

TELUS Mental Health Index.

United States of America | Q2 2026

TELUS Health

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What you need to know: Q2 2026.



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

- At 70.1, the mental health of workers improved by nearly one point from the first quarter of 2026
- 23 percent of workers have a high mental health risk, 42 percent have a moderate mental health risk, and 35 percent have a low mental health risk
- All mental health sub-scores, apart from optimism, have improved compared to the previous quarter
- Anxiety and isolation have been the lowest mental health sub-scores for more than six years
- 26 percent of workers report feeling anxious; 25 percent of workers feel isolated; 19 per cent feel depressed
- 23 percent report not having enough emergency savings for basic needs
- 21 percent of workers report that their mental health is negatively affecting work productivity
- Mental health scores have improved in all regions of the United States compared to the first quarter
- Managers continue to score higher than non-managers, and laborers score lower than both service industry and office workers

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

- 64 percent of workers feel worried or anxious about their finances at least some of the time
- 11 percent of workers always feel anxious about money; this group has the lowest mental health score in the entire report, 47 points lower than those never feeling anxious about money and 27 points lower than the national average
- 22 percent of workers, who are not in a good financial position, score 26 points lower on the Mental Health Index than their financially secure peers, and nearly 18 points lower than the national average

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

- 15 percent of workers report financial stress has negatively impacted their work productivity; this group scores 26 points lower on the Mental Health Index than workers reporting no productivity impact, and nearly 20 points lower than the national average
- Workers under 40 are three times more likely than those over 50 to report a negative productivity impact due to financial stress
- Parents are twice as likely, and managers 60 percent more likely than their counterparts to report the same
- Workers without emergency savings are three times more likely to say their productivity has suffered
- Three percent of workers have missed work entirely due to financial stress; this group's mental health score is 21 points lower than the national average

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

- 58 percent of workers cite the cost of living as the biggest driver of their financial anxiety, ahead of retirement savings (12 percent) and emergency savings (nine percent)
- The most reported impacts of financial stress are anxiety (34 percent), sleep disruption (23 percent), reduced motivation or engagement (14 percent), and strained personal relationships (12 percent)
- Workers over 50 are two and a half times more likely than workers under 40 to cite retirement savings as their top concern

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

- 46 percent of workers contributing to a workplace retirement or savings program don't have a strong understanding of how it works
- Workers who don't understand their workplace retirement or savings program at all have a mental health score more than 22 points below those who understand it well
- 49 percent of workers want employer-provided resources or support for retirement, pensions, or savings
- Workers without emergency savings are four and a half times more likely to report not understanding their retirement program at all
- Men are 40 percent more likely than women to report a strong understanding of their program

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

- 14 percent of workers provide financial support or care to adult children, nine percent to aging parents, and four percent to other family members (excluding dependents under 18 and their spouse/partner)
- 34 percent of workers report a negative impact on their finances
- 27 percent report a negative impact on their mental health
- 18 percent report strained family relationships, 15 percent report strained social relationships, 13 percent report reduced work hours or income, and 13 percent report reduced productivity

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

- 61 percent of workers believe their employer cares about both their wellbeing and productivity; 20 percent believe employers care about productivity over wellbeing
- There's a 15-point mental health score gap between workers who believe their employer cares about their wellbeing compared to those who think their employer cares about productivity over wellbeing
- 49 percent of workers would feel comfortable telling their manager about a mental health issue; 30 percent would not
- Workers who wouldn't feel comfortable disclosing a mental health issue have a mental health score nearly 12 points lower than those who would

Substance use is affecting work performance, but stigma and cost are among the barriers to getting help.

- 36 percent of workers would feel comfortable telling their manager if they had a substance use issue, while 40 percent who wouldn't feel comfortable score more than 10 points lower on the Mental Health Index
- 18 percent of workers report reduced quality or accuracy of work, 15 percent report trouble concentrating, and another 15 percent report attendance issues due to substance use
- Mental health scores for workers reporting work impact due to substance use range from 49.2 to 53.1, at least 17 points below the national average
- Even among 57 percent of workers reporting no work impact due to substance use, mental health still lags the national average by nearly eight points
- Stigma or embarrassment (23 percent) and cost (22 percent) are top barriers to seeking help for substance issues, followed by confidentiality concerns (20 percent) and fear of workplace disclosure (18 percent)
- Workers facing long waiting times or limited access to care have a mental health score 14 points lower than the national average, and 12 points lower than those reporting no barriers

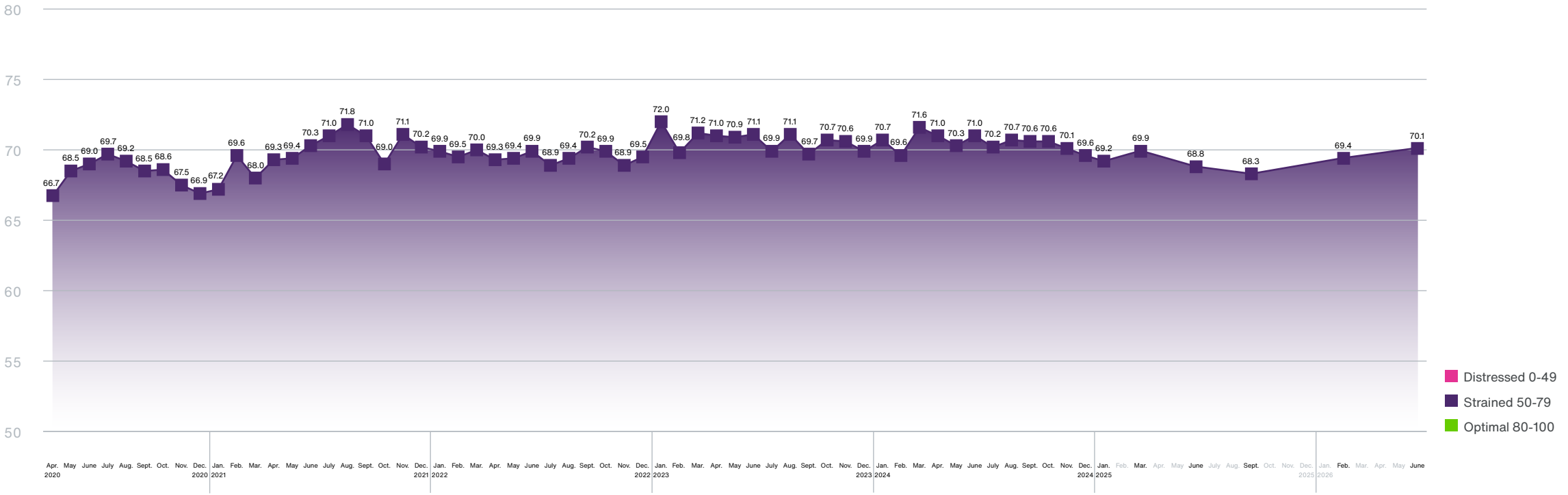


The Mental Health Index.

MHI Current Month June 2026	February 2026
70.1	69.4

The overall Mental Health Index (MHI) for the second quarter of 2026 is 70.1.

The mental health score of workers in the United States improves for the second consecutive period, recovering from a four-year low in September 2025.

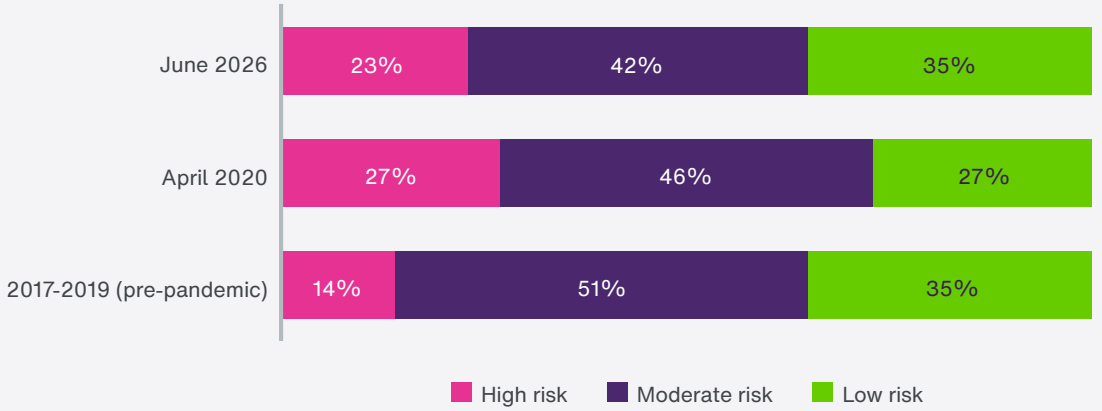


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Mental health risk.

In the second quarter of 2026, 23 percent of workers have a high mental health risk, 42 percent have a moderate mental health risk, and 35 percent have a low mental health risk. Six years after the launch of the Mental Health Index in April 2020, the proportion of workers in the high-risk group has decreased by four percent.





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

Mental Health Index sub-scores.

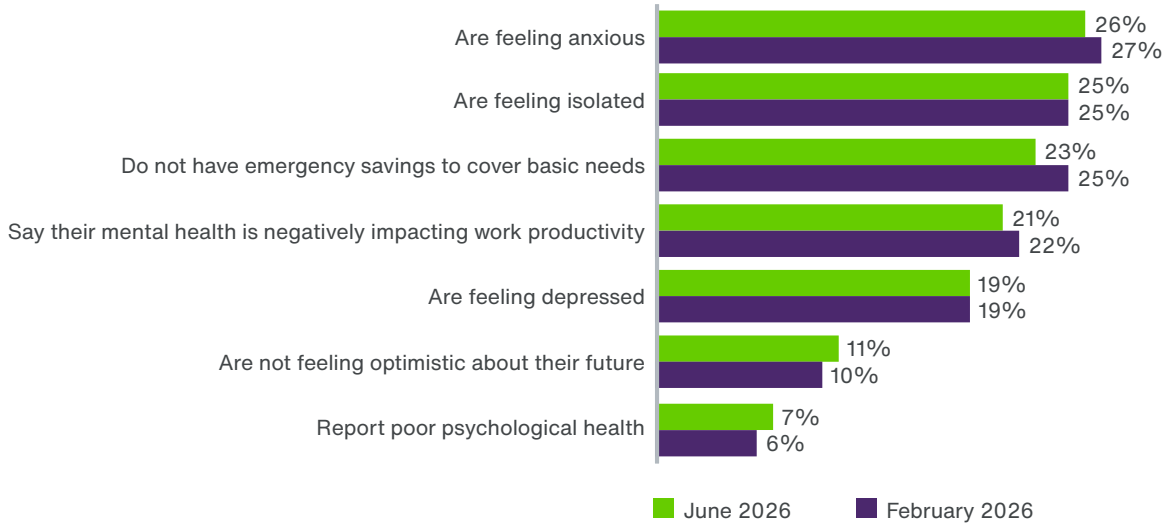
Since April 2020, anxiety (63.5) has ranked the lowest among Mental Health Index sub-scores, followed by isolation (66.4), work productivity (70.2), depression (70.4), optimism (70.9), and financial risk (73.6). General psychological health (76.9) remains the most favorable mental health measure in the second quarter of 2026.

