

The Mental Health Index™ report

United Kingdom, January 2021



LifeWorks
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January highlights

As Britons head into 2021, COVID-19 restrictions remain in place in most parts of the country. The ongoing impact of the pandemic continues to have a negative effect on the mental health of Britons, with January marking ten consecutive months of diminished mental health when compared to before the pandemic.

After the initial significant decline measured in April 2020, there were modest increases in June and September; however, the trend has generally been downward. The mental health score in January (-13.3) is down half-one-point from December, and approaching the lowest scores observed in April and May 2020. January's score remains a concern as it indicates that **the working population is currently as distressed as the most distressed one per cent of working Britons, prior to 2020.**

The proportion of individuals reporting more stress than the prior month (23 per cent) is nearly equal to the prior month, while the proportion of individuals reporting less mental stress is only 6 per cent. The majority (71 per cent) indicate the same level of stress when compared to the prior month, however, given the escalation in stress each month since the pandemic, this reflects an elevated level of cumulative stress for this group as well.

General psychological health continues its decline. **In January, the psychological health risk score of Britons is 3.5 points lower than at the start of the Index™, in April 2020.**

Extended restrictions and social distancing are leading to an ancillary epidemic of loneliness. **In January, the isolation score is (-12.4) is at its lowest point since the April score (-13.0), at inception of the Index™.**

Regional mental health scores have been trending inline with the overall Mental Health Index™ for the United Kingdom marked by periods of increase and decrease without a consistent upward or downward trend lasting several months. Since peaking in September, scores have fluctuated. **Scotland continues to have the highest mental health scores since inception of the Index in April while Northern Ireland has the lowest.**

Seven per cent of respondents have steady employment and supplement their income with "gigs;" this group has a significantly lower mental health score (-23.6) than even full (-18.2) or part-time gig workers (-18.6).

A positive score on the Mental Health Index™ indicates better mental health in the overall working population, compared to the benchmark period of 2017 to 2019. A higher positive score reflects greater improvement. A negative Mental Health Index™ score indicates a decline in mental health compared to the benchmark period. The more negative the score, the greater the decline. A score of zero indicates mental health that is the same as it was in the benchmark period.



Previous findings in June and August 2020 indicate that the most commonly reported emotions that individuals were experiencing were worry, calm and frustration. Nearly one year into the pandemic, the most commonly reported emotions continue to be calm (24 per cent), worry (21 per cent), and frustration (20 per cent) and their proportions are largely the same as observed in prior months. **Women are fifty per cent more likely to report worry as their primary emotion and fifty per cent less likely to report calm when compared to men.**

As Britons continue to manage their daily lives in a time of global pandemic, thoughts of temporary adjustments are moving to what the “new normal” could look like. Many Britons are rethinking their priorities amid the ongoing impact of the pandemic on work, finances, social relationships, physical and mental health. The most commonly reported areas respondents would like to focus on are family (59 per cent), having fun/enjoying life (46 per cent), physical health (45 per cent), and financial security (37 per cent). **Nearly one-third of individuals report wanting to focus on their mental health. Individuals between the ages of 20 and 29 are nearly twice as likely to report wanting to focus on their mental health when compared to those over the age of 60.**

The impact of the COVID-19 pandemic has touched Britons in different ways – restricted social lives, the shift to virtual work, illness, or death of loved ones, etc. At the same time, some Britons are reporting inspired changes or unseen benefits because of the pandemic. **The most commonly reported area of positive impact is personal relationships (16 per cent), followed by financial security (9 per cent), and physical health (9 per cent).** Respondents reporting a positive change in their social lives have the highest mental health score (-9.6).

As expected, the impact of the COVID-19 pandemic has been difficult on most Britons. The most commonly reported area of negative change is social life (23 per cent), followed by mental health (15 per cent), and financial security (13 per cent). The lowest mental health score is observed among individuals reporting that the most significant negative impact is to their mental health (-30.5), followed by those reporting a negative change to their financial security (-22.4), and those reporting a negative impact on their education (-19.4). **Individuals under the age of 40 are twice as likely to report the most significant negative impact on mental health when compared to individuals over 60 years old.**



As Britons focus on managing through the pandemic, employment remains a critical stabilizer. **Finances and isolation continue to be the strongest drivers of mental health** and stable employment is central to offsetting the risk of poor mental health. Sixty per cent of respondents have no change in their hours or salary, whereas sixteen per cent report working fewer hours, and ten per cent report reduced pay/salary. **Individuals reporting reduced pay/salary during the pandemic have a mental health score nine points below the national average; those working fewer hours have a mental health score five points below the average.**

Previous findings (June 2020) indicate that nearly than one quarter (22 per cent) of respondents are likely to return to their previous spending habits. Over six months later, thirty-one per cent of individuals report that they will go back to prior spending habits. Among those who will not return to their prior spending habits, the most commonly reported reasons are fear over infection risk (26 per cent) and worry about job/income security (23 per cent).



The Mental Health Index™

The Mental Health Index™ (MHI) is a measure of deviation from the benchmark¹ of mental health and risk. **The overall Mental Health Index™ for January 2021 is -13 points.** A 12-point decrease from the pre-COVID-19 benchmark reflects a population whose mental health is similar to the most distressed one per cent of the benchmark population.

Current month January 2021:	-13	December 2020: -13
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January marks the tenth consecutive month where the Mental Health Index™ reflects strained mental health in the British population

¹ The benchmark reflects data collected in 2017, 2018 and 2019.



Mental Health Index™ sub-scores

For nine consecutive months, the lowest Mental Health Index™ sub-score is for the risk measure of optimism (-17.1). Anxiety (-15.7), depression (-15.4), work productivity (-13.6), isolation (-12.4), and general psychological health scores follow. The risk measure with the best mental health score, and the only measure above benchmark, is financial risk (4.7).

All sub-scores, with the exception of optimism, declined from December results.

MHI sub-scores ²	January 2021	December 2020
Optimism	-17.1	-17.3
Anxiety	-15.7	-14.6
Depression	-15.4	-15.0
Work productivity	-13.6	-12.1
Isolation	-12.4	-11.7
Psychological health	-5.6	-5.3
Financial risk	4.7	5.3

² The demographic breakdown of sub-scores are available upon request.



