

TELUS Mental Health Index.

Germany | Q2 2026

TELUS Health

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What you need to know: Q2 2026.



Despite an increase in the overall mental health score, one-third of the workforce remains at high mental health risk, with anxiety continuing its trend as the lowest sub-score.

- At 64.3, the mental health of workers has improved by two points from the first quarter of 2026
- 33 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, and 24 per cent have a low mental health risk
- All mental health sub-scores have improved compared to the previous quarter
- Anxiety has been the lowest mental health sub-score for nearly two years
- 37 per cent of workers lack emergency savings to cover basic needs
- 31 per cent of workers report feeling anxious; 25 per cent of workers feel isolated; 23 per cent report feeling depressed
- 28 per cent of workers report that their mental health is negatively affecting work productivity
- Managers continue to score higher than non-managers, and service industry workers score lower than both labourers and office workers

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

- 61 per cent of workers feel worried or anxious about their finances at least some of the time
- 27 per cent of workers always or often feel anxious about money; this group has the lowest mental health scores, at least 26 points lower than those never feeling anxious about money and nearly 16 points lower than the national average
- 22 per cent of workers, who are not in a good financial position, score more than 21 points lower on the Mental Health Index than their financially secure peers, and more than 13 points lower than the national average

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

- 17 per cent of workers report financial stress has negatively impacted their work productivity; this group scores 22 points lower on the Mental Health Index than workers reporting no productivity impact, and 15 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
- Managers are 80 per cent more likely, and parents are 70 per cent more likely than their counterparts to report the same
- Workers without emergency savings are nearly three times more likely to say their productivity has suffered
- Six per cent of workers have missed work entirely due to financial stress; this group's mental health score is nearly 10 points lower than the national average

The cost of living is the top driver of financial anxiety, followed by a lack of retirement savings and emergency savings.

- 43 per cent of workers cite the cost of living as the biggest driver of their financial anxiety, ahead of retirement savings (20 per cent) and a lack of emergency savings (14 per cent)
- The most reported impacts of financial stress are anxiety (28 per cent), sleep disruption (24 per cent), reduced motivation or engagement (15 per cent), and strained personal relationships (15 per cent)

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

- 65 per cent of workers contributing to a workplace retirement or savings program don't have a strong understanding of how it works
- Workers who don't understand their workplace retirement or savings program at all have a mental health score more than 14 points below those who understand it well
- 61 per cent of workers want employer-provided resources or support for retirement, pensions, or savings, the most requested categories of support
- Workers without emergency savings are three times more likely to report not understanding their retirement program at all
- Men are 60 per cent more likely than women to report a strong understanding of their program

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

- 14 per cent of workers provide financial support or care to adult children, 12 per cent to aging parents, and four per cent to other family members (excluding dependents under 18 and their spouse/partner)
- 29 per cent report a negative impact on their mental health
- 23 per cent of workers report a negative impact on their finances
- 17 per cent report reduced productivity, 16 per cent report reduced work hours or income, 14 per cent report strained family relationships, and 14 per cent report an impact on social relationships

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

- 47 per cent of workers believe their employer cares about both their wellbeing and productivity; 27 per cent believe employers care about productivity over wellbeing
- There's a 12-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
- 37 per cent of workers would feel comfortable telling their manager about a mental health issue; 38 per cent would not
- Workers who wouldn't feel comfortable disclosing a mental health issue have a mental health score seven points lower than those who would

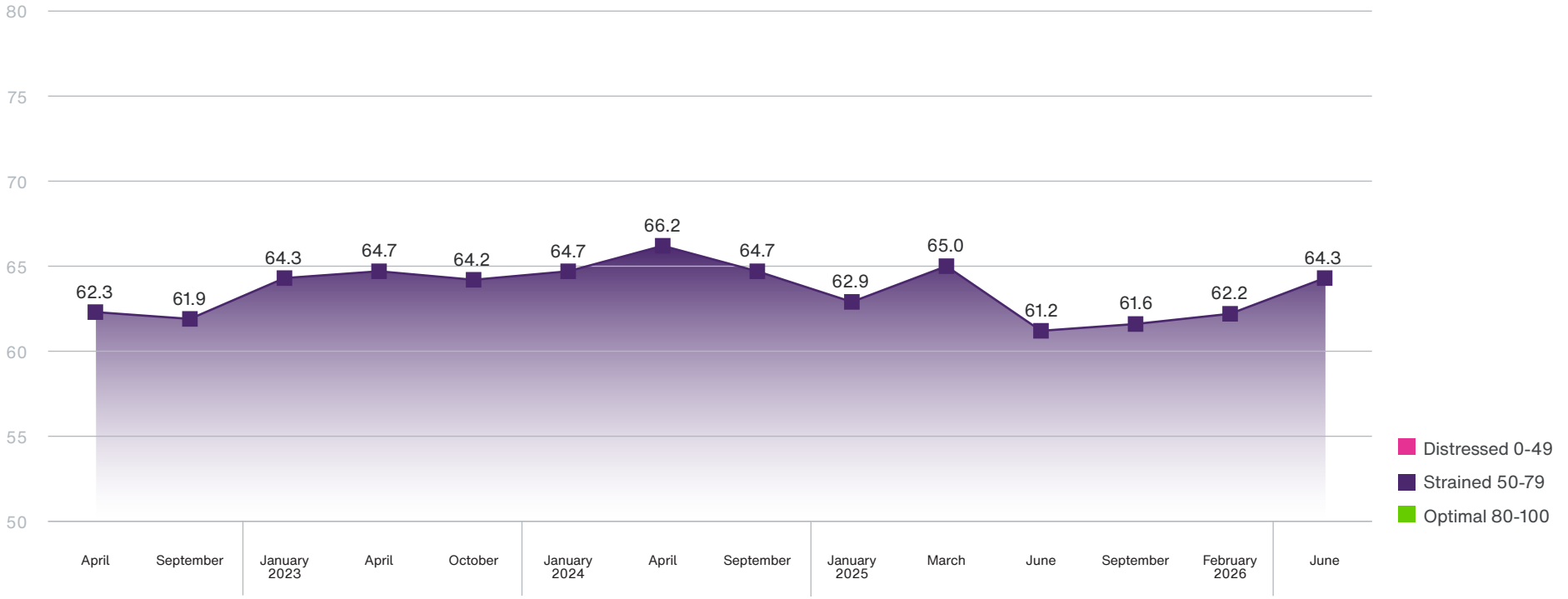
Substance use is affecting performance for many workers, but stigma and fear of workplace disclosure keep them from getting help.

- 28 per cent of workers would feel comfortable telling their manager if they had a substance use issue, while 44 per cent who wouldn't feel comfortable score more than six points lower on the Mental Health Index
- 24 per cent of workers report reduced quality or accuracy of work, 22 per cent report difficulty meeting deadlines and completing work on time, and 16 per cent report an impact on their attendance at work due to substance use
- Mental health scores for workers reporting work impact due to substance use range from 47.2 to 53.2, at least 11 points below the national average
- Even among 47 per cent of workers reporting no work impact due to substance use, mental health still lags the national average by more than two points
- Fear of workplace disclosure (29 per cent) and stigma or embarrassment (21 per cent) are the top barriers to seeking help for substance issues, followed by confidentiality concerns (19 per cent), not knowing what support is available (18 per cent), and cost (15 per cent)
- Workers citing stigma as a barrier to seeking help have a mental health score 15 points lower than the national average, and 20 points lower than those reporting no barriers

The Mental Health Index.

MHI Current Month June 2026	February 2026
64.3	62.2

The overall Mental Health Index (MHI) for June 2026 is 64.3.
Since falling to a four-year low in June 2025, the mental health of workers has been steadily increasing over three consecutive periods, yet remains significantly strained.

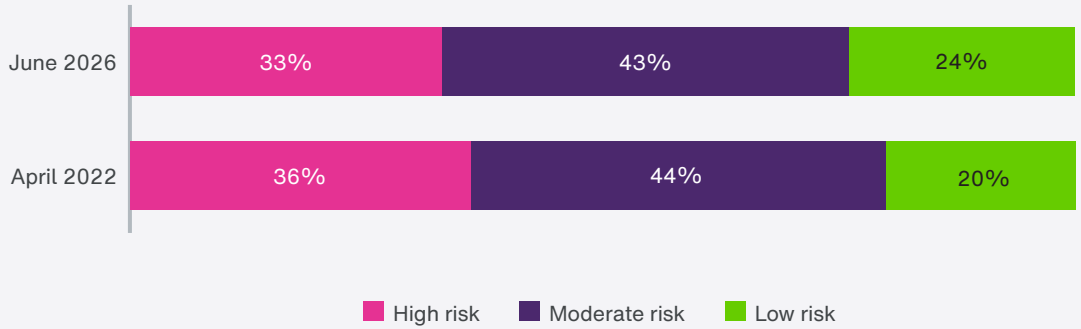


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Mental health risk.

In the second quarter of 2026, 33 per cent of workers have a high mental health risk, 43 per cent have a moderate mental health risk, and 24 per cent have a low mental health risk. More than four years after the launch of the Mental Health Index in April 2022, the proportion of workers in the high-risk group has decreased by three per cent.





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

Mental Health Index sub-scores.