- Anxiety and isolation have been the lowest mental health sub-scores for more than six years
- All mental health sub-scores have increased from the previous period apart from optimism, which declined modestly
- Anxiety and financial risk sub-scores have improved most notably, up 1.4 points from the last quarter

More than one-quarter (26 percent) of workers feel anxious, 25 percent feel isolated, 23 percent don't have emergency savings for basic needs, 21 percent say their mental health is negatively impacting work productivity, 19 percent feel depressed, 11 percent don't feel optimistic about their future, and four percent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2026	February 2025
Anxiety	63.5	62.1
Isolation	66.4	65.8
Work productivity	70.2	69.1
Depression	70.4	69.5
Optimism	70.9	71.0
Financial risk	73.6	72.2
Psychological health	76.9	76.7

Percentage at risk by MHI sub-score



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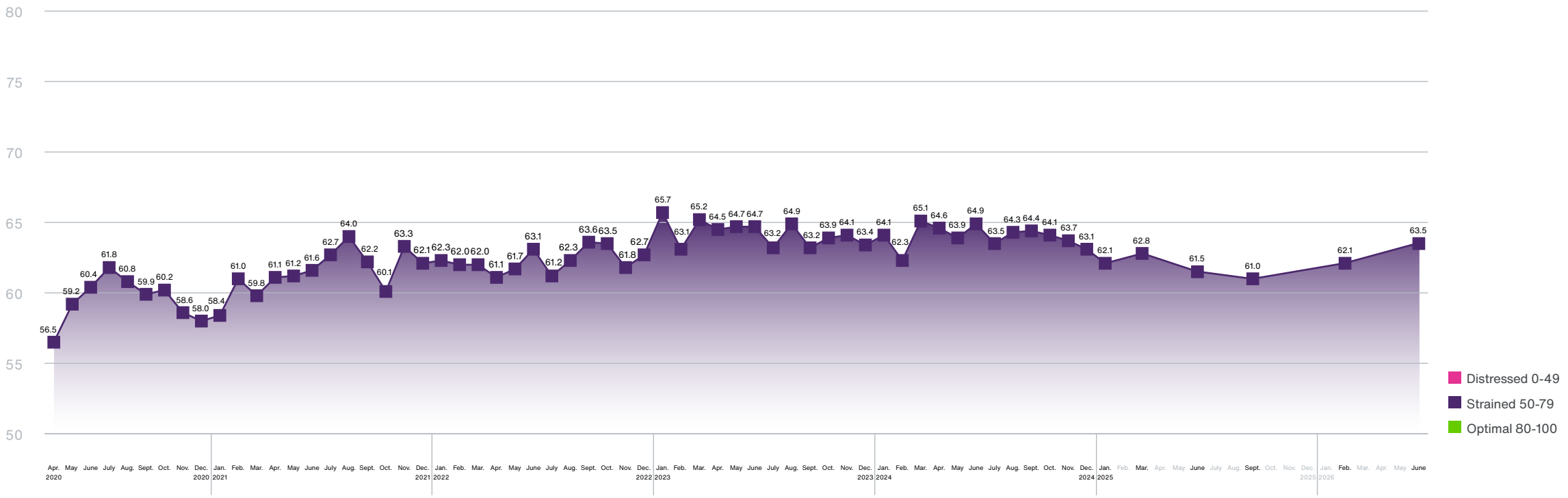
Anxiety

In the second quarter of 2026, 26 percent of workers report often feeling unsettled and nervous.

Despite incremental improvements since the launch of the MHI in April 2020, anxiety has been the lowest mental health sub-score for more than six years. The anxiety score generally trended upward through mid-2024, then declined through September 2025. In the second quarter of 2026, the anxiety sub-score continues to improve, up 1.4 points from the previous period.

Sub-score
June 2026

63.5



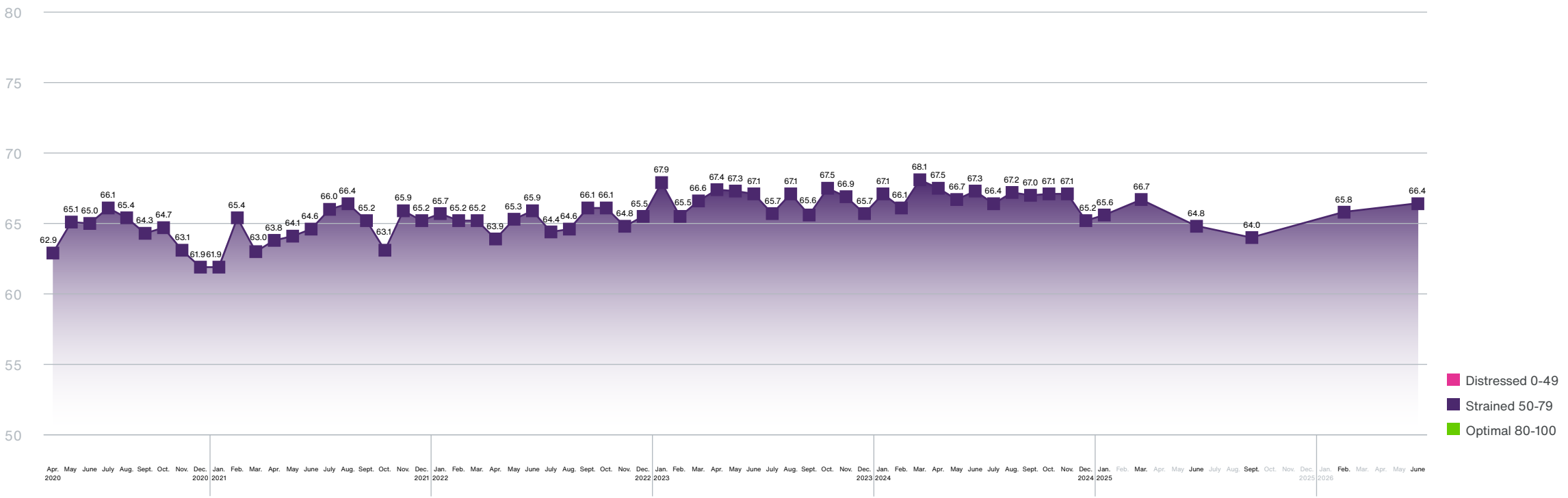
Isolation

In the second quarter of 2026, 25 percent of workers report often feeling alone.

Despite frequent periods of volatility, isolation sub-scores generally improved from the MHI's launch in April 2020 through March 2024. After fluctuations through September 2025, and despite the second consecutive improvement in as many periods, isolation continues to be the second-lowest mental health sub-score for more than six years.

Sub-score
June 2026

66.4



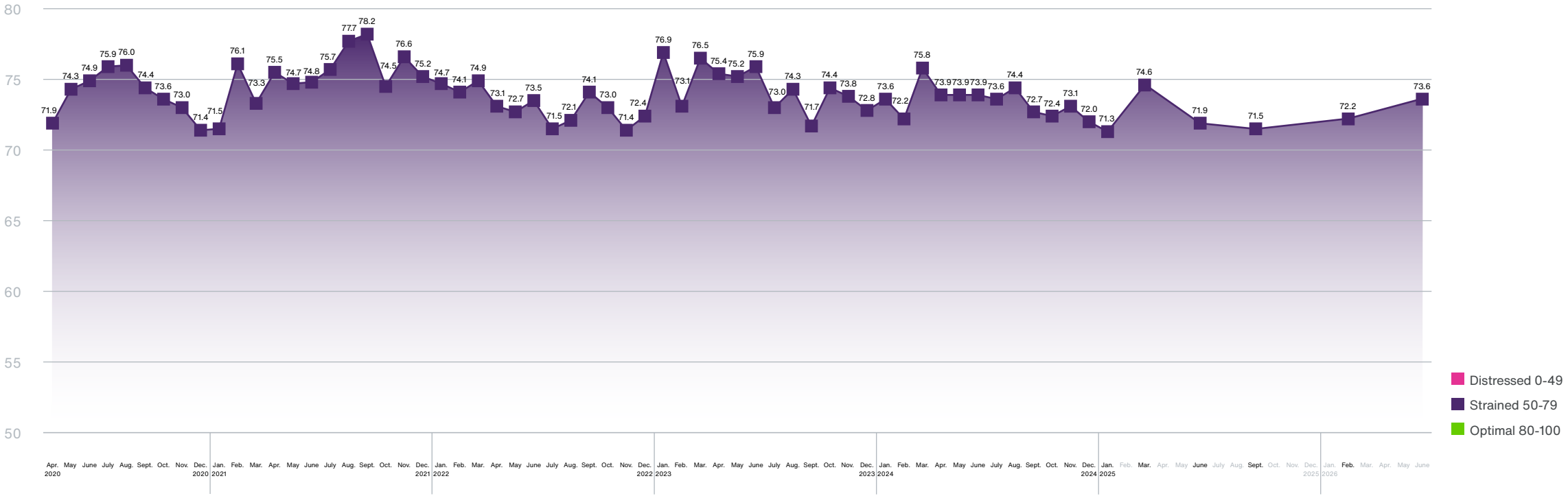
Financial risk

In the second quarter of 2026, 23 percent of workers lack emergency savings to cover basic needs.

The financial risk sub-score has varied significantly since the MHI's launch in April 2020. Following a nearly four-point improvement from February to March 2024, the financial risk score declined by nearly five points through January 2025. Despite a notable recovery in March 2025, the sub-score declined for two consecutive periods, from June to September 2025. In the second quarter of 2026, the financial risk sub-score continues to improve, yet it remains near its lowest level since the Index's launch.