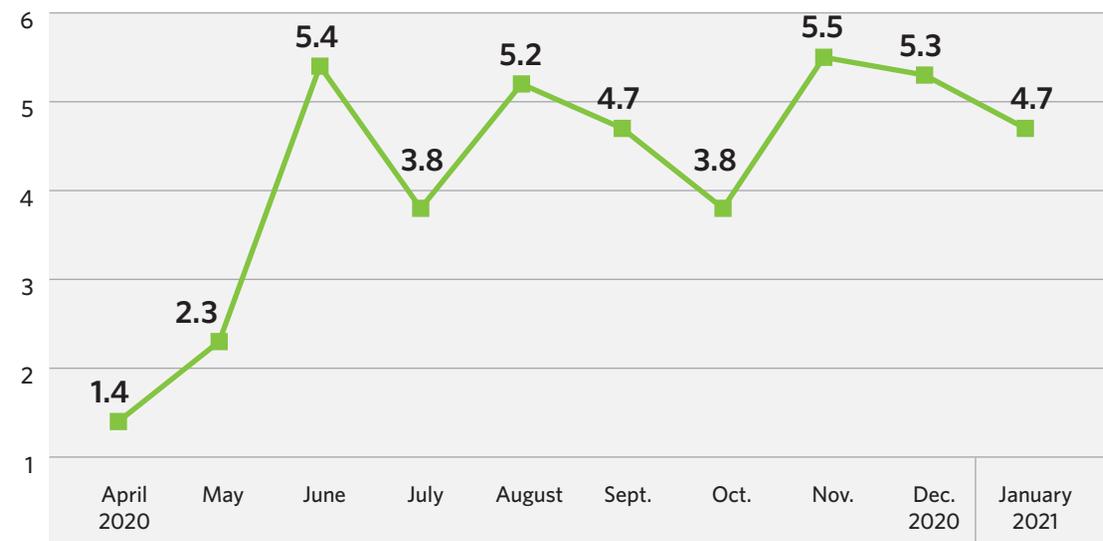
General psychological health



General psychological health

While there have been occasional single month improvements in the score, the psychological health of Britons has declined since the launch of the Index™ in April 2020. Despite a modest improvement in December, the score in January (-5.6) is the second lowest in ten months, down 3.5 points since April 2020.

Financial Risk



Financial Risk

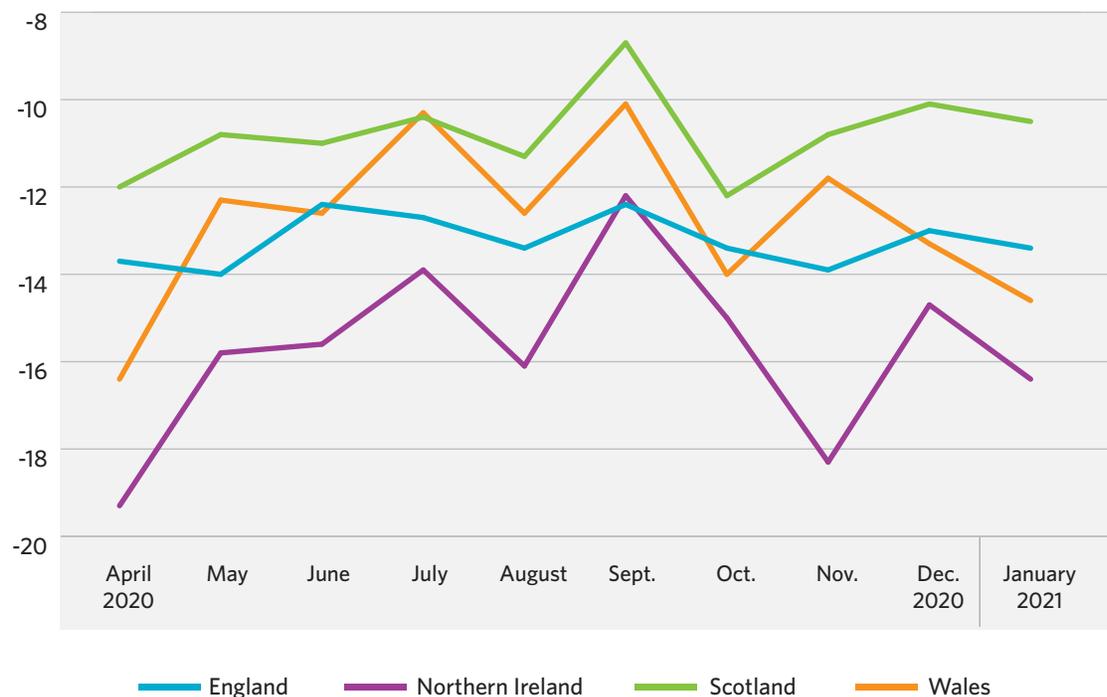
The financial risk score of Britons remains the strongest sub-scale, and has remained above the pre-2020 benchmark since the inception of the Mental Health Index™ in April 2020. An early peak was observed in June (5.4), followed by a second in November (5.5). In January, the financial risk score is nearly one point down from its high in November but remains strong at 4.7.



The Mental Health Index™ (regional)

Regional mental health scores have been trending inline with the overall Mental Health Index™ for the United Kingdom marked by periods of increase and decrease without a consistent upward or downward trend lasting several months. Since peaking in September, scores have fluctuated. Scotland continues to have the highest mental health scores since inception of the Index in April while Northern Ireland has the lowest.

UK regional Mental Health Index™ scores





Demographics

- For ten consecutive months, females (-15.7) have a lower mental health score than males (-11.4); we have also observed that mental health scores improve with age.
- The variance in the mental health score between those with and without children has been observed since April, and results in January continue this trend with a lower score for those with at least one child (-15.6) when compared to those without children (-11.8).

Employment

- Overall, five per cent of respondents are unemployed. While most individuals remain employed, 17 per cent report reduced hours or reduced salary since April 2020.
- Individuals reporting reduced salary when compared to the prior month (-23.3) have the lowest mental health score, followed by those who report fewer hours when compared to the prior month (-20.9), and those not currently employed (-18.1).
- Managers have higher mental health scores (-12.1) when compared to non-managers (-14.0).
- Fifteen per cent of respondents participate in the gig economy; the mental health scores of individuals working multiple part-time gigs (-20.6), and those working part-time hours in the gig economy (-18.6) are lower than individuals who do not participate in the gig economy (-11.6).
- Individuals working for organizations with 5,000-10,000 employees have the highest mental health score (-10.8).
- Respondents who report working for companies with 501-1,000 employees have the lowest mental health score (-16.2), followed by individuals working for companies with 51-100 employees (-15.2).

Emergency savings

- Individuals without emergency savings continue to experience a lower score in mental health (-28.5) than the overall group. Those reporting having an emergency fund have a mental health score of -8.2.



Employment status	Jan. 2021	Dec. 2020
Employed (no change in hours/salary)	-11.2	-10.8
Employed (fewer hours compared to last month)	-20.9	-19.7
Employed (reduced salary compared to last month)	-23.3	-22.3
Not currently employed	-18.1	-16.9
Age group	Jan. 2021	Dec. 2020
Age 20-29	-22.4	-22.5
Age 30-39	-18.4	-17.2
Age 40-49	-13.6	-13.2
Age 50-59	-11.4	-11.0
Age 60-69	-6.2	-6.1
Number of children	Jan. 2021	Dec. 2020
No children in household	-11.8	-11.6
1 child	-15.6	-14.9
2 children	-16.5	-14.7
3 children or more	-17.4	-16.9

Numbers highlighted in **orange** are the most negative scores in the group.

