



Mental Health

Support Instruments in Companies

Elvira
14 February 2020, Lisboa

Ironhack-DA Elvira

Content

1. Definition and Question
2. Dataset
3. Method
4. Results



Ironhack-DA Elvira

2

1. Definition and Question



Definition of Mental Health Support Instruments:

Mental Health (MH) Support Instruments help employees in companies to stay mentally healthy or, in the event of a mental health problem, support them in getting well again quickly.

Question 1:

Which 'support instrument' is the most common?

Question 2:

Which companies, countries and branches have 'better' mental health support systems?

Question 3:

Does a "good" mental health support system in a company have an impact on the acceptance of mental illness?

Ironhack-DA Elvira

3

In this technical interview I focus on three questions. All three questions deal with mental health support instruments in companies. On the slide above you can find my definition of mental health support instruments and the three questions.

I am interested in these questions because I personally think that many mental health problems arise from our stressed working day and companies have possibilities to avoid this.

Therefore I am interested in which instruments are used in which companies, and if it has a positive impact on the acceptance of mental health issues in companies.

2. Dataset

Survey about: Attitudes towards mental health and frequency of mental health disorders» (2014)

Selection of Datas:

Characteristics of companies	«Supporting Instruments» for employees with mental health issues	Acceptance of mental health
<ul style="list-style-type: none">• Country• # of Employees• Sector (Tech / non-Tech)	<ul style="list-style-type: none">• Providing mh benefits• Providing options for mh care• Mh care beeing part of employee wellnes programm• Providing help to learn more about mh• Protecting anonymity when employees use treatment resources• Possibility to take medical leave for a mh	<ul style="list-style-type: none">• Does the employer take mental health as seriously as physical health?

Source: Open Sourcing Mental Illness, Ltd., downloaded from Kaggle <https://www.kaggle.com/osmi/mental-health-in-tech-survey>

Ironhack-DA Elvira

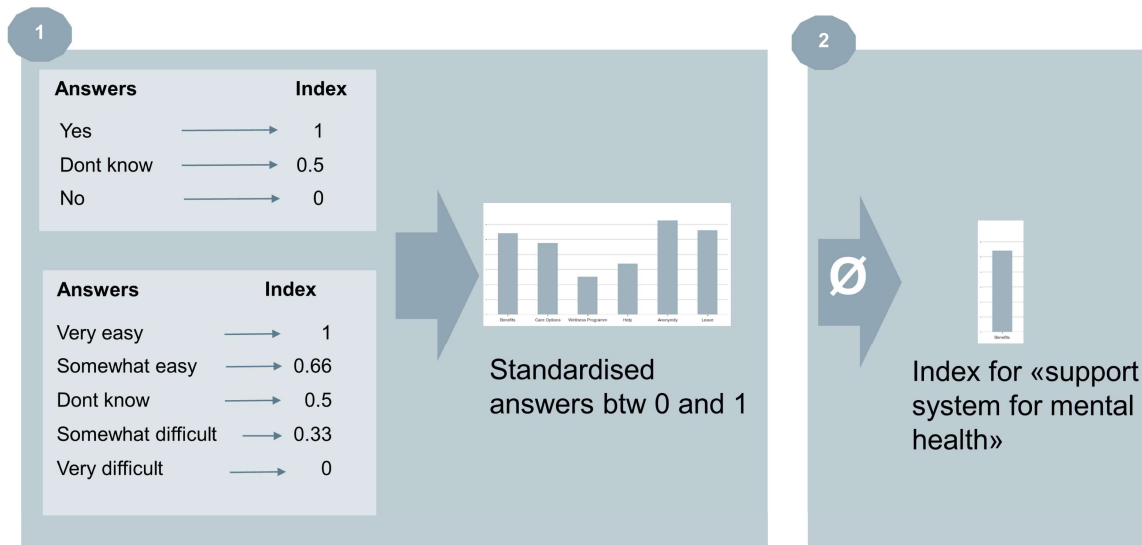
4

This technical interview is based on the answers to a survey about attitudes towards mental health and frequency of mental health disorders from 2014.

