



Great-West Life Centre for Mental Health in the Workplace

Mental Health in the Workplace Research

August 2012

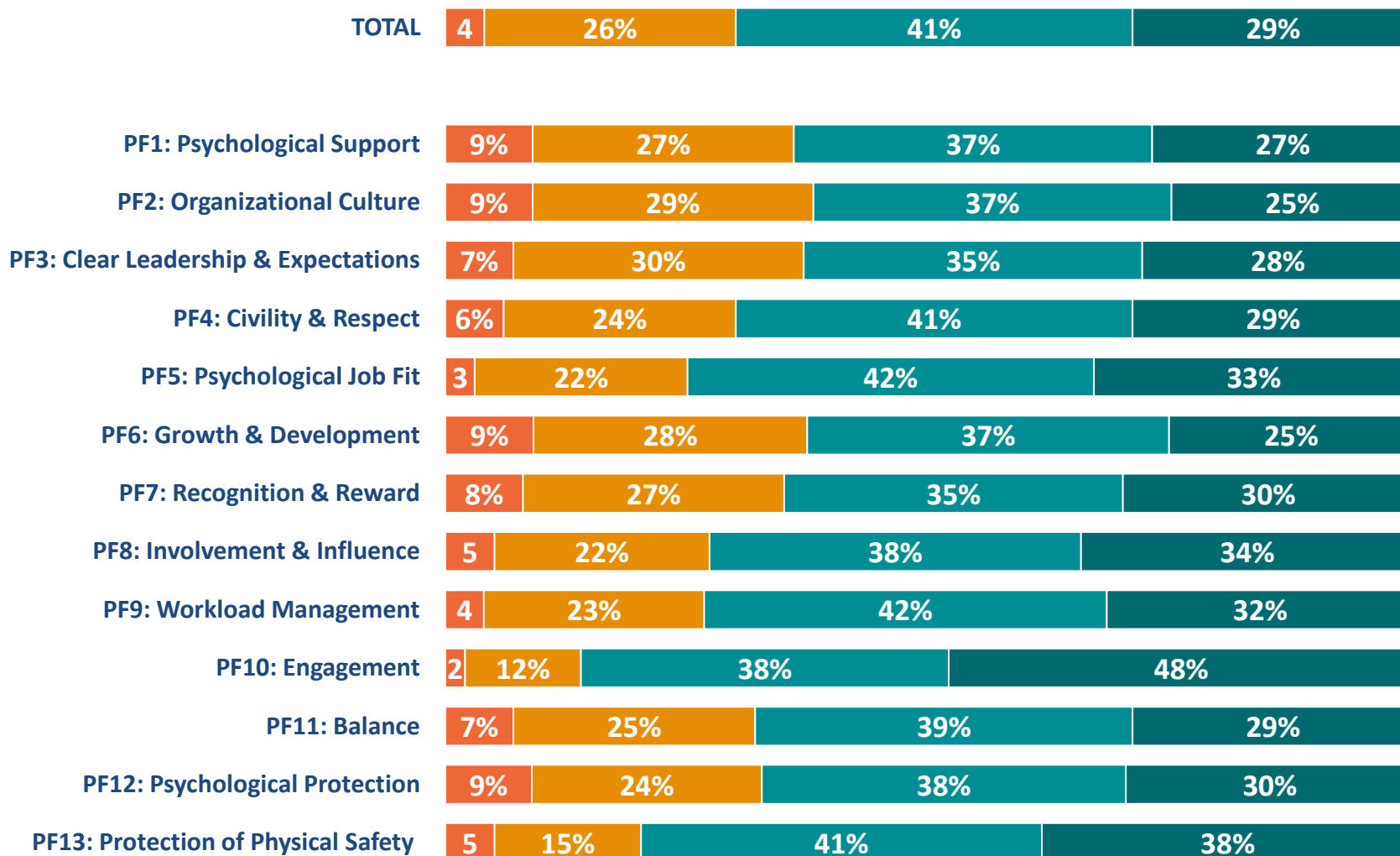


- The methodology for this research involved an online survey among employed Canadians.
- A total of n=6,624 surveys were completed from July 18th to July 24th, 2012.
 - ⇒ This includes a total of n=4,307 surveys among employees and n=2,317 among managers/supervisors.
- The sample for this study was drawn from the Ipsos Reid Household Panel. Quota sampling and weighting were employed in order to balance demographics and ensure that the sample's composition reflects that of the actual employed Canadian population according to Census data.
- The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll has a credibility interval of +/- 1.7 percentage points for employees and +/-2.3 percentage points for managers and supervisors. For more information on credibility intervals, please visit the Ipsos website at http://ipsos-na.com/dl/pdf/research/public-affairs/IpsosPA_CredibilityIntervals.pdf
- *A note on reading this report: In this survey some questions were asked among managers/supervisors, some among employees (i.e. non-managers/supervisors), and some among all respondents. Throughout this report, 'managers/supervisors' refers to questions asked among managers/supervisors, 'employees' refers to questions asked among non-managers/supervisors, and 'managers/employees' refers to questions asked among all respondents.*

Guard Minds @ Work

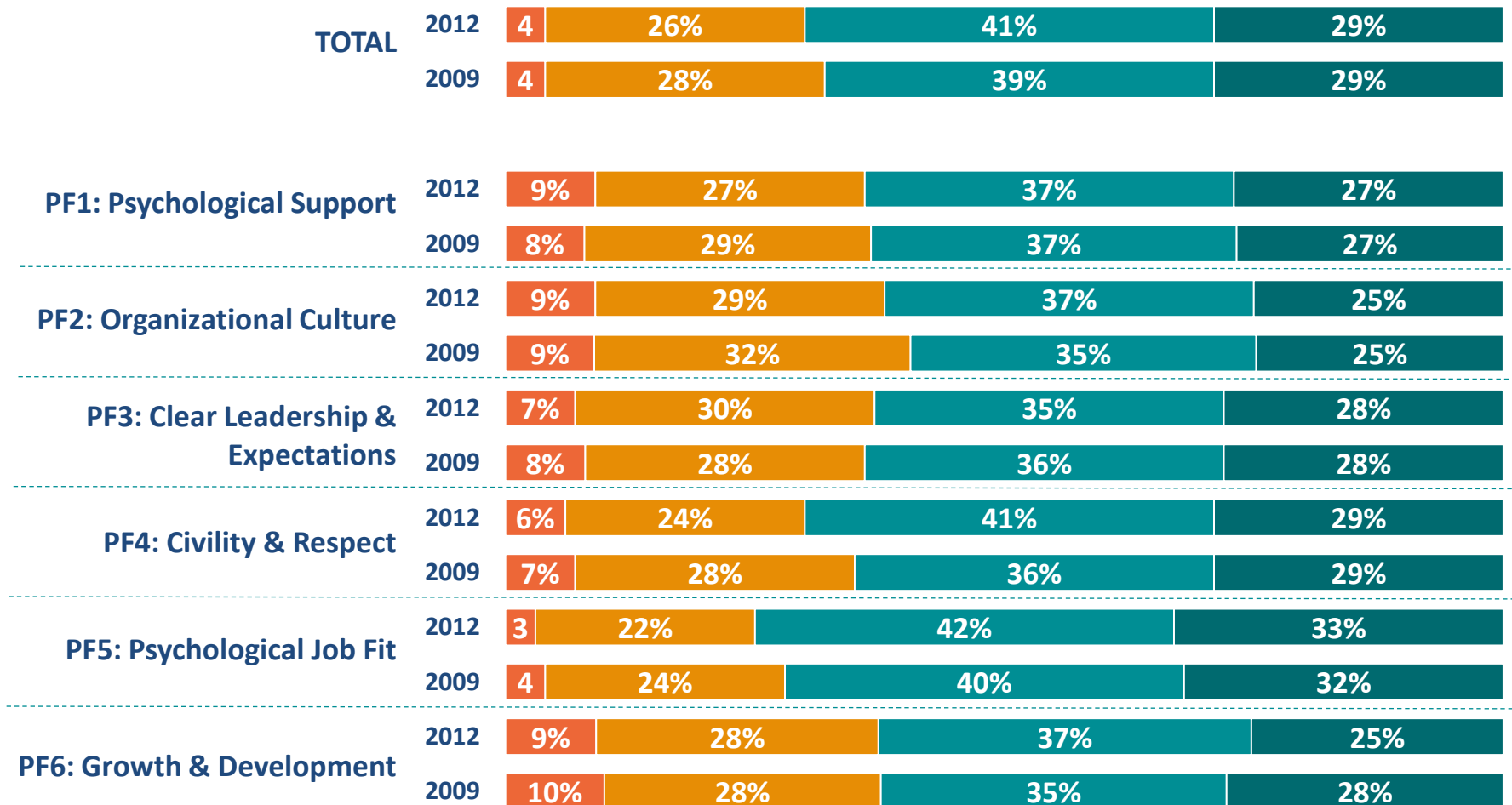
Overall PF Scores

■ 5-9 (Serious Concerns) ■ 10-13 (Significant Concerns) ■ 14-16 (Minimal Concerns) ■ 17-20 (Relative Strengths)



Overall PF Scores (Comparison of 2012 to 2009)

■ 5-9 (Serious Concerns)
 ■ 10-13 (Significant Concerns)
 ■ 14-16 (Minimal Concerns)
 ■ 17-20 (Relative Strengths)

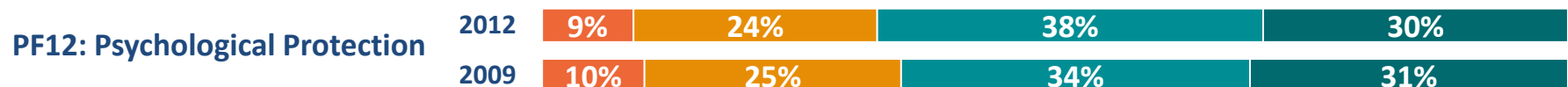
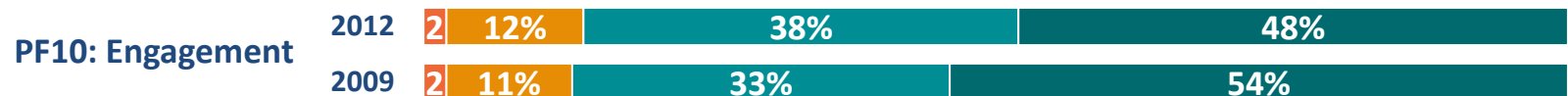
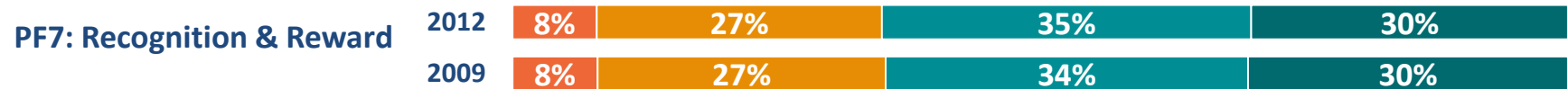


QPF OVERALL. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

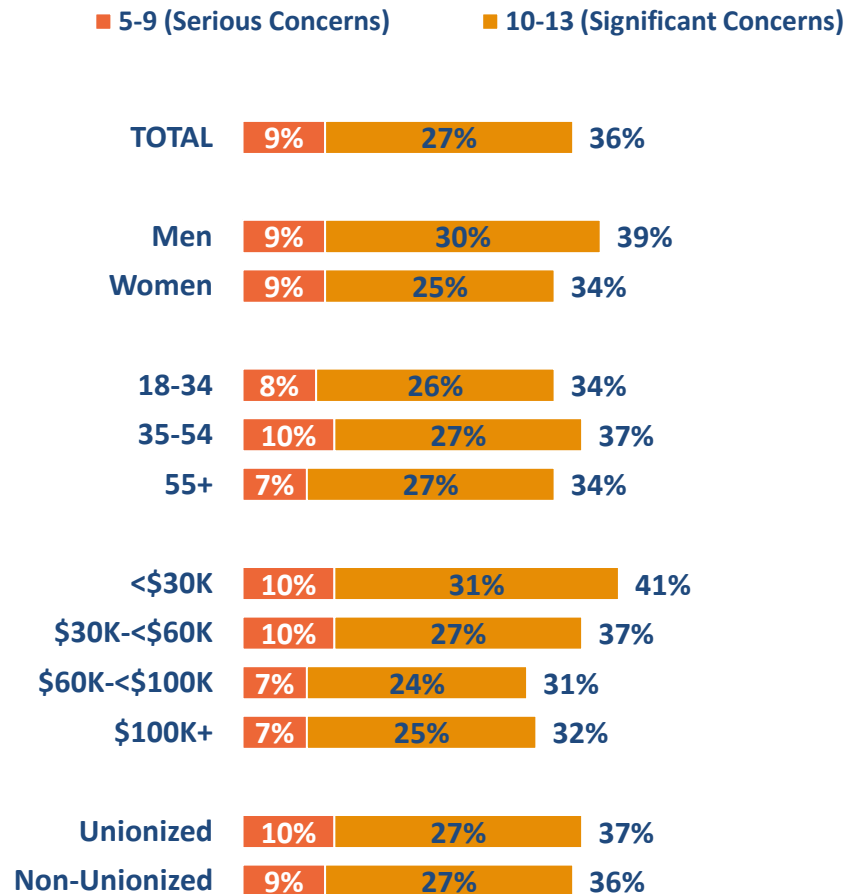
Base: Employees (2012) n=4,307; (2009) n=4,200

Overall PSR Scores (Comparison of 2012 to 2009) (cont'd)

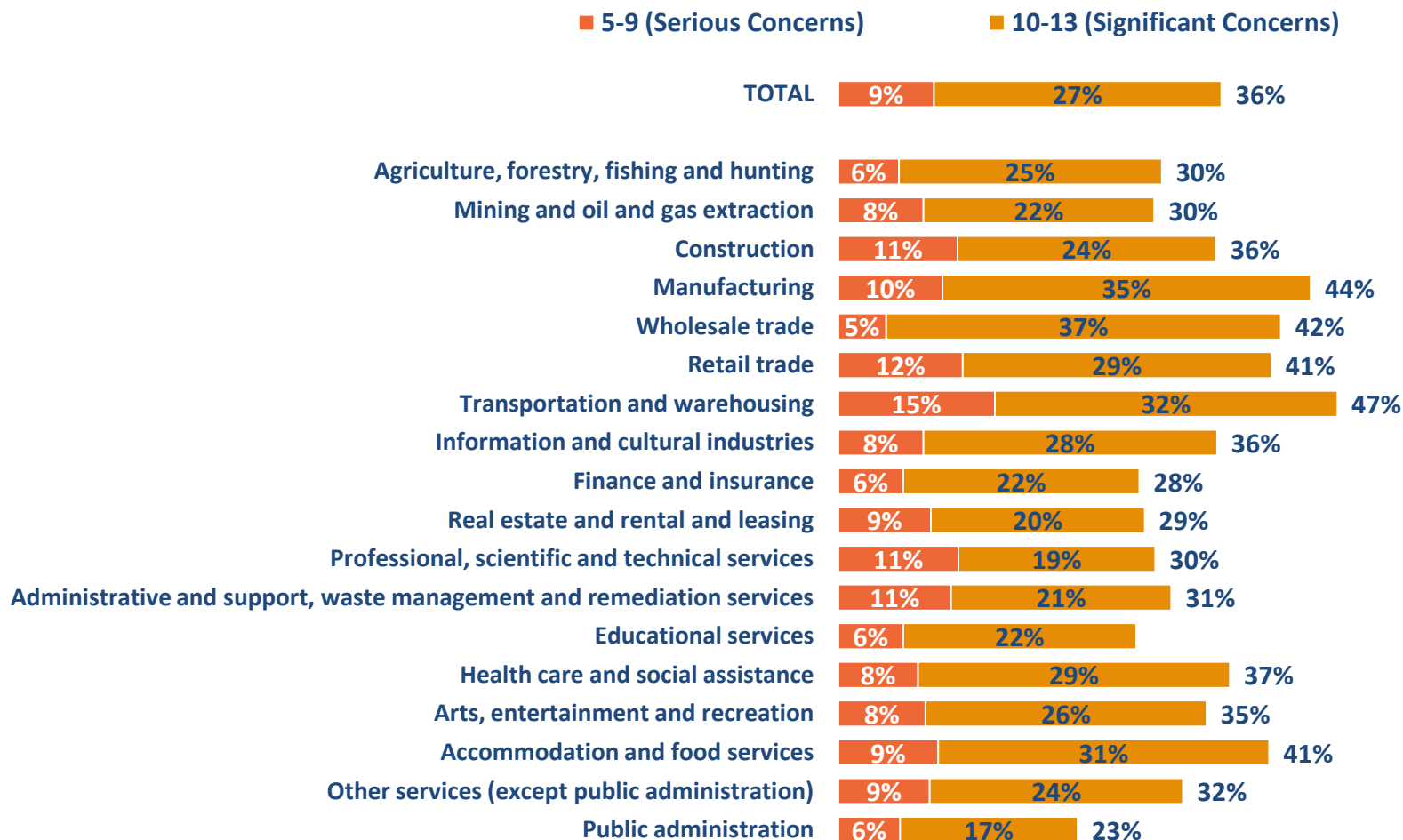
■ 5-9 (Serious Concerns)
 ■ 10-13 (Significant Concerns)
 ■ 14-16 (Minimal Concerns)
 ■ 17-20 (Relative Strengths)



Men (39%) and those with lower levels of income (peaking at 41% among those earning less than \$30,000 a year) are more likely than their respective counterparts to fall in the categories of serious or significant concerns for psychological support.