Numbers highlighted in **green** are the least negative scores in the group.

Available upon request:

Specific cross-correlational and custom analyses

Region	Jan. 2021	Dec. 2020
England	-13.4	-13.0
Northern Ireland	-16.4	-14.7
Scotland	-10.5	-10.1
Wales	-14.6	-13.3
Gender	Jan. 2021	Dec. 2020
Male	-11.4	-10.8
Female	-15.7	-15.2
Income	Jan. 2021	Dec. 2020
Household Income <£15K/annum	-19.8	-23.2
£15K to <£30K/annum	-18.0	-17.6
£30K to <£60K	-13.5	-11.9
£60K to <£100K	-8.7	-9.6
£100K and over	-3.7	-0.4

Employer size	Jan. 2021	Dec. 2020
Self-employed/sole proprietor	-14.3	-10.3
2-50 employees	-11.6	-10.5
51-100 employees	-15.2	-16.1
101-500 employees	-13.6	-12.5
501-1,000 employees	-16.2	-16.4
1,001-5,000 employees	-12.9	-14.7
5,001-10,000 employees	-10.8	-11.7
More than 10,000 employees	-12.7	-12.4
Manager	Jan. 2021	
Manager	-12.1	
Non-manager	-14.0	
Gig economy	Jan. 2021	
Not part of the gig economy	-11.6	
Supplementing income from steady job	-23.6	
Full-time freelancer	-18.2	
Part-time freelancer	-18.6	
Multiple part-time gigs	-20.6	



The Mental Health Index™ (industry)

Individuals employed in Food Services have the lowest mental health score (-18.9), followed by individuals in Arts, Entertainment and Recreation (-18.1), and Information and Cultural Industries (-16.8).

The highest mental health scores this month are observed among individuals employed in Real Estate, Rental and Leasing (-2.1), Finance and Insurance (-8.7), and Other services (except Public Administration) (-9.9).

Individuals employed in Retail Trade, Wholesale Trade, and Transportation and Warehousing have seen the greatest improvement in mental health since last month.

Improvements from the prior month are shown in the table below:

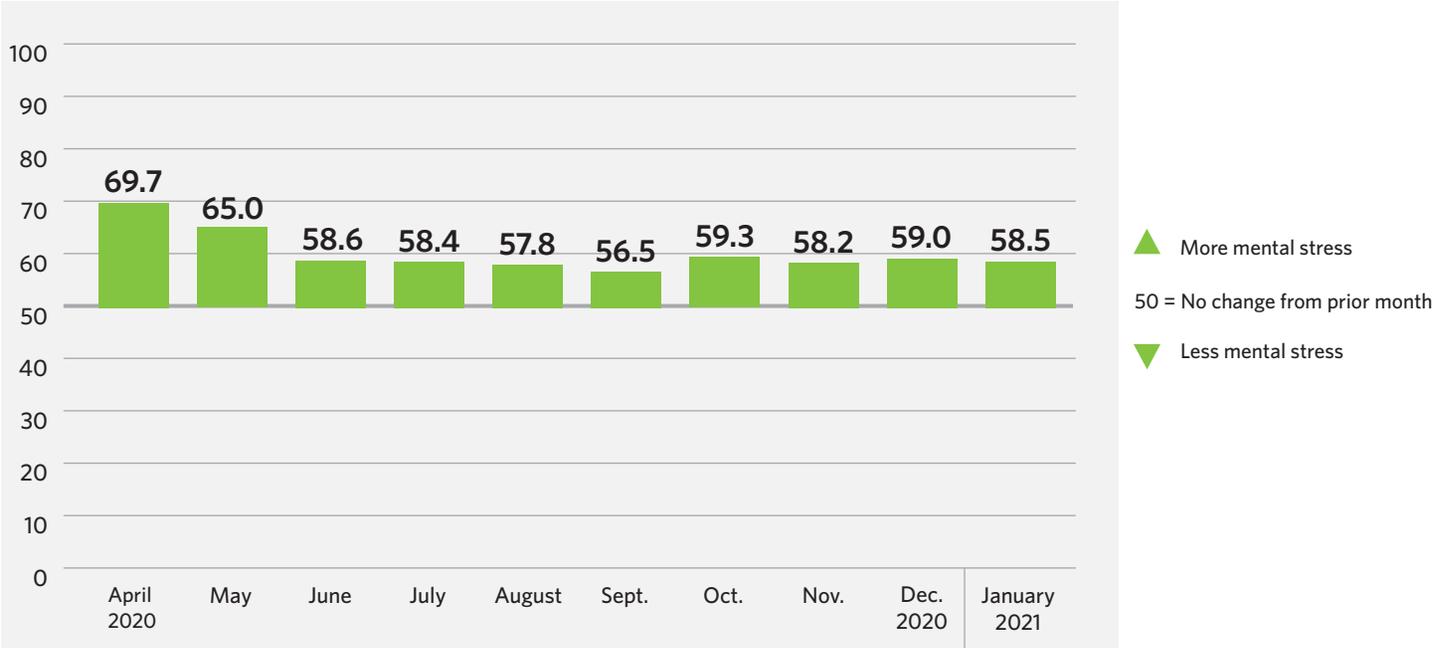
Industry	January 2021	December 2020	Improvement
Retail Trade	-13.9	-17.6	3.8
Wholesale Trade	-13.8	-16.0	2.2
Transportation and Warehousing	-13.5	-15.4	1.9
Finance and Insurance	-8.7	-9.9	1.2
Management of Companies and Enterprises	-10.6	-11.5	1.0
Administrative and Support services	-16.4	-17.1	0.8
Construction	-12.0	-12.5	0.4
Real Estate, Rental and Leasing	-2.1	-2.5	0.4
Other	-12.3	-11.7	-0.6
Information and Cultural Industries	-16.8	-16.2	-0.6
Public Administration	-12.8	-12.2	-0.6
Educational Services	-13.1	-12.2	-0.9
Other services (except Public Administration)	-9.9	-8.2	-1.7
Health Care and Social Assistance	-15.9	-14.2	-1.7
Arts, Entertainment and Recreation	-18.1	-16.2	-1.9
Manufacturing	-10.1	-7.6	-2.5
Professional, Scientific and Technical Services	-12.9	-9.4	-3.5
Food Services	-18.9	-15.0	-3.9



The Mental Stress Change score

The Mental Stress Change Score (MStressChg) is a measure of the level of reported mental stress, compared to the prior month. **The Mental Stress Change score for January 2021 is 58.5.** This reflects a net increase in mental stress compared to the prior month. The steepness of the increase had been declining, month-over-month through September, then increased in October, declined moderately in November, and increased in December. The score in January remains nearly unchanged from the prior month. The current score indicates that 23 per cent of the population is experiencing more mental stress compared to the prior month, with 6 per cent experiencing less. A continued increase in mental stress over the last ten months indicates a significant accumulation of strain in the population.