Sub-score
June 2026

73.6



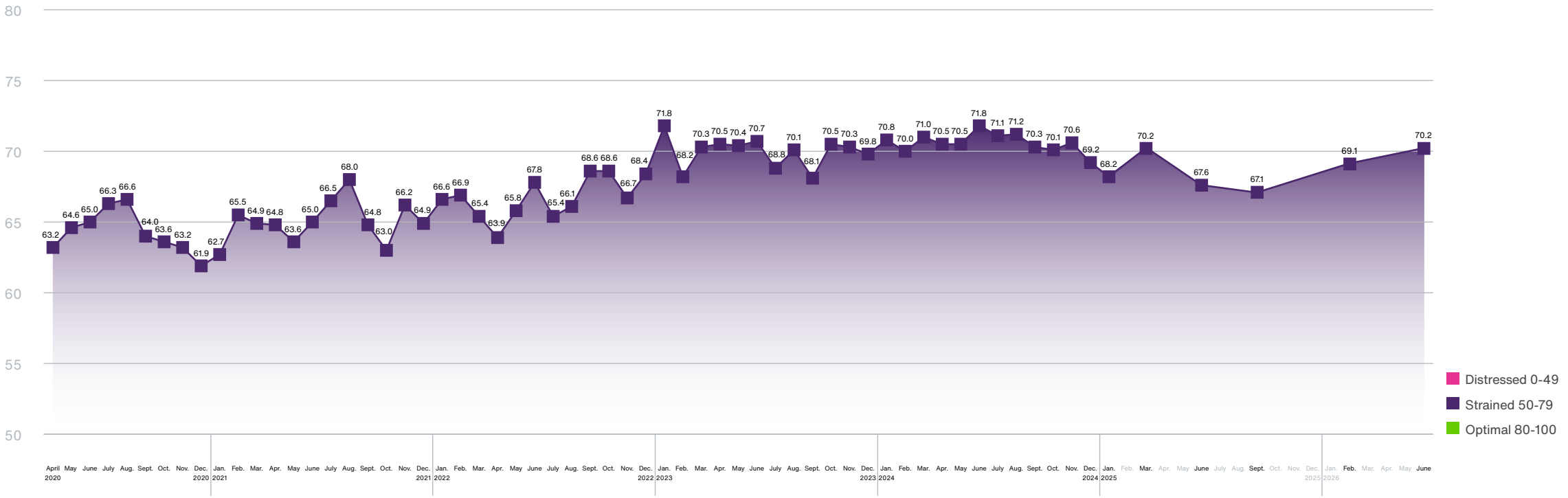
Work productivity

In the second quarter of 2026, 21 percent of workers say their mental health is negatively affecting their productivity and goals at work.

The work productivity sub-score improved from the launch of the MHI in April 2020 through January 2023. A shift occurred in January 2023, marking the beginning of a downward trend, except for a brief recovery in June 2024. The score declined over two consecutive periods from June to September 2025 but has recovered in the same number of periods, up three points from its lowest point in nearly three years.

Sub-score
June 2026

70.2



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Mental health by gender and age.

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In the second quarter of 2026, the mental health score for women is 68.6 compared to 71.7 for men
- Since April 2020, mental health scores have improved with age
- Differences in mental health scores between workers with and without minor children have been reported since the launch of the Index in April 2020. More than six years later, this pattern persists, with a lower score among workers with at least one child (67.7) than among workers without children (71.1)

Mental health by employment status.

- Overall, three percent of respondents are unemployed[1] and seven percent report reduced hours or reduced salary
- Workers reporting reduced salary compared to the previous month have the lowest mental health score (56.2), followed by workers reporting fewer hours than the last month (60.8), respondents not currently employed (64.6), and workers with no change to salary or hours (71.0)
- Laborers have a lower mental health score (67.4) than service industry (69.6) and office workers (71.3)
- Managers have a higher mental health score (71.7) than non-managers (69.0)
- Respondents working for companies with 2-50 employees have the highest mental health score (71.3)
- Self-employed/sole proprietors have the lowest mental health score (68.1)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (53.2) than the overall group (70.1). Workers with emergency savings have a mental health score of 75.1

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

The Mental Health Index by region.



In the second quarter of 2026, mental health scores across all regions of the United States increased compared with the previous period.

- With a nearly 1-point increase, the Northeastern United States has the highest mental health score (70.7) in the second quarter of 2026
- Despite a modest increase, the Western United States continues to have the lowest mental health score (69.4)

Region	June 2026	February 2026	Change
Northeast	70.7	69.8	0.9
Midwest	69.7	69.0	0.7
South	70.5	69.8	0.7
West	69.4	68.9	0.5

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

Employment status	June 2026	Feb. 2026
Employed (no change in hours/salary)	71.0	70.3
Employed (fewer hours compared to last month)	60.8	60.4
Employed (reduced salary compared to last month)	56.2	56.2
Not currently employed	64.6	65.8

Age group	June 2026	Feb. 2026
Age 20-29	60.5	58.7
Age 30-39	65.3	63.4
Age 40-49	65.1	64.9
Age 50-59	70.2	69.9
Age 60-69	75.4	74.8

Number of children	June 2026	Feb. 2026
No children in household	71.1	70.5
1 child	67.3	67.2
2 children	68.5	66.5
3 children or more	67.2	65.7

Gender	June 2026	Feb. 2026
Men	71.7	71.4
Women	68.6	67.6

Household income/annum	June 2026	Feb. 2026
<$30K	57.9	58.0
$30K to <$60K	64.0	64.6
$60K to <$100K	69.0	68.6
$100K to <$150K	73.5	72.7
$150K or more	77.1	75.4

Employer size	June 2026	Feb. 2026
Self-employed/sole proprietor	68.1	68.7
2-50 employees	71.3	70.0
51-100 employees	68.5	68.0
101-500 employees	70.4	70.0
501-1,000 employees	69.4	68.2
1,001-5,000 employees	70.0	70.8
5,001-10,000 employees	71.2	69.9
More than 10,000 employees	71.2	69.9

Manager	June 2026	Feb. 2026
Manager	71.7	71.0
Non-manager	69.0	68.5

Work environment	June 2026	Feb. 2026
Labor	67.4	66.4
Office/desk	71.3	70.6
Service	69.6	69.2

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

The Mental Health Index by industry.

Workers in Media and Telecommunications have the lowest mental health score (58.7), followed by workers in Accommodation (62.9) and Food Services (63.3).

Workers in Professional, Scientific and Technical Services (74.7), Real Estate, Rental and Leasing (74.3), and Wholesale Trade (74.1) have the highest mental health scores in the second quarter of 2026.



Industry	June 2026	February 2026	Change
Transportation and Warehousing	72.3	66.8	5.5
Construction	72.1	69.2	2.9
Agriculture, Forestry, Fishing and Hunting	73.1	70.5	2.6
Other services (except Public Administration)	70.1	67.7	2.4
Information and Cultural Industries	64.5	62.6	1.9
Wholesale Trade	74.1	72.2	1.9
Other	68.5	66.8	1.7
Retail Trade	67.8	66.3	1.5
Professional, Scientific and Technical Services	74.7	73.6	1.1
Management of Companies and Enterprises	68.2	67.7	0.5
Food Services	63.3	62.8	0.5
Public Administration	71.7	71.4	0.3
Finance and Insurance	73.3	73.0	0.3
Administrative and Support Services	64.8	64.5	0.3
Technology	68.1	68.2	-0.1
Health Care and Social Assistance	69.0	69.2	-0.2
Real Estate, Rental and Leasing	74.3	74.8	-0.5
Educational Services	71.6	72.3	-0.7
Manufacturing	72.7	73.7	-1.0
Arts, Entertainment and Recreation	68.8	69.9	-1.1
Utilities	69.2	71.4	-2.2
Media and Telecommunications	58.7	61.3	-2.6
Accommodation	62.9	70.9	-8.0

Spotlight

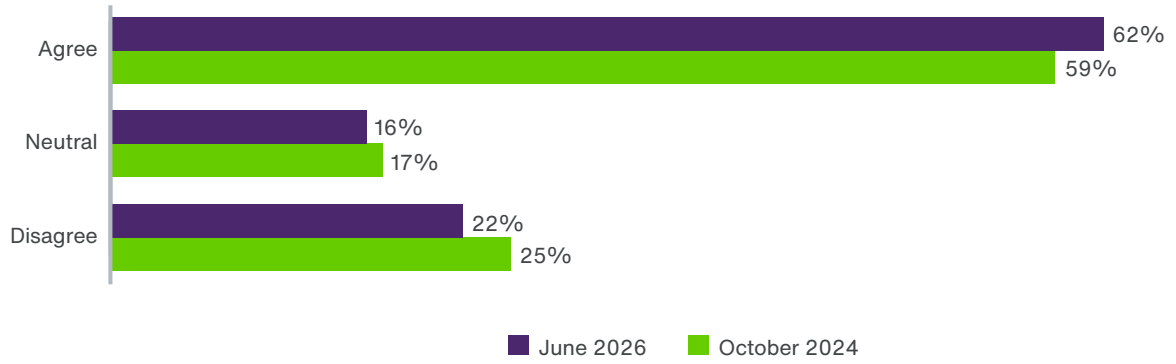
Financial Health

Perception of financial health.

While more than six in 10 workers report a good financial position, nearly a quarter remain financially insecure.