To answer my questions I selcet three types of datas:

- Characteristics of companies
- Supporting Instruments
 - benefits: Does your employer provide mental health benefits?
 - care_options: Do you know the options for mental health care your employer provides?
 - wellness_program: Has your employer ever discussed mental health as part of an employee wellness program?
 - seek_help: Does your employer provide resources to learn more about mental health issues and how to seek help?
 - anonymity: Is your anonymity protected if you choose to take advantage of mental health or substance abuse treatment resources?
 - leave: How easy is it for you to take medical leave for a mental health condition?
- Acceptance: Here I focus on only one column (mental vs. physical). I've selected this one because it is the best overall question about acceptance.

3. Method: Indexing



Ironhack-DA Elvira

5

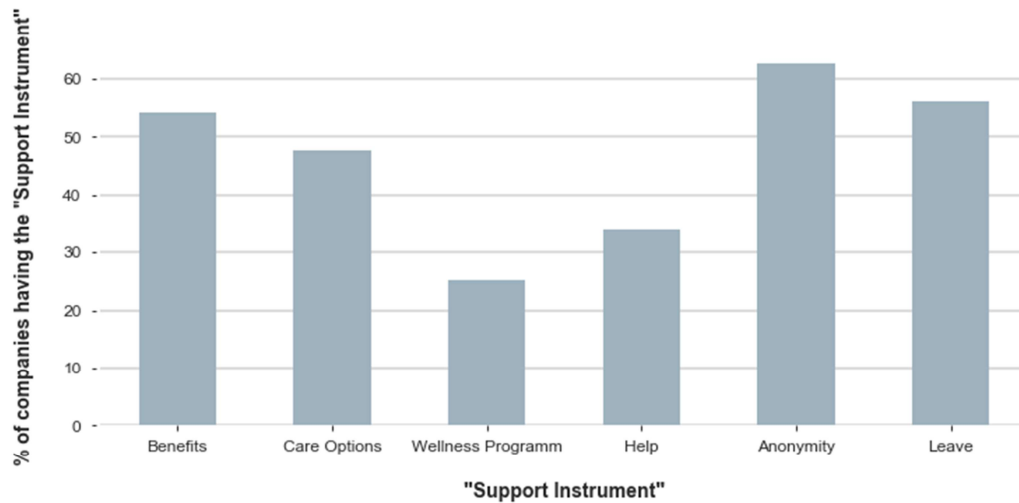
My questions require a ranking because they contain "good" and "better". Therefore, the first step was to convert all the answers in the dataset into numerical values between 0 and 1.

In a second step I created an index for "having support system". This is the average of the answers from all support instruments.

Therefore, two types of information are available for the analysis:

- Standardized answers for each support instrument (used for question 1)
- Index for "support system for mental health" (used for question 2 and 3)

4.1. Most Common Support Instruments



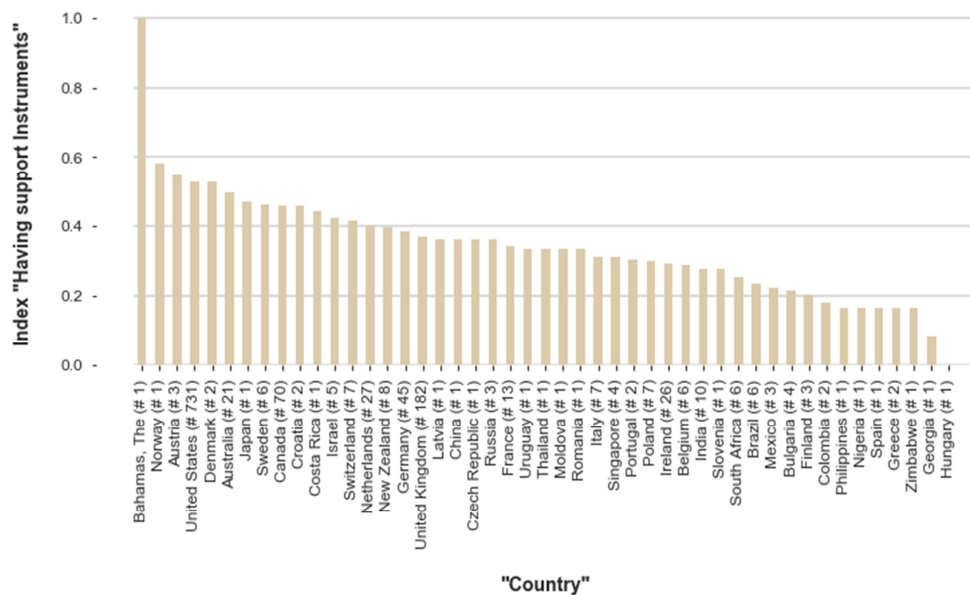
Ironhack-DA Elvira

6

Remarks:

- **Anonymity** is the most widespread “support instrument”. This is not entirely surprising because it is the only that costs the company nothing.
- The second most common are **benefits** and **leave**. This is good, because in my point of view, they are more mandatory than voluntary for a company.
- The other three instruments are more a goodwill of the company. Thus its not surprising that they are less common.

4.2. Difference in mental health support scheme by country

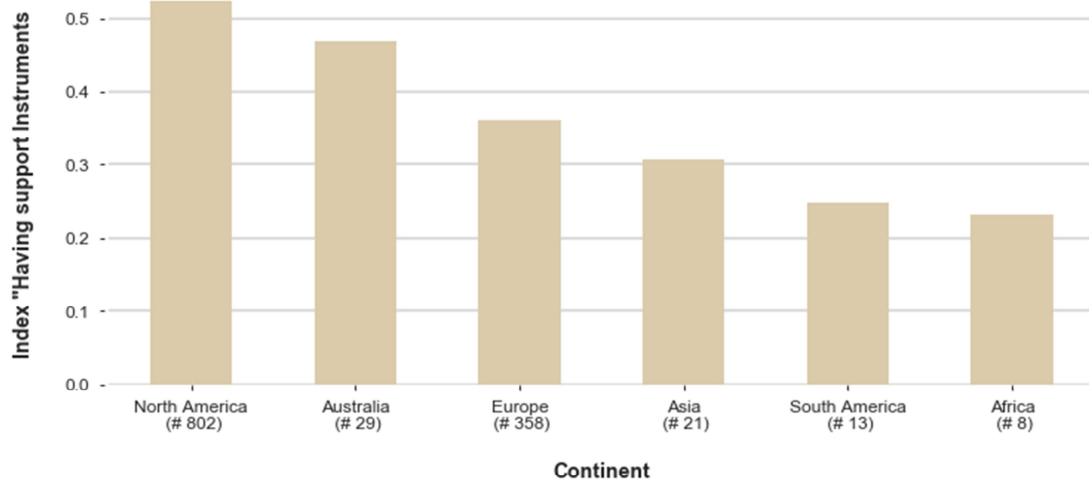


Ironhack-DA Elvira

7

The figure shows the index having support instruments for each country. The x-axis shows the number of observations per country. As you can see, from many countries only one answer is available. Therefore most of the answers are not reliable and on the next slide you can see the same plot for continents.

4.2. Difference in mental health support scheme by continent

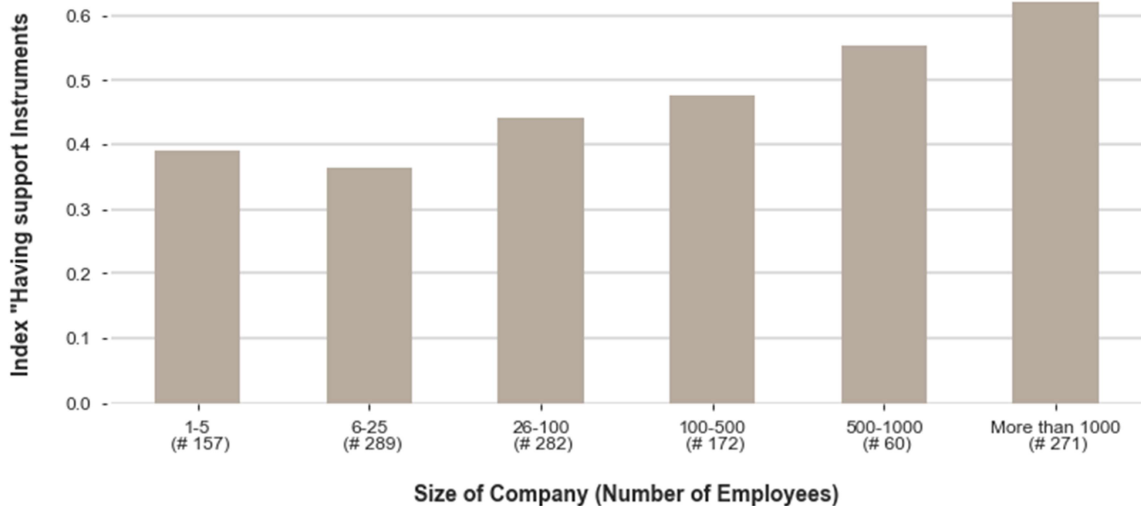


Ironhack-DA Elvira

8

- Companies in North America, Australia and Europe have better health support systems compared to Asia, South America and Africa.
- This result is not surprising, since the focus on mental health issues is probably also very much a question of wealth: richer regions have more resources to deal with these challenges.
- More surprisingly is the fact that the USA has a noticeably better support system than Europe. Perhaps they are more sensitized? Or maybe the survey is biased (different composition of the sample, e.g. more tech companies?)

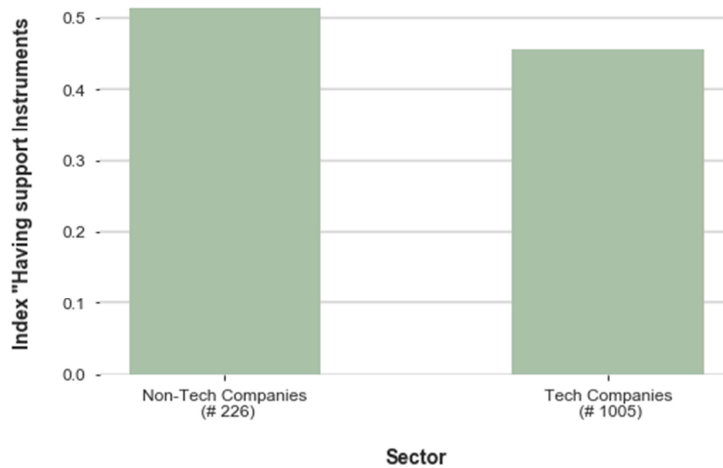
4.2. Difference in mental health support scheme by size of company (Numbers of Employees)s



Ironhack-DA Elvira 9

- The larger the company, the better the support system.
- But, very small companies with only 1-5 companies have a better support system compared to companies with 6 to 25 companies. This is maybe because in the very small comanie the employees know each other well and care more about each other.

4.2. Difference in mental health support scheme by sector (tech or non-tech company)



Ironhack-DA Elvira 10

- Non-Tech companies have a better support system compared to tech companies. This seemed difficult to explain.
- It is also important to note that only one sixth of the sample are non-tech companies. To that extent, the relevance of this plots is limited.

4.3. Impact of “good” mental health support scheme on acceptance of mental illness

Support Instrument	Coefficients of MVR with Acceptance
Benefits	-0.07
Care Options	-0.05
Wellness Programm	0.11
Help	0.13
Anonymity	0.2
Leave	0.49

Ironhack-DA Elvira II

- This figure shows the coefficients of a multivariate regression between the different support instruments (X) and the acceptance (Y).
- The co-efficient for Leave is largest. This implies that Leave has the strongest positive impact on acceptance of mental health issues in a company.
- However, this results should not be given too much attention
 - We don't know, if its only correlation or also causation.
 - Probably its more the inverse causality: Acceptance leads to better "support instruments systems" in a companies?
- For further investigations it would be interesting to do the opposite analysis and therefore create an index for the acceptance.