Current month January 2021:	58.5	December 2020: 59.0
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Mental Stress Change (percentages)

Mental Stress Change tracks an individual's stress changes each month. The percentages of those experiencing more stress, the same level of stress, and less stress for each month of the survey are shown in the graph below.

Over the last ten months, the percentage of those experiencing more mental stress than the previous month has steadily decreased; however, the data shows that those experiencing less mental stress are insufficient to lower the overall Mental Stress Change score to below 50 (the level at which stress is lower than the previous month). As the proportion of individuals reporting the same level of stress or more stress than the previous month continues to significantly outweigh the proportion reporting less mental stress, the population will continue to feel the effects of significantly increased stress and will not be able to reach a more sustainable and health level of stress.

In April, 46 per cent of individuals reported an increase in mental stress. While those reporting increased month-over-month mental stress has decreased to 23 per cent in January 2021, 71 per cent of respondents report the same level of mental stress and only 6 per cent report a decrease in mental stress.

Mental Stress Change by Month





Demographics

- As was reported in prior months, and as evidenced again in January, younger respondents are experiencing a greater increase in mental stress when compared to older respondents.
- Since April 2020, females have had larger increases in mental stress when compared with males.

Geography

- Considering geography, the greatest increase in stress month-over-month was for respondents living in Wales (61.8), followed by England (58.8), Northern Ireland (58.2), and Scotland (53.7).

Employment

- The greatest increase in mental stress is seen in employed people with reduced salary (66.4), followed by employed people with reduced hours (62.9) when compared to employed people with no change to salary or hours (57.4) and unemployed people (56.4).
- The greatest increase in mental stress is observed among managers (59.9) while non-managers have a more modest increase in mental stress (57.6).



Employment status	Jan. 2021	Dec. 2020
Employed (no change in hours/salary)	57.4	57.5
Employed (fewer hours compared to last month)	62.9	63.4
Employed (reduced salary compared to last month)	66.4	70.4
Not currently employed	56.4	58.0

Age group	Jan. 2021	Dec. 2020
Age 20-29	60.8	62.8
Age 30-39	61.2	60.0
Age 40-49	59.1	60.6
Age 50-59	57.3	58.4
Age 60-69	56.2	55.9

Number of children	Jan. 2021	Dec. 2020
No children in household	57.3	57.7
1 child	61.2	62.8
2 children	60.2	59.4
3 children or more	61.4	63.5

Numbers highlighted in **orange** are the most negative scores in the group.

Numbers highlighted in **green** are the least negative scores in the group.

Available upon request:

Specific cross-correlational and custom analyses

Region	Jan. 2021	Dec. 2020
England	58.8	59.1
Northern Ireland	58.2	63.5
Scotland	53.7	57.0
Wales	61.8	59.1

Gender	Jan. 2021	Dec. 2020
Male	57.1	57.9
Female	60.3	60.4

Income	Jan. 2021	Dec. 2020
Household Income <£15K/annum	59.7	65.0
£15K to <£30K/annum	58.4	60.5
£30K to <£60K	59.6	58.2
£60K to <£100K	57.6	57.9
£100K and over	54.5	56.1

Employer size	Jan. 2021	Dec. 2020
Self-employed/sole proprietor	58.2	59.5
2-50 employees	56.6	58.0
51-100 employees	62.6	62.1
101-500 employees	57.8	58.2
501-1,000 employees	59.1	59.7
1,001-5,000 employees	57.7	60.1
5,001-10,000 employees	57.6	57.1
More than 10,000 employees	59.7	59.1

Manager	Jan. 2021
Manager	59.9
Non-manager	57.6

Gig economy	Jan. 2021
Not part of the gig economy	57.5
Supplementing income from steady job	65.8
Full-time freelancer	61.3
Part-time freelancer	61.5
Multiple part-time gigs	60.4



The Mental Stress Change (industry)

Mental Stress Change scores for the Real Estate, Rental and Leasing, Management of Companies and Enterprises, and Other services (except Public Administration) industries are less steep when compared to the prior month.

Individuals employed in the Arts, Entertainment and Recreation industry have the most significant increase in mental stress (62.3), followed by those employed in Professional, Scientific and Technical Services (61.4), and Food Services (60.9).

Mental Stress changes from the last two months are shown in the table below:

Industry	January 2021	December 2020
Real Estate, Rental and Leasing	50.0	55.0
Management of Companies and Enterprises	50.0	52.3
Other services (except Public Administration)	55.1	60.3
Finance and Insurance	55.9	56.8
Manufacturing	55.9	58.9
Other	56.2	58.5
Construction	57.1	59.1
Transportation and Warehousing	58.1	58.3
Retail Trade	58.5	62.5
Educational Services	58.9	59.0
Information and Cultural Industries	59.3	61.9
Wholesale Trade	59.5	56.9
Administrative and Support services	59.7	62.4
Health Care and Social Assistance	60.8	60.0
Public Administration	60.8	56.9
Food Services	60.9	57.5
Professional, Scientific and Technical Services	61.4	54.0
Arts, Entertainment and Recreation	62.3	68.6



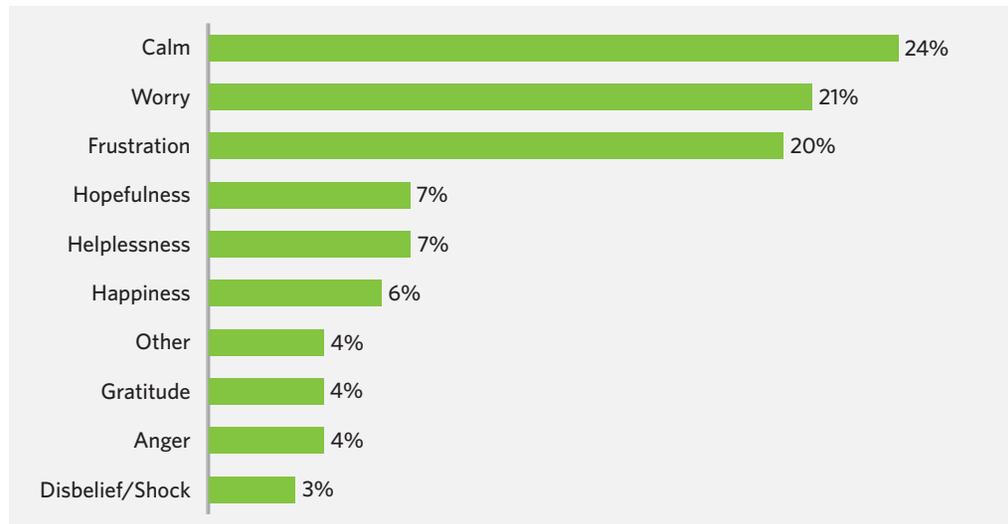
Spotlight

Emotional state

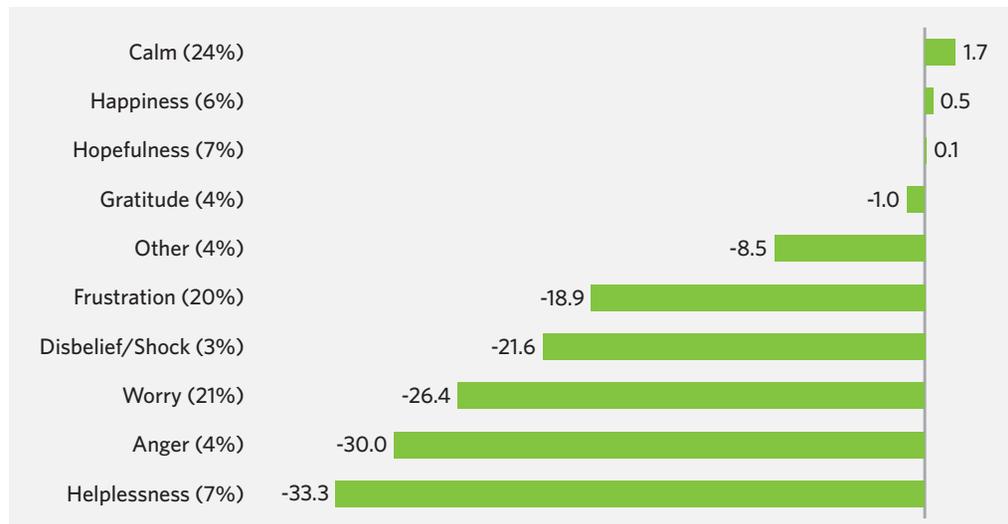
Previous findings in June and August 2020 indicate that the most commonly reported emotions that individuals were experiencing were worry, calm and frustration. Nearly one year into the pandemic, the most commonly reported emotions continue to be calm (24 per cent), worry (21 per cent), and frustration (20 per cent) and their proportions are largely the same as observed in prior months.

- Consistent with the June and August findings, individuals reporting positive emotions (gratitude, happiness, calm, and hopefulness) have significantly higher mental health scores when compared to individuals reporting negative emotions (frustration, worry, disbelief/shock, anger, and helplessness).
- Individuals reporting fewer hours at work or reduced salary are nearly fifty per cent more likely to report feeling frustration when compared to those who are fully employed; those who are fully employed are nearly twice as likely to report feeling calm when compared to individuals working fewer hours or with reduced salary.

Main emotion felt most often right now



MHI score by the main emotion felt most often right now





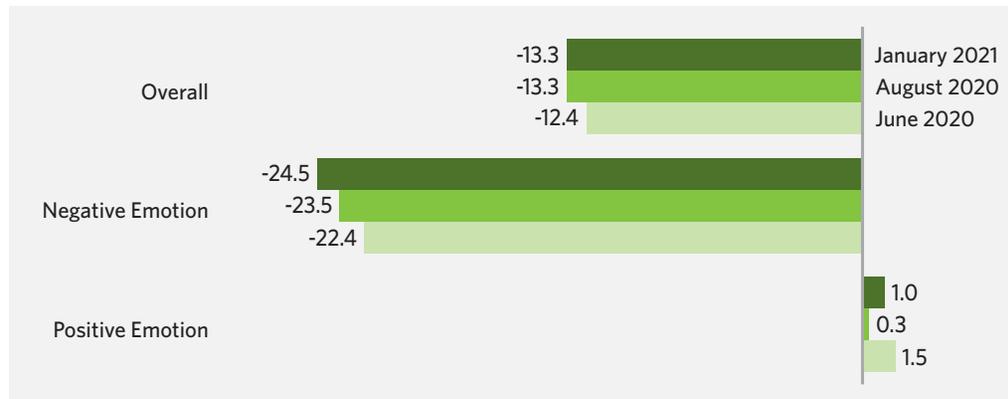
- Females are fifty per cent more likely to report worry as their primary emotion and fifty per cent less likely to report calm when compared to males.

Changing priorities due to the COVID-19 pandemic

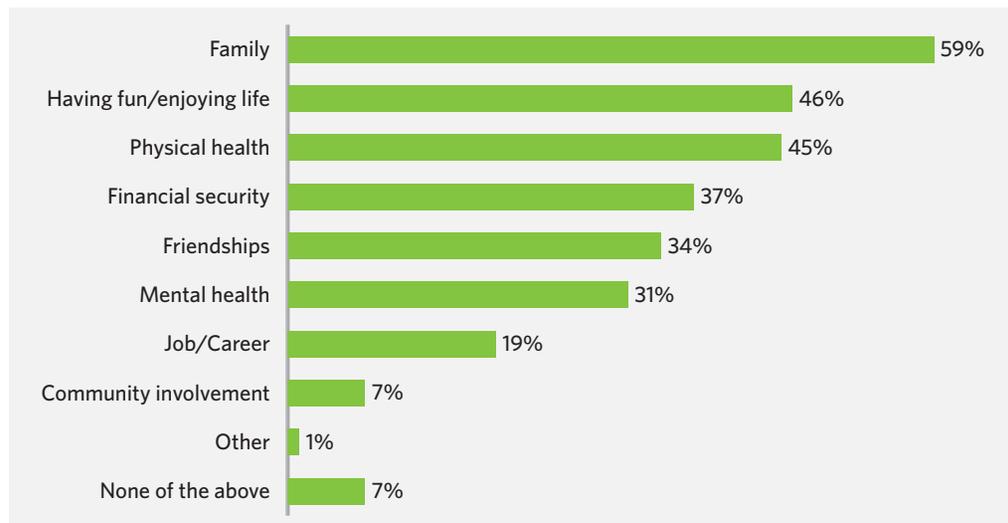
As Britons continue to manage their daily lives in a time of global pandemic, thoughts of temporary adjustments are moving to what the “new normal” could look like. Many Britons are rethinking their priorities amid the ongoing impact of the pandemic on work, finances, social relationships, physical and mental health. Respondents were asked to select three areas they would like to focus on when compared to before the pandemic.

- The most commonly reported areas respondents would like to focus on are family (59 per cent), having fun/enjoying life (46 per cent), physical health (45 per cent), financial security (37 per cent).
- Nearly one-third (31 per cent) of individuals report wanting to focus on their mental health; this group has the lowest mental health score (-24.0).
- Individuals between the ages of 20 and 29 are nearly twice as likely to report wanting to focus on their mental health when compared to those over the age of 60.