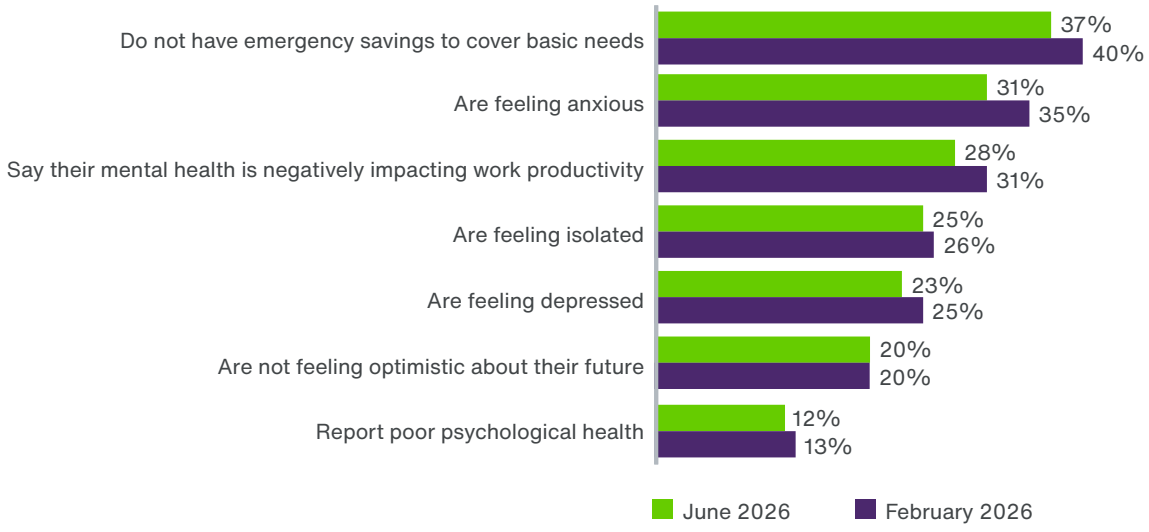
For nearly two years, anxiety (58.4) has ranked as the lowest Mental Health sub-score, followed by optimism (61.6), financial risk (62.4), work productivity (64.0), depression (65.2), and isolation (66.0). General psychological health (71.8) remains the most favourable mental health measure in the second quarter of 2026..

- Anxiety has been the lowest mental health sub-score for nearly two years
- All mental health sub-scores have increased from the last quarter

Nearly two in five (37 per cent) don't have emergency savings for basic needs, 31 per cent of workers feel anxious, 28 per cent say their mental health is negatively impacting work productivity, 25 per cent feel isolated, 23 per cent feel depressed, 20 per cent don't feel optimistic about their future, and 12 per cent of workers cite poor psychological health.

Mental Health Index Sub-scores	June 2026	February 2026
Anxiety	58.4	55.5
Optimism	61.6	61.2
Financial risk	62.4	59.8
Work productivity	64.0	61.1
Depression	65.2	62.1
Isolation	66.0	63.6
Psychological health	71.8	70.6

Percentage at risk by MHI sub-score



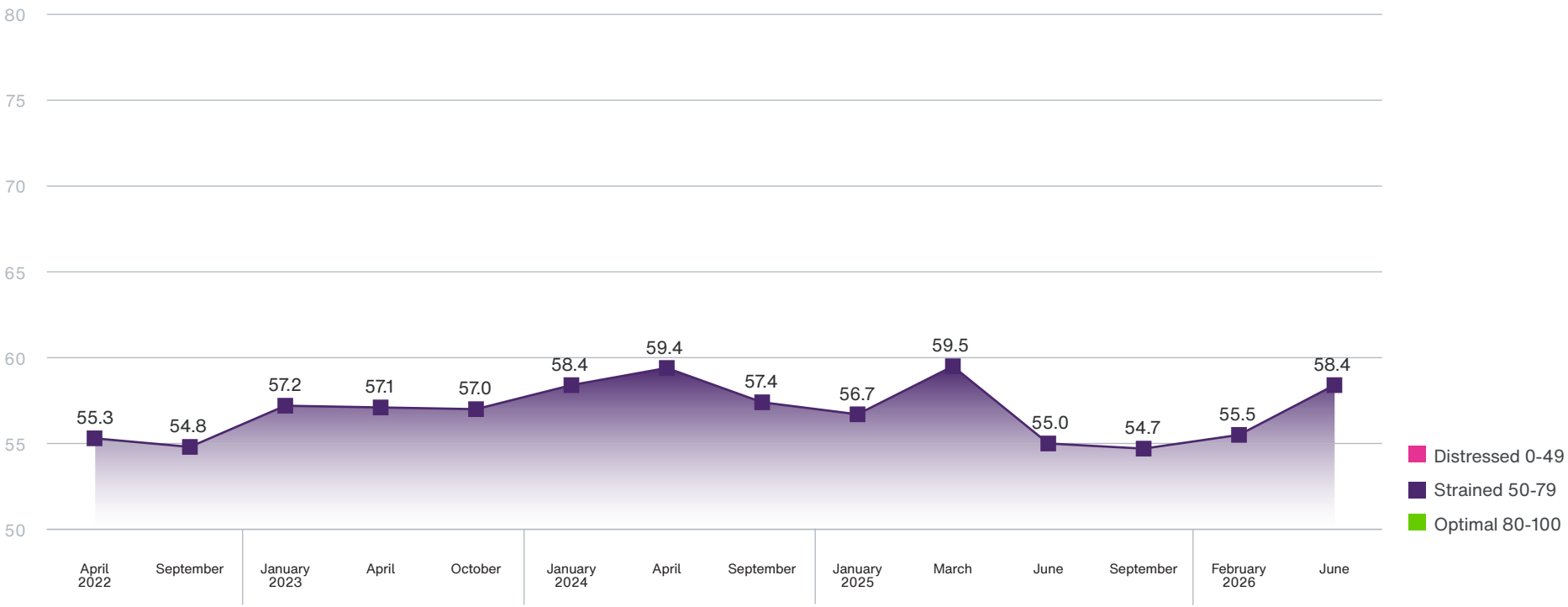
Anxiety

In the second quarter of 2026, 31 per cent of workers report often feeling unsettled and nervous.

Sub-score
June 2026

58.4

The anxiety sub-score trended upward through April 2024. After two periods of decline, the sub-score peaked in March 2025. A significant 4.5-point decline was observed in June 2025, and the score fell further in September 2025 to its lowest recorded level. In the second quarter of 2026, the anxiety sub-score has improved again, up nearly three points, yet it remains the lowest among mental health sub-scores for nearly two years.



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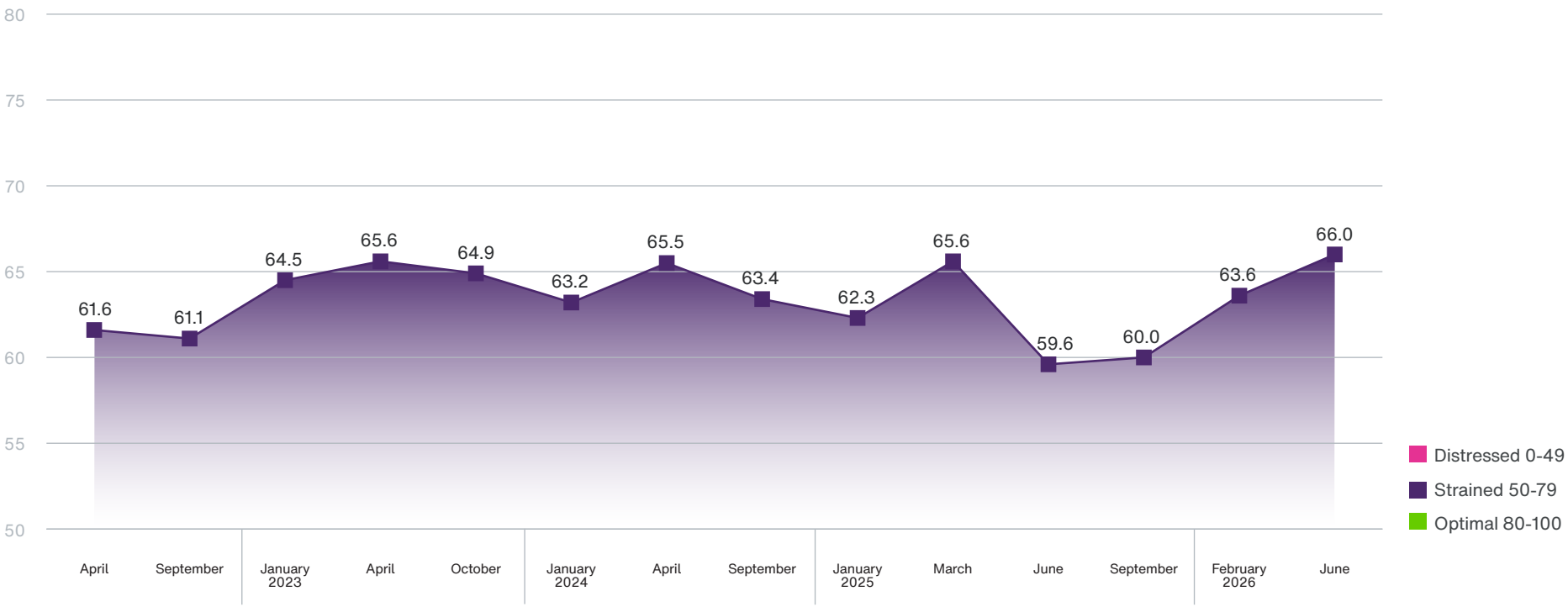
Isolation

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

The isolation sub-score gradually improved, despite fluctuations, until March 2025. In June 2025, the score fell sharply to its lowest level. A modest recovery was observed in September 2025, with gains of 3.6 points in the first quarter of 2026 and more than 2 points in the second quarter of 2026, bringing the Index to its highest level since its launch.

Sub-score
June 2026

66.0



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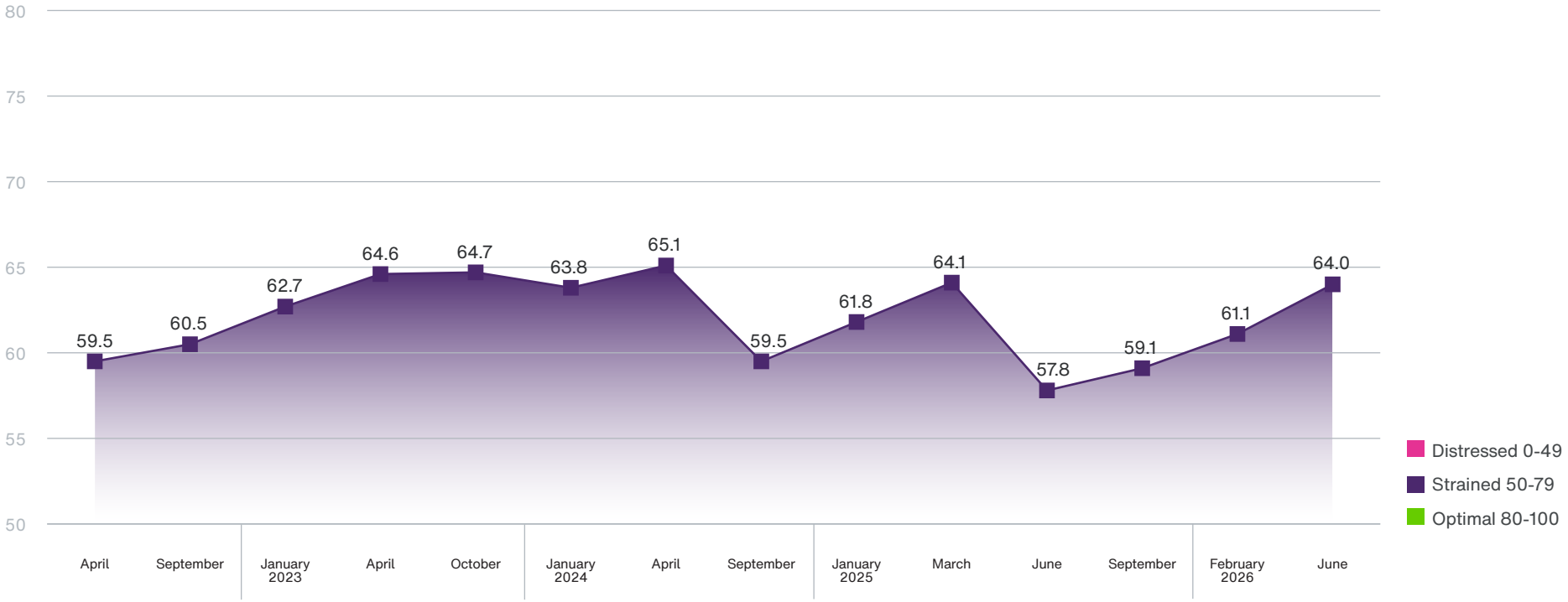
Work productivity

In the second quarter of 2026, 28 per cent of workers say their mental health is negatively impacting their work productivity and goals.

The work productivity sub-score has shown some volatility since the Index's launch in April 2022. After steady improvement through April 2024, the sub-score declined sharply in September 2024, recovered through March 2025, then fell by more than six points to its lowest level in June 2025. From September 2025 through the second quarter of 2026, the work productivity sub-score has recovered from its losses, up three points in the current period.

Sub-score
June 2026

64.0



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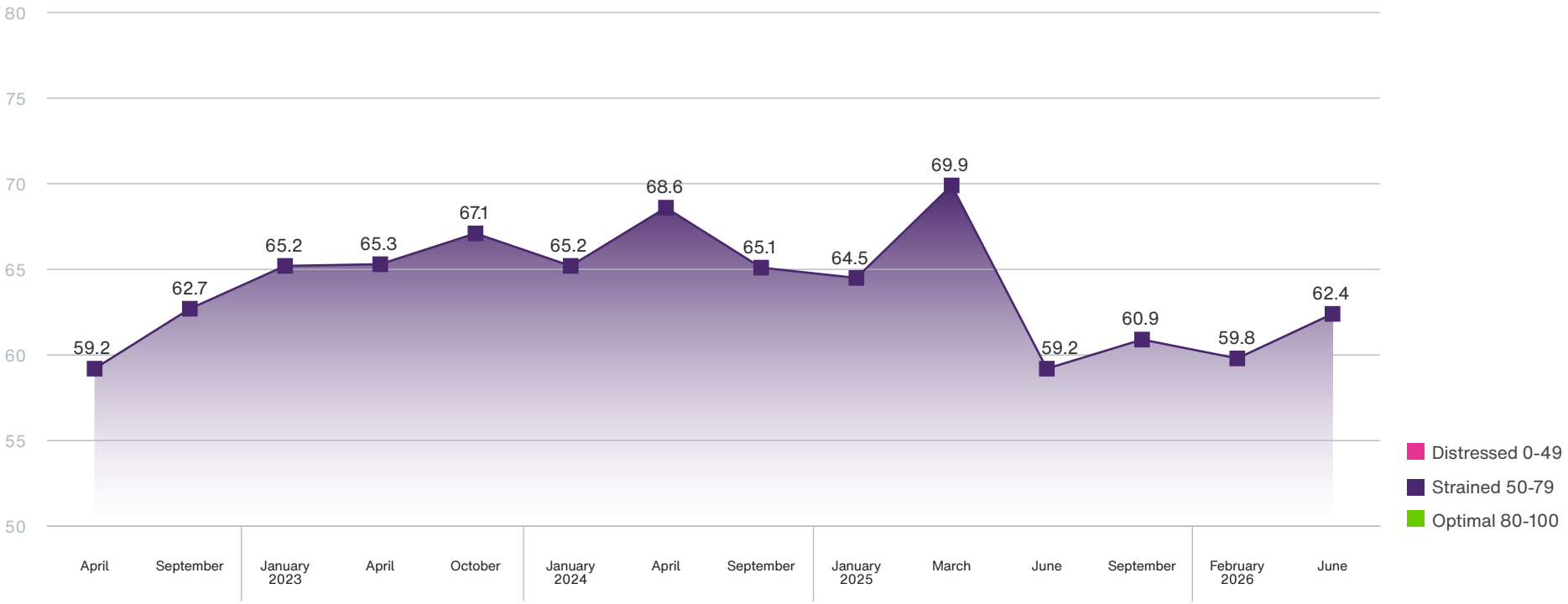
Financial risk

In the second quarter of 2026, 37 per cent of workers don't have emergency savings for basic needs.

The financial risk sub-score showed overall improvement through March 2025. In June 2025, the sub-score fell by more than 10 points, reverting to the April 2022 baseline level. Despite improvements in September 2025 and in the current period, the financial risk sub-score remains near the lowest recorded levels, and nearly two in five workers lack emergency savings.

Sub-score
June 2026

62.4



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Mental health by gender and age.

- Since the launch of the MHI, women have had significantly lower mental health scores than men. In the second quarter of 2026, the mental health score for women is 61.5 compared to 66.8 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 MHI in April 2022. More than four years later, this pattern continues, with a lower score for workers with at least one child (62.7) than for workers without children (65.2)

Mental health by employment status.

- Overall, two per cent of respondents are unemployed[1] and five per cent report reduced hours
- Workers reporting reduced hours when compared
- to the previous month have the lowest mental health score (50.4), followed by respondents not currently employed (61.9), and workers with no change to salary or hours (65.1)
- Service industry workers have a lower mental health score (61.9) than labourers (62.5) and office workers (65.8)
- Managers have a higher mental health score (67.8) than non-managers (62.1)
- Respondents working for companies with more than 10,000 employees have the highest mental health score (68.1)
- Respondents working for companies with 1,001-5,000 employees have the lowest mental health score (60.9)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (54.0) than the overall group 64.3. Workers with emergency savings have a mental health score of 70.3

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

Employment status	June 2026	Feb. 2026
Employed (no change in hours/salary)	65.1	63.0
Employed (fewer hours compared to last month)	50.4	52.4
Employed (reduced salary compared to last month)	N/A	49.5
Not currently employed	61.9	61.4

Age group	June 2026	Feb. 2026
Age 20-29	51.7	54.0
Age 30-39	60.8	57.7
Age 40-49	62.0	60.2
Age 50-59	67.1	65.0
Age 60-69	70.4	70.8

Number of children	June 2026	Feb. 2026
No children in household	65.2	63.0
1 child	62.3	61.6
2 children	63.1	60.3
3 children or more	63.7	60.1

Gender	June 2026	Feb. 2026
Men	66.8	64.6
Women	61.5	59.8

Household income/annum	June 2026	Feb. 2026
Less than € 10,000	58.2	50.7
€ 10,000 to less than € 20,000	51.9	57.6
€ 20,000 to less than € 30,000	57.0	56.5
€ 30,000 to less than € 50,000	62.8	59.4
€ 50,000 to less than € 70,000	62.6	61.0
€ 70,000 to less than € 100,000	68.5	68.6
€ 100,000 and over	74.7	70.1

Employer size	June 2026	Feb. 2026
Self-employed/sole proprietor	67.3	61.3
2-50 employees	63.2	61.9
51-100 employees	63.7	61.0
101-500 employees	64.7	63.2
501-1,000 employees	65.6	62.7
1,001-5,000 employees	60.9	61.3
5,001-10,000 employees	63.8	62.2
More than 10,000 employees	68.1	64.3

Manager	June 2026	Feb. 2026
Manager	67.8	64.4
Non-manager	62.1	61.0

Work environment	June 2026	Feb. 2026
Labour	62.5	60.0
Office/desk	65.8	63.4
Service	61.9	61.4

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 Administrative and Support Service Activities have the lowest mental health score (54.5), followed by workers in Arts, Entertainment and Recreation (56.2), and Accommodation and Food Service Activities (56.2).

Workers in Financial and Insurance Activities (70.3), Transportation and Storage (69.8), and Real Estate Activities (69.0) have the highest mental health scores in the second quarter of 2026.



Industry	June 2026	February 2026	Change
Real Estate Activities	69.0	60.9	8.1
Transportation and Storage	69.8	61.7	8.1
Media and Telecommunications	60.0	53.4	6.6
Manufacturing	66.2	62.0	4.2
Education	64.3	60.4	3.9
Financial and Insurance Activities	70.3	66.4	3.9
Public Administration and Defence	68.0	65.4	2.6
Technology	66.6	64.0	2.6
Professional, Scientific and Technical Activities	67.8	65.8	2.0
Human Health and Social Work Activities	61.0	59.9	1.1
Electricity, Gas, Steam and Air Conditioning Supply	56.3	56.1	0.2
Accommodation and Food Service Activities	56.2	56.3	-0.1
Other Service Activities	61.7	61.8	-0.1
Wholesale and Retail Trade	64.3	64.4	-0.1
Construction	65.2	65.8	-0.6
Arts, Entertainment and Recreation	56.2	57.5	-1.3
Information and Cultural Industries (excluding media and telecommunications)	66.7	69.8	-3.1
Administrative and Support Service Activities	54.5	58.4	-3.9

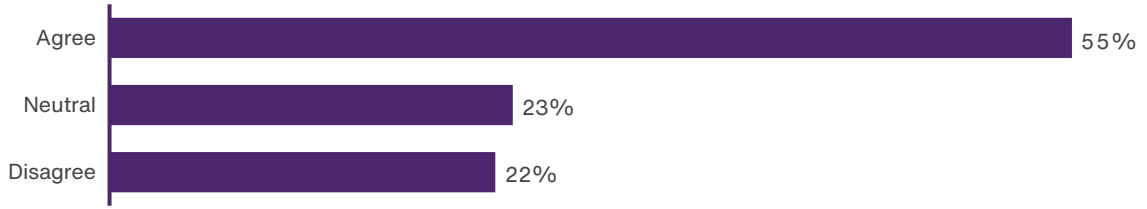
Financial Health

Perception of financial health.

While more than half of workers say their financial situation is good, more than one in five remain financially insecure.

- 55 per cent of workers report being in a good financial position; the mental health score of this group (72.1) is nearly eight points higher than the national average (64.3)
- Nearly one-quarter (22 per cent) of workers report not being in a good financial position; this group has the lowest mental health score (50.8), more than 21 points lower than workers reporting being in a good financial position (72.1), and more than 13 points lower than the national average (64.3)
- Workers without emergency savings are nearly three times more likely than workers with emergency savings to report not being in a good financial position
- Workers with a yearly household income lower than €50,000 are two and a half times more likely than workers with an annual household income greater than €50,000 to report not being in a good financial position

I am in a good financial situation/position



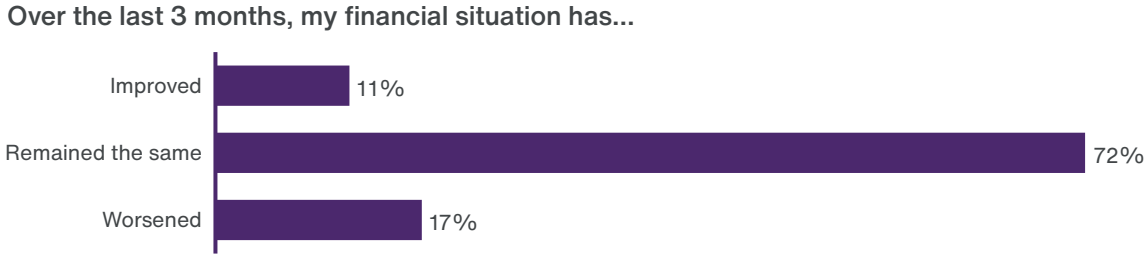
MHI score by “I am in a good financial situation/position”





More than seven in 10 workers say their financial situation has remained the same over the last three months; one in six say it's worsened.

- 72 per cent of workers report their financial situation hasn't changed over the last three months; the mental health score of this group (66.7) is more than two points higher than the national average (64.3)
- The lowest mental health score (51.1) is among 17 per cent of workers reporting their financial situation has worsened over the last three months, nearly 18 points lower than workers reporting an improvement (68.8), and more than 13 points lower than the national average (64.3)
- Workers without emergency savings are 50 per cent 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 €50,000 are 50 per cent more likely than workers with an annual household income greater than €50,000 to report a worsening of their financial situation over the last three months



- The highest mental health score (68.8) is among 11 per cent of workers reporting their financial situation has improved over the last three months, nearly five points higher than the national average (64.3)
- Workers under 40 are twice as likely as workers over 50 to report their financial situation has improved over the last three months
- Managers are 70 per cent more likely than non-managers to report their financial situation has improved over the last three months
- Parents are 60 per cent more likely than non-parents to report their financial situation has improved over the last three months

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





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One in six 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.

- 65 per cent of workers say their personal financial situation has not impacted their work productivity; the mental health score of this group (71.1) is nearly seven points higher than the national average (64.3)
- One in six workers (17 per cent) say their personal financial situation has negatively impacted their productivity at work; the mental health score of this group (48.9) is more than 15 points lower than the national average (64.3)
- 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 nearly three times more likely than workers with emergency savings to report a negative impact on their work productivity over the past three months
- Managers are 80 per cent more likely than non-managers to report a negative impact on their work productivity over the past three months
- Parents are 70 per cent more likely than non-parents 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"

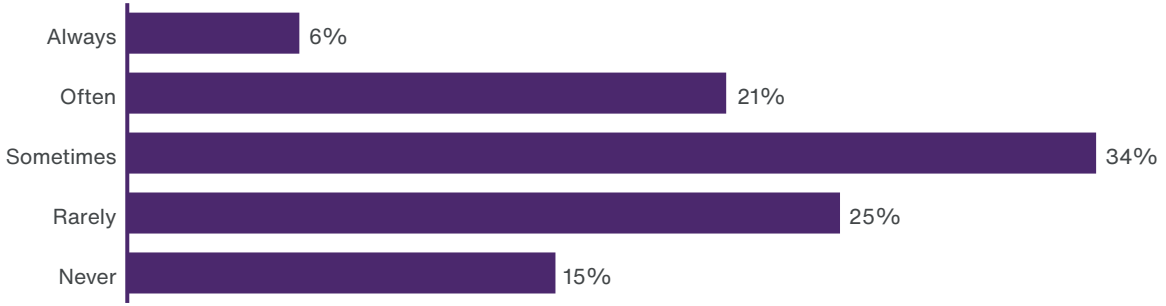


Financial anxiety

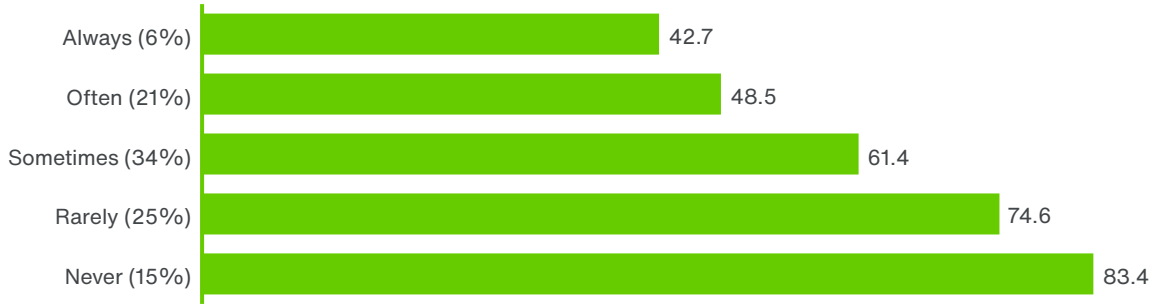
More than six in 10 workers feel worried or anxious about their financial situation; younger workers and parents are more likely to feel this way always or often.

- 40 per cent of workers rarely or never feel worried/anxious about their financial situation; the mental health scores of this group (74.6 and 83.4, respectively) are at least 10 points higher than the national average (64.3)
- More than one-quarter (27 per cent) of workers always or often feel worried/anxious about their financial situation; this group has the lowest mental health scores (42.7 and 48.5, respectively), at least 26 points lower than workers who rarely or never feel worried (74.6 and 83.4, respectively), and at least 15 points lower than the national average (64.3)
- Workers under 40 are twice as likely as workers over 50 to always or often feel worried/anxious about their financial situation
- Workers with a yearly household income lower than €50,000 are 70 per cent more likely than workers with a yearly household income greater than €50,000 to always or often feel worried/anxious about their financial situation
- Parents are 60 per cent more likely than non-parents to always or often feel worried/anxious about their financial situation

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



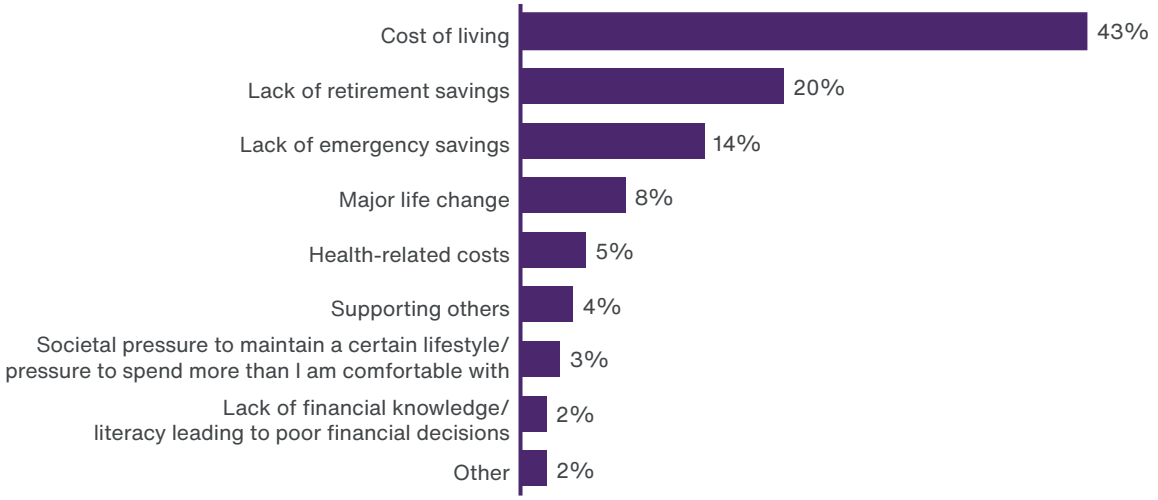
MHI score by "How often do you feel worried or anxious about your financial situation?"



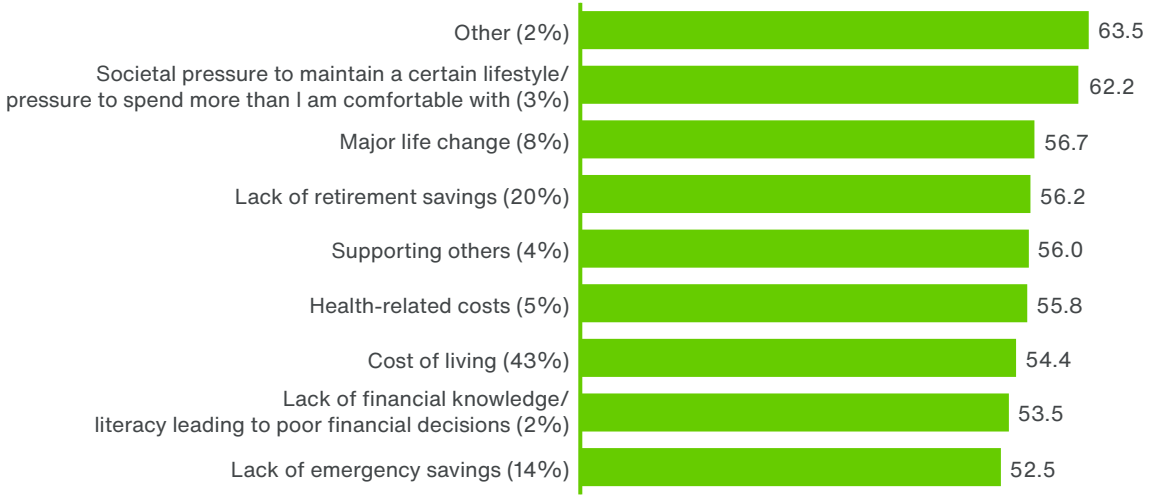
More than two in five workers identify the cost of living as their leading source of financial anxiety.

- 43 per cent of workers say the cost of living is driving their financial anxiety most, 20 per cent say it's a lack of retirement savings, and 14 per cent say it's a lack of emergency savings
- The mental health score of 43 per cent reporting the cost of living as the biggest driver of financial anxiety (54.4) is 10 points lower than the national average (64.3)
- The lowest mental health score (52.5) is among 14 per cent of workers reporting a lack of emergency savings as driving their financial anxiety most, nearly 12 points lower than the national average (64.3)

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?"

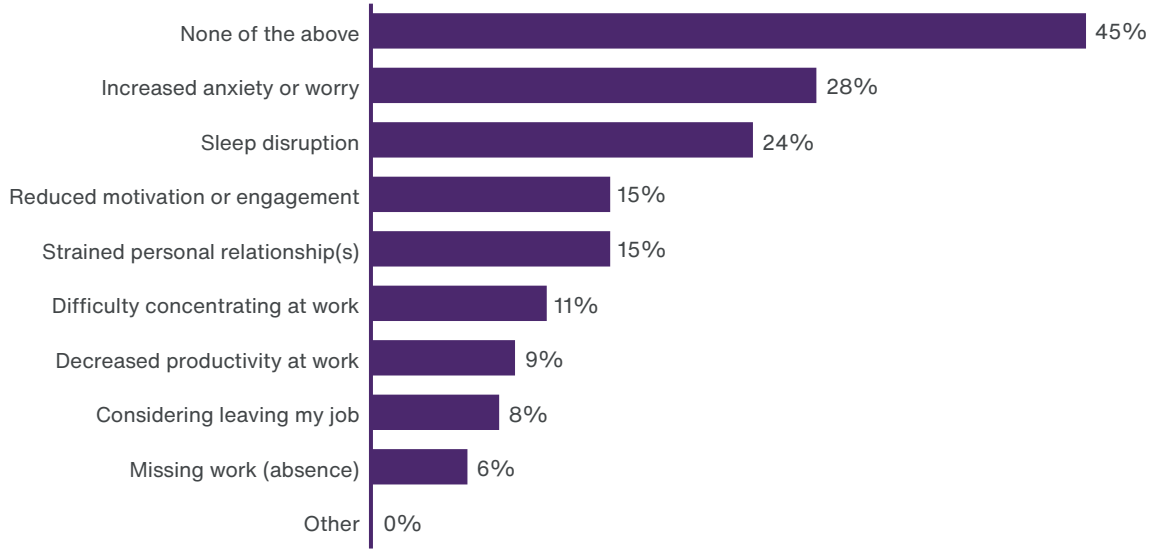


The impact of financial stress.

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

- Nearly three in 10 (28 per cent) workers say they've experienced increased anxiety as a result of financial stress, 24 per cent report sleep disruption, 15 per cent report reduced motivation/engagement, 15 per cent report strained personal relationship(s), and nine per cent report decreased work productivity due to financial stress
- 45 per cent of workers report no impact from financial stress; the mental health score of this group (76.4) is more than 12 points higher than the national average (64.3)

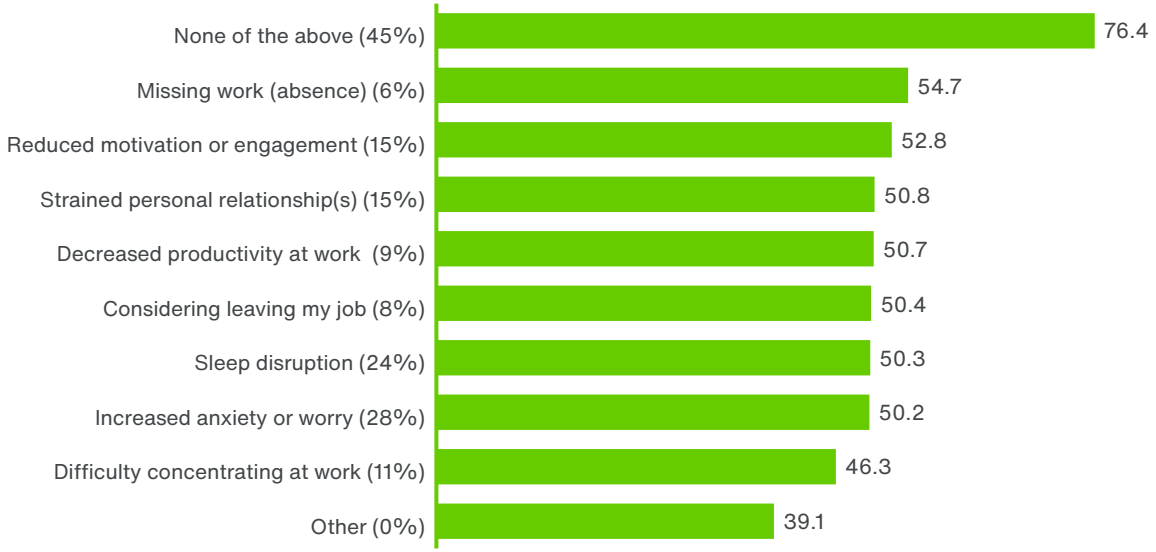
Which, if any, have you experienced as a result of financial stress?



- Mental health scores among workers reporting impacts due to financial stress range from 46.3 (difficulty concentrating at work) to a high of 54.7 (work absence), at least 10 points lower than the national average (64.3)
- The lowest mental health score (46.3) is among 11 per cent of workers reporting difficulty concentrating on work due to financial stress, 30 points lower than workers reporting no impact (76.4), and 18 points lower than the national average (64.3)



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

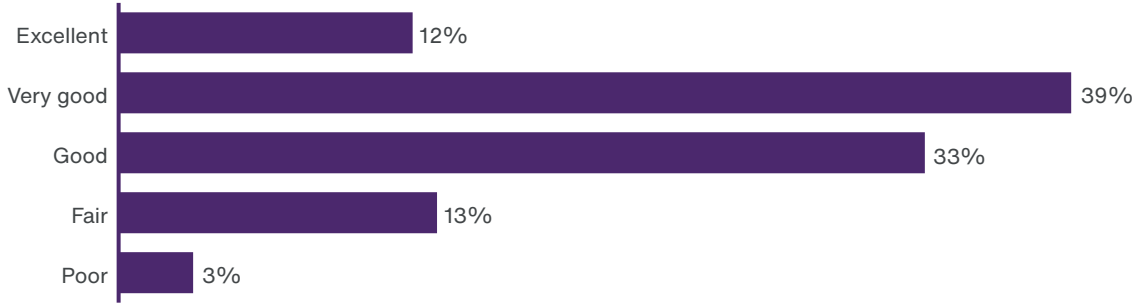


Financial literacy

More than half of workers rate their financial literacy as very good or excellent; 16 per cent rate it as fair or poor.

- 51 per cent of workers rate their financial literacy as very good or excellent; the mental health scores of this group (68.7 and 74.0, respectively) are at least four points higher than the national average (64.3)
- Workers with emergency savings are 50 per cent more likely than workers without emergency savings to rate their financial literacy as very good or excellent
- More than one in seven (16 per cent) workers rate their overall financial literacy as fair or poor; this group has the lowest mental health scores (52.7 and 45.7, respectively), at least 16 points lower than workers who rate their financial literacy as excellent or very good, and at least 12 points lower than the national average (64.3)

How would you rate your overall financial literacy?



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

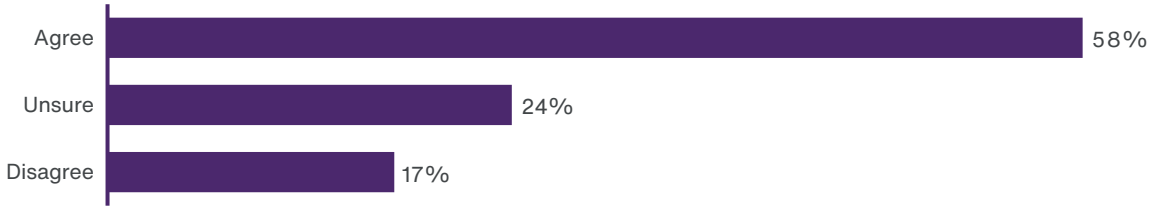


Compensation and workplace retirement or savings programs.

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

- 58 per cent of workers say they're fairly paid for the work they do; the mental health score of this group (69.8) is more than five points higher than the national average (64.3)
- The lowest mental health score (51.7) is among 17 per cent of workers who say they're not fairly paid for the work they do, 18 points lower than workers who believe they're fairly paid (69.8) and more than 12 points lower than the national average (64.3)
- Non-managers are 40 per cent more likely than managers to say they're not fairly paid for the work they do

I am fairly paid for the work I do



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

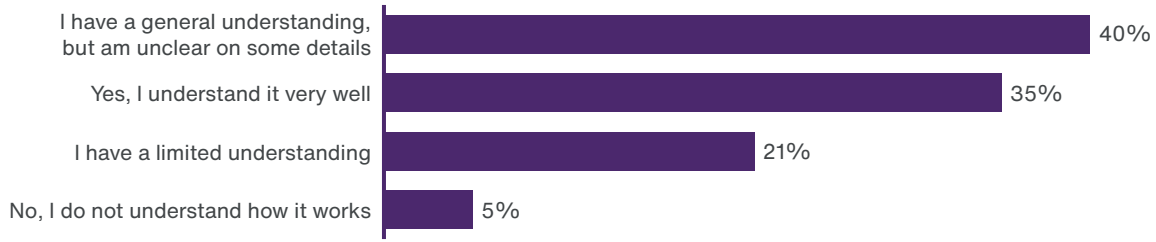


Two-thirds of workers who contribute to workplace retirement or savings programs don't have a good understanding of how these programs work.

- Two in five (40 per cent) workers have a general understanding of how their workplace retirement or savings programs work, but are unclear on some details, 21 per cent have a limited understanding of how the program works, and five per cent don't understand at all
- The lowest mental health score (56.8) is among five per cent of workers who don't understand how their workplace retirement or savings programs work at all, more than 14 points lower than workers who understand them very well (71.1), and more than seven points lower than the national average (64.3)
- Workers without emergency savings are three times more likely than workers with emergency savings to report not understanding how the programs work at all



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



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- Workers with a yearly household income lower than €50,000 are 50 per cent more likely than workers with an annual household income greater than €50,000 to report not understanding how the programs work at all
- 35 per cent of workers contributing to a workplace retirement or savings program understand how the programs work very well; the mental health score of this group (71.1) is nearly seven points higher than the national average (64.3)
- Men are 60 per cent more likely than women to report a very good understanding of how their workplace retirement or savings programs work

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

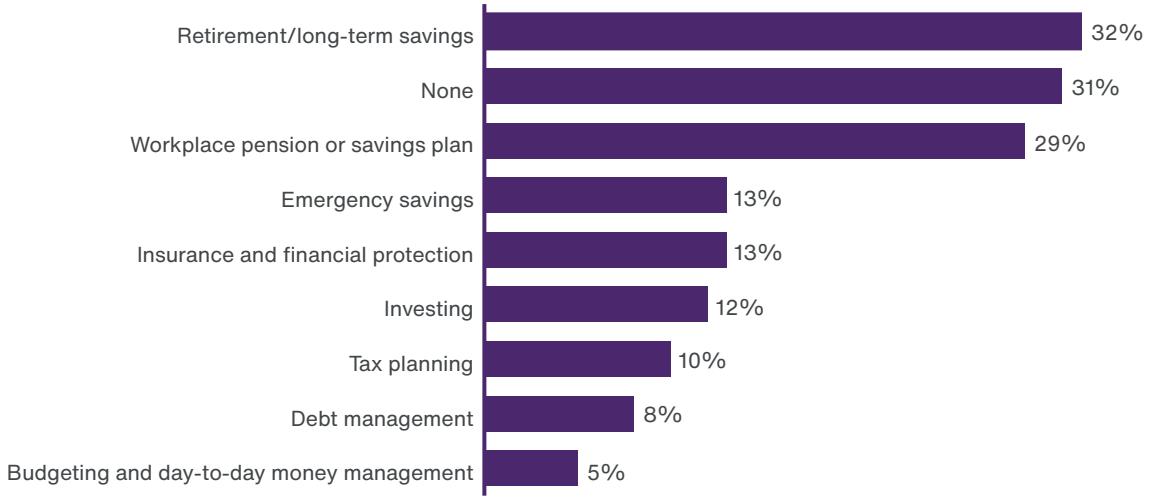


More than six in 10 workers want their employer to provide resources, communications or support for retirement and workplace pension or savings plans.

- 32 per cent of workers want their employer to offer resources, communications or support for retirement savings, 29 per cent want support for their workplace pension or savings plans, 13 per cent want support for emergency savings, 13 per cent want support for insurance or financial protection, 12 per cent want employer support for investing, and 10 per cent want employer support for tax planning



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

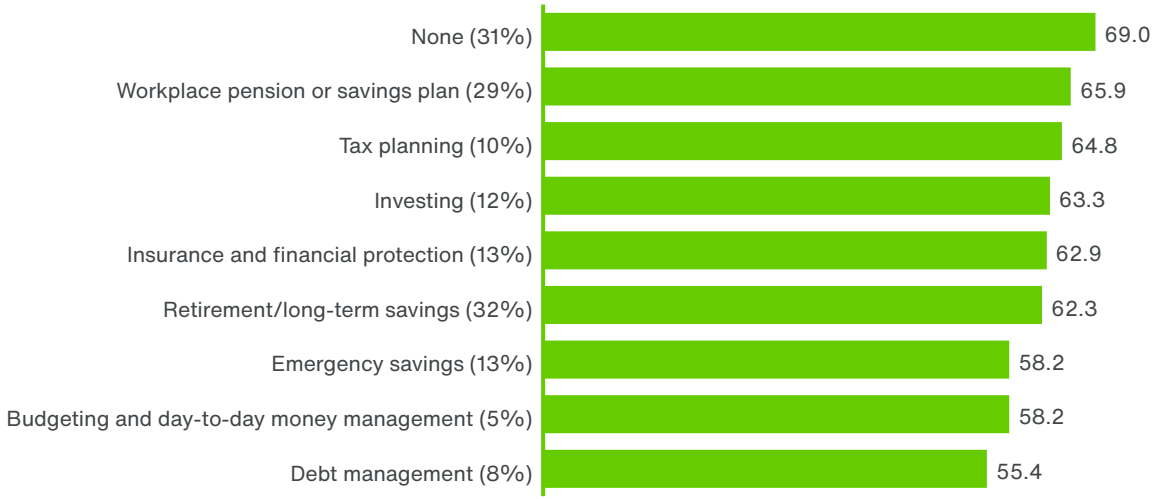


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- The lowest mental health score (55.4) is among eight per cent of workers who want employer support for debt management, nine points lower than the national average (64.3)
- 31 per cent of workers don't want their employer to provide resources, communication, or support on any financial topic; this group has the highest mental health score (69.0), nearly five points higher than the national average (64.3)



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



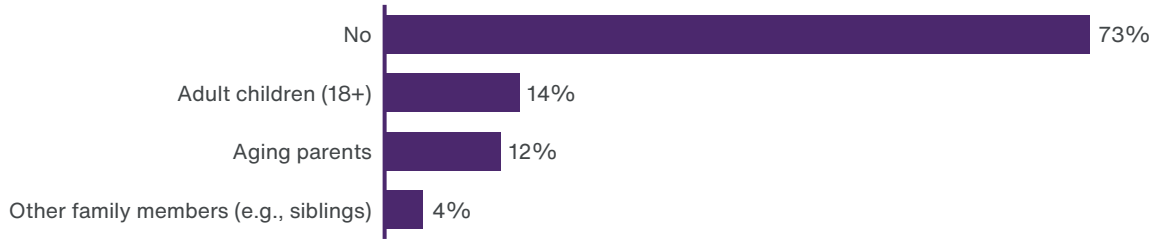
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Caregiving and financial support.

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

- 14 per cent of workers are providing financial support or care to their adult children, 12 per cent are providing care or financial support to their aging parents, and four per cent are providing financial support or care to other family members
- Mental health scores among workers providing care or financial support range from 59.8 (adult children) to a low of 53.6 (other family members), at least four points lower than the national average (64.3)
- 73 per cent of workers don't provide financial support or care to dependents (excluding children under 18 and spouse/partner); the mental health score of this group (66.6) is more than two points higher than the national average (64.3)

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



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

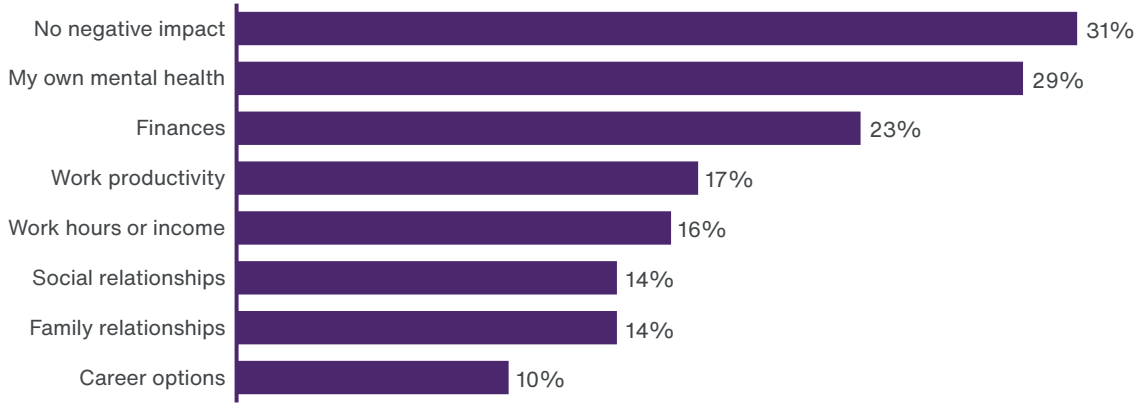


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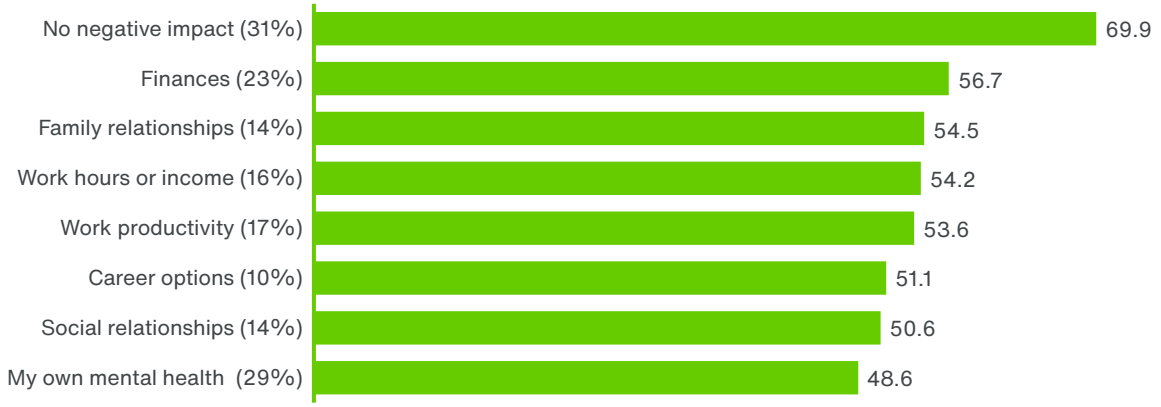
Workers providing financial support or care most commonly report a negative impact on their mental health, finances, and work productivity.

- 29 per cent of workers providing financial support or care report a negative impact on their mental health, 23 per cent report a negative impact on their finances, 17 per cent report a negative impact on their work productivity, 16 per cent report a negative impact on work hours or income, and 14 per cent report a negative impact on social or family relationships
- The lowest mental health score (48.6) is among 29 per cent of workers reporting that providing financial support or care has negatively impacted their mental health, more than 21 points lower than workers reporting no negative impact (69.9), and nearly 16 points lower than the national average (64.3)
- Parents are 70 per cent more likely than non-parents to report that providing financial support or care has negatively impacted their mental health
- 31 per cent of workers say that providing financial support or care has had no negative impact; the mental health score of this group (69.9) is nearly six points higher than the national average (64.3)

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.

Nearly two in five workers wouldn't feel comfortable telling their manager if they had a mental health issue.

- 37 per cent of workers would feel comfortable telling their manager if they had a mental health issue; the mental health score of this group is the highest (67.1), nearly three points higher than the national average (64.3)
- The lowest mental health score (60.2) is among 38 per cent of workers who wouldn't feel comfortable telling their manager if they had a mental health issue, seven points lower than workers who would feel comfortable (67.1) and more than four points lower than the national average (64.3)



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



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



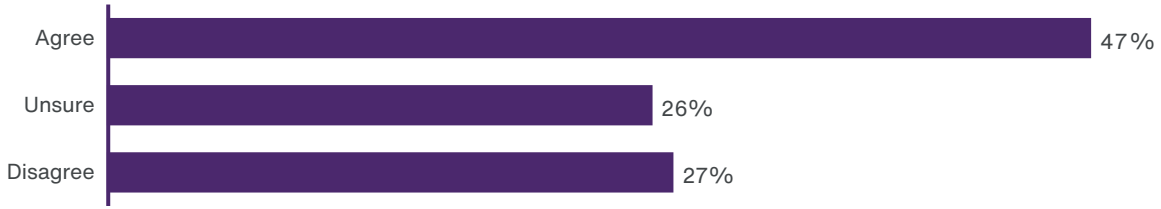
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More than a quarter of workers believe their employer cares only about their productivity.

- 47 per cent of workers perceive their employer cares about both their wellbeing and productivity; the mental health score of this group (69.7) is more than five points higher than the national average (64.3)
- The lowest mental health score (57.4) is among 27 per cent of workers who believe their employer cares about their productivity over their wellbeing, more than 12 points lower than workers who perceive their employer cares about their wellbeing and productivity (69.7) and seven points lower than the national average (64.3)

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”

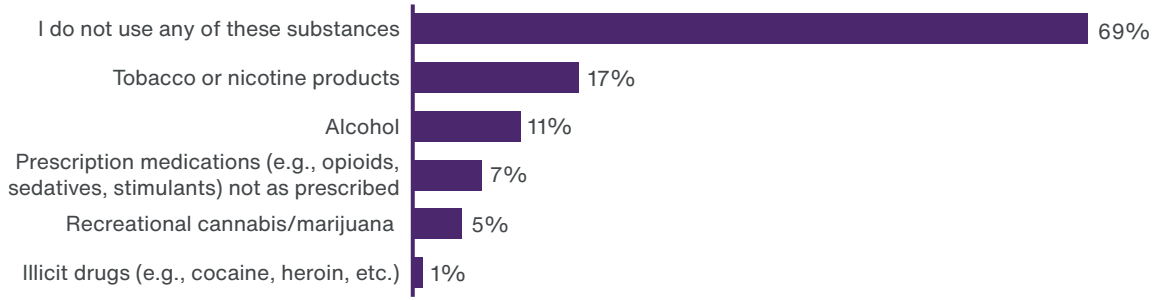


Substance use

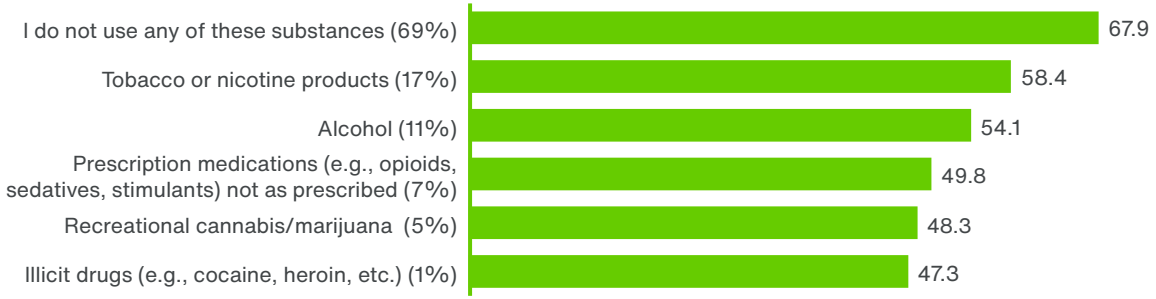
- 69 per cent of workers report no substance use; the mental health score of this group (67.9) is nearly four points higher than the national average (64.3)
- 17 per cent are concerned about their tobacco or nicotine intake, 11 per cent of workers are concerned about their alcohol use, and seven per cent have difficulty controlling their use of prescription medications
- The highest mental health score (67.9) is among 69 per cent of workers with no substance use concerns, nearly four points higher than the national average (64.3)



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?



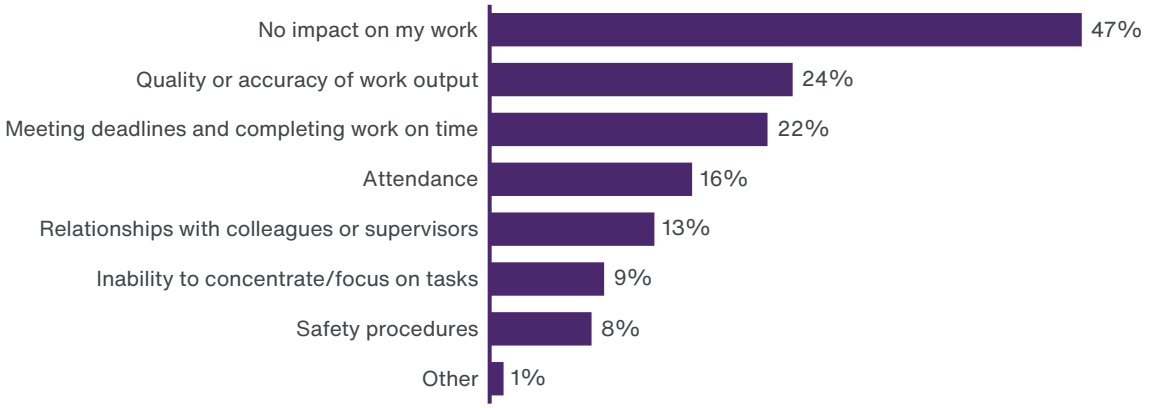
MHI score by "In the past 12 months, have you used any of the following in a way that felt difficult to control or that you were concerned about?"



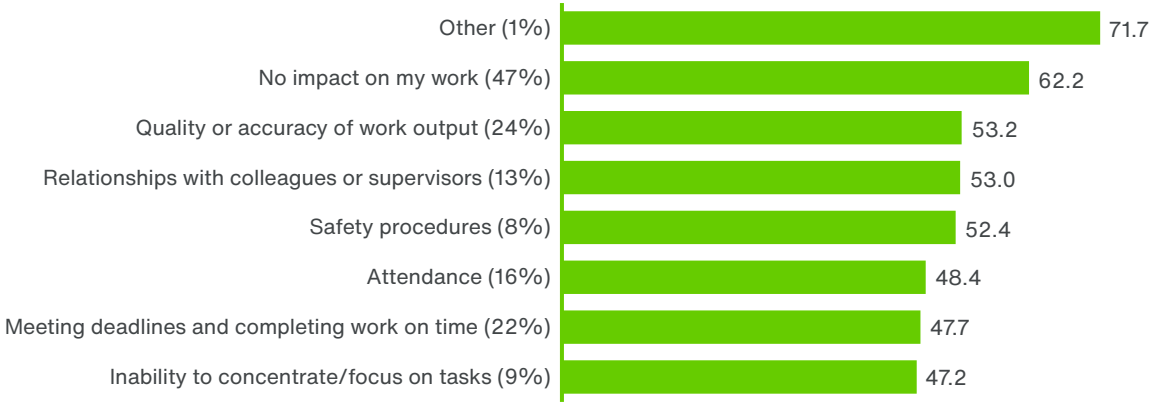
Among workers reporting difficulty with substance use, more than half report some impact on their work.

- 24 per cent of workers report their substance use has negatively impacted the quality or accuracy of their work, 22 per cent report difficulty meeting deadlines and completing work on time, 16 per cent report an impact on their attendance, 13 per cent report an impact on their relationships with colleagues or supervisors, and nine per cent report an inability to concentrate/focus on tasks
- Mental health scores among workers reporting impacts due to substance use range from 53.2 (quality of work) to a low of 47.2 (inability to concentrate/focus on tasks), at least 11 points lower than the national average (64.3)
- Fewer than half (47 per cent) report no impact of substance use on their work, yet the mental health score of this group (62.2) is more than two points lower than the national average (64.3)

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?"

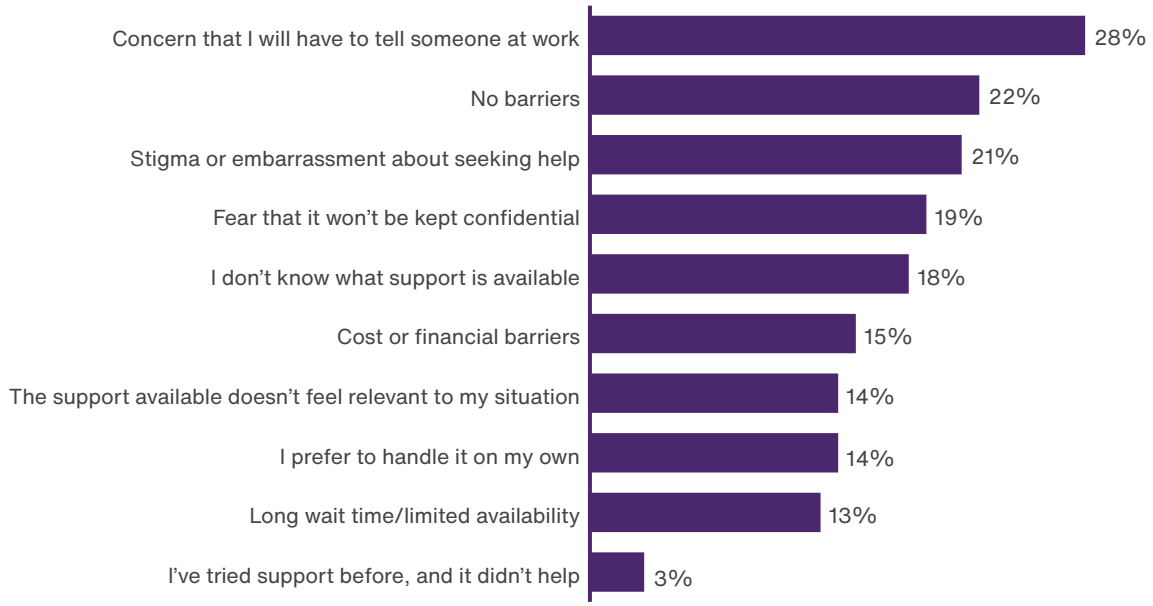


Concern over workplace disclosure and stigma are the leading barriers preventing workers from seeking help for substance use.

- 28 per cent are concerned that they'll have to tell someone at work, 21 per cent of workers report stigma or embarrassment as a barrier to seeking help for substance use, 19 per cent are concerned about confidentiality, 18 per cent don't know what help is available to them, and 15 per cent say cost is a barrier



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

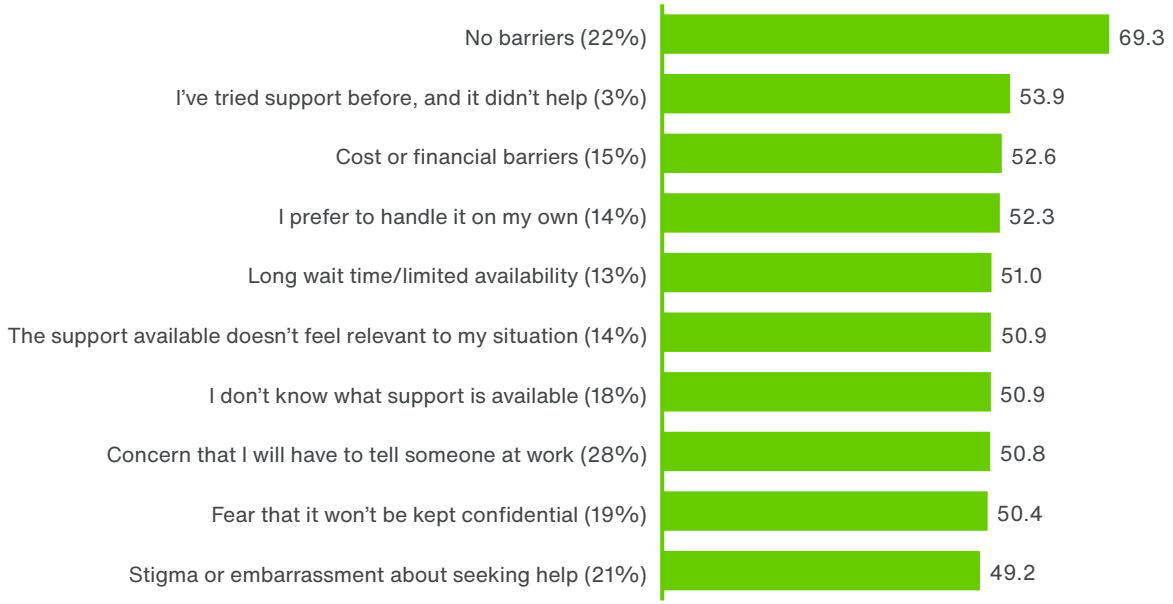


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- Mental health scores among workers reporting barriers to seeking help for substance use range from 53.9 (support didn't help) to a low of 49.2 (stigma or embarrassment), at least 10 points lower than the national average (64.3)



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



Seven in 10 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 (67.4) is among 28 per cent of workers who would feel comfortable telling their manager if they were struggling with substance use or addiction, more than three points higher than the national average (64.3)
- The lowest mental health score (61.0) is among 44 per cent of workers who wouldn't feel comfortable sharing with their manager if they were struggling with substance use or addiction, more than six points lower than workers who would feel comfortable sharing with their manager (67.4) and more than three points lower than the national average (64.3)

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



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



Overview of the TELUS Mental Health Index.

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

The Mental Health Index report has two parts:

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

Methodology

Data for this report are collected through an online survey of 1,000 people living in Germany 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 Germany. 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 used 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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