of workers in France, 19 per cent of workers in Germany, 19 per cent of workers in the Netherlands, and 18 per cent of workers in Italy are concerned about their teen's mental health/emotional wellbeing



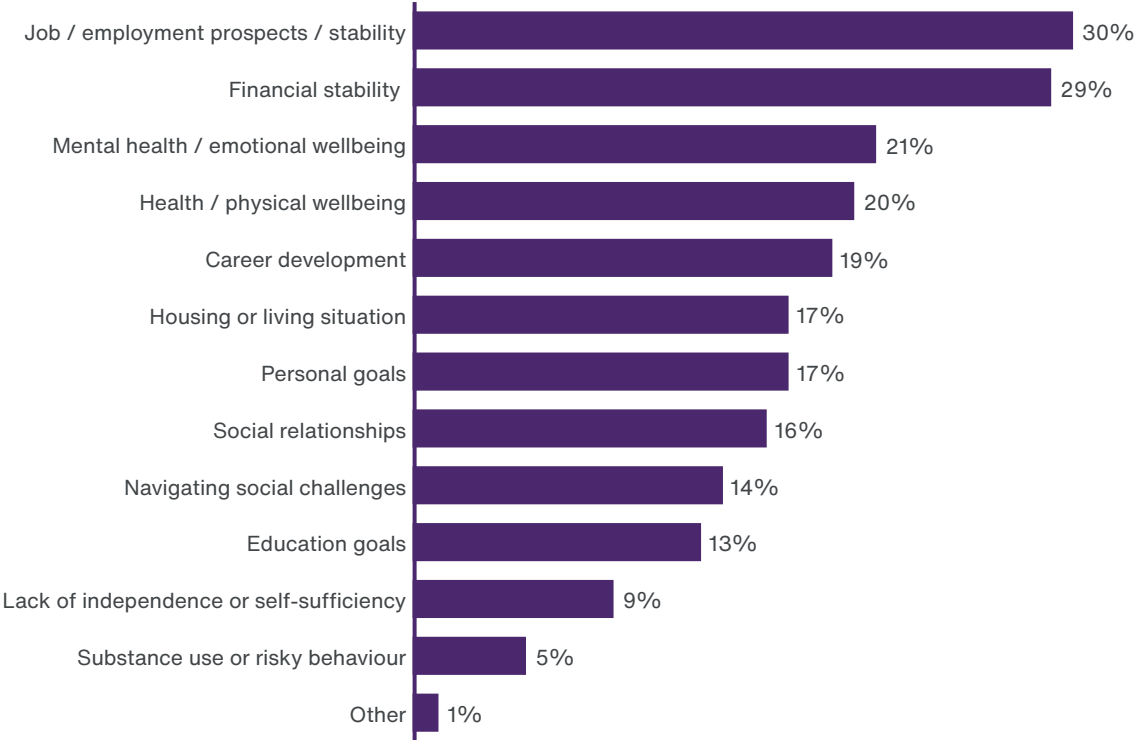
Percentage of workers by country who are concerned about the mental health/emotional wellbeing of their teens



Job/employment prospects, financial stability, and mental health/emotional wellbeing are the top concerns among parents with young adult children.

- Three in 10 (30 per cent) parents are concerned about their children’s job/employment prospects/stability, 29 per cent are concerned about their children’s financial stability, 21 per cent are concerned about their children’s mental health/emotional wellbeing, 20 per cent are concerned about their children’s health/physical wellbeing, 19 per cent are concerned about career development, 17 per cent are concerned about their children’s housing or living situation, 17 per cent are concerned about their children’s personal goals, 16 per cent are concerned about their children’s social relationships, 14 per cent are concerned about navigating social challenges, 13 per cent are concerned about education goals, 9 per cent are concerned about lack of independence or self-sufficiency, 5 per cent are concerned about substance use or risky behaviour, and 1 per cent are concerned about other.

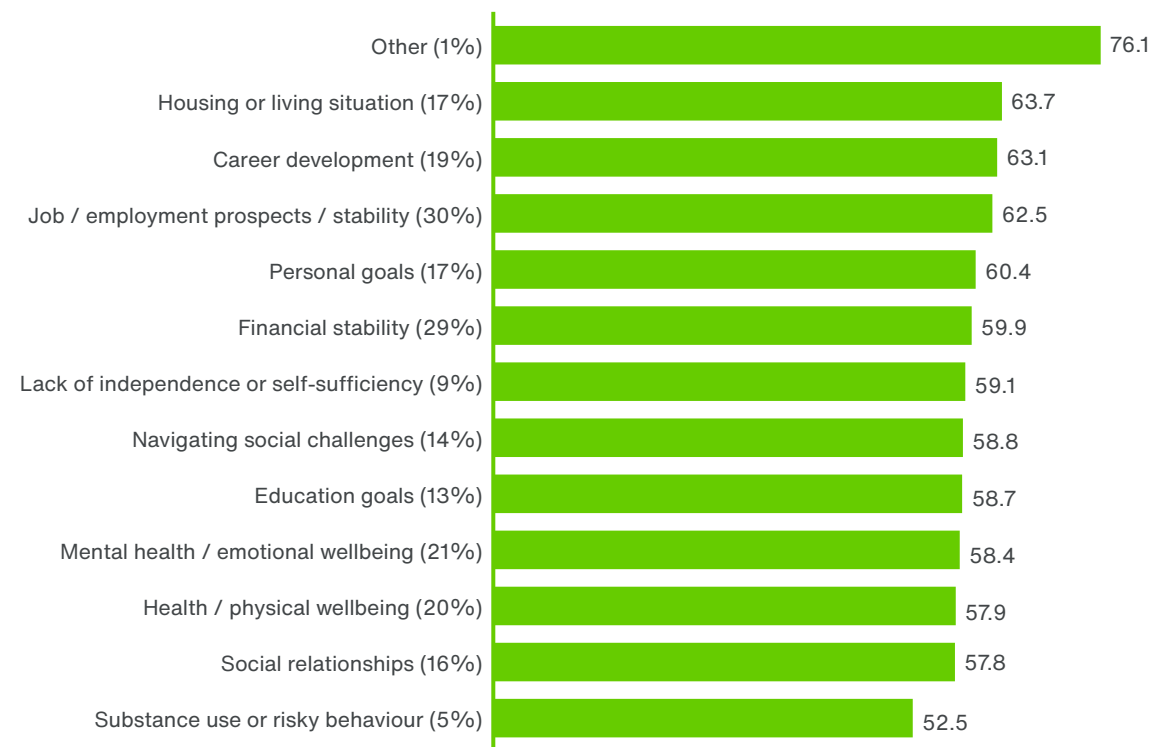
Do you have any of the following concerns with respect to your young adult child(ren)?



- Twenty-one per cent of parents concerned about their young adult children's mental health/emotional wellbeing have a mental health score (58.4) four points lower than the national average (62.4)



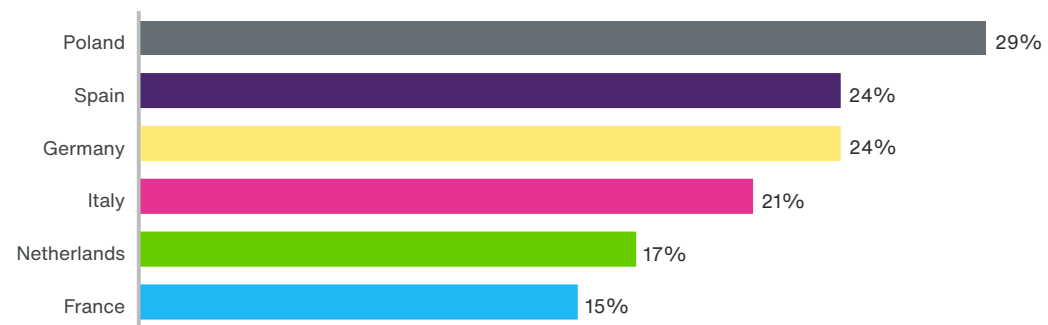
MHI score by “Do you have any of the following concerns with respect to your young adult child(ren)?”