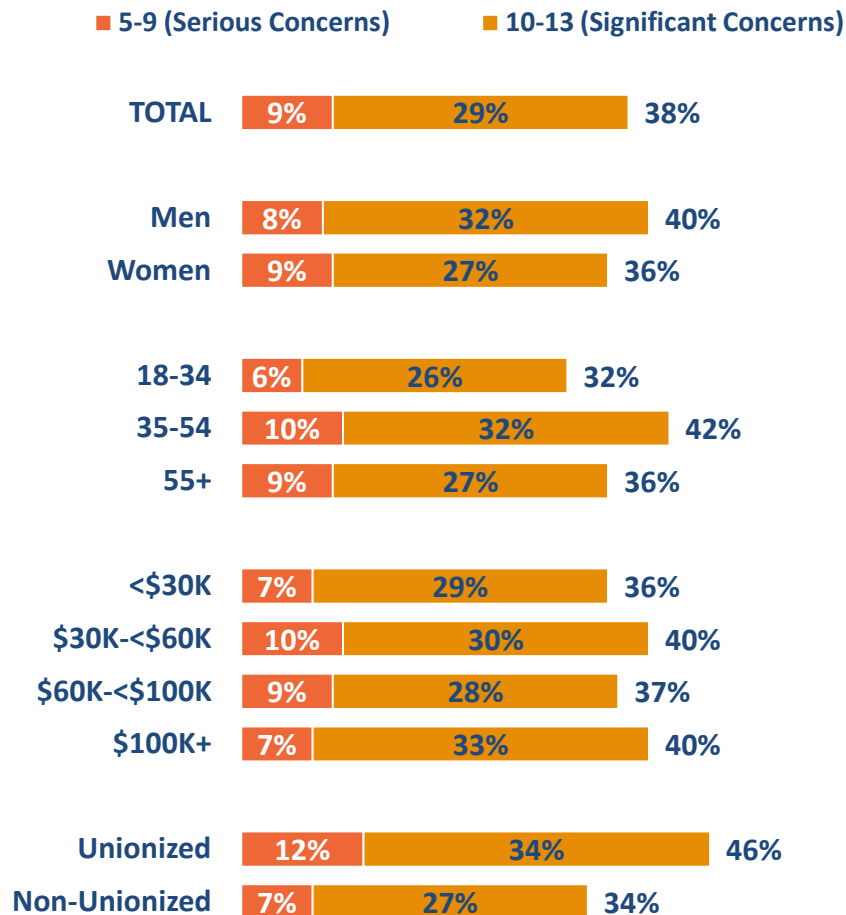
Those working in companies with fewer employees (39% among those working in companies with less than 100 employees), private sector organizations (38% vs. public at 31%), for-profit organizations (39% vs. not-for-profit at 29%), and those who work in the transportation and warehousing (47%) and manufacturing (45%) sectors are also more likely to fall in the categories of serious or significant concerns.



QPF1. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

Base: Employees n=4,307

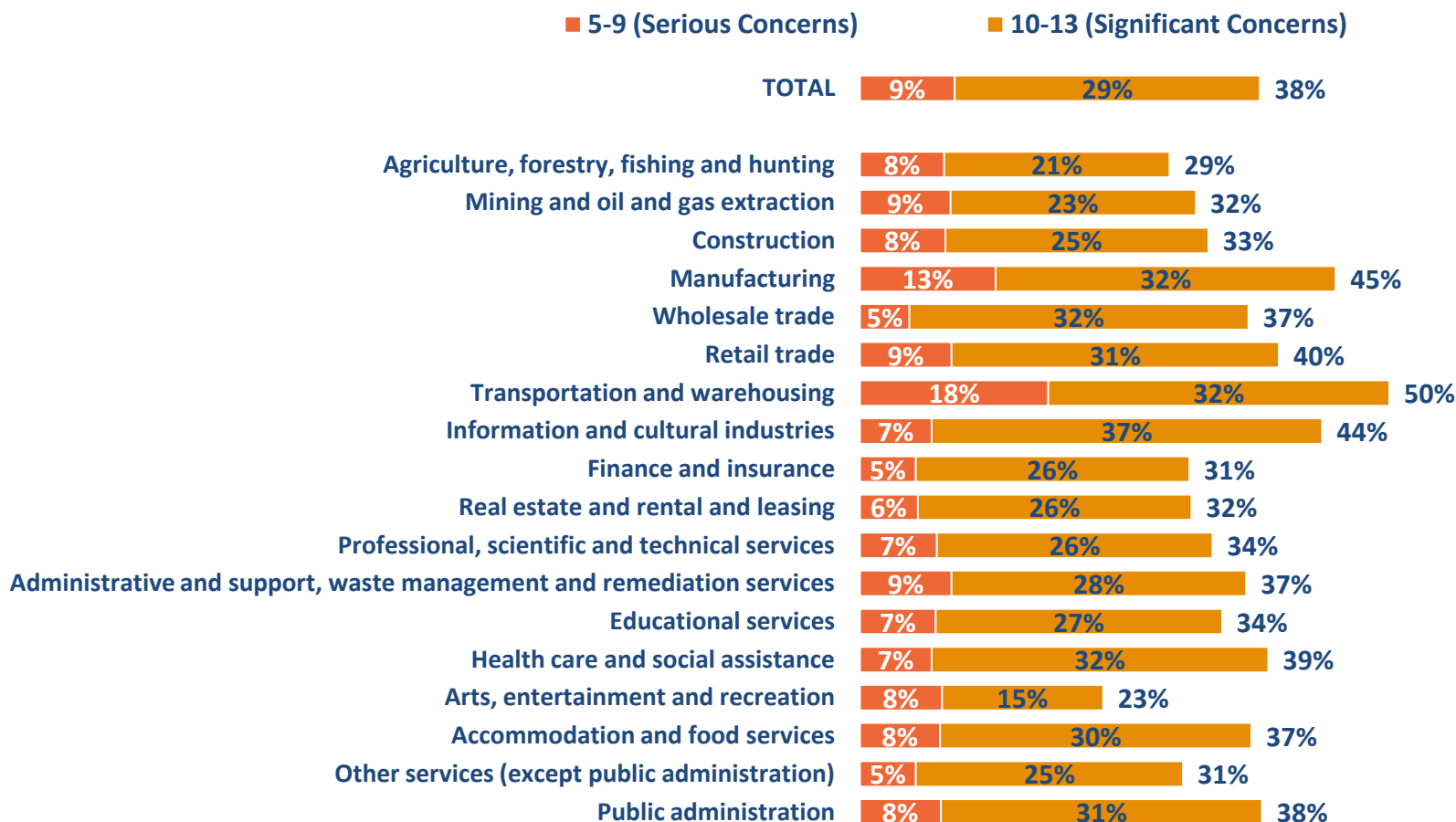
Those 35 to 54 years old (42%) and men (40%) are more likely than their respective counterparts to fall in the categories of serious or significant concerns for organizational culture.



QPF2. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

Base: Employees n=4,307

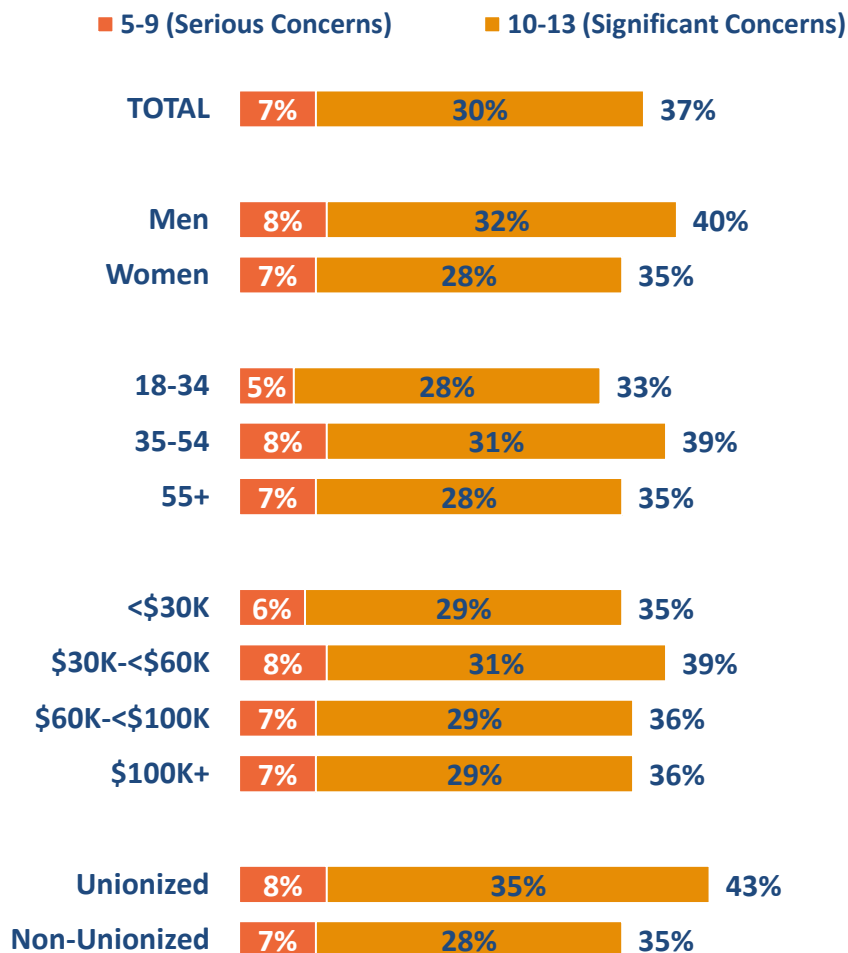
Those working in larger companies (peaking at 43% among those working in companies with 500 employees or more), union members (46% vs. 34% among those who are not), those who work more hours each week (peaking at 44% among those working 50 or more), and those in the transportation (50%), manufacturing (45%), and the information and cultural industries (44%) sectors are also more likely to fall into the categories of serious or significant concerns for organizational culture.



QPF2. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

Base: Employees n=4,307

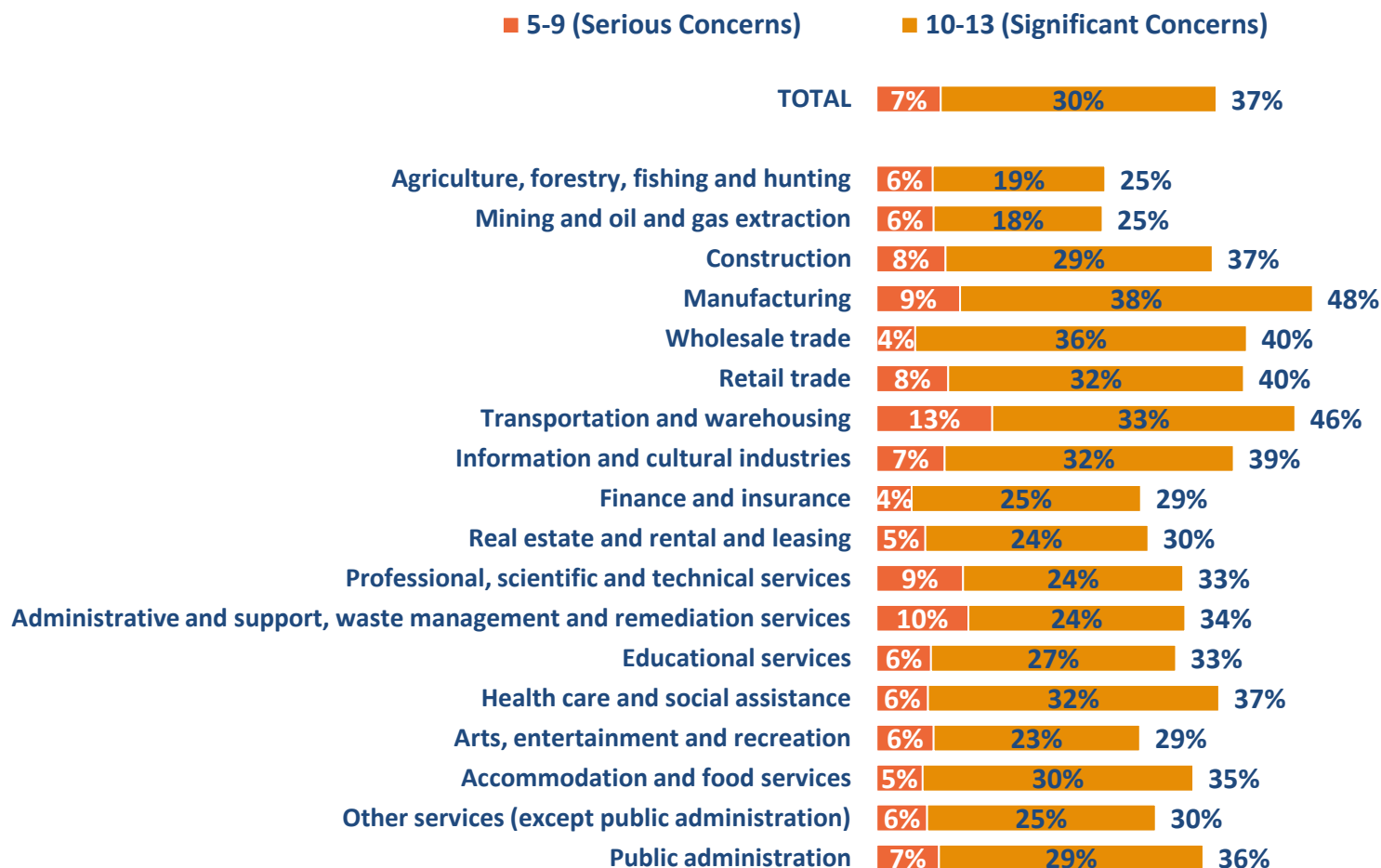
Men (40%), and those 35 to 54 years old (39%) are more likely than their respective counterparts to fall in the categories of serious and significant concerns for clear leadership and expectations.



QPF3. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

Base: Employees n=4,307

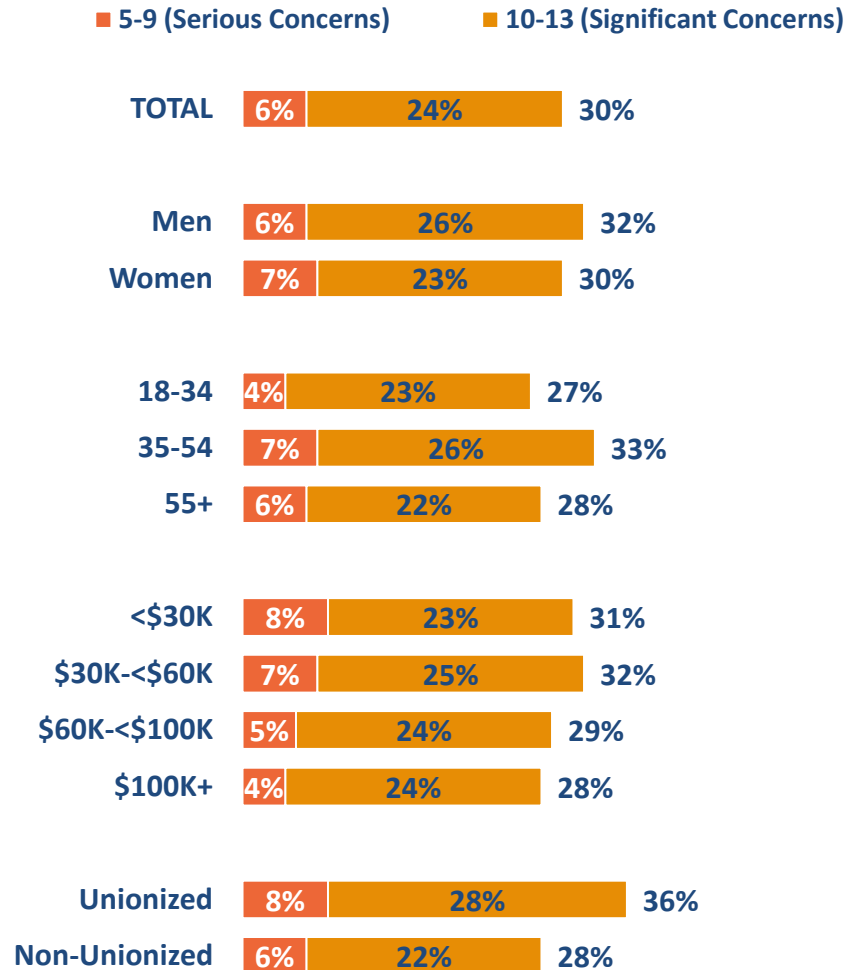
Those working in for-profit organizations (39% vs. 35% among those working in not-for-profits), permanent employees (38%) compared to those who work on a contract basis 31%), and those working in the manufacturing (48%), transportation (46%), and information and cultural industries (39%) are also more likely to fall in the categories of serious or significant concerns for this factor.



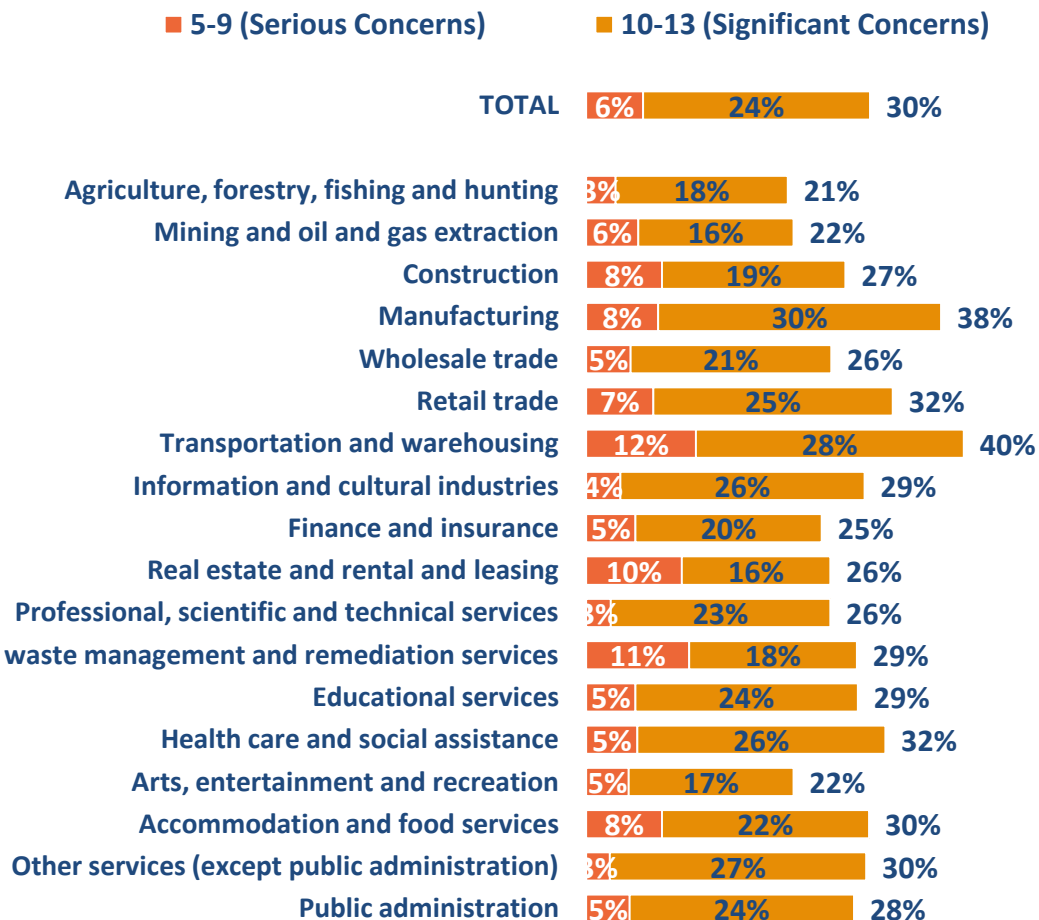
QPF3. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

Base: Employees n=4,307

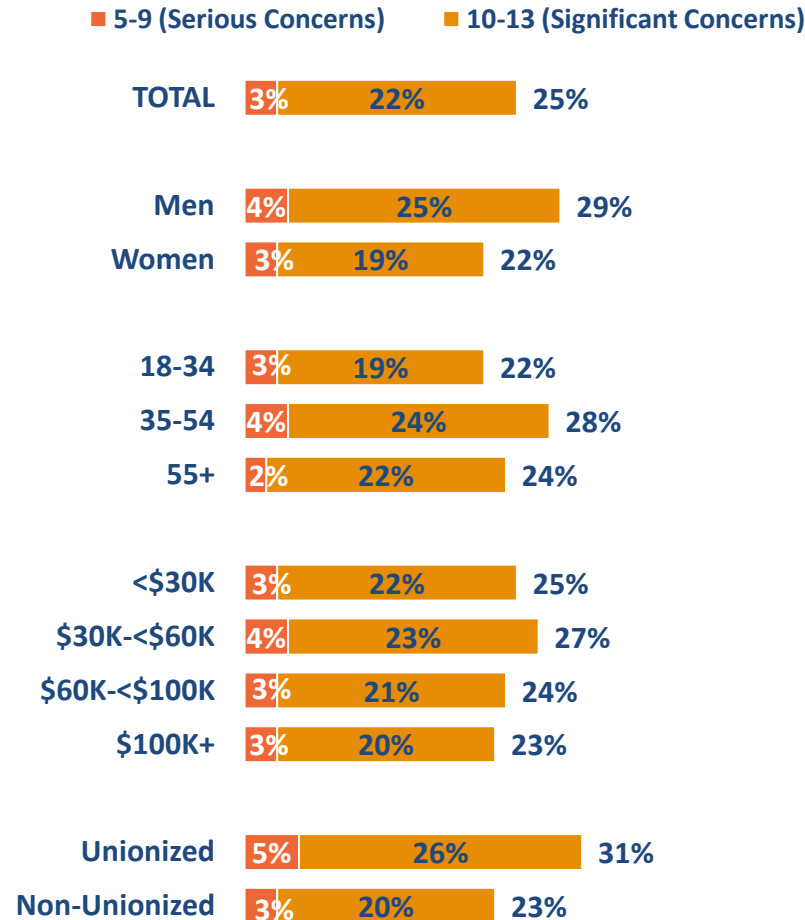
Those 35 to 54 years old (33%) are more likely than older and younger employees to fall in the categories of serious or significant concerns for civility and respect.



Union members (36% vs. 28% among those who are not), those who work more hours a week (peaking at 37% among those working 50 hours or more), and those in the transportation and warehousing (40%) and manufacturing (38%) sectors are also more likely to fall in the categories of serious or significant concerns for civility and respect.



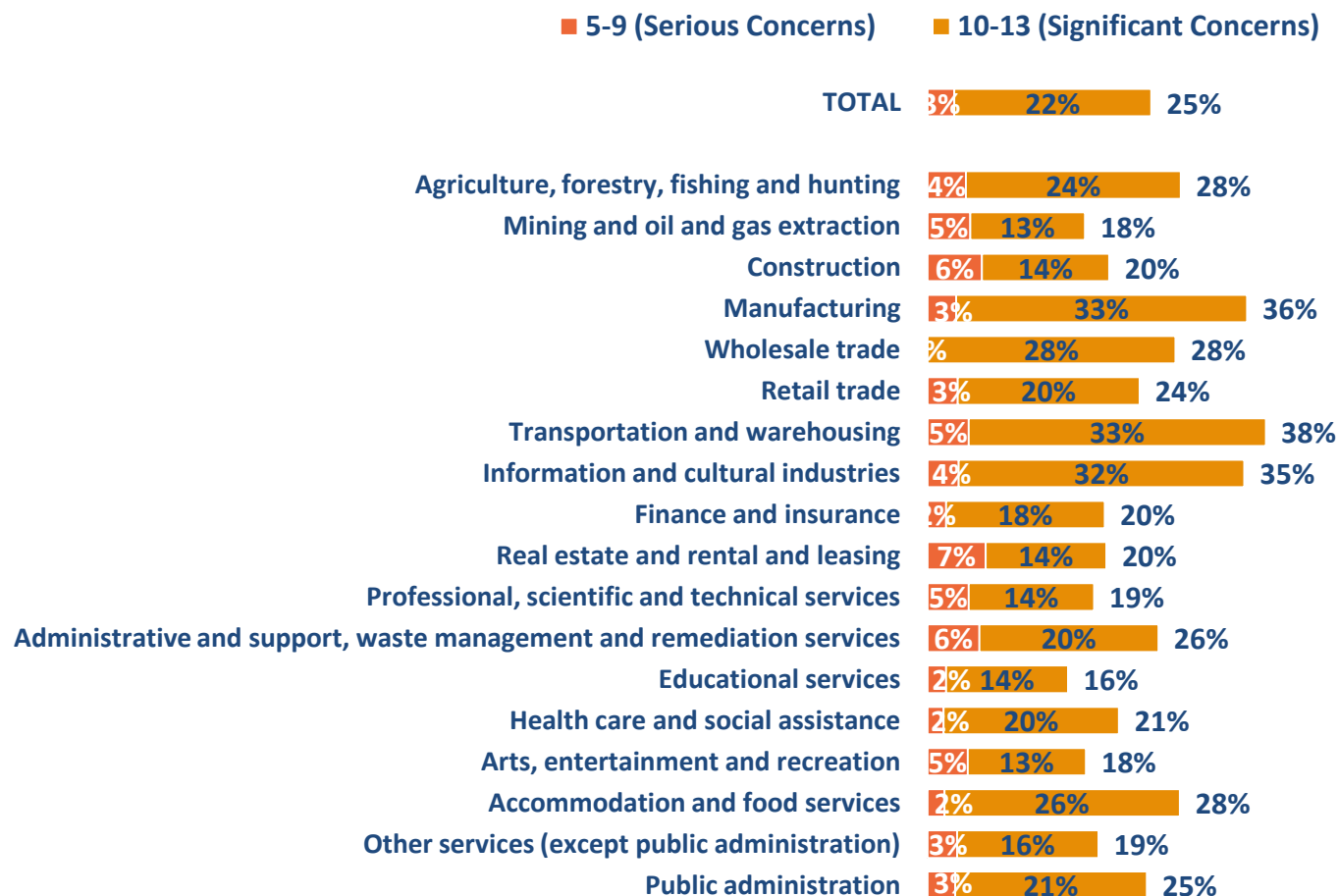
Men (29%), and those 35 to 54 years old (28%) are more likely than their respective counterparts to fall in the categories of serious or significant concerns for psychological job fit.



QPF5. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

Base: Employees n=4,307

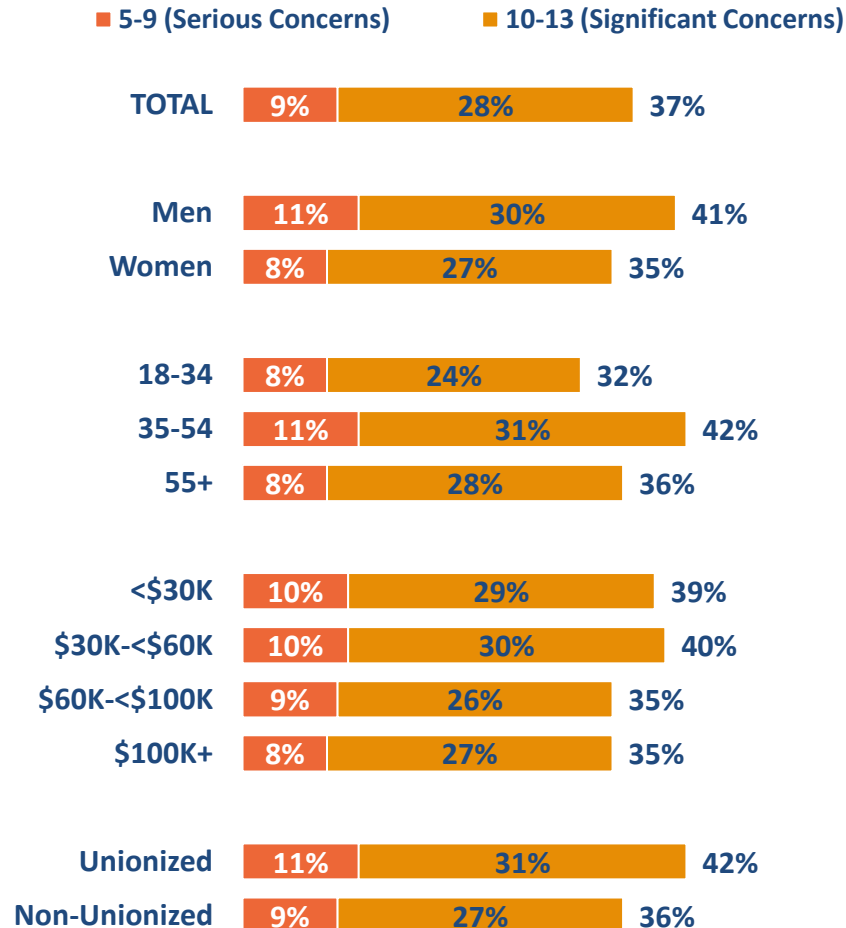
Those working in larger companies (peaking at 28% among those working in companies with 500 employees or more), those working in for-profit organizations (28% vs. 20% among those working in not-for-profits), union members (31% vs. 23% among those who are not), and those working in the manufacturing (36%), transportation and warehousing (38%), and information and cultural industries (35%) sectors are also more likely to fall in the categories of serious or significant concerns for this factor.