- 62 percent of workers report being in a good financial position; the mental health score of this group (78.2) is eight points higher than the national average (70.1)
- More than one in five (22 percent) workers report not being in a good financial position; this group has the lowest mental health score (52.3), 26 points lower than workers reporting being in a good financial position (78.2), and nearly 18 points lower than the national average (70.1)
- Workers without emergency savings are more than four times as likely as workers with emergency savings to report not being in a good financial position
- Workers with a yearly household income lower than $100,000 are nearly four times more likely than workers with an annual household income greater than $100,000 to report not being in a good financial position

I am in a good financial situation/position



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

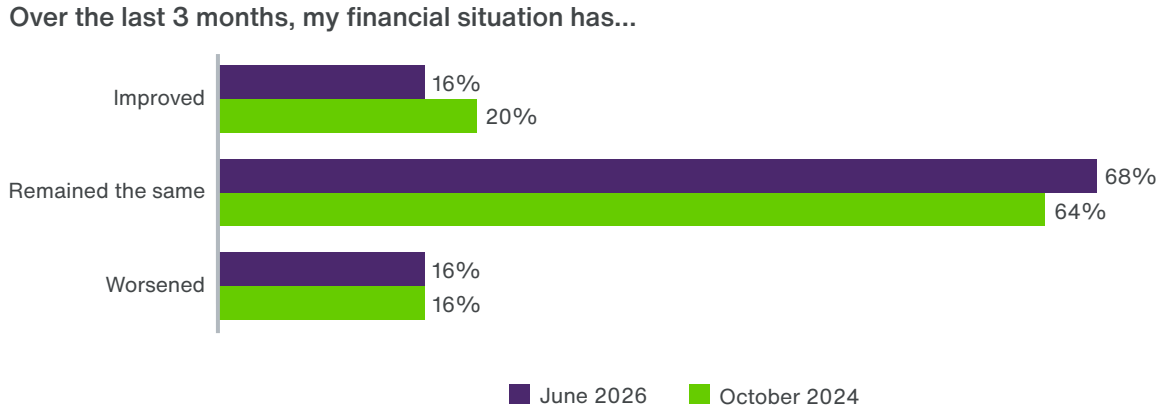


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More than two-thirds of workers say their financial situation has remained the same over the last three months; one in six say it's worsened.

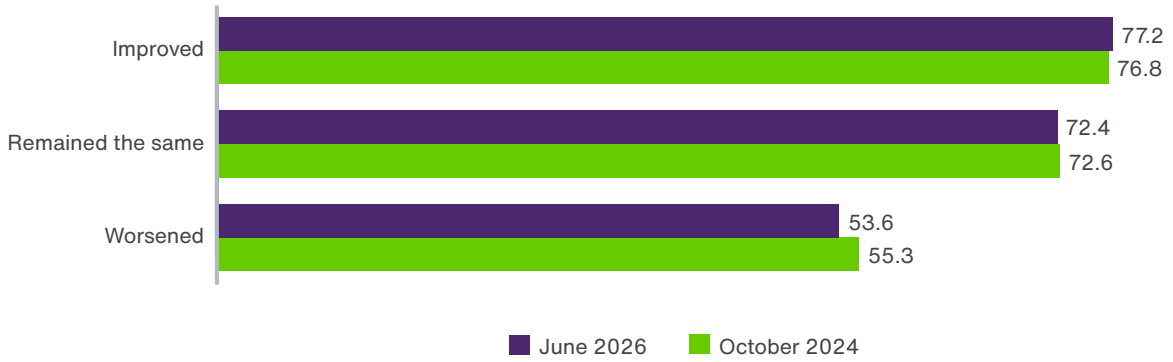
- 68 percent of workers report their financial situation hasn't changed over the last three months; the mental health score of this group (72.4) is more than two points higher than the national average (70.1)
- The lowest mental health score (53.6) is among 16 percent of workers reporting their financial situation has worsened over the last three months, nearly 24 points lower than workers reporting an improvement (77.2), and nearly 17 points lower than the national average (70.1)
- Workers without emergency savings are three times more likely than workers with emergency savings to report a worsening of their financial situation over the last three months
- Workers with a yearly household income lower than $100,000 are twice as likely as workers with an annual household income greater than $100,000 to report a worsening of their financial situation over the last three months





- The highest mental health score (77.2) is among 16 percent of workers reporting their financial situation has improved over the last three months, more than seven points higher than the national average (70.1)
- Workers under 40 are 40 percent more likely than workers over 50 to report their financial situation has improved over the last three months
- Managers are 50 percent more likely than non-managers to report their financial situation has improved over the last three months
- Parents are 40 per cent more likely than non-parents to report their financial situation has improved over the last three months

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



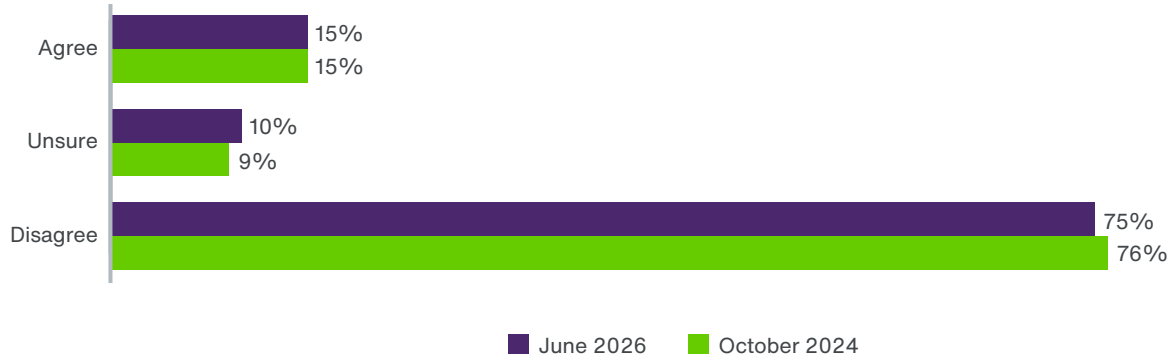




More than one in seven workers reports that their personal financial situation has negatively impacted their productivity at work over the past three months, with younger workers, managers, and parents disproportionately affected.

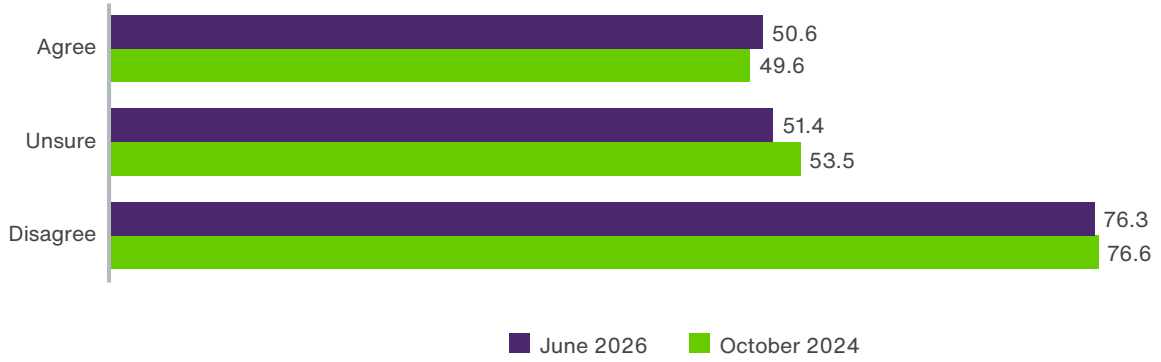
- 75 percent of workers say their personal financial situation has not impacted their work productivity; the mental health score of this group (76.3) is more than six points higher than the national average (70.1)
- The lowest mental health score (50.6) is among 15 percent of workers saying their personal financial situation has negatively impacted their productivity at work over the past three months, nearly 26 points lower than workers who disagree (76.3), and nearly 20 points lower than the national average (70.1)
- Workers under 40 are three times more likely than workers over 50 to report a negative impact on their work productivity over the past three months

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



- Workers without emergency savings are three times more likely than workers with emergency savings to report a negative impact on their work productivity over the past three months
- Parents are twice as likely as non-parents to report a negative impact on their work productivity over the past three months
- Managers are 60 percent more likely than non-managers to report a negative impact on their work productivity over the past three months
- Workers with a yearly household income lower than $100,000 are 60 percent more likely than workers with an annual household income greater than $100,000 to report a negative impact on their work productivity over the past three months

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

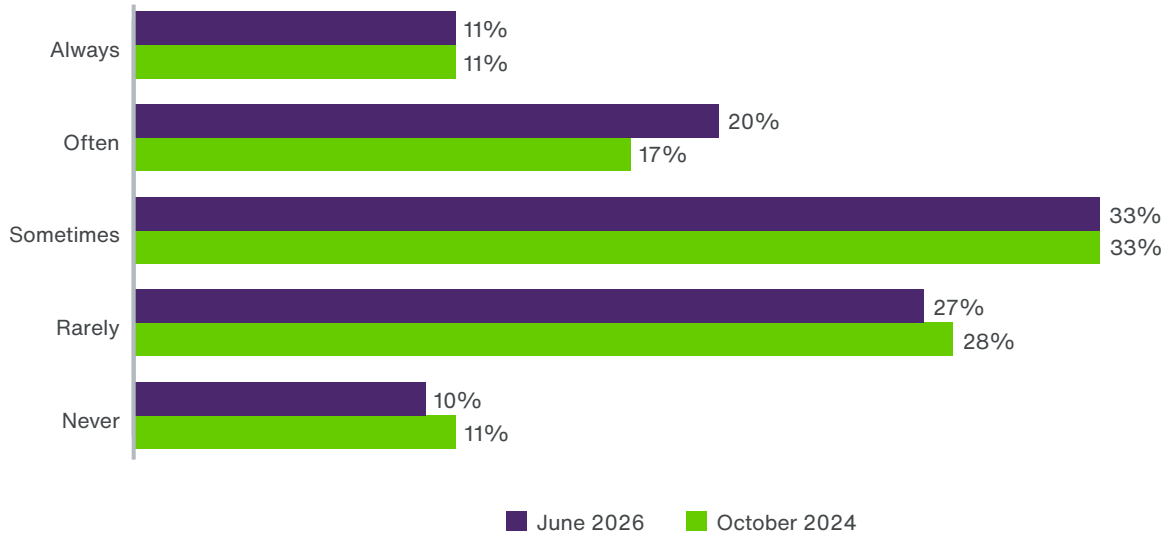


Financial anxiety

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

- Nearly one-third (31 percent) of workers always or often feel worried/anxious about their financial situation; this group has the lowest mental health scores (43.0 and 56.7, respectively), at least 26 points lower than workers who rarely or never feel worried (82.5 and 90.3, respectively), and at least 13 points lower than the national average (70.1)
- Workers with a yearly household income lower than $100,000 are more than twice as likely as workers with a yearly household income greater than $100,000 to always or often feel worried/anxious about their financial situation
- Workers under 40 are nearly twice as likely as workers over 50 to always or often feel worried/anxious about their financial situation
- Parents are 35 percent more likely than non-parents to always or often feel worried/anxious about their financial situation
- 37 percent of workers rarely or never feel worried/anxious about their financial situation; the mental health scores of this group (82.5 and 90.0, respectively) are at least 12 points higher than the national average (70.1)

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



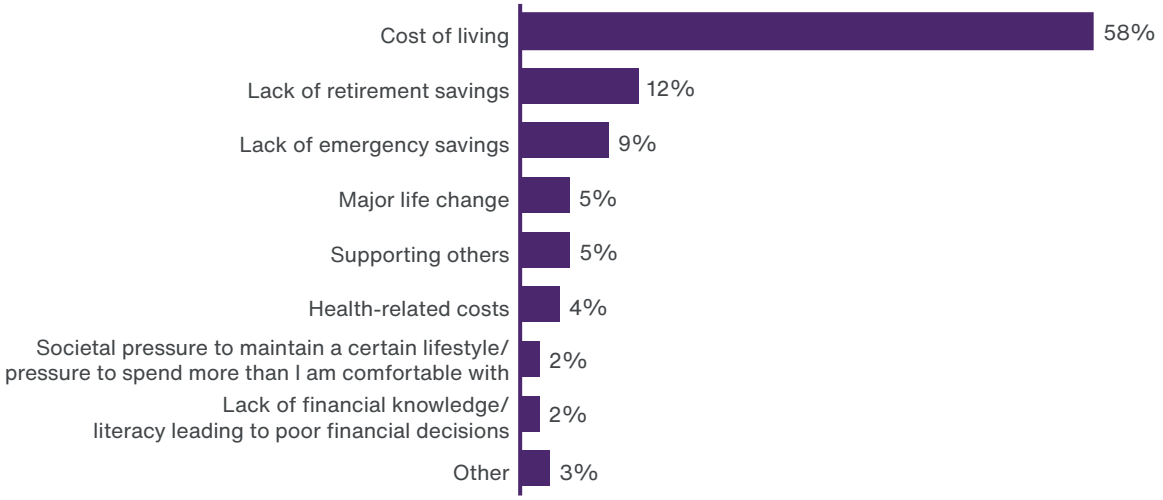
MHI score by “How often do you feel worried or anxious about your financial situation?”



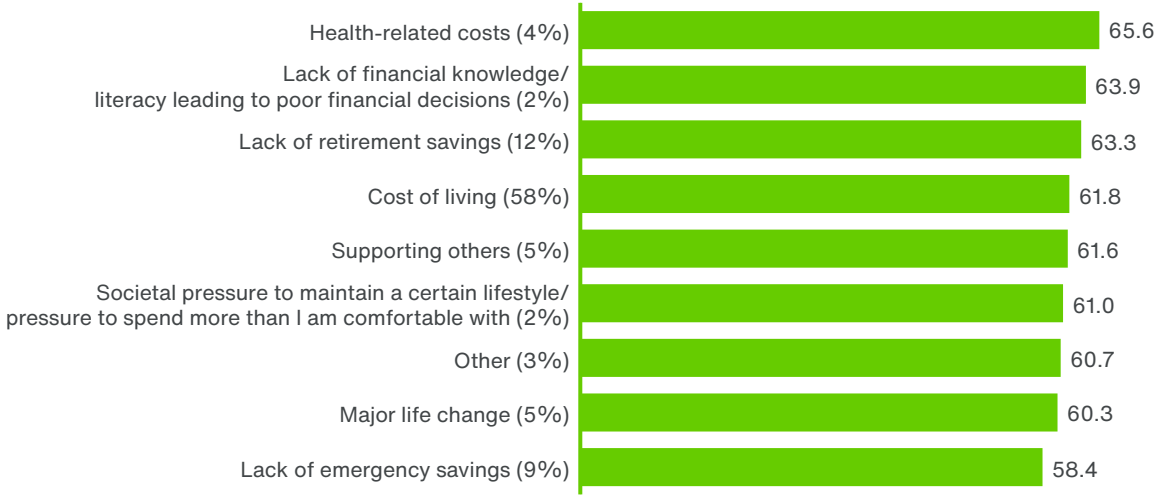
Nearly six in 10 workers identify cost of living as their leading source of financial anxiety.

- 58 percent of workers say the cost of living is driving their financial anxiety most, 12 percent say it's a lack of retirement savings, and nine percent say it's a lack of emergency savings
- The mental health score of 58 percent reporting the cost of living as the biggest driver of financial anxiety (61.8) is more than eight points lower than the national average (70.1)
- The lowest mental health score (58.4) is among nine percent of workers reporting a lack of emergency savings as driving their financial anxiety most, nearly 12 points lower than the national average (70.1)
- Workers over 50 are two and a half times more likely than workers under 40 to report a lack of retirement savings as the driver of financial anxiety

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



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

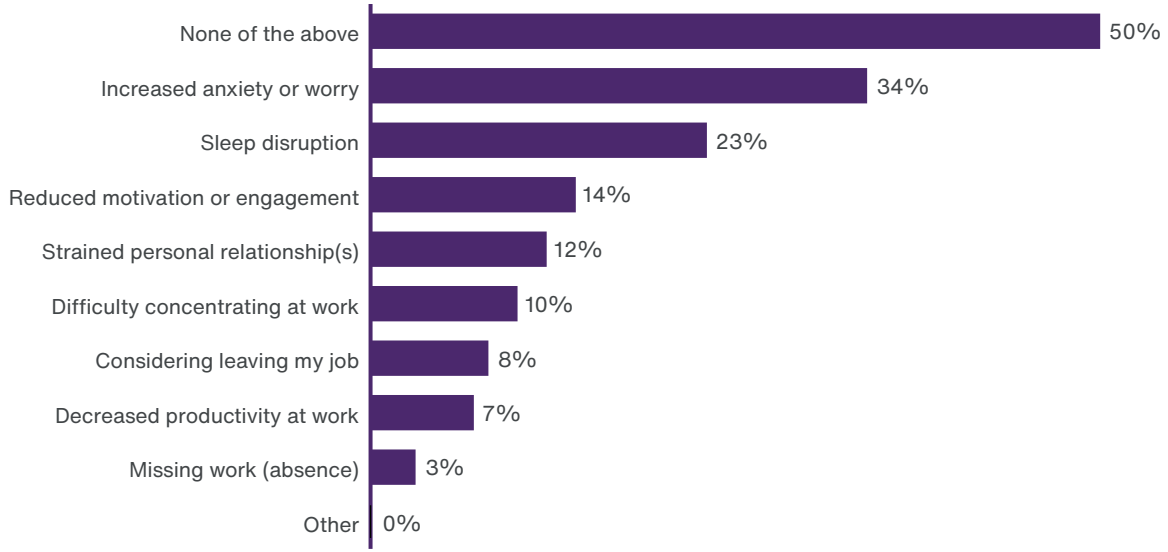


The impact of financial stress.

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

- More than one-third (34 percent) of workers say they've experienced increased anxiety as a result of financial stress, 23 percent report sleep disruption, 14 percent report reduced motivation/engagement, 12 percent report strained personal relationship(s), and 10 percent report difficulty concentrating at work due to financial stress
- 50 percent of workers report no impact from financial stress; the mental health score of this group (82.0) is 12 points higher than the national average (70.1)

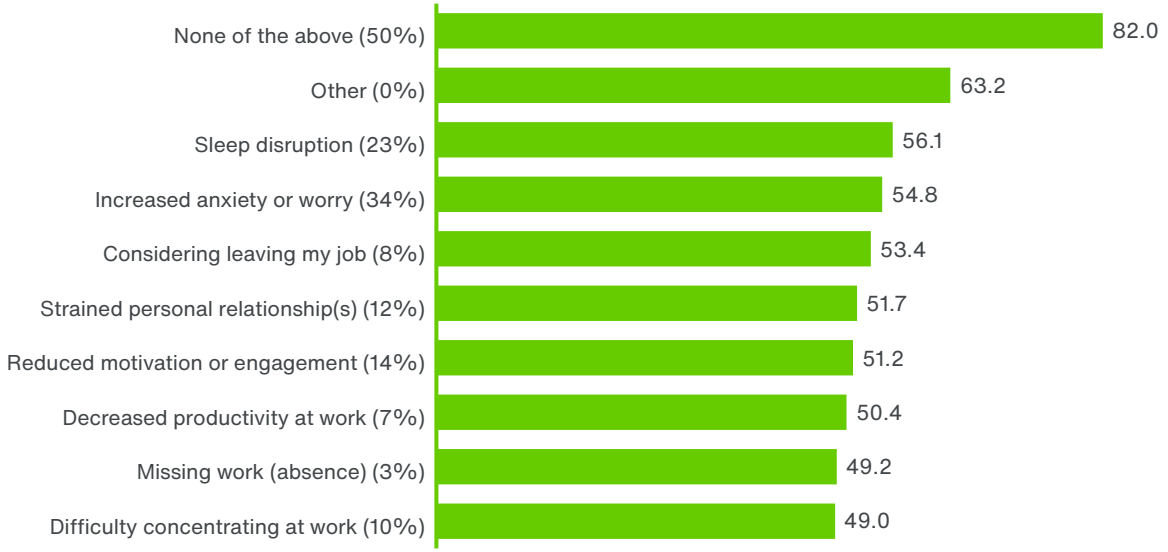
Which, if any, have you experienced as a result of financial stress?



- Mental health scores among workers reporting impacts due to financial stress range from 56.1 (sleep disruption) to a low of 49.0 (difficulty concentrating at work), at least 14 points lower than the national average (70.1)
- The lowest mental health score (49.0) is among 10 percent of workers reporting difficulty concentrating at work due to financial stress, 33 points lower than workers reporting no impact (82.0), and 21 points lower than the national average (70.1)



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

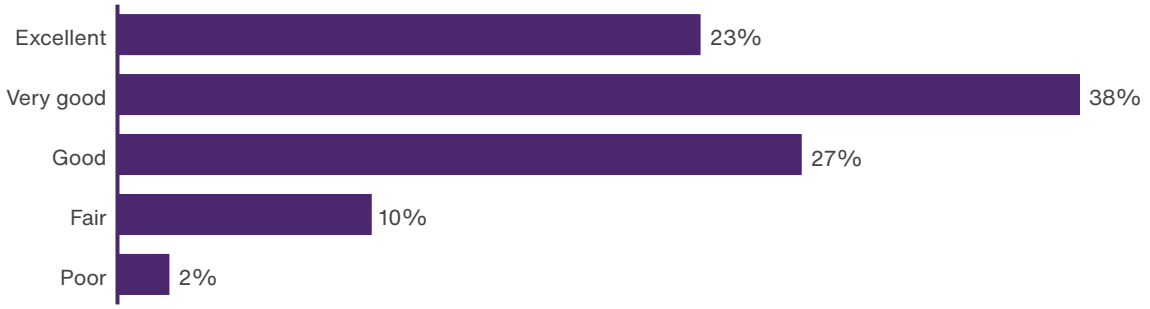


Financial literacy

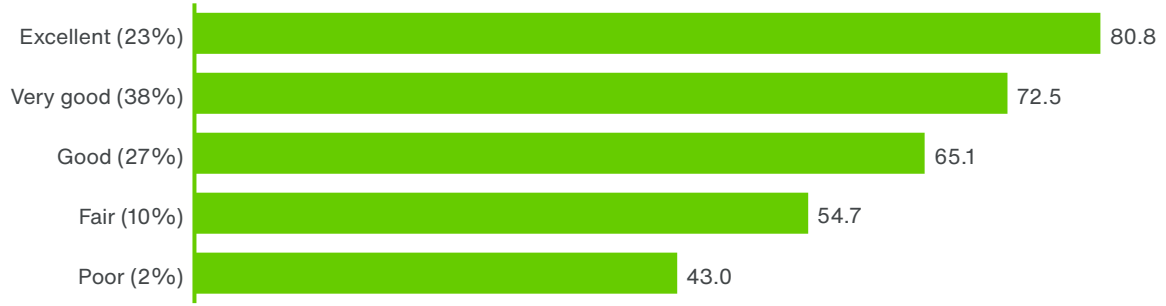
Six in 10 workers rate their financial literacy as very good or excellent; 12 percent rate it as fair or poor.

- 61 percent of workers rate their financial literacy as very good or excellent; the mental health scores of this group (72.5 and 80.8, respectively) are at least two points higher than the national average (70.1)
- Workers with emergency savings are 70 percent more likely than workers without emergency savings to rate their financial literacy as very good or excellent
- More than one in 10 (12 percent) workers rate their overall financial literacy as fair or poor; this group has the lowest mental health scores (54.7 and 43.0, respectively), at least 17 points lower than workers who rate their financial literacy as excellent or very good, and at least 15 points lower than the national average (70.1)

How would you rate your overall financial literacy?



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



Compensation and workplace retirement or savings programs.

While more than six in 10 workers say they are fairly paid for the work they do, one in six say they aren't.

- 63 percent of workers say they're fairly paid for the work they do; the mental health score of this group (74.9) is nearly five points higher than the national average (70.1)
- The lowest mental health score (59.7) is among 17 percent of workers who say they're not fairly paid for the work they do, more than 15 points lower than workers who believe they're fairly paid (74.9) and more than 10 points lower than the national average (70.1)
- Workers with an annual household income less than $100,000 are nearly twice as likely as workers with a yearly household income greater than $100,000 to say they're not fairly paid for the work they do
- Non-managers are 50 percent more likely than managers to say they're not fairly paid for the work they do

I am fairly paid for the work I do



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

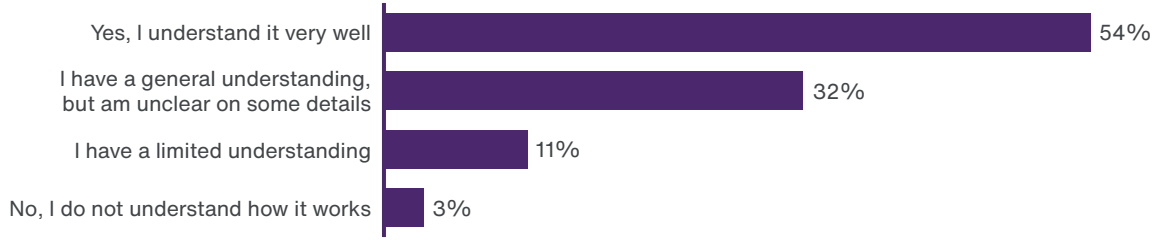




Nearly half of workers who contribute to workplace retirement or savings programs don't have a good understanding of how these programs work.

- One-third (32 percent) of workers have a general understanding of how their workplace retirement or savings programs work, but are unclear on some details, 11 percent have a limited understanding of how the program works, and three percent don't understand at all
- Workers with a yearly household income lower than $100,000 are nine times more likely than workers with an annual household income greater than $100,000 to report not understanding how the programs work at all
- Workers without emergency savings are four and a half times more likely than workers with emergency savings to report not understanding how the programs work at all
- Men are 40 percent more likely than women to report a very good understanding of how their workplace retirement or savings programs work

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



- 54 percent of workers contributing to a workplace retirement or savings program understand how the programs work very well; the mental health score of this group (76.7) is nearly seven points higher than the national average (70.1)
- The lowest mental health score (54.2) is among three percent of workers who don't understand how their workplace retirement or savings programs work at all, more than 22 points lower than workers who understand them very well (76.7), and 16 points lower than the national average (70.1)

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

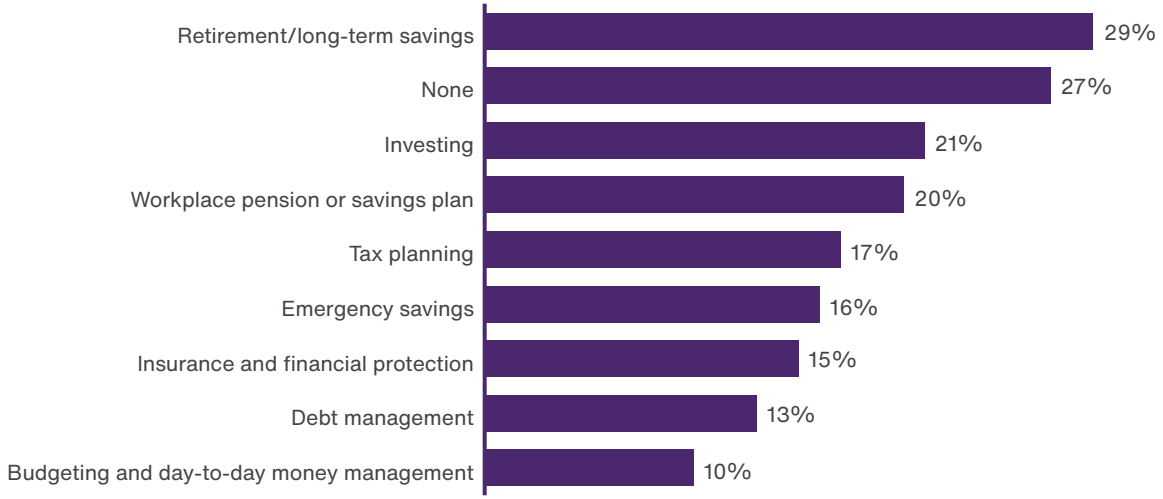


Half of workers want their employer to provide resources, communications or support for retirement and workplace pension or savings plans.

- 29 percent of workers want their employer to offer resources, communications or support for retirement savings, 21 percent want employer support for investing, 20 percent want support for their workplace pension or savings plans, 17 percent want employer support for tax planning, 16 percent want support for emergency savings, 15 percent want support for insurance or financial protection, and 13 percent want support with debt management



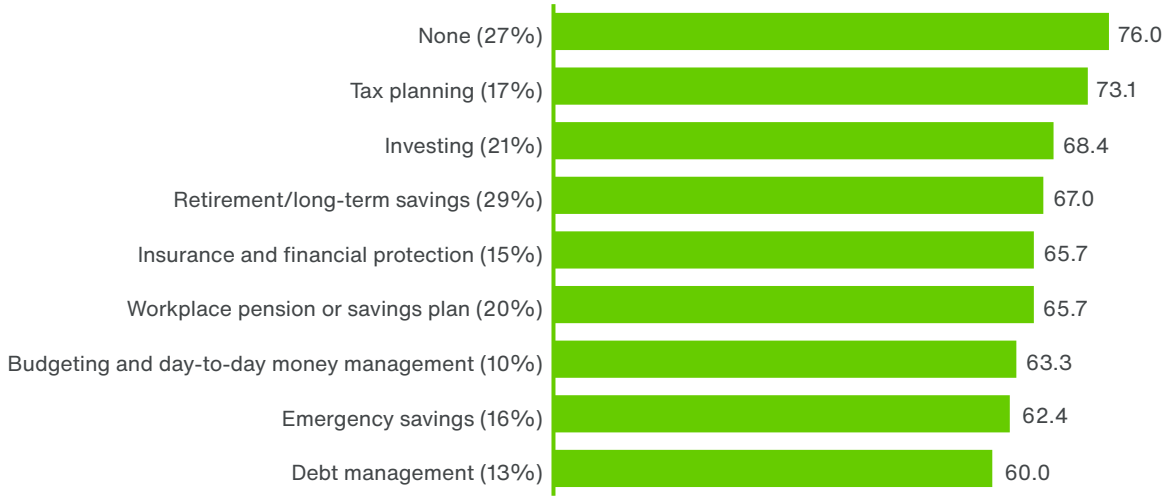
Which of the following financial topics do you wish your employer would offer resources, communications, or support for?



- The lowest mental health score (60.0) is among 13 percent of workers who want employer support for debt management, more than 10 points lower than the national average (70.1)
- 27 percent of workers don't want their employer to provide resources, communications, or support on any financial topic; this group has the highest mental health score (76.0), six points higher than the national average (70.1)



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



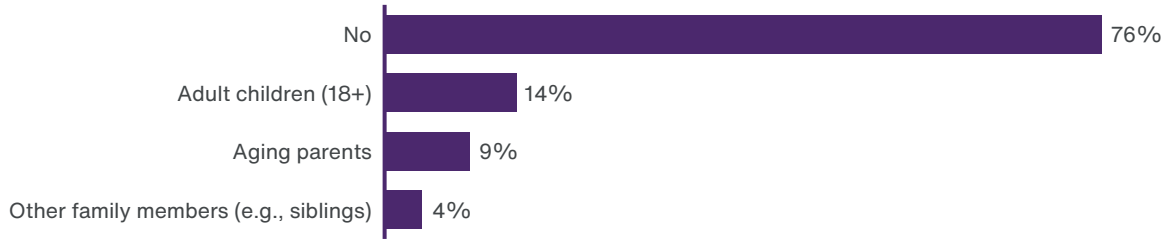
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Caregiving and financial support.

Nearly one-quarter of workers provide financial support or care to adult children or their aging parents.

- 14 percent of workers are providing financial support or care to their adult children, nine percent are providing care or financial support to their aging parents, and four percent are providing financial support or care to other family members
- Mental health scores among workers providing care or financial support range from 67.4 (adult children) to a low of 61.9 (other family members), at least three points lower than the national average (70.1)
- 76 percent of workers don't provide financial support or care to dependents (excluding children under 18 and spouse/partner); the mental health score of this group (71.5) is modestly higher than the national average (70.1)

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



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

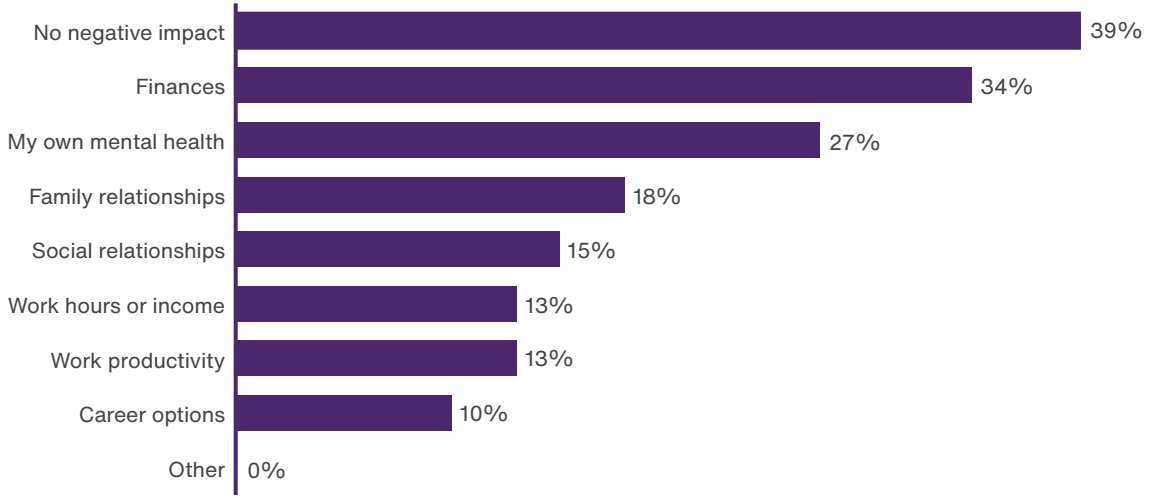


TELUS Health

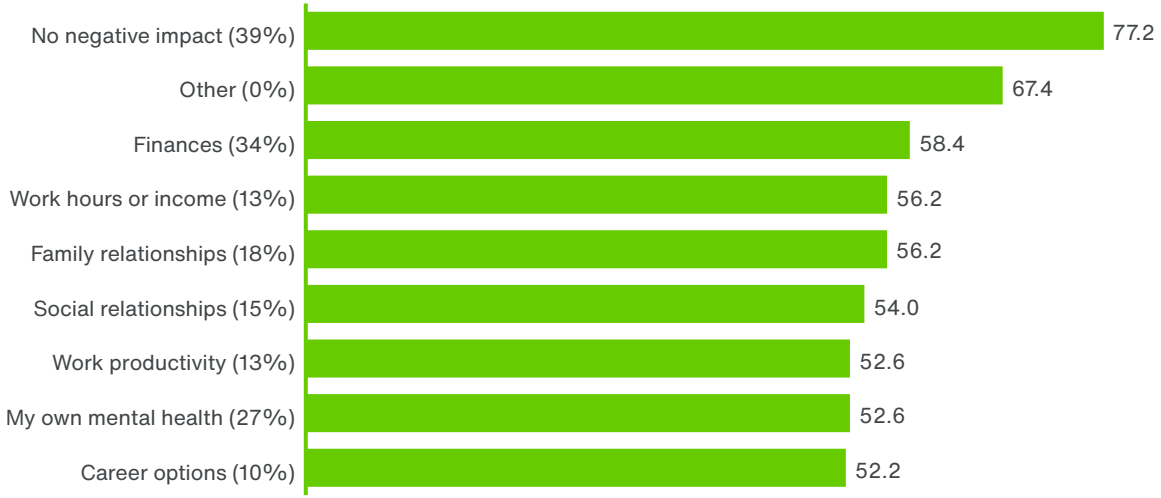
Workers providing financial support or care most commonly report a negative impact on their finances, mental health, and relationships.

- 34 percent of workers providing financial support or care report a negative impact on their finances, 27 percent report a negative impact on their mental health, 18 percent report a negative impact on family relationships, 15 percent report a negative impact on their social relationships, 13 percent report a negative impact on work hours or income, and 13 percent report a negative impact on their work productivity
- The lowest mental health score (52.2) is among 10 percent of workers reporting that providing financial support or care has negatively impacted their career options, 25 points lower than workers reporting no negative impact (77.2), and 18 points lower than the national average (70.1)
- Parents are 40 percent more likely than non-parents to report that providing financial support or care has negatively impacted their mental health
- 39 percent of workers say that providing financial support or care has had no negative impact; the mental health score of this group (77.2) is seven points higher than the national average (70.1)

Has this responsibility negatively impacted any of the following?



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



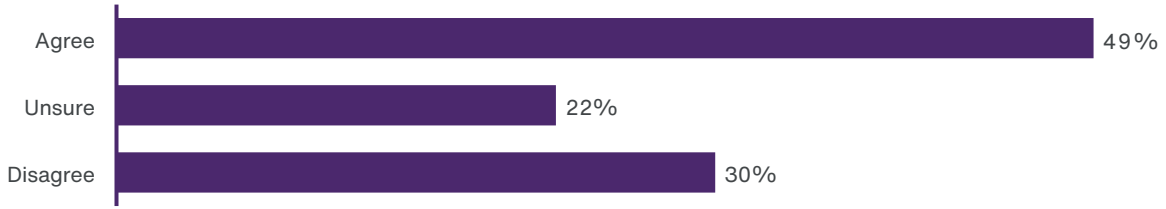
Perception of trust and care in the workplace.

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

- 49 percent of workers would feel comfortable telling their manager if they had a mental health issue; the mental health score of this group is the highest (74.6), nearly five points higher than the national average (70.1)
- The lowest mental health score (63.1) is among 30 percent of workers who wouldn't feel comfortable telling their manager if they had a mental health issue, nearly 12 points lower than workers who would feel comfortable (74.6) and seven points lower than the national average (70.1)



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



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

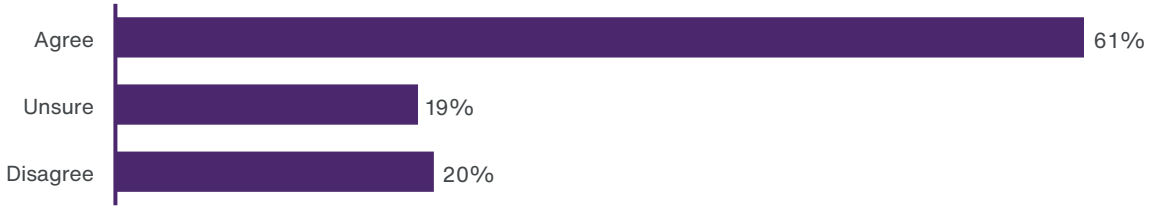




One in five workers believes their employer cares only about their productivity.

- 61 percent of workers perceive their employer cares about both their wellbeing and productivity; the mental health score of this group (75.0) is five points higher than the national average (70.1)
- The lowest mental health score (60.1) is among 20 percent of workers who believe their employer cares about their productivity over their wellbeing, nearly 15 points lower than workers who perceive their employer cares about their wellbeing and productivity (75.0) and 10 points lower than the national average (70.1)

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



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

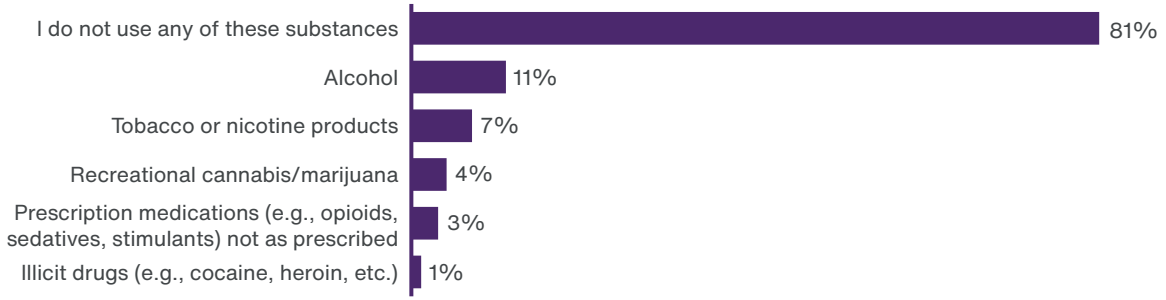


Substance use

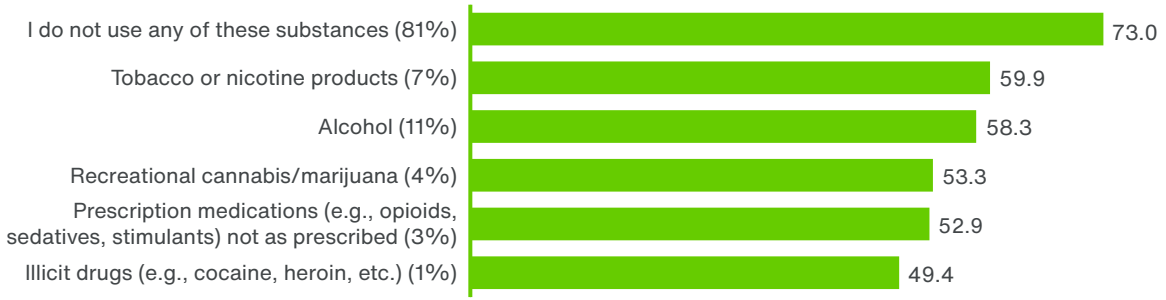
- 81 percent of workers report not using any substances; the mental health score of this group (73.0) is three points higher than the national average (70.1)
- 11 percent of workers are concerned about their alcohol use, seven percent are concerned about their tobacco or nicotine intake, and four percent have difficulty controlling their use of recreational cannabis
- The lowest mental health score (49.4) is among one percent of workers concerned about their use of illicit drugs, nearly 24 points lower than workers who report no substance use (73.0) and nearly 21 points lower than the national average (70.1)



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



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

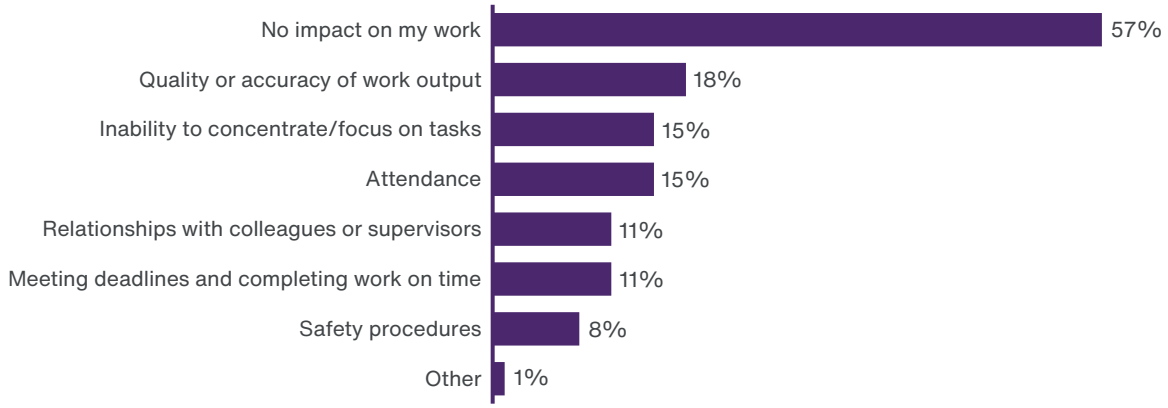


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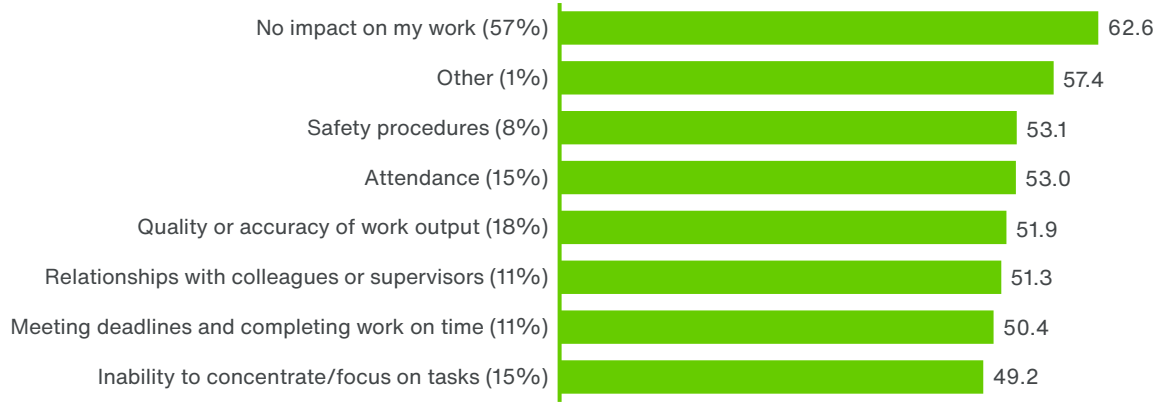
Among workers reporting difficulty with substance use, more than two in five report some impact on their work.

- 18 percent of workers report their substance use has negatively impacted the quality or accuracy of their work, 15 percent report an inability to concentrate/focus on tasks, 15 percent report an impact on their attendance at work, 11 percent report an impact on their relationships with colleagues or supervisors, and 11 percent report difficulty meeting deadlines and completing work on time
- Mental health scores among workers reporting impacts due to substance use range from 53.1 (safety procedures) to a low of 49.2 (inability to concentrate/focus on tasks), at least 17 points lower than the national average (70.1)
- Nearly three in five (57 percent) report no impact of substance use on their work, yet the mental health score of this group (62.6) is nearly eight points lower than the national average (70.1)

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



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



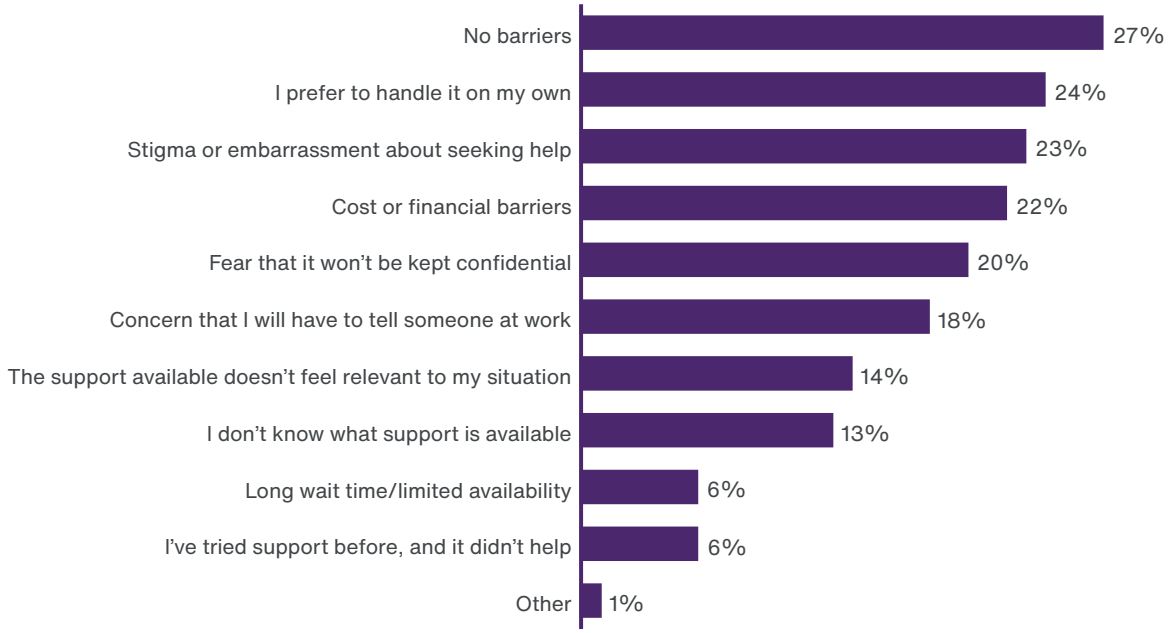
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Stigma and cost are the leading barriers preventing workers from seeking help for substance use.

- 24 percent of workers would prefer to handle substance use issues on their own, 23 percent of workers report stigma or embarrassment as a barrier to seeking help for substance use, 22 percent say cost is a barrier, 20 percent are concerned about confidentiality, and 18 percent are concerned that they'll have to tell someone at work



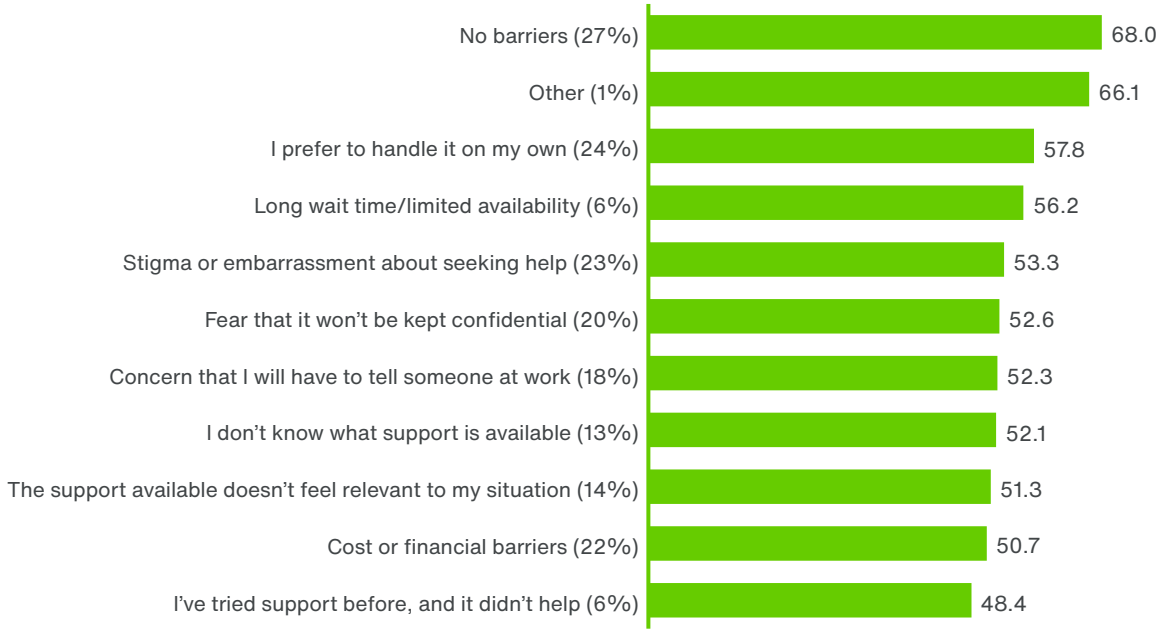
What barriers, if any, would prevent you from seeking help for substance use?



- Mental health scores among workers reporting barriers to seeking help for substance use range from 56.2 (long wait/limited availability) to a low of 48.4 (support didn't help before), at least 14 points lower than the national average (70.1)



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



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

- The highest mental health score (74.9) is among 36 percent of workers who would feel comfortable telling their manager if they were struggling with substance use or addiction, nearly five points higher than the national average (70.1)
- The lowest mental health score (64.9) is among 40 percent of workers who wouldn't feel comfortable sharing with their manager if they were struggling with substance use or addiction, 10 points lower than workers who would feel comfortable sharing with their manager (64.9) and more than five points lower than the national average (70.1)

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



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



Overview of the TELUS Mental Health Index.

The mental health and wellbeing of a population are essential to overall health and work productivity. The Mental Health Index measures the current mental health status of employed adults. Increases and decreases in the MHI are intended to predict cost and productivity risks and inform the need for investment in mental health support by businesses and governments.

The Mental Health Index report has two parts:

1. The overall Mental Health Index (MHI).
2. A spotlight section that reflects the specific impact of current issues in the community.

Methodology

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

Calculations

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

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

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



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