- Nearly three in 10 (29 per cent) workers in Poland, 24 per cent of workers in Spain, 24 per cent of workers in Germany, 21 per cent of workers in Italy, 17 per cent of workers in the Netherlands, and 15 per cent of workers in France are concerned about their young adult children's mental health/emotional wellbeing



Percentage of workers by country who are concerned about the mental health/emotional wellbeing of their young-adult children



Lifestyle goals

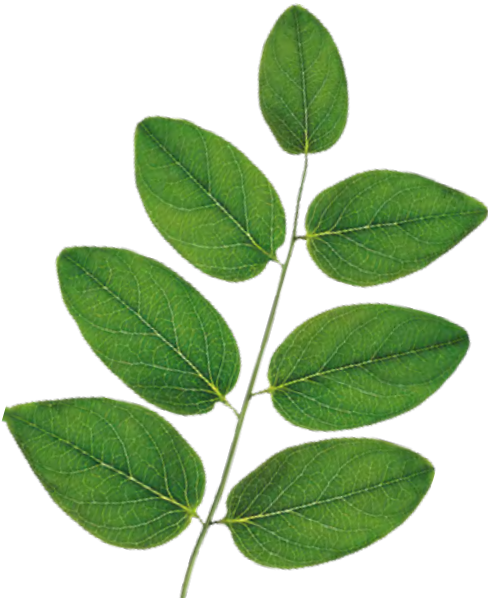
Improving fitness, nutrition, and weight loss are the top goals workers set for themselves.

- More than two in five (41 per cent) workers have set a goal to improve their fitness, 31 per cent have set a goal to improve their nutrition, 30 per cent have set a goal for weight loss, 27 per cent have set a goal to manage stress better, and 19 per cent have set a goal to improve financial management
- Workers under 40 are 80 per cent more likely than workers over 50 to have set a goal to manage stress better
- Workers over 50 are 70 per cent more likely than workers under 40 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

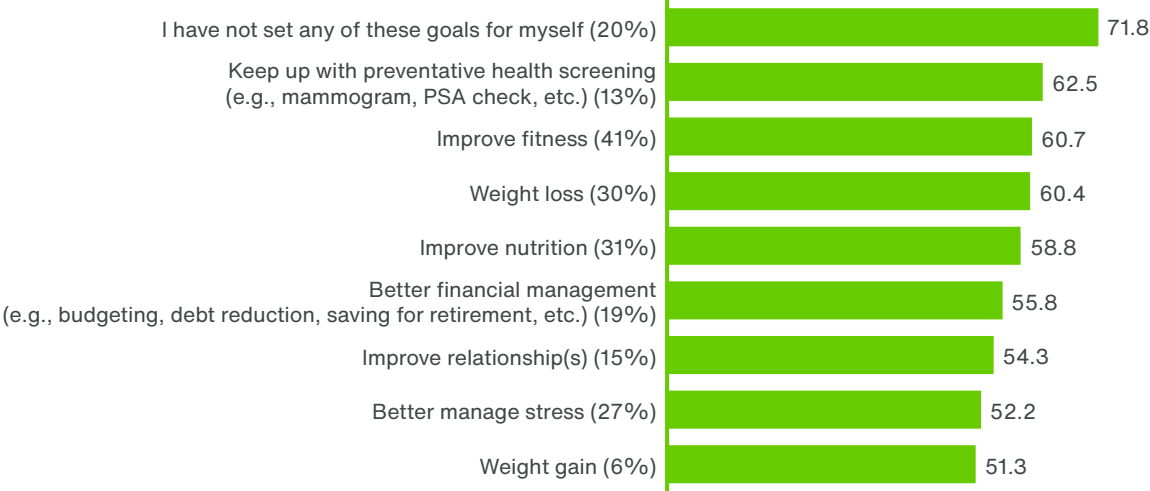
Have you set any of the following goals?



- Twenty-seven per cent of workers who set a goal to manage stress better have a mental health score (52.2) nearly 20 points lower than workers who have not set any goals (71.8) and more than 10 points lower than the national average (62.4)
- One in five (20 per cent) have not set any goals; this group has the highest mental health score (71.8), more than nine points higher than the national average (62.4)



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

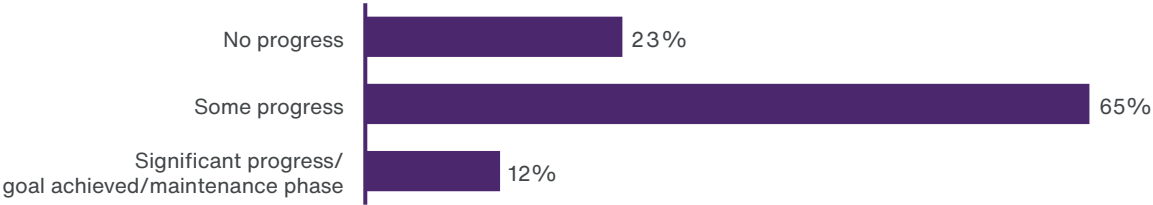


Fitness

Among workers who set a goal to improve their fitness, nearly one-quarter have not made any progress.

- Nearly one-quarter (23 per cent) have not made any progress towards improving their fitness; this group has the lowest mental health score (50.3), more than 18 points lower than workers who have made significant progress (68.7) and 12 points lower than the national average (62.4)
- Twelve per cent have made significant progress towards improving their fitness; this group has the highest mental health score (68.7), more than six points higher than the national average (62.4)
- Men are 40 per cent more likely than women to have made significant progress towards improving their fitness
- Nearly three in ten (29 per cent) workers in Poland, 29 per cent of workers in Germany, 21 per cent of workers in Italy, 21 per cent of workers in Spain, 19 per cent of workers in the Netherlands, and 19 per cent of workers in France have not made any progress towards improving their fitness

What is your progress towards improving your fitness?



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



Percentage of workers by country who haven’t progressed towards their fitness goal

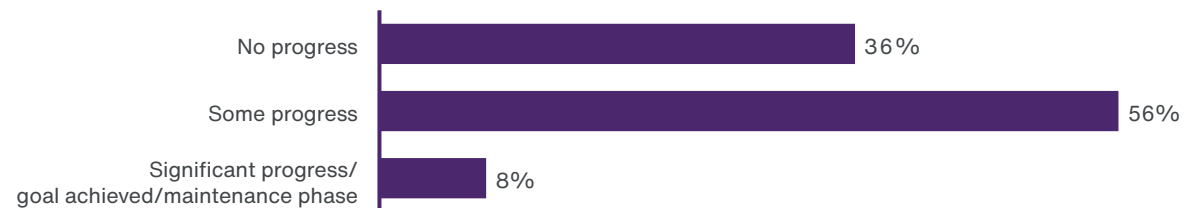


Weight loss

Among workers who set a weight loss goal, nearly two in five have not made any progress.

- Nearly two in five (36 per cent) have not made any progress towards their weight loss goal; this group has the lowest mental health score (54.4), more than 11 points lower than workers who have made significant progress (65.8) and eight points lower than the national average (62.4)
- Women are 40 per cent more likely than men to have not made any progress towards their weight loss goal
- Eight per cent have made significant progress towards their weight loss goal; this group has the highest mental health score (65.8), more than three points higher than the national average (62.4)
- Nearly half (45 per cent) of workers in Germany, 38 per cent of workers in Spain, 38 per cent of workers in France, 33 per cent of workers in Poland, 33 per cent of workers in the Netherlands, and 31 per cent of workers in Italy have not made any progress towards their weight loss goal

What is your progress towards reaching your weight loss goal?



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



Percentage of workers by country who haven't progressed towards their weight loss goal

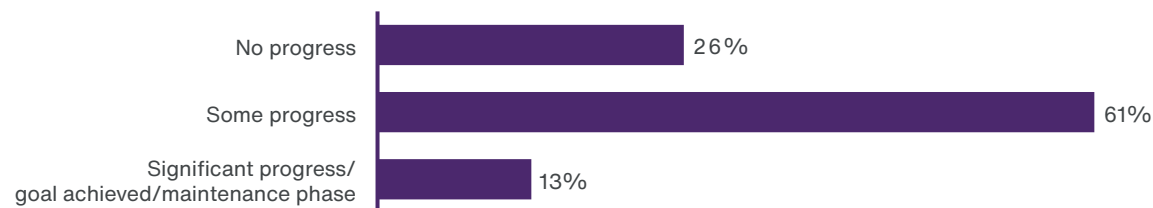


Financial management

Among workers who set a goal to improve their financial management, more than one-quarter have not made any progress.

- More than one-quarter (26 per cent) have not made any progress towards improving financial management; this group has the lowest mental health score (45.7), more than 14 points lower than workers who have made significant progress (60.1) and nearly 17 points lower than the national average (62.4)
- Thirteen per cent have made significant progress towards improving financial management; this group has the highest mental health score (60.1), despite being more than two points lower than the national average (62.4)
- Nearly one-third (32 per cent) of workers in Spain, 30 per cent of workers in Italy, 28 per cent of workers in France, 25 per cent of workers in Germany, 24 per cent of workers in the Netherlands, and 16 per cent of workers in Poland have not made any progress towards improving financial management

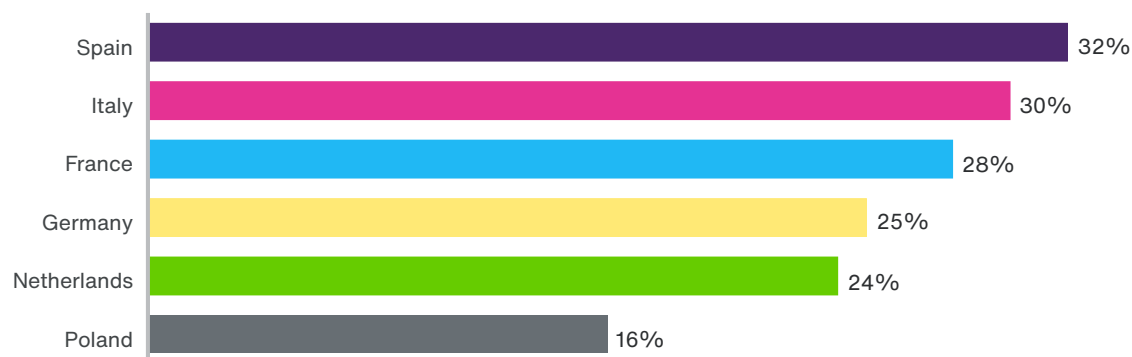
What is your progress towards improving financial management?



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



Percentage of workers by country who haven't progressed towards their financial management goal

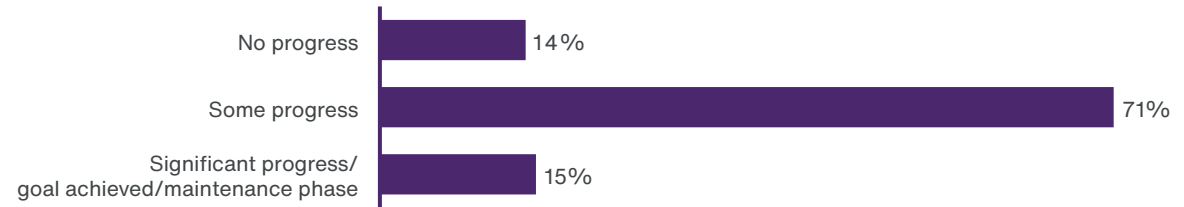


Nutrition

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

- One in seven (14 per cent) has not made any progress towards improving their nutrition; this group has the lowest mental health score (48.5), more than 18 points lower than workers who have made significant progress (66.9) and 14 points lower than the national average (62.4)
- Fifteen per cent have made significant progress towards improving their nutrition; this group has the highest mental health score (66.9), more than four points higher than the national average (62.4)
- Nearly one-quarter (23 per cent) of workers in Germany, 16 per cent of workers in Spain, 13 per cent of workers in Poland, 13 per cent of workers in Italy, 11 per cent of workers in France, and nine per cent of workers in the Netherlands have not made any progress towards improving their nutrition

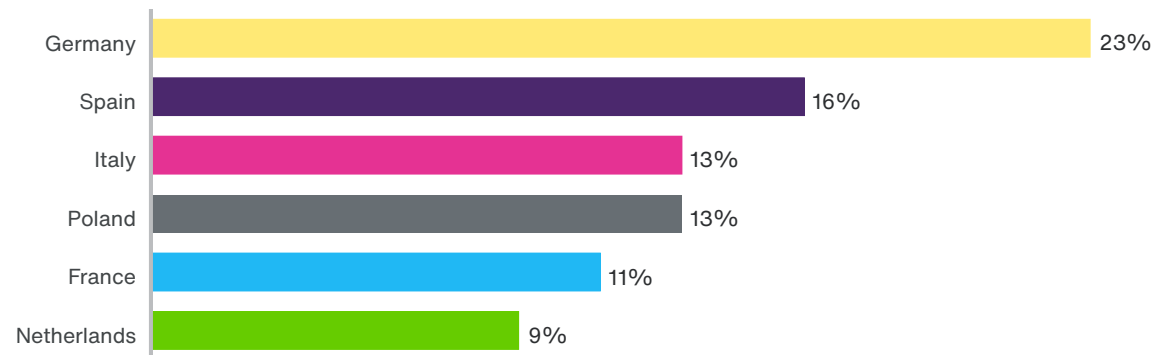
What is your progress towards improving your nutrition?



