"Mental Health"

in Tech Professionals

False

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Problem Statement

The tech industry is known for high-pressure environments that can affect employees mental health. This dataset offers a unique opportunity to analyze the prevalence of mental health issues among tech workers and identify influencing factