🧠 Case Study: Workplace Resources & Willingness to Speak Out – Mental Health in Tech

Background

Mental health is one of the most important yet often neglected issues in the technology industry. Employees frequently face high stress, burnout, and stigma around discussing mental health openly.

To better understand this issue, I analyzed data from the **2014 OSMI (Open Sourcing Mental Illness) survey**, available on Kaggle. This dataset includes responses from tech professionals regarding their demographics, workplace policies, and comfort levels in discussing mental health at work.

The objective of this study is to uncover how **workplace resources and organizational culture** influence employees' willingness to speak out about mental health.

Defining Business Task

Business Task

- To explore **how workplace policies and resources impact the willingness of employees to discuss mental health** in the tech industry.

Deliverables

1. Dataset overview and cleaning steps

2. Demographic analysis of respondents

3. Insights into workplace mental health policies

4. Analysis of comfort levels in speaking out

5. Correlations between workplace support and openness

6. Key recommendations for organizations

Stakeholders

- **Primary:** Employees in the tech industry

- **Secondary:** Employers, HR professionals, workplace policy makers

---

Data Integrity & Preparation

Tools Used

- **Python (Pandas, NumPy)** for data cleaning and analysis

- **Matplotlib & Seaborn** for visualization

- **Jupyter Notebook** for reporting

Dataset Overview

- **Source:** Kaggle – OSMI Mental Health in Tech Survey (2014)

- **Size:** ~1,200 responses

- **Features:**

  - Demographics (Age, Gender, Country, Role)

  - Workplace policies (Availability of mental health resources)

  - Employee attitudes (Comfort in discussing mental health vs. physical health)

Data Integrity Observations

- Self-reported survey → potential bias.

- Some missing demographic values → cleaned.

- Encoded categorical fields (Yes/No, Sometimes, Never, etc.).


Analysis & Findings

👥 Demographics

- Majority respondents were aged **25–35 years**.

- Gender split showed **male-dominant representation**.

- Respondents represented multiple countries, though most were from North America and Europe.

🏢 Workplace Policies

- Less than **50% of organizations** had formal mental health policies.

- Employees in companies with resources reported **greater trust and openness**.

📊 *Distribution of workplace resources scores across organizations:*
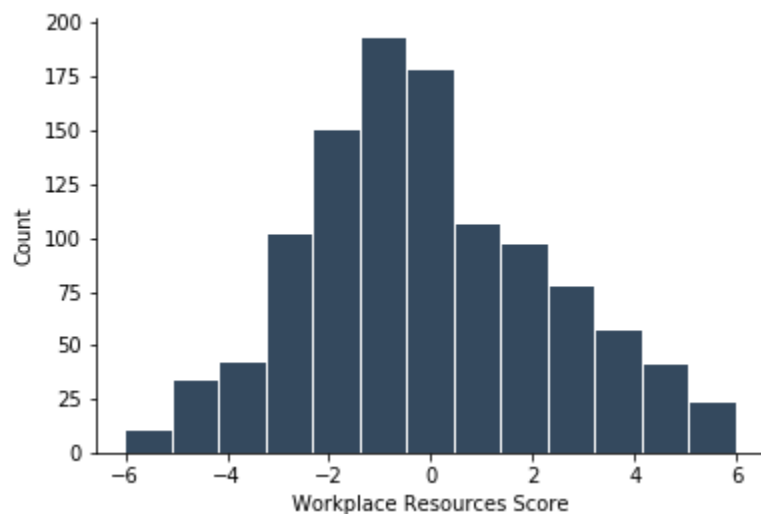
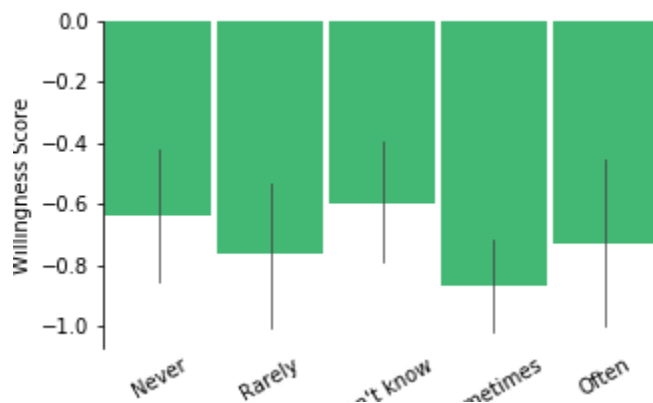📊 *Employee awareness of resources by workplace support level:*
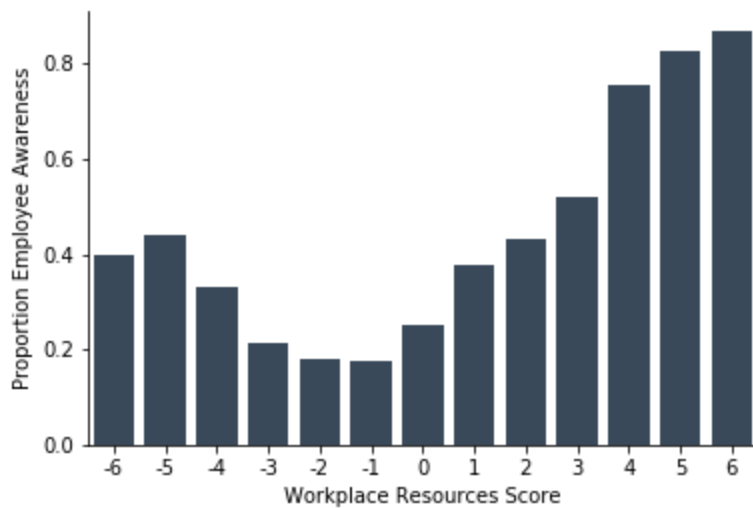
💬 Willingness to Speak Out

- Employees felt **more comfortable discussing physical health** than mental health.

- In organizations with formal support, willingness to speak **increased significantly**.

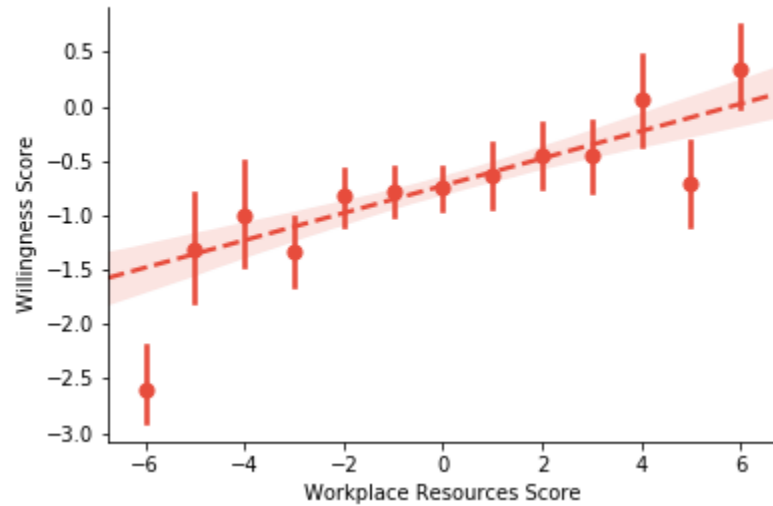📊 *Frequency of discussing mental health at work:*
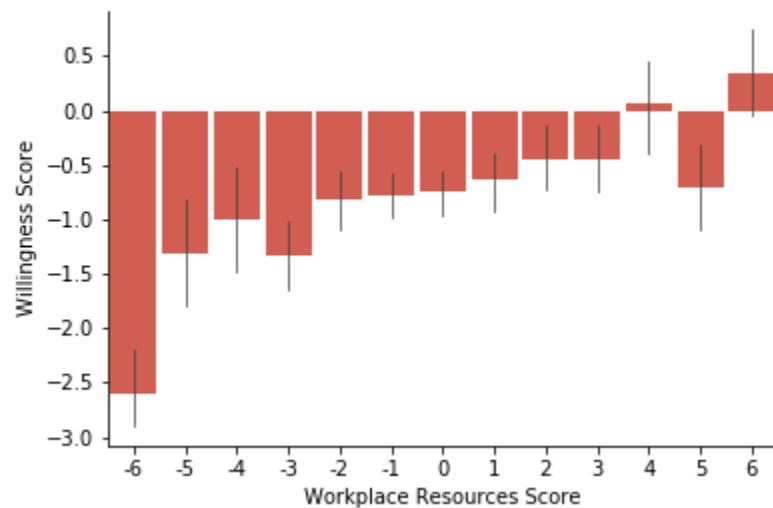

🔗 Correlation Analysis

- Clear positive relationship between **awareness of resources** and **willingness to discuss mental health**.

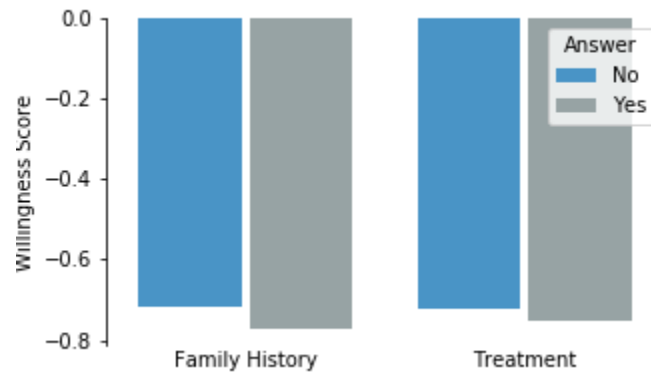- Awareness gap: employees often unaware of existing resources.

📊 *Relationship between workplace resources and willingness to discuss mental health:*

📊 *Impact of family history and treatment on willingness to discuss mental health:*

Impact of family history and treatment on willingness to discuss mental health:

Summary of Insights

- **Workplace resources matter**: Strong link between resources and willingness.

- **Awareness gap**: Even when resources exist, many employees are unaware.

- **Stigma remains**: Mental health harder to discuss than physical health.

Conclusion & Recommendations

Conclusion

The analysis confirms that **workplace culture and policies play a key role** in addressing mental health. Organizations that provide resources and create open cultures encourage employees to speak up, reducing stigma and improving well-being.

Recommendations

1. **Awareness campaigns** to highlight resources.

2. **Formal mental health policies** in every organization.

3. **Manager & HR training** for sensitive conversations.

4. **Anonymous feedback systems** to reduce fear of judgment.

References

- OSMI (Open Sourcing Mental Illness) Survey, 2014

- Kaggle Dataset: [OSMI Mental Health in Tech Survey](#)