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



Percentage of workers by country who haven't progressed towards their nutrition goal

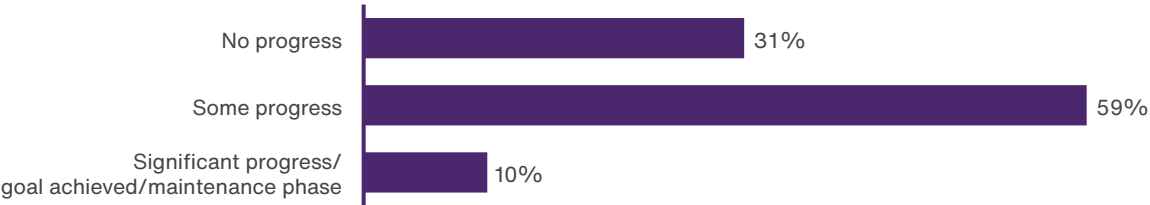


Stress management

Among workers who set a goal to improve stress management, nearly one-third have not made any progress.

- Nearly one-third (31 per cent) have not made any progress towards improving stress management; this group has the lowest mental health score (43.0), nearly 21 points lower than workers who have made significant progress (63.7) and more than 19 points lower than the national average (62.4)
- Ten per cent have made significant progress towards improving stress management; this group has the highest mental health score (63.7), modestly higher than the national average (62.4)
- More than one-third (36 per cent) of workers in the Netherlands, 36 per cent of workers in Germany, 34 per cent of workers in France, 30 per cent of workers in Spain, 28 per cent of workers in Italy, and 24 per cent of workers in Poland have not made any progress towards improving stress management

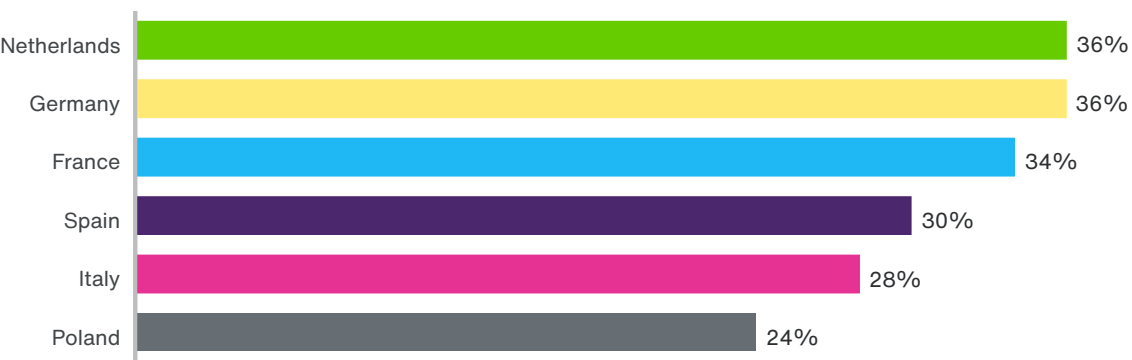
What is your progress towards improving stress management?



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



Percentage of workers by country who haven’t progressed towards their stress management goal

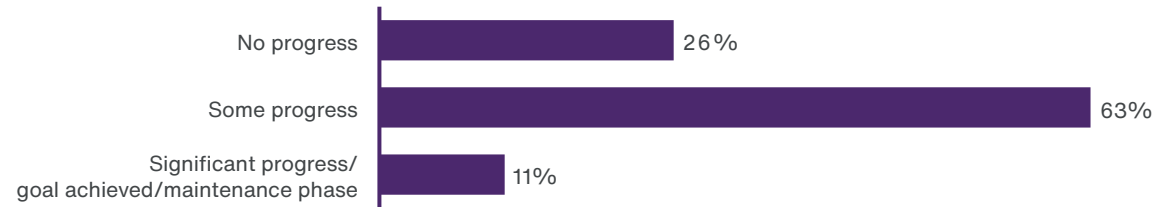


Relationships

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

- More than one-quarter (26 per cent) have not made any progress towards improving their relationships; this group has the lowest mental health score (47.4), more than 16 points lower than workers who have made significant progress (63.7) and 15 points lower than the national average (62.4)
- Eleven per cent have made significant progress towards improving their relationships; this group has the highest mental health score (63.7), modestly higher than the national average (62.4)
- Nearly half (46 per cent) of workers in Germany, 33 per cent of workers in Spain, 27 per cent of workers in the Netherlands, 24 per cent of workers in France, 19 per cent of workers in Poland, and 13 per cent of workers in Italy have not made any progress towards improving their relationships