Longitudinal comparison of emotion type and MHI score



Areas individuals would like to focus on when compared to before the pandemic





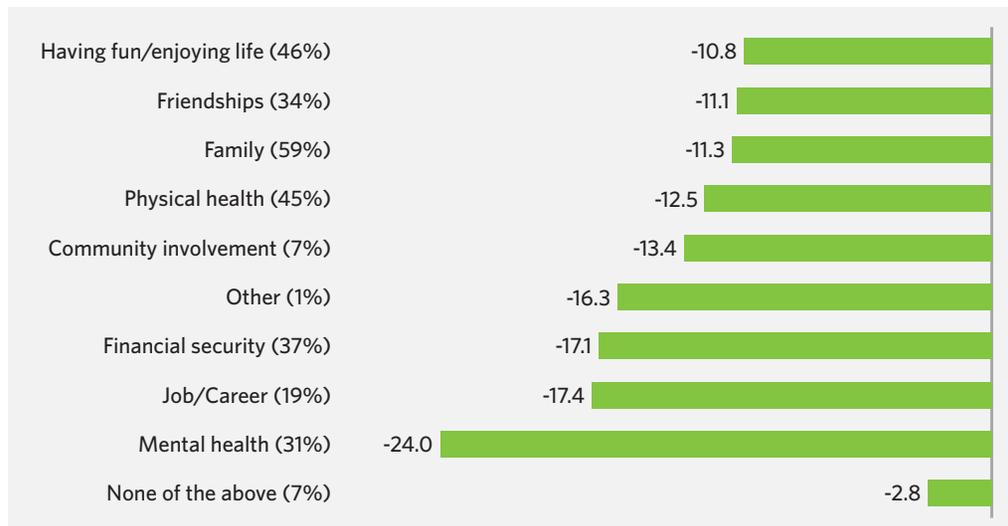
- Younger individuals are significantly more likely to want to focus on their job/career (33 per cent).

Positive impact of the COVID-19 pandemic

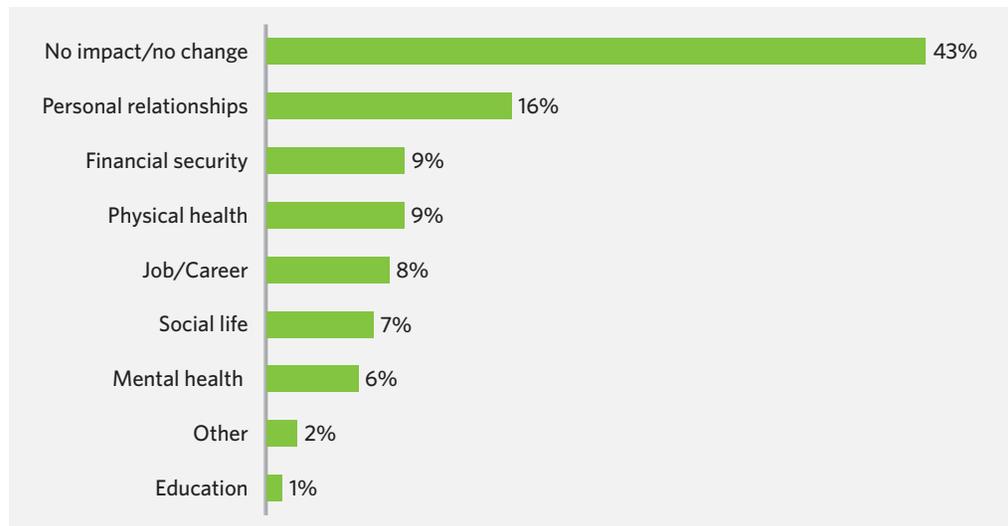
The impact of the COVID-19 pandemic has touched Britons in different ways – restricted social lives, the shift to virtual work, illness, or death of loved ones, etc. At the same time, some Britons are reporting inspired changes or unseen benefits because of the pandemic. Respondents were asked to indicate the areas that have changed positively because of the pandemic.

- The most commonly reported area of positive impact is personal relationships (16 per cent), followed by financial security (9 per cent), and physical health (9 per cent).
- Respondents reporting a positive change in their social lives (7 per cent) have the highest mental health score (-9.6).
- Respondents between 20 and 29 years of age are more than two times more likely to report some positive impact when compared to those over the age of 60.

MHI by areas individuals would like to focus on when compared to before the pandemic



Areas that have changed positively due to the pandemic



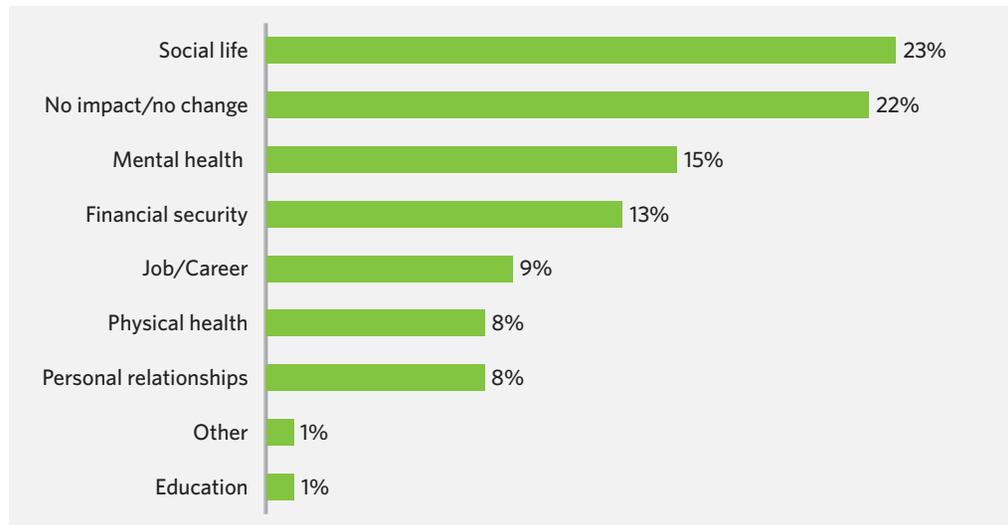


Negative impact of the COVID-19 pandemic

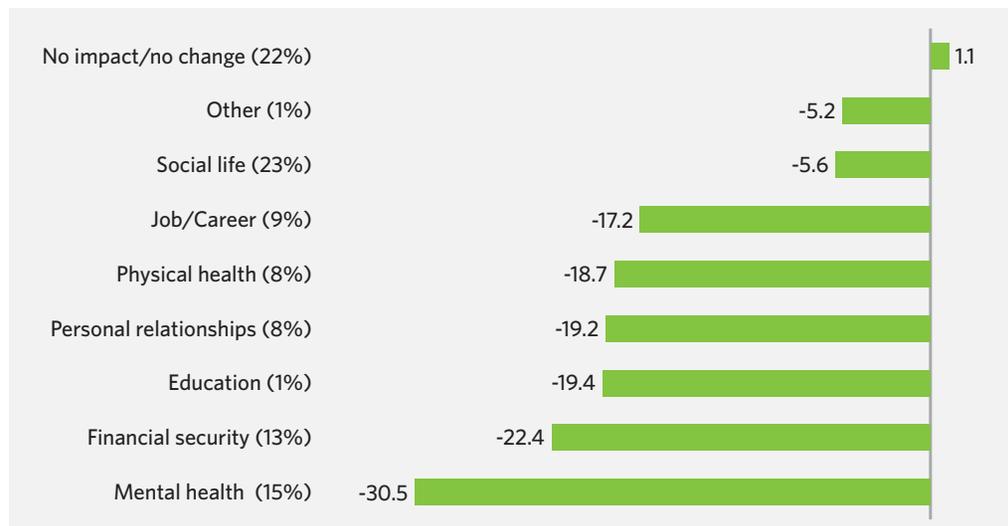
As expected, the impact of the COVID-19 pandemic has been difficult on most Britons. Respondents were asked to indicate the area of their lives that has changed most negatively because of the pandemic.

- The most commonly reported area of negative change is social life (23 per cent), followed by mental health (15 per cent), and financial security (13 per cent).
- The lowest mental health score is observed among individuals reporting that the most significant negative impact is to their mental health (-30.5), followed by those reporting a negative change to their financial security (-22.4), and those reporting a negative impact on their education (-19.4).
- Individuals under the age of 40 are twice as likely to report the most significant negative impact on mental health when compared to individuals over 60 years old.
- Individuals working fewer hours or with reduced pay/salary are three times as likely to report that the most significant negative change is financial security when compared to those with no change in employment.

Areas that have changed negatively due to the pandemic



MHI score by areas that have changed negatively due to the pandemic



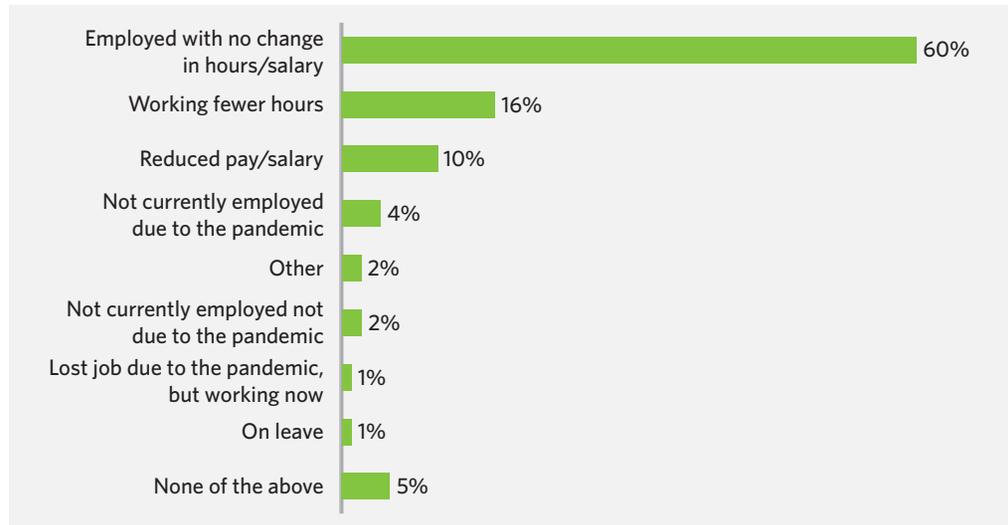


Employment during the pandemic

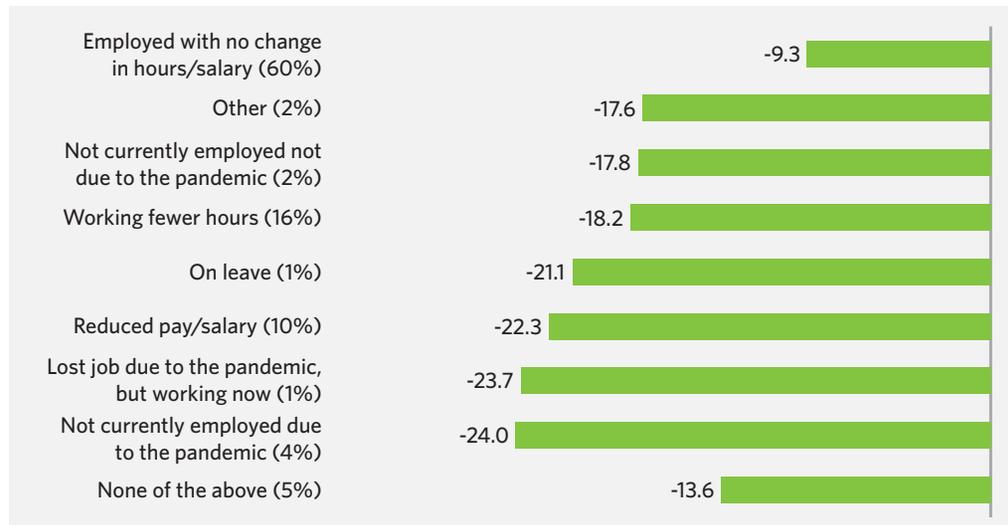
As Britons focus on managing through the pandemic, employment remains a critical stabilizer. Finances and isolation continue to be the strongest drivers of mental health and employment is central to offsetting the risk of poor mental health. Respondents were asked about their employment situation during the pandemic.

- Sixty per cent of respondents have no change in their hours or salary, whereas sixteen per cent report working fewer hours, and ten per cent report reduced pay/salary.
- Individuals reporting reduced pay/salary during the pandemic have a mental health score nine points below the national average; those working fewer hours have a mental health score five points below the average.
- Individuals working for employers with less than 1,000 employees or who are self-employed are twice as likely to report working fewer hours compared to before the pandemic.

Employment situation during the pandemic



MHI score by employment situation during the pandemic



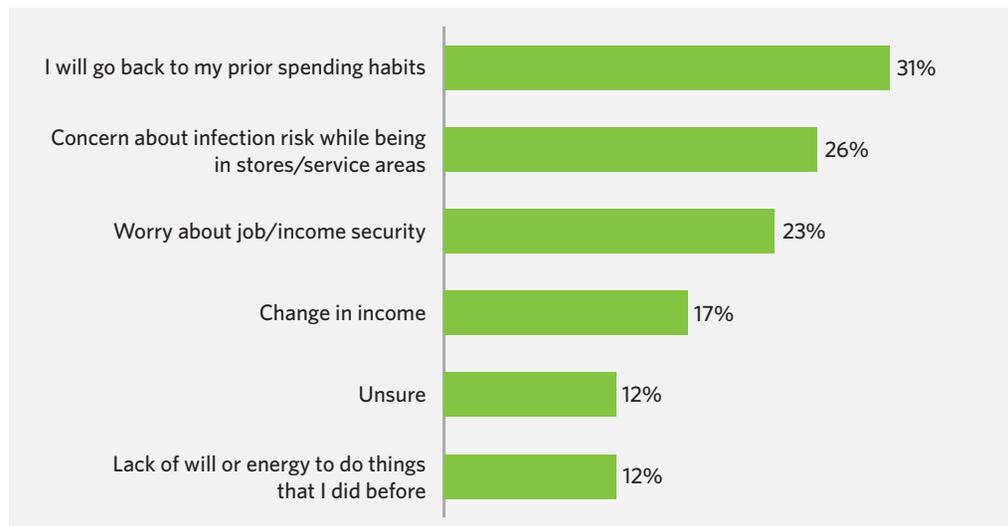


Spending habits

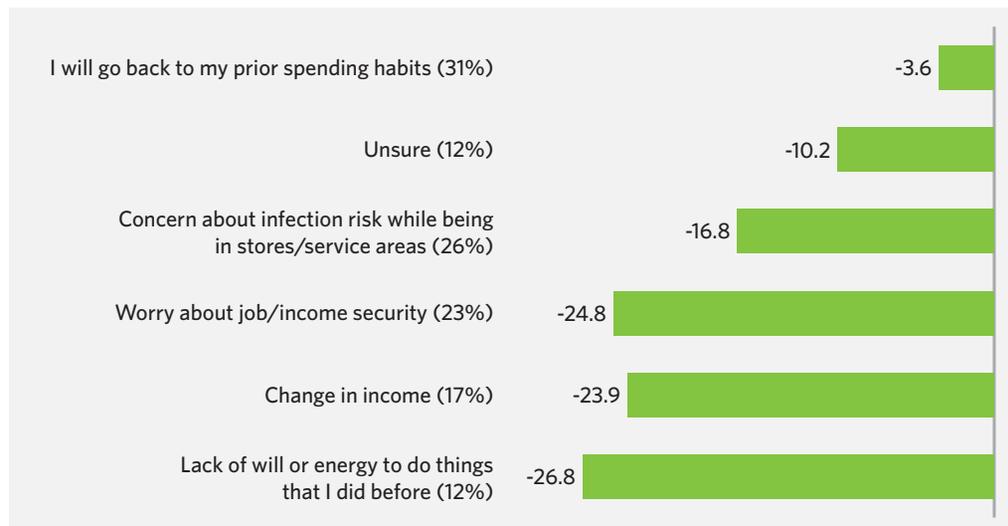
Previous findings (June 2020) indicate that nearly one-quarter (22 per cent) of respondents are likely to return to their previous spending habits. Over six months later, thirty-one per cent of individuals report that they will go back to prior spending habits.

- Among those who will not return to their prior spending habits, the most commonly reported reasons are fear over infection risk (26 per cent) and worry about job/income security (23 per cent).
- Individuals working for employers with under 5,000 employees are nearly twice as likely to report not returning to previous spending habits because their income had changed when compared with those working for employers with more than 5,000 employees.
- Respondents reporting a lack of will or energy to do things they did prior to the pandemic have the lowest optimism score (-28.6), followed by those with a change in income (-26.8) and those who are worried about job/income security (-25.2).

Reasons individuals will not return to prior spending habits once stores and businesses re-open



Optimism score by reasons individuals will not return to prior spending habits once stores and businesses re-open





Overview of the Mental Health Index™

The mental health and wellbeing of a population is essential to overall health and work productivity. The Mental Health Index™ provides a measure of the current mental health status of employed adults in a given geography, compared to the benchmarks collected in the years of 2017, 2018 and 2019. The increases and decreases in the Index are intended to predict cost and productivity risks, and inform the need for investment in mental health supports by business and government.

The Mental Health Index™ report has three main parts:

1. The overall Mental Health Index™ (MHI), which is a measure of change compared to the benchmark of mental health and risk.
2. A Mental Stress Change (MStressChg) score, which measures the level of reported mental stress, compared to the prior month.
3. A spotlight section that reflects the specific impact of current issues in the community.

Methodology

The data for this report was collected through an online survey of 2,000 British citizens who are living in the United Kingdom and are currently employed or who were employed within the prior six months. Participants were selected to be representative of the age, gender, industry, and geographic distribution in the United Kingdom. The same respondents participate each month to remove sampling bias. The respondents were asked to consider the prior two weeks when answering each question. The Mental Health Index™ is published monthly, starting in April 2020. The benchmark data was collected in 2017, 2018 and 2019. The data for the current report was collected between December 14 to December 23, 2020.

Calculations

To create the Mental Health Index™, the first step leverages a response scoring system turning individual responses to each question into a point value. Higher point values are associated with better mental health and less mental health risk. Each individual's scores are added and then divided by the total number of possible points to get a score out of 100. The raw score is the mathematical mean of the individual scores.



To demonstrate change, the current month's scores are then compared to the benchmark and the prior month. The benchmark is comprised of data from 2017, 2018 and 2019. This was a period of relative social stability and steady economic growth. **The change relative to the benchmark is the Mental Health Index™. A score of zero in the Mental Health Index™ reflects no change, positive scores reflect improvement, and negative scores reflect decline.**

A Mental Stress Change score is also reported given that increasing and prolonged mental stress is a potential contributor to changes in mental health. It is reported separately and is not part of the calculation of the Mental Health Index™. The Mental Stress Change score is (percentage reporting less mental stress + percentage reporting the same level of mental stress * 0.5) * -1 + 100. The data compares the current to the prior month. **A Mental Stress Change score of 50 reflects no change in mental stress from the prior month. Scores above 50 reflect an increase in mental stress, scores below 50 reflect a decrease in mental stress.** The range is from zero to 100. A succession of scores over 50, month over month, reflects high risk.

Additional data and analyses

Demographic breakdown of sub-scores, and specific cross-correlational and custom analyses are available upon request. Benchmarking against the national results or any sub-group, is available upon request. Contact MHI@morneaushepell.com

Morneau Shepell is a leading provider of technology-enabled HR services that deliver an integrated approach to employee wellbeing through our cloud-based platform. Our focus is providing world-class solutions to our clients to support the mental, physical, social and financial wellbeing of their people. By improving lives, we improve business. Our approach spans services in employee and family assistance, health and wellness, recognition, pension and benefits administration, retirement consulting, actuarial and investment services. Morneau Shepell employs approximately 6,000 employees who work with some 24,000 client organizations that use our services in 162 countries. Morneau Shepell inc. is a publicly traded company on the Toronto Stock Exchange (TSX: MSI). For more information, visit morneaushepell.com.