QPF5. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

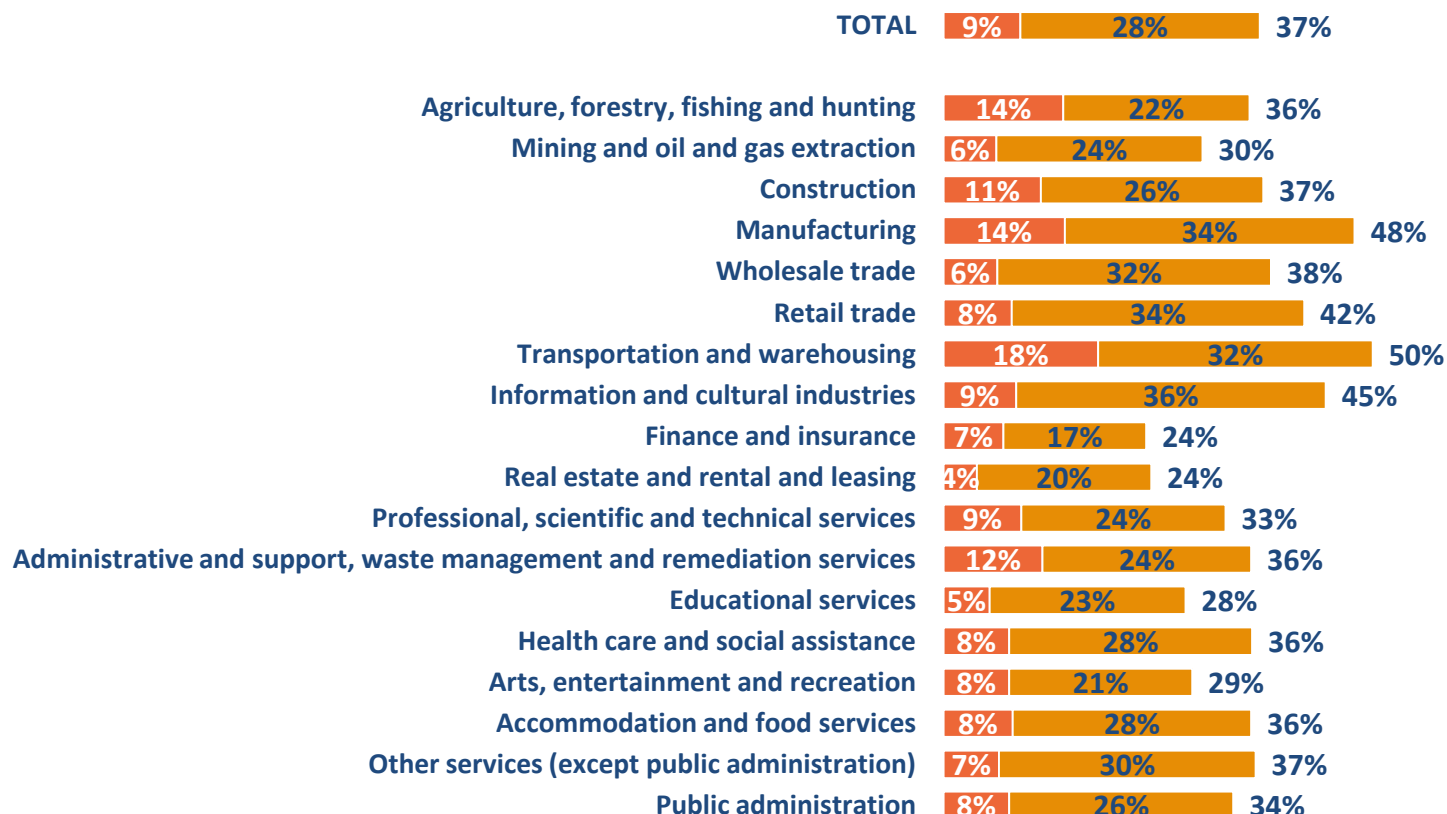
Base: Employees n=4,307

Men (41%) and those 35 to 54 years old (42%) are more likely than their respective counterparts to fall in the categories of serious or significant concerns for growth and development.



Those working in private sector organizations (40% vs. 35% among those working in the public sector), those working in for-profit organizations (41% vs. 33% among those working in not-for-profits), union members (42% vs. 36% among those who are not), and those working in the transportation and warehousing (50%), manufacturing (48%), and retail trade (42%) sectors are also more likely to fall in the categories of serious or significant concerns for this factor.

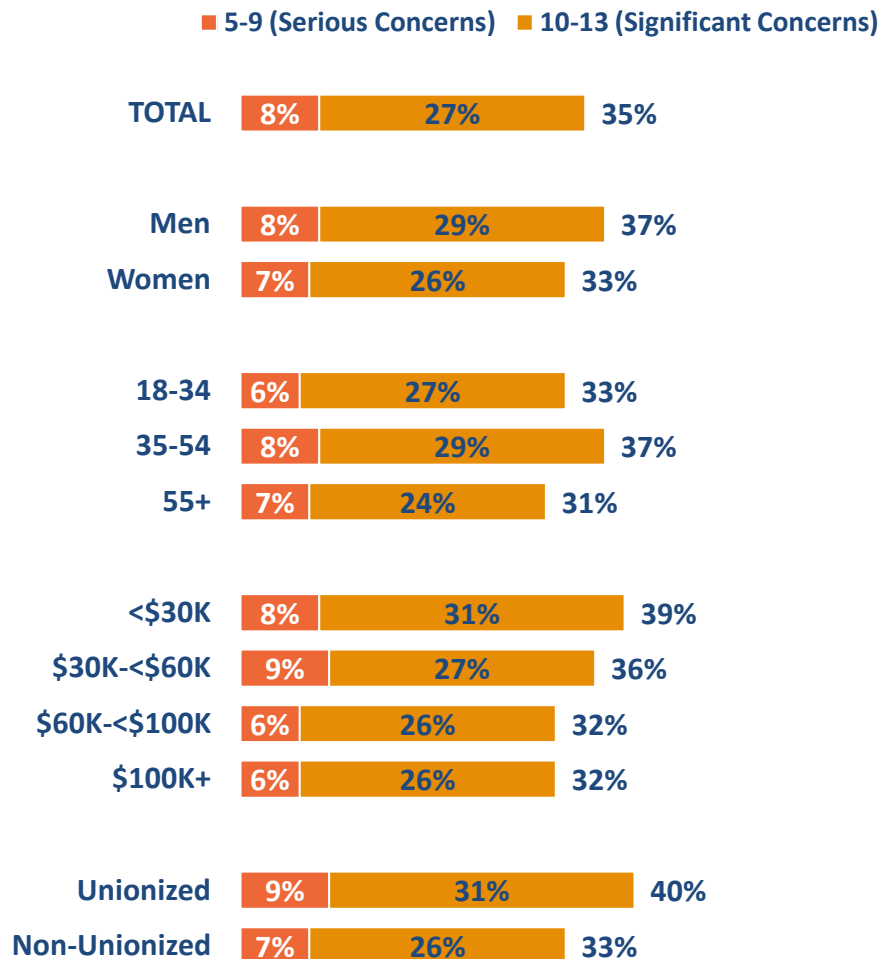
■ 5-9 (Serious Concerns) ■ 10-13 (Significant Concerns)



QPF6. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

Base: Employees n=4,307

Men (37%), those 35 to 54 years old (37%), and those with lower levels of income (peaking at 39% among those earning less than \$30,000 a year) are more likely than their respective counterparts to fall in the categories of serious or significant concerns for recognition and reward.

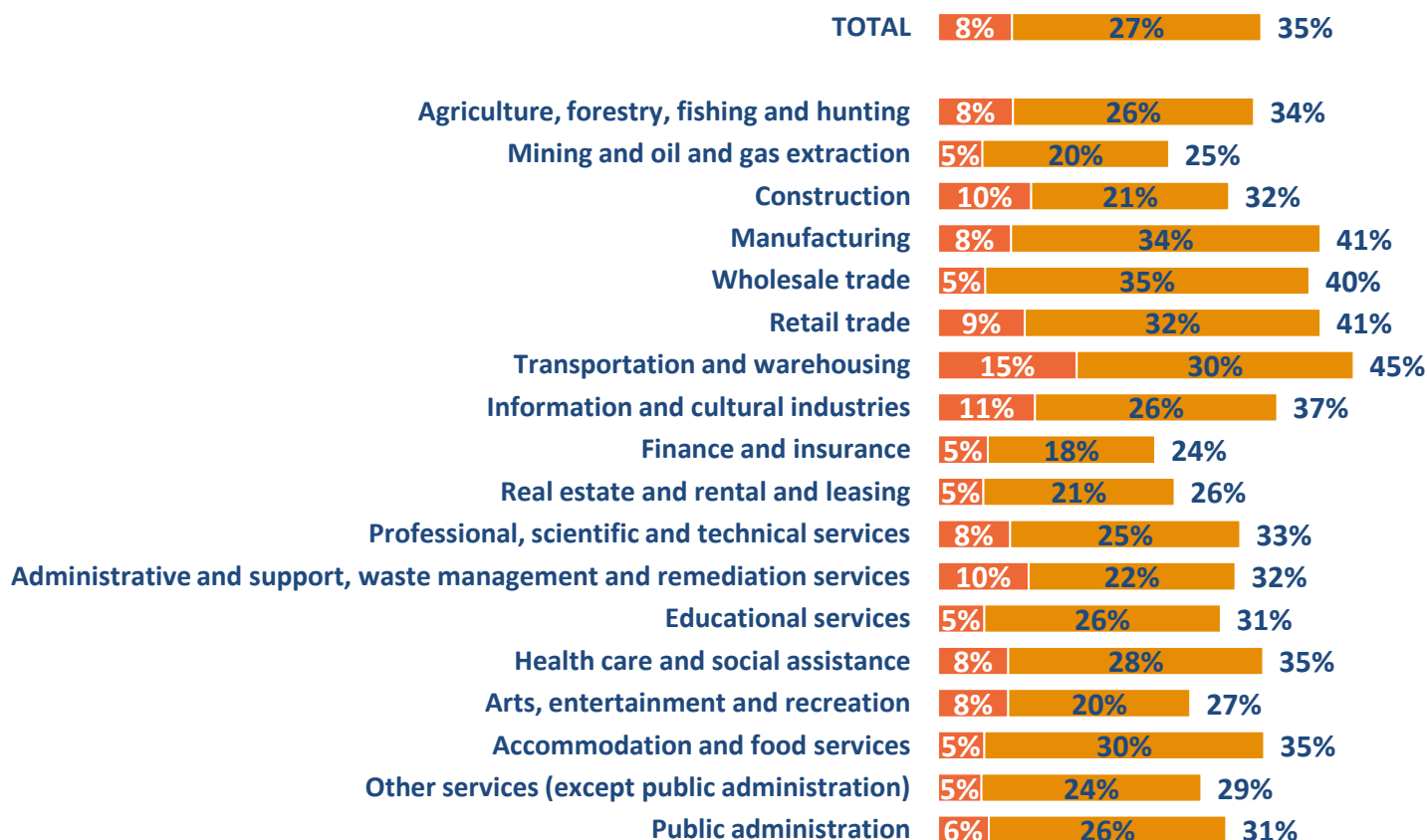


QPF7. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

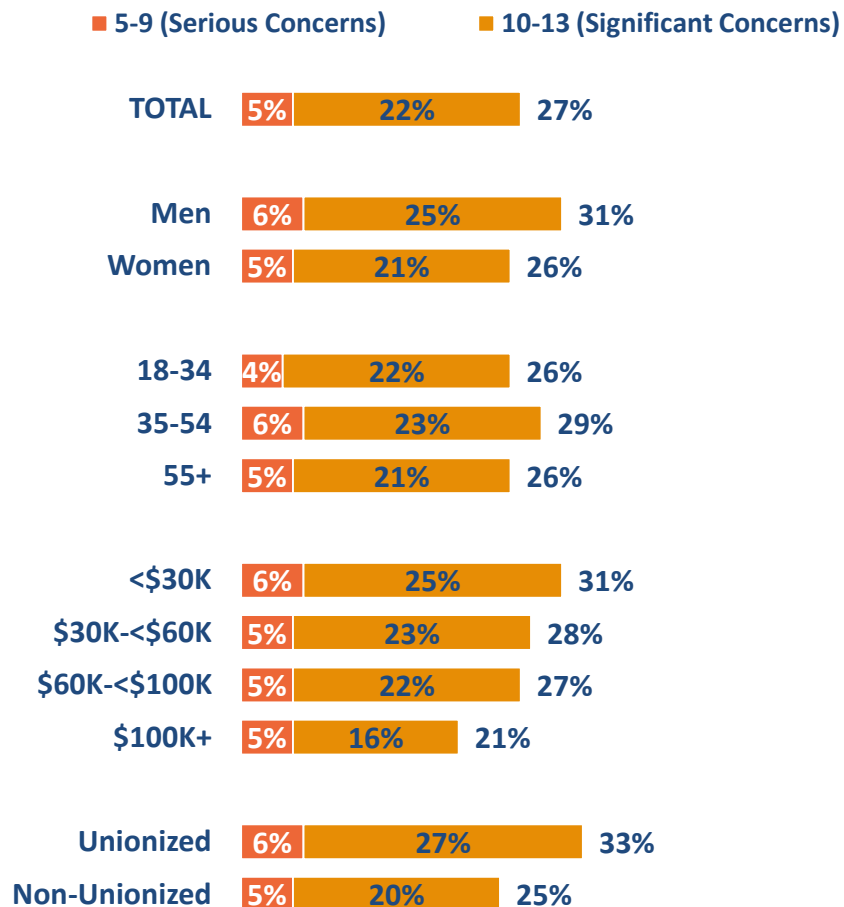
Base: Employees n=4,307

Those working in for-profit organizations (37% vs. 31% among those working in not-for-profits), union members (39% vs. 33% among those who are not), and those working in the transportation and warehousing (45%), and retail trade (41%) sectors are also more likely to fall in the categories of serious or significant concerns for this factor.

■ 5-9 (Serious Concerns) ■ 10-13 (Significant Concerns)



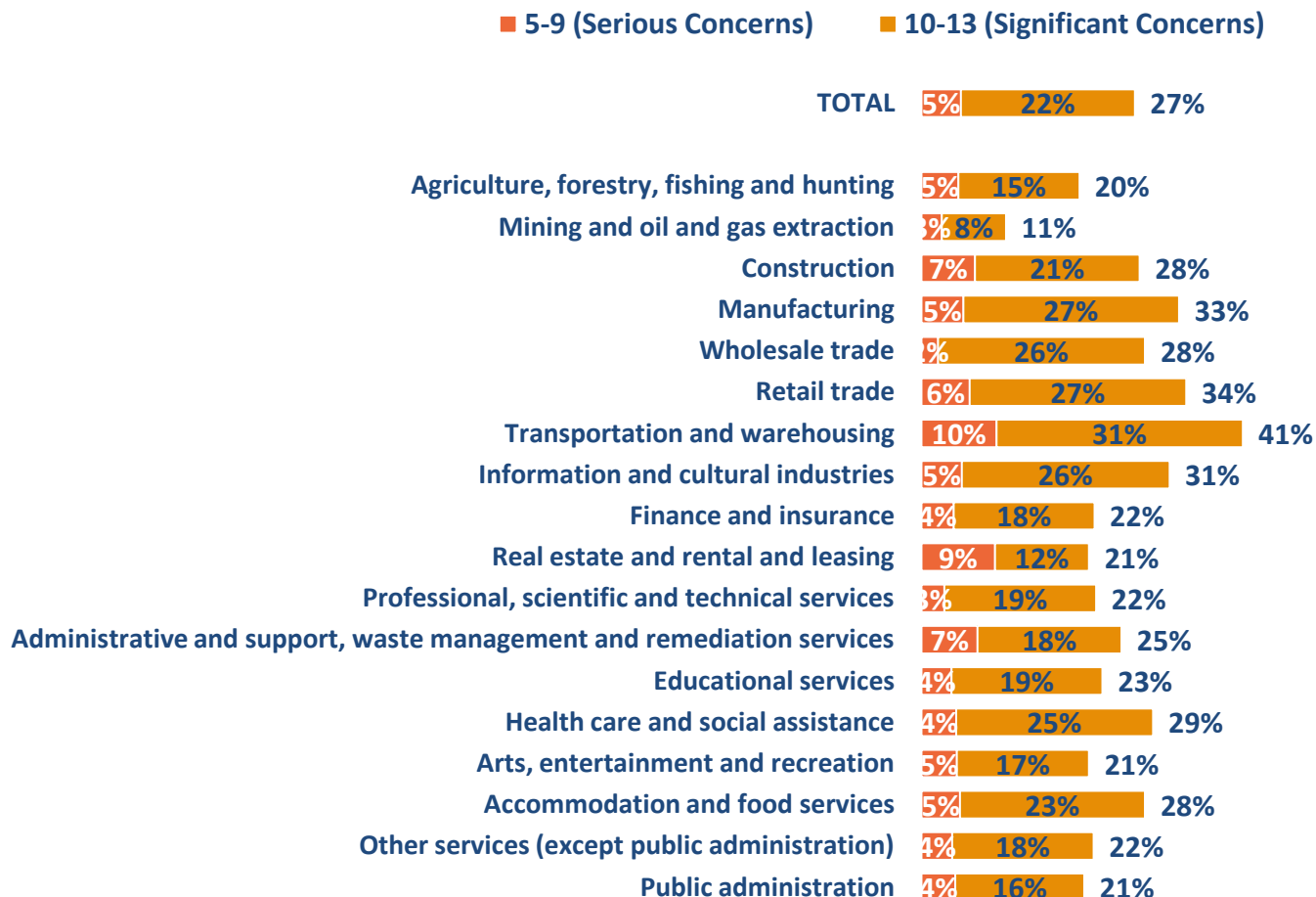
Men (31%), those 35 to 54 years old (29%) and those with lower levels of income (peaking at 31% among those earning less than \$30,000 a year) are more likely than their respective counterparts to fall in the categories of serious or significant concerns for involvement and influence.



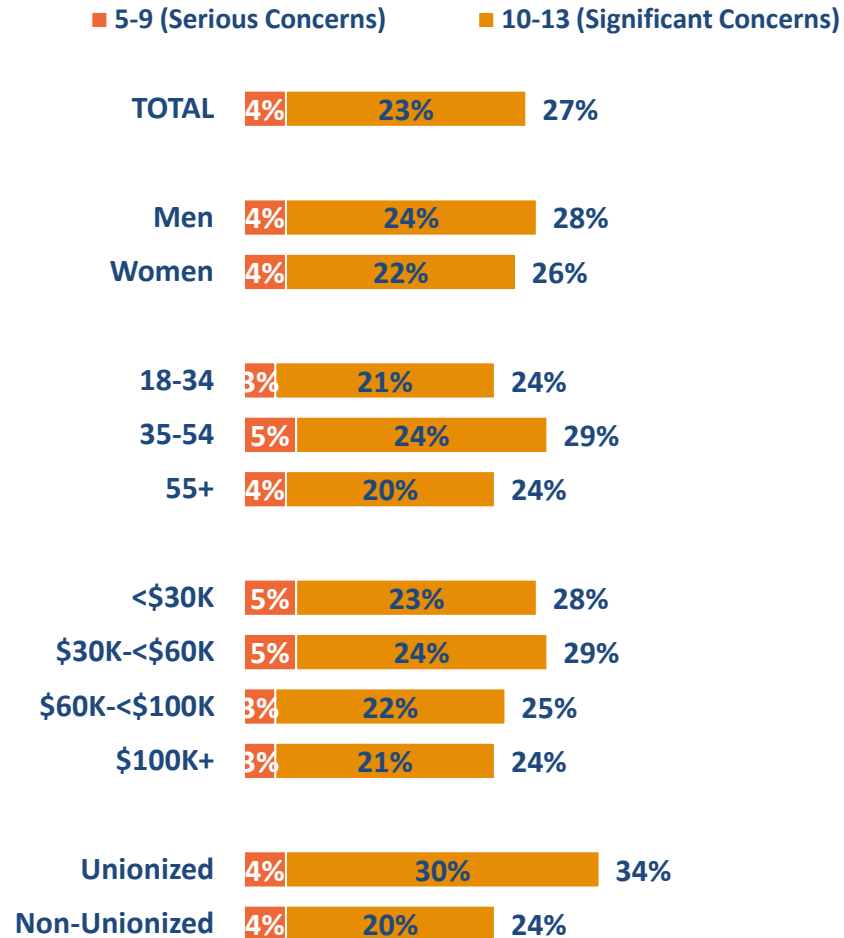
QPF8. Please indicate whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement.

Base: Employees n=4,307

Those working in for-profit organizations (30% vs. 23% among those working in not-for-profits), and those working in the transportation and warehousing (41%), retail trade (34%), manufacturing (33%) and information and cultural industries (31%) sectors are also more likely to fall in the categories of serious or significant concerns for this factor.

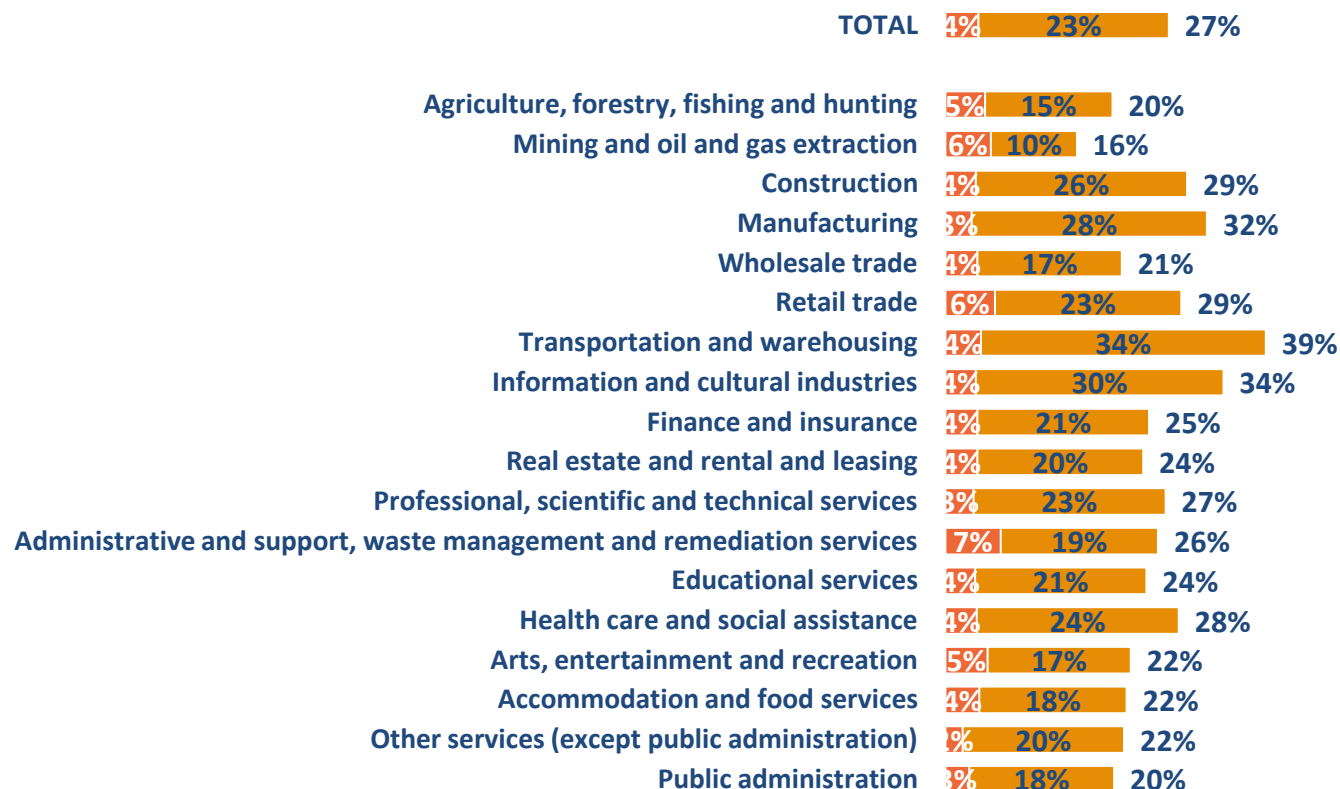


Those 35 to 54 years old (29%) are more likely than older respondents to fall in the categories of serious or significant concerns for workload management.

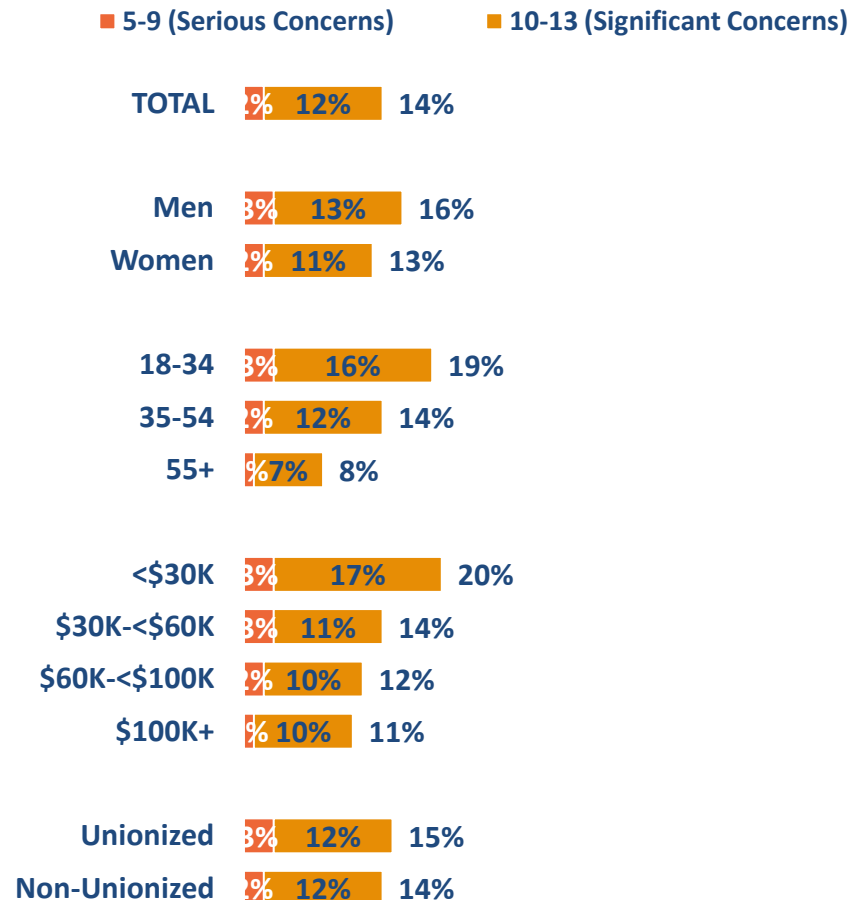


Those working in larger companies (peaking at 28% among those working in companies with 500 employees or more), union members (34% vs. 24% among those who are not), those who work more hours each week (peaking at 31% among those working 50 hours or more), and those working in the transportation and warehousing (39%), manufacturing (32%) and information and cultural industries (34%) sectors are also more likely to fall in the categories of serious or significant concerns for this factor.

■ 5-9 (Serious Concerns) ■ 10-13 (Significant Concerns)

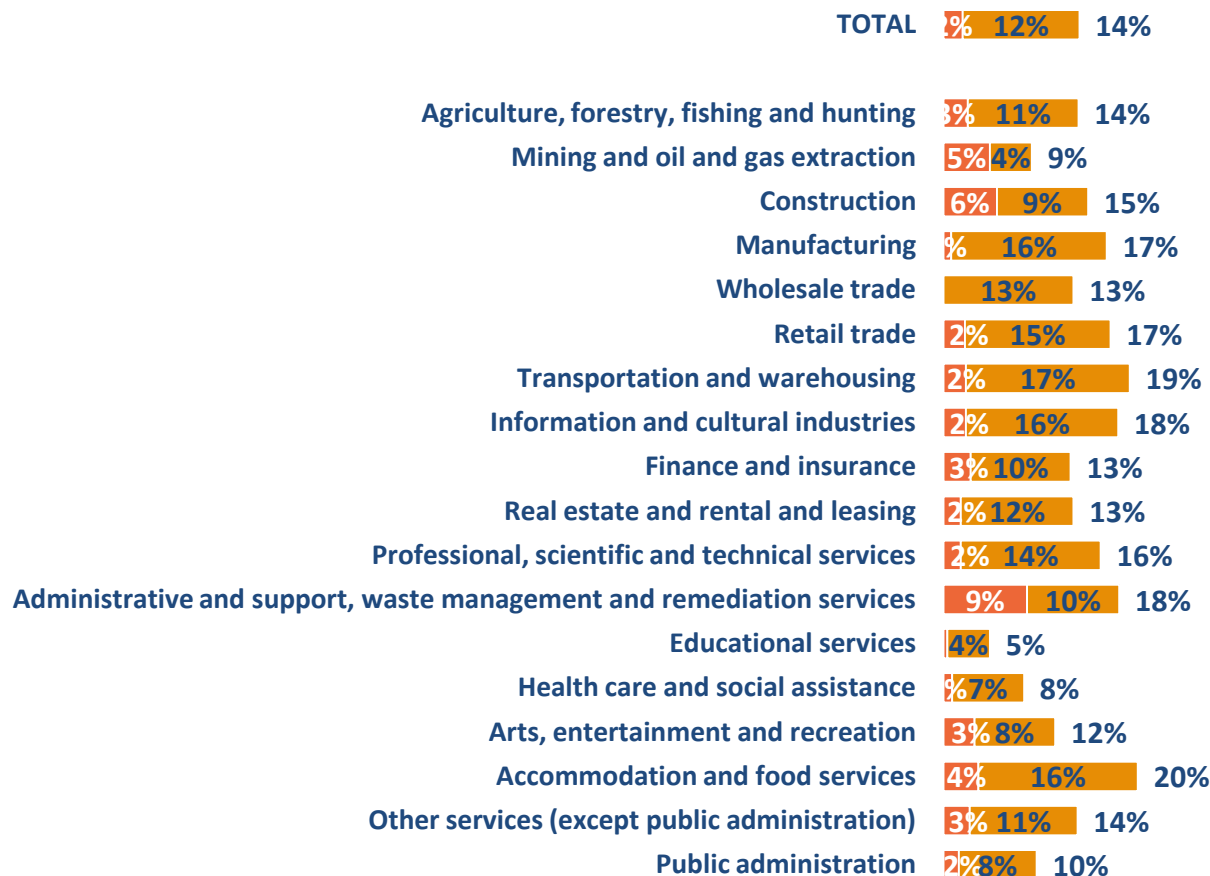


Those with lower levels of income (peaking at 20% among those earning less than \$30,000 a year), those 18 to 34 years old (19%), and men (16%) are more likely than their respective counterparts to fall in the categories of serious or significant concerns for engagement.

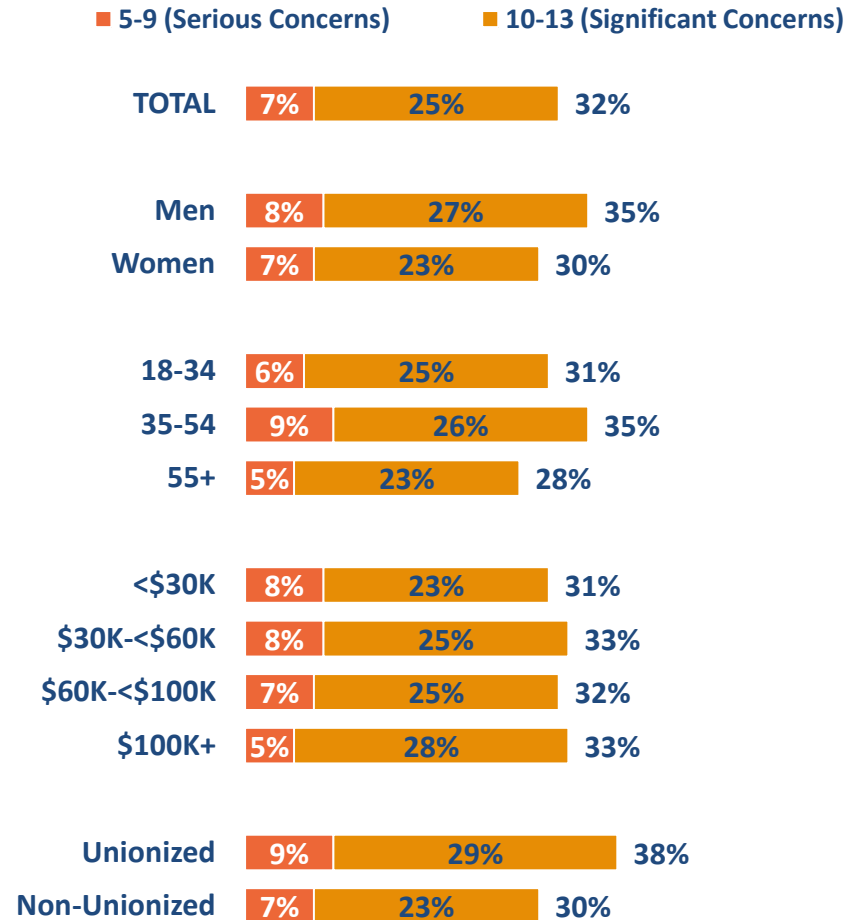


Those working for private sector organizations (15% vs. 12% among those working for the public sector) and those working in for-profit (16% vs. 11% among those working for not-for-profit organizations) are also more likely to fall in the categories of serious or significant concerns for this factor.

■ 5-9 (Serious Concerns) ■ 10-13 (Significant Concerns)

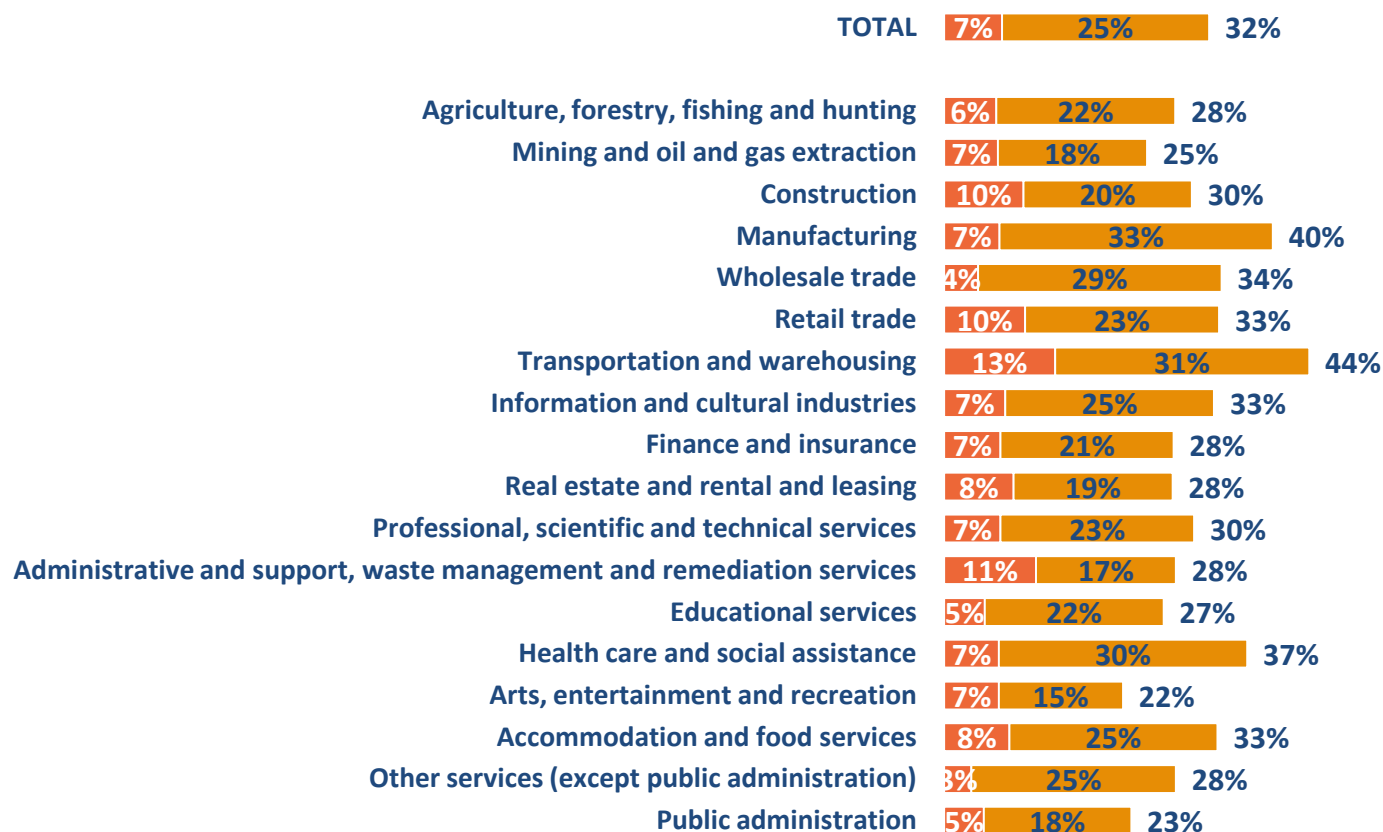


Men (35%) and those 35 to 54 years old (35%) are more likely than their respective counterparts to fall in the categories of serious to significant concerns for balance.

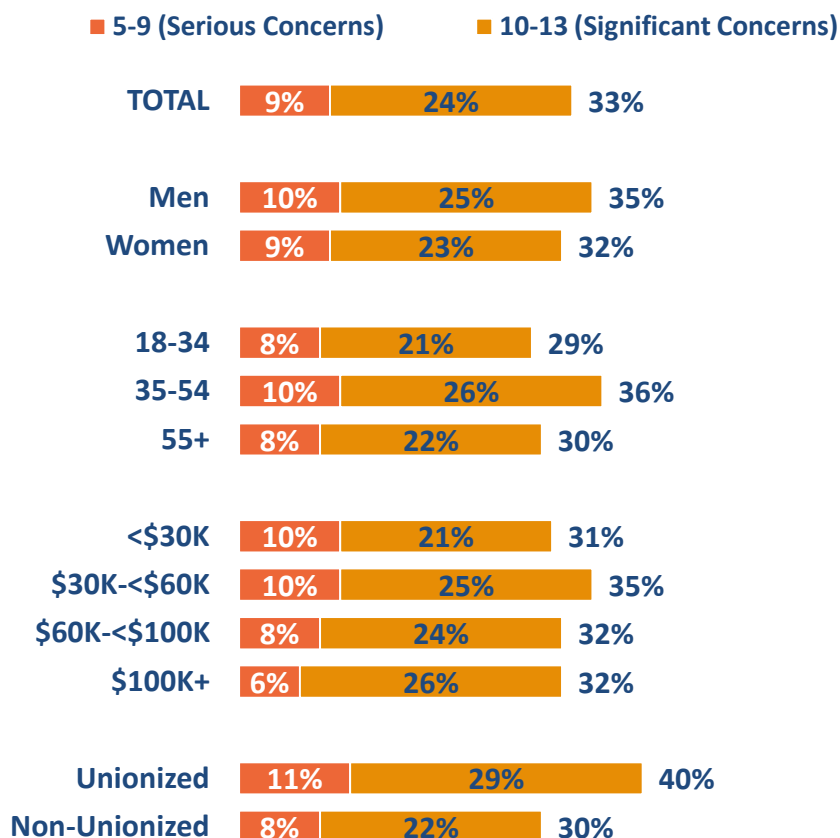


Union members (38% vs. 30% among non members) those who work more hours each week (peaking at 51% among those working 50 hours or more), and those in the transportation and warehousing (44%) and manufacturing (40%) sectors are also more likely to fall in the categories of serious to significant concerns for this factor.

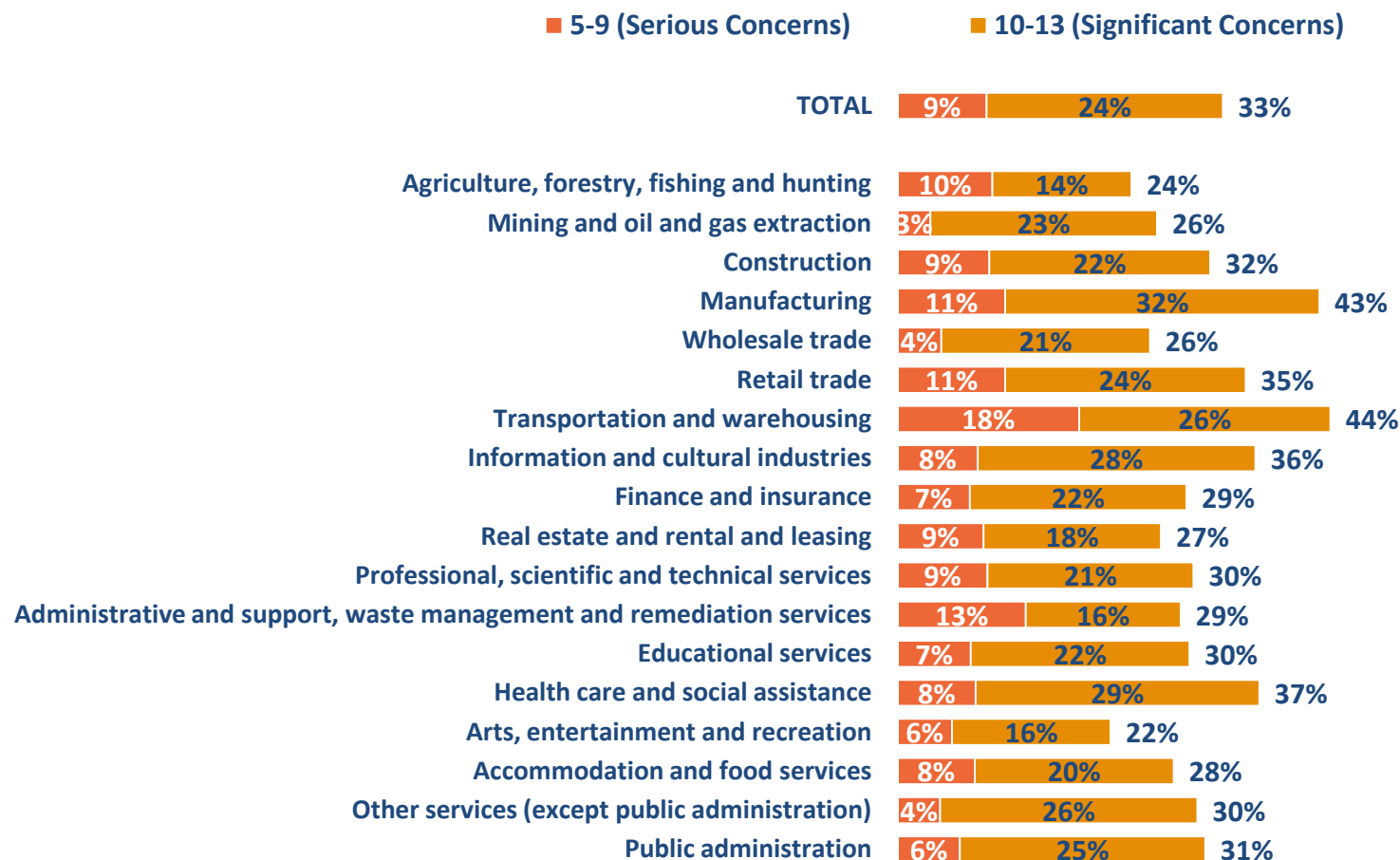
■ 5-9 (Serious Concerns) ■ 10-13 (Significant Concerns)



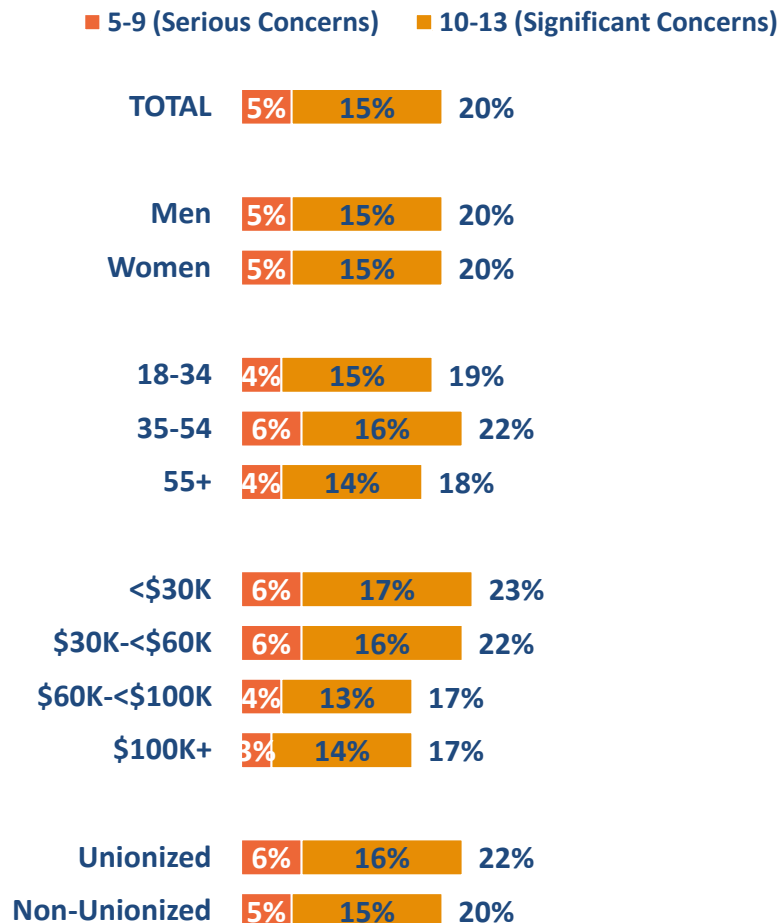
Union members (40% vs. 30% among non members), those who work more hours a week (peaking at 40% among those working 50 hours or more) and those in the transportation and warehousing (44%), manufacturing (43%) and health care and social assistance (37%) sectors are also more likely to fall in the categories of serious to significant concerns for this factor.



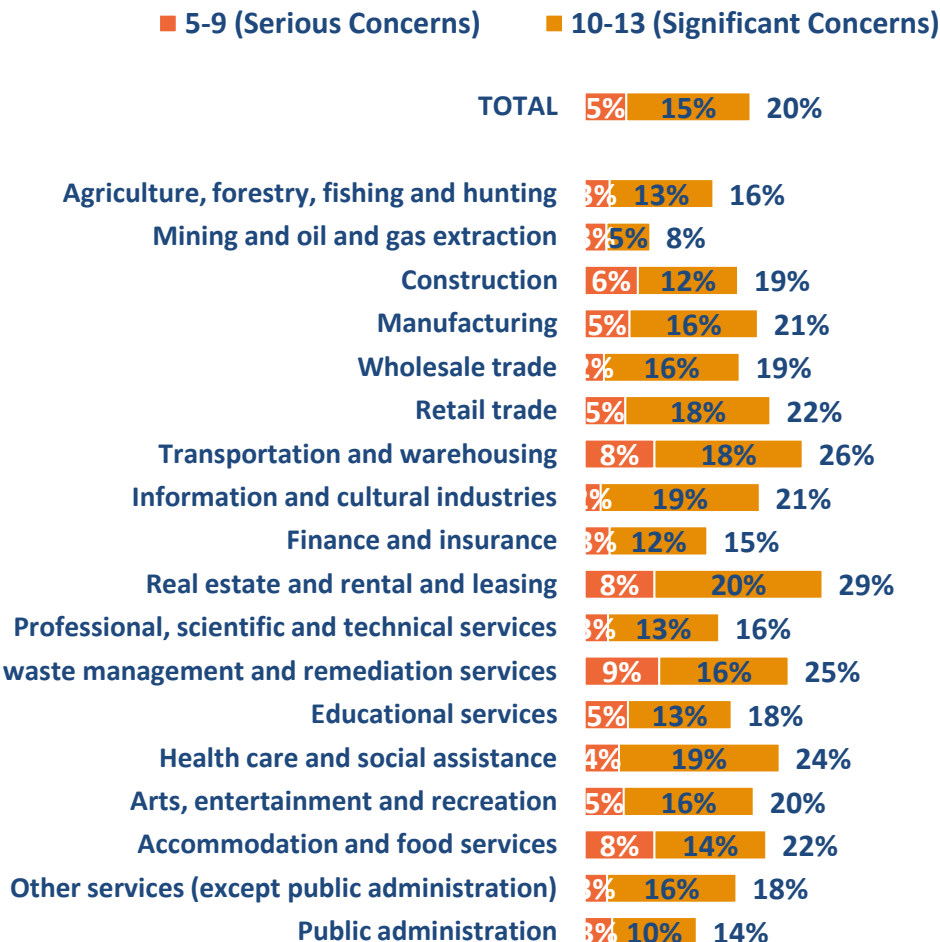
Union members (40% vs. 30% among non members), those who work more hours a week (peaking at 40% among those working 50 hours or more) and those in the transportation and warehousing (44%), manufacturing (43%) and health care and social assistance (37%) sectors are also more likely to fall in the categories of serious to significant concerns for this factor.



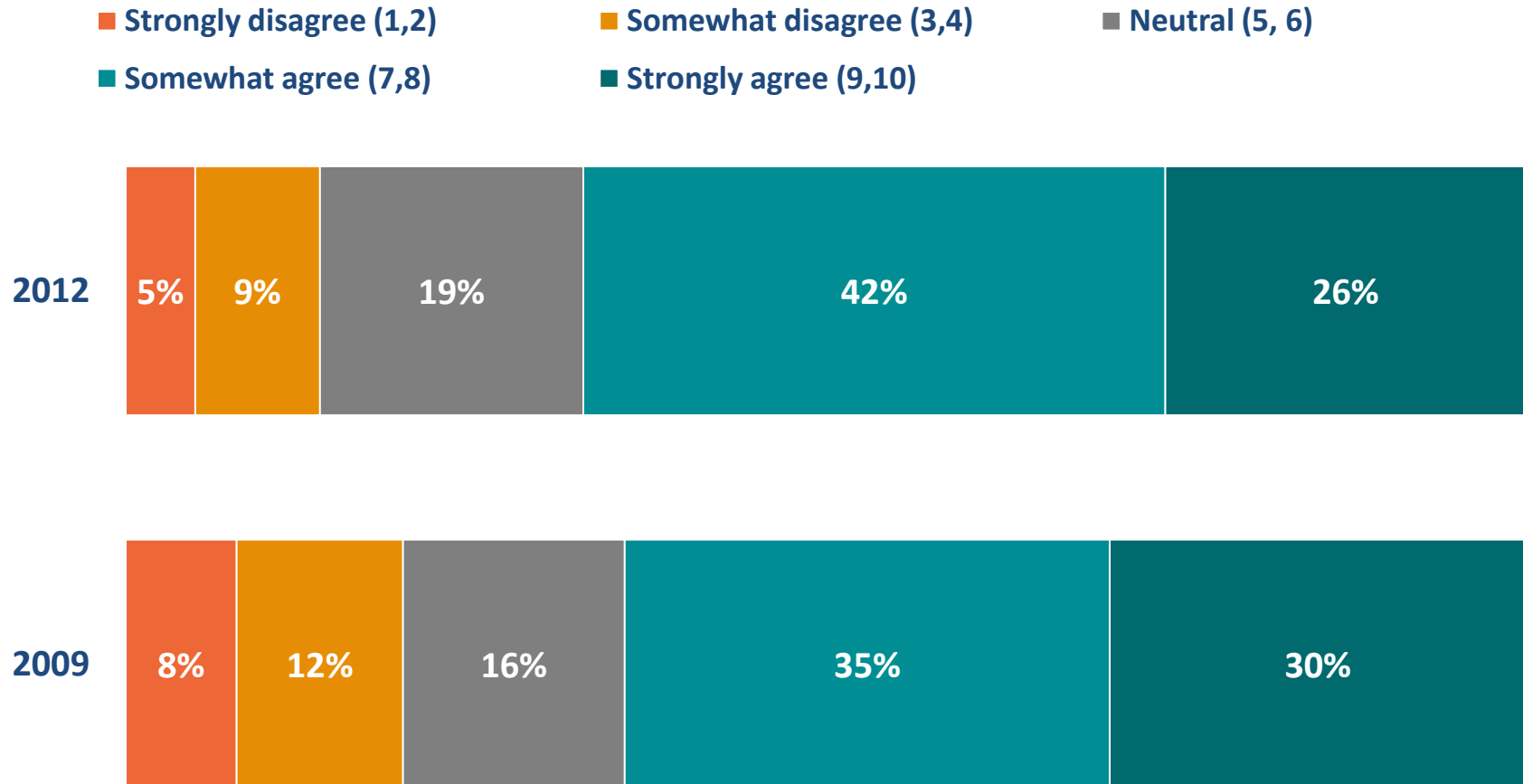
Those with lower levels of income (peaking at 23% among those earning less than \$30,000) and those 35 to 54 years old (22%) are more likely than their respective counterparts to fall in the categories of serious to significant concerns for protection of physical safety.



Those in the transportation and warehousing (26%), and health care and social assistance (24%) sectors are also more likely to fall in the categories of serious to significant concerns for this factor.



Fewer employees disagree (strongly or somewhat) that their current workplace is a psychologically safe and healthy environment to work in compared to 2009 (14%, down from 20%).

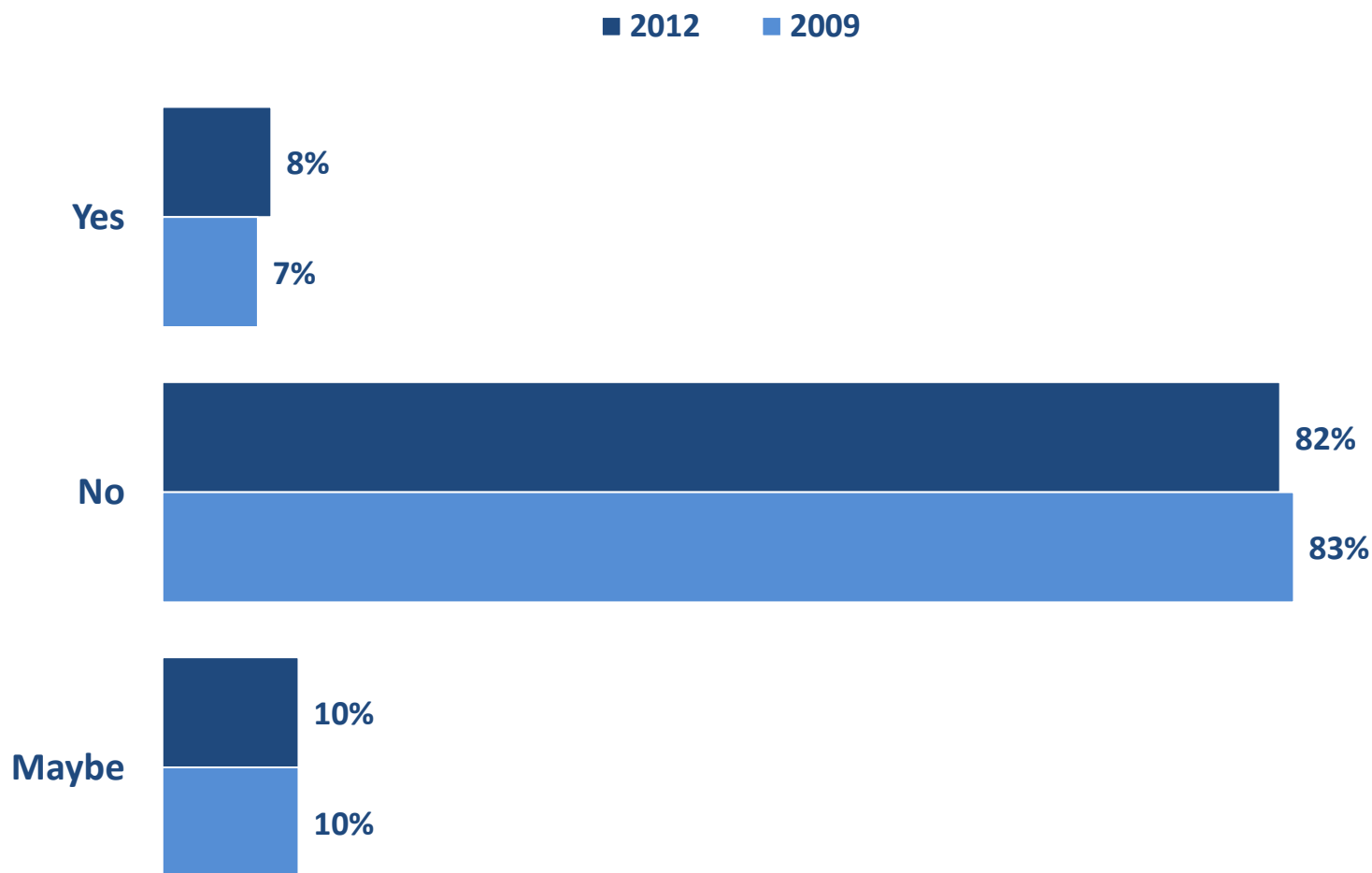


Q2.1. On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, how strongly do you agree or disagree with the following statement? *Overall, my current workplace is a psychologically safe and healthy environment to work in.*

Base: Employees (2012) n=4,307 (2009) n=4,200

Belief That One is Suffering From a Mental Illness

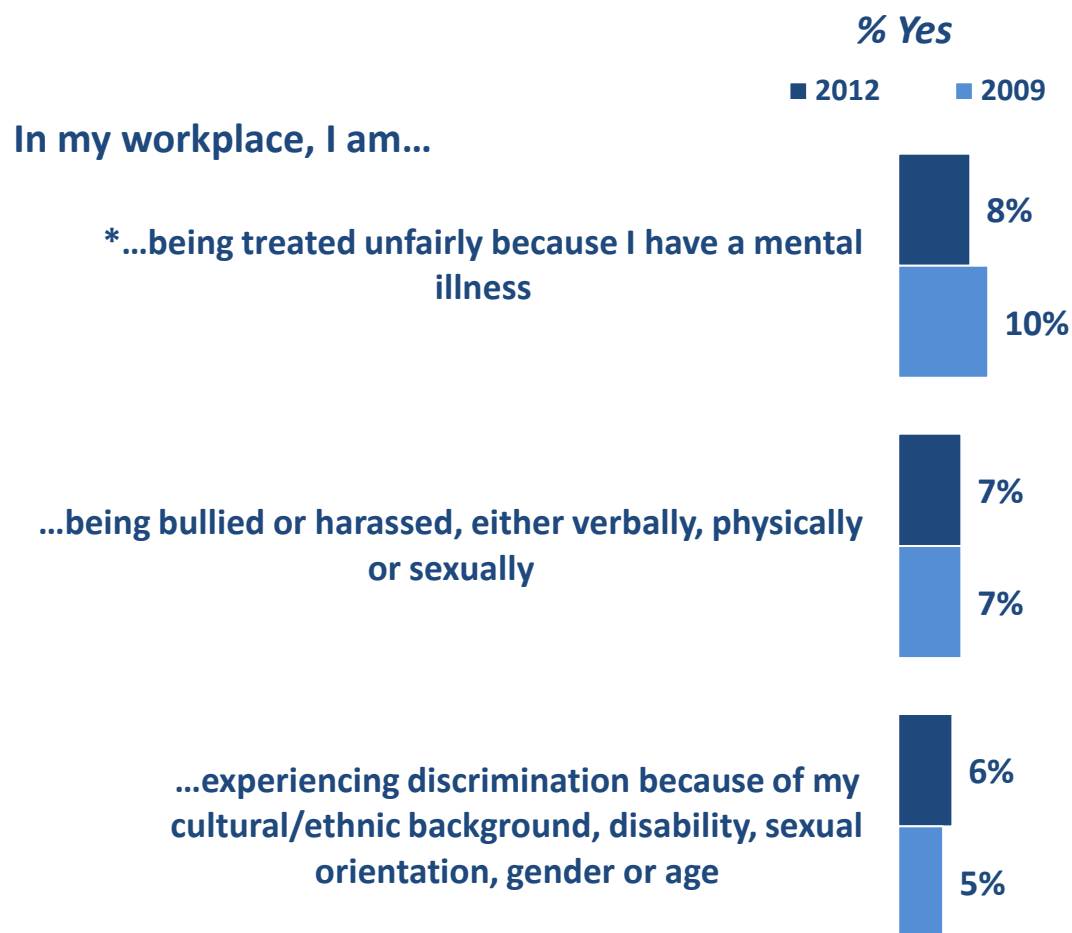
About 1 in 5 employees believe that they are or may be suffering from a mental illness, which is similar to the 2009 finding.



Q3.1. Do you believe that you are suffering from a mental illness?

Base: Employees (2012) n=4,307; (2009) n=4,200

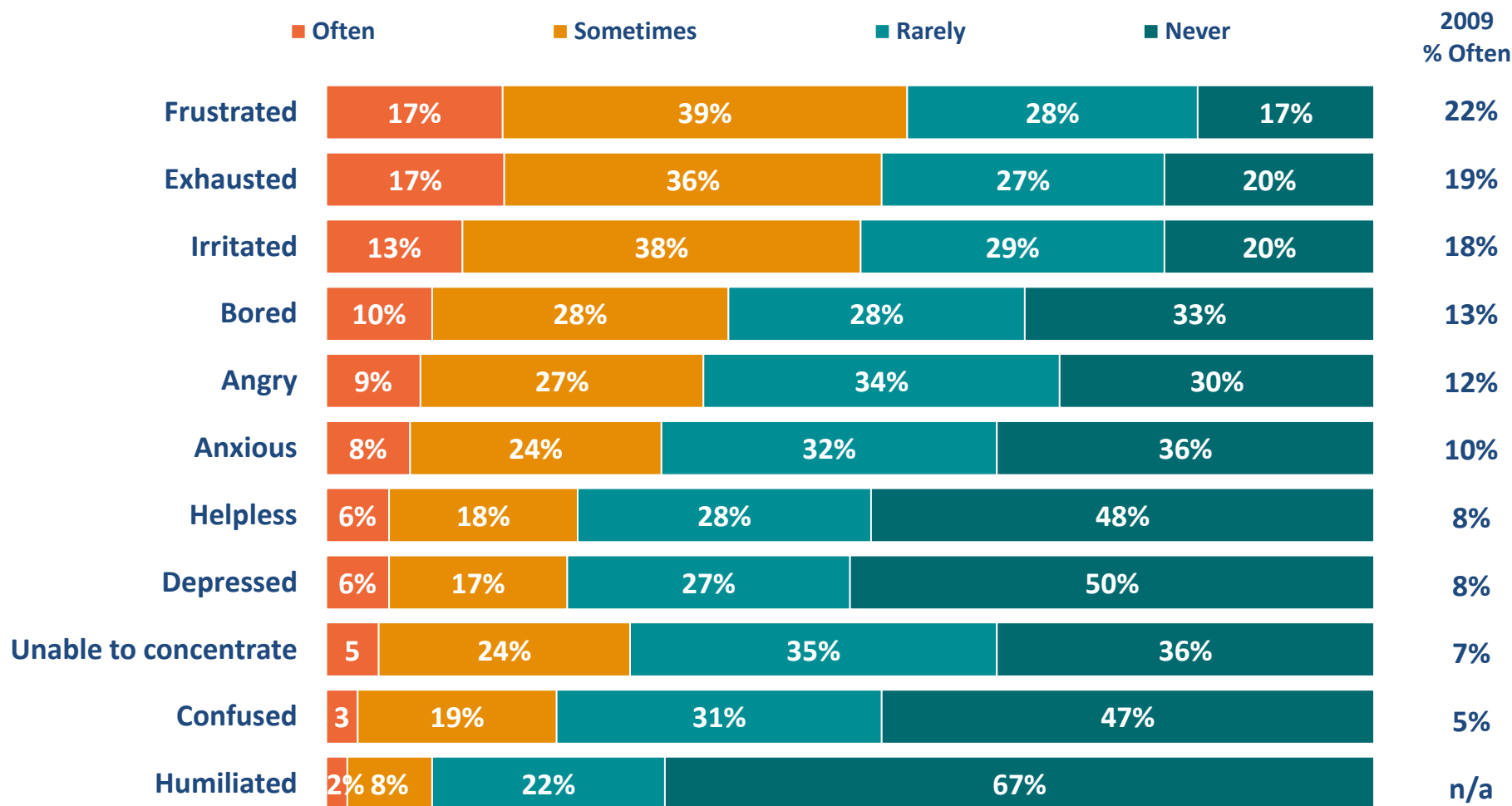
Similar to the 2009 study, fewer than 1 in 10 respondents feel that they are being treated unfairly because they have a mental illness, that they are being bullied/harassed, or that they are experiencing discrimination in their workplace.



Q3.2. For each of the following statements, please indicate, yes or no, whether it applies to you. In my workplace, I am...

Base: Employees (2012) n=4,307; (2009) n=4,200; *Employees who believe they are suffering from a mental illness (2012) n=710 (2009) n=736

Of a list of negative motions/states of mind, employees are most likely to often or sometimes experience frustration, exhaustion, and irritation.

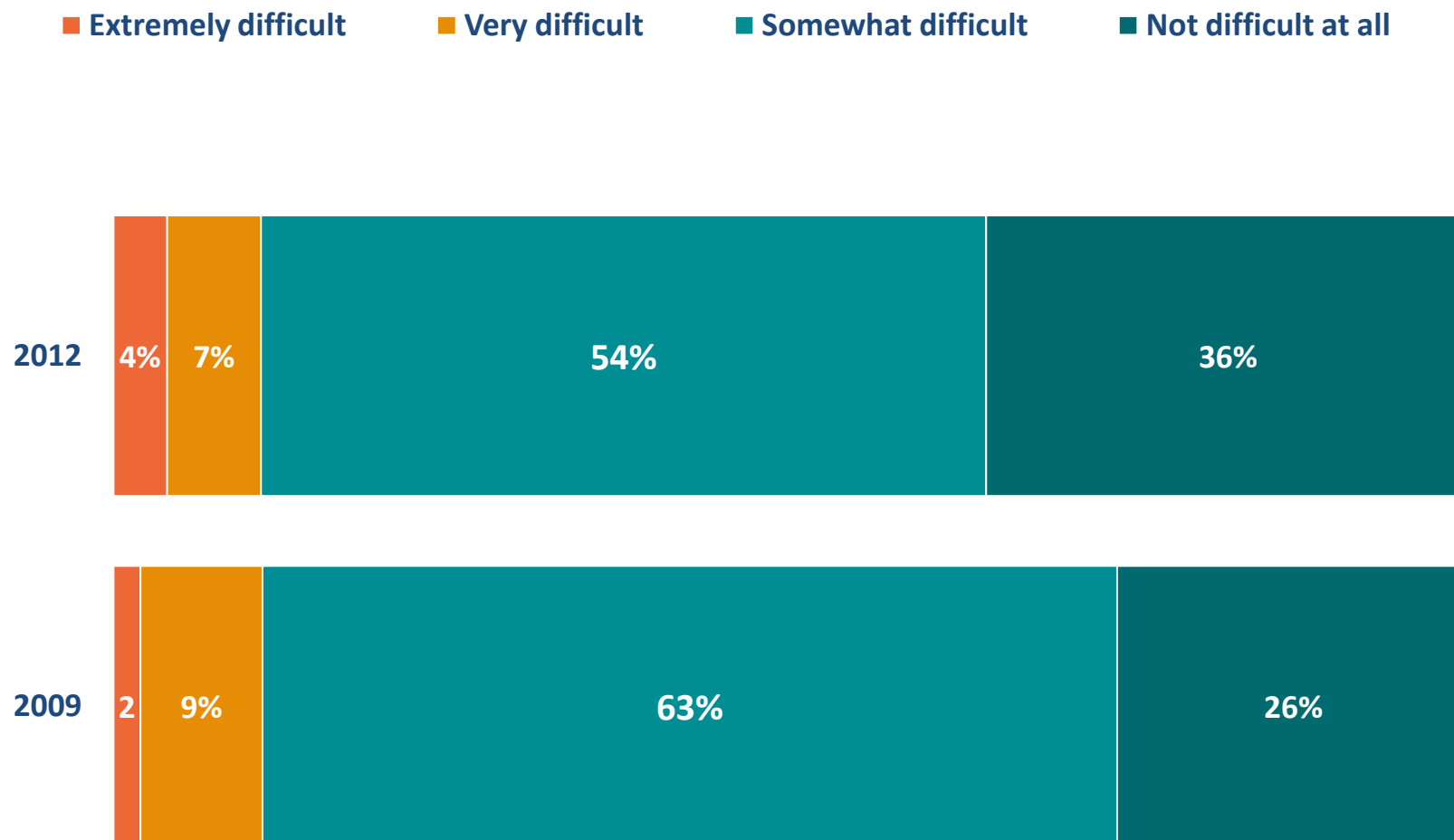


Q4.1. In the past month, how often as a result of work have you felt:

Base: Employees (2012) n=4,307; (2009) n=4,200

Level of Difficulty of Problems in Terms of Doing Work, Taking Care of Things at Home, and Getting Along With Other People

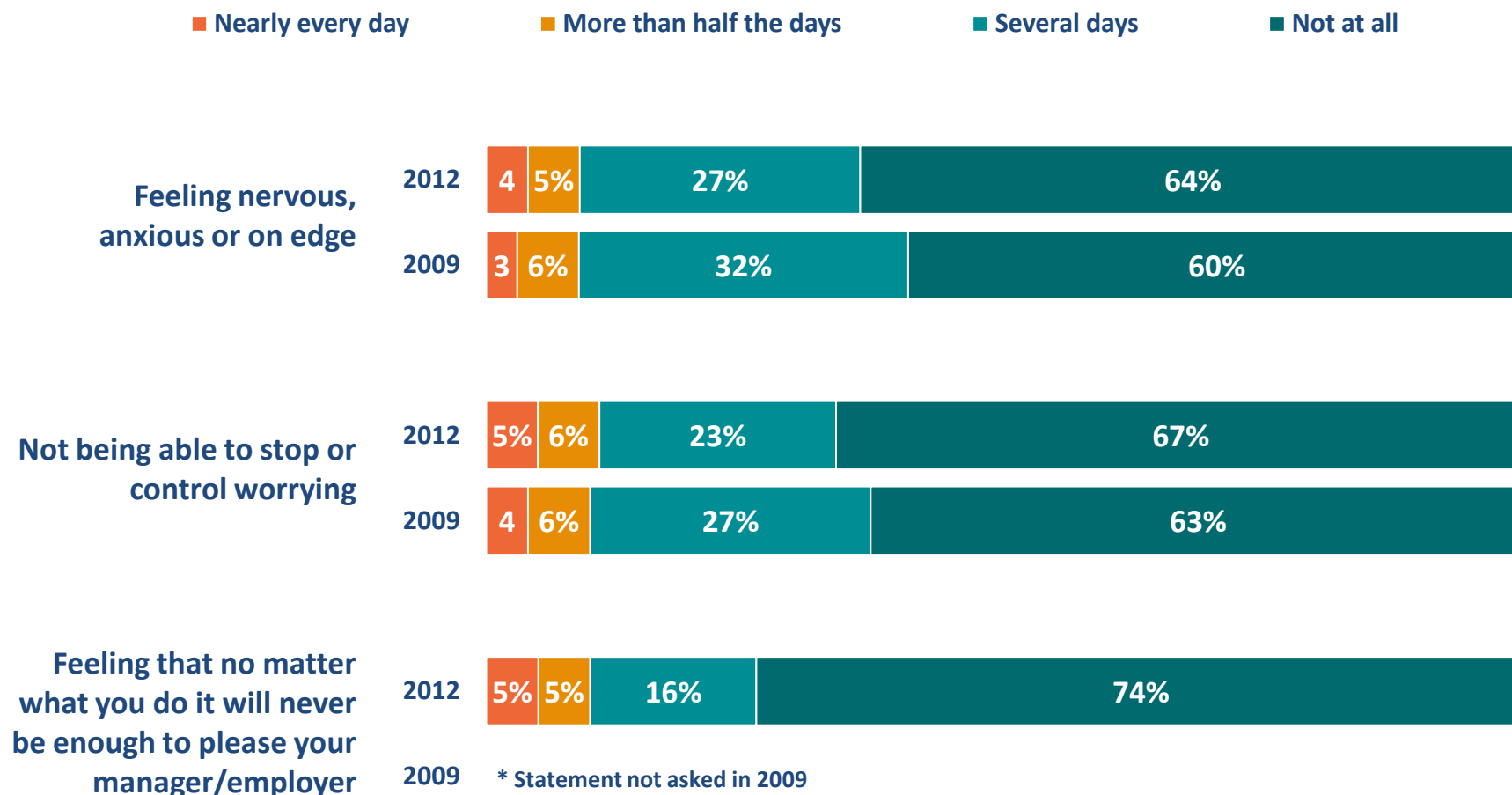
Of those who have experienced these symptoms of depression, about 1 in 10 say that these problems have made it extremely or very difficult for them to do their work, take care of things at home, or get along with other people.



Q5.2. How difficult have these problems made it for you to do your work, take care of things at home, or get along with other people?

Base: Employees who have been bothered by problems at work (Q5.1) (2012) n=1,604; (2009) n=1,475

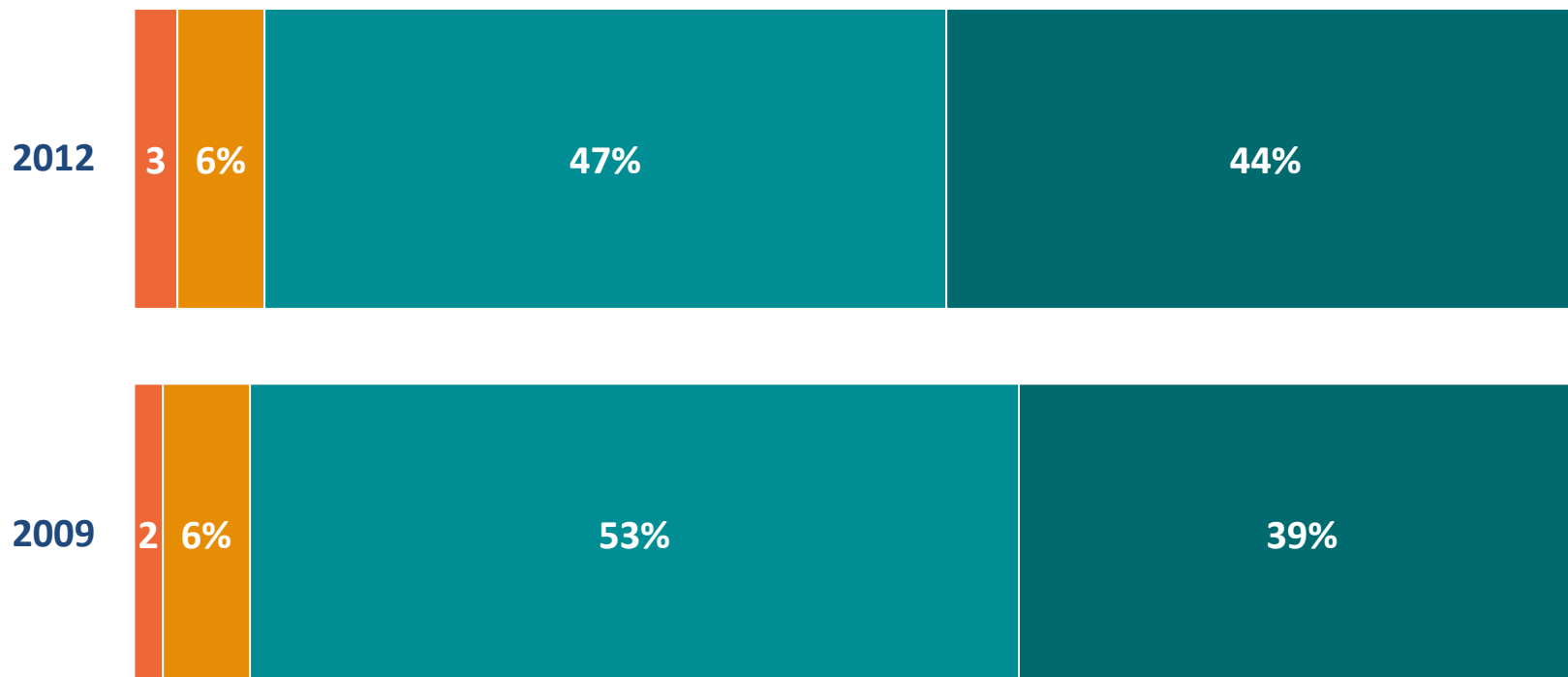
Similar to 2009, about 1 in 10 employees have been bothered by feelings of nervousness/anxiety, uncontrollable worry, or feeling that no matter what they do it will never be enough to please their manager/employer.



Level of Difficulty of Problems in Terms of Doing Work, Taking Care of Things at Home, and Getting Along With Other People

Of those who have experienced feelings of nervousness/anxiety, uncontrollable worry, or feeling that no matter what they do it will never be enough to please their manager/employer, about 1 in 10 say that these problems have made it extremely or very difficult for them to do their work, take care of things at home, or get along with other people.

■ Extremely difficult ■ Very difficult ■ Somewhat difficult ■ Not difficult at all



Q6.2. How difficult have these problems made it for you to do your work, take care of things at home, or get along with other people?

Base: Employees who have been bothered by problems at work (Q6.1) (2012) n=1,963; (2009) n=1,989



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