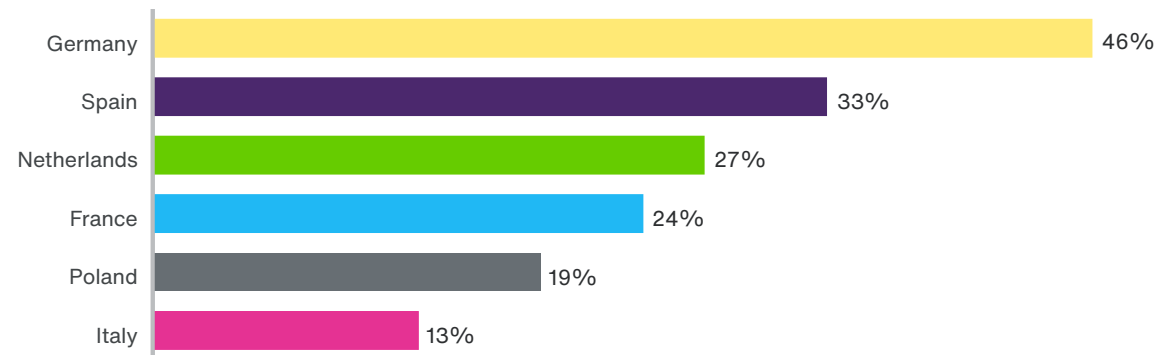
What is your progress towards improving relationships?



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



Percentage of workers by country who haven't progressed towards improving relationships

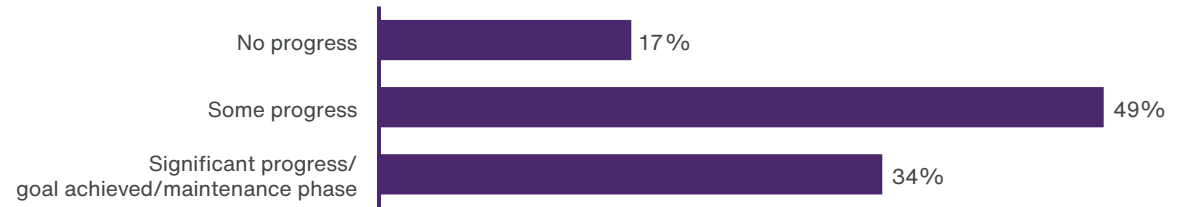


Preventative health screening.

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

- More than one-third (34 per cent) have made significant progress towards keeping up with preventative health screening; this group has the highest mental health score (70.3), nearly eight points higher than the national average (62.4)
- Workers over 50 are nearly twice as likely as workers under 40 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 (53.1), more than 17 points lower than workers who have made significant progress (70.3) and more than nine points lower than the national average (62.4)
- Nearly one-quarter (23 per cent) of workers in Poland, 19 per cent of workers in Spain, 17 per cent of workers in Germany, 15 per cent of workers in Italy, 12 per cent of workers in France, and 12 per cent of workers in the Netherlands have not made any progress towards keeping up with preventative health screening

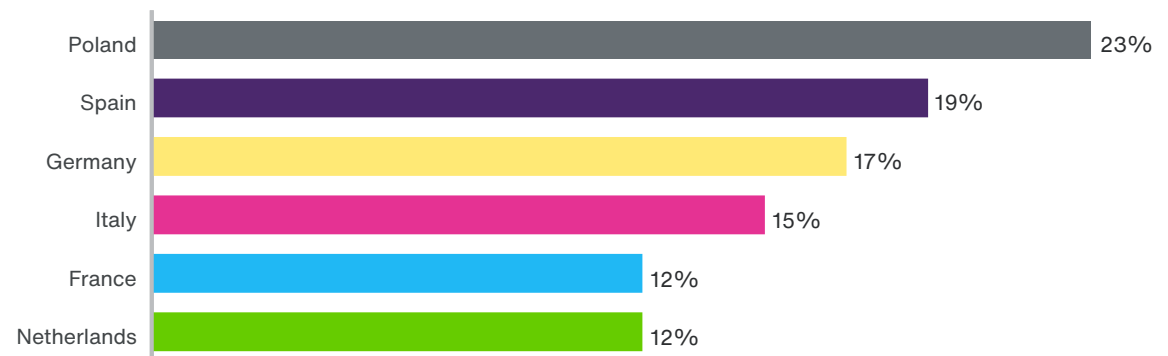
What is your progress towards keeping up with preventative health screening?



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



Percentage of workers by country who haven't progressed towards their health screening goal

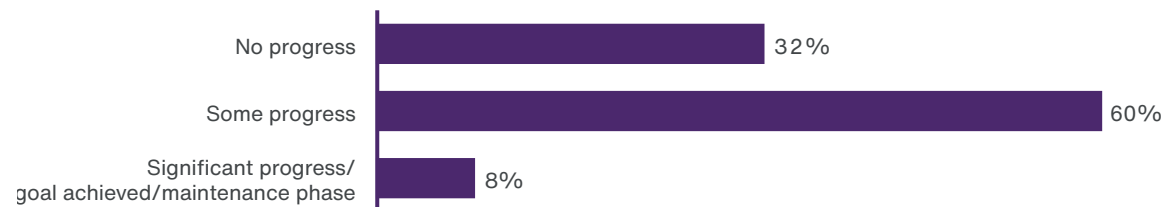


Weight gain

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

- Nearly one-third (32 per cent) of workers have not made any progress towards their weight gain goal; this group has a mental health score (49.5), more than three points lower than workers who have made significant progress (53.0) and 13 points lower than the national average (62.4)
- Eight per cent have made significant progress towards their weight gain goal; this group has the highest mental health score (53.0), more than nine points lower than the national average (62.4)
- More than two in five (42 per cent) workers in the Netherlands, 37 per cent of workers in Germany, 32 per cent of workers in Poland, 31 per cent of workers in Italy, 28 per cent of workers in Spain, and 24 per cent of workers in France have not made any progress towards their weight gain goal

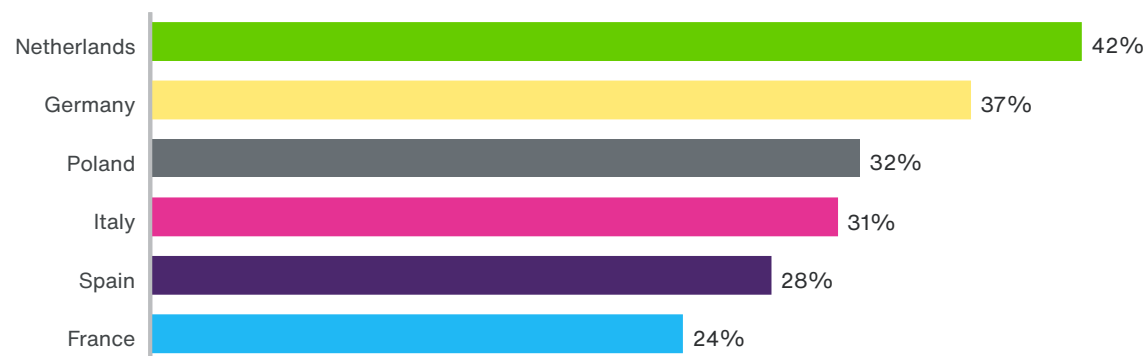
What is your progress towards reaching your weight goal?



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



Percentage of workers by country who haven't progressed towards their 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 500 people who live in each of France, Germany, Italy, Netherlands, Poland, and Spain who 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 their respective countries. 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 27, 2025.

Calculations

A response scoring system, which assigns point values to individual responses, is used to create the Mental Health Index. Higher point values are associated with better mental health and less mental health risk. The sum of scores is divided by the total number of possible points to generate a score out of 100. The raw score is the mathematical mean of the individual scores. The distribution of scores is defined according to the following scale:

Distressed 0 - 49 **Strained** 50-79 **Optimal** 80 - 100

Additional data and analyses.

Demographic breakdowns of sub-scores and specific cross-correlational and custom analyses are available upon request. Benchmarking against the national results or any subgroup is available upon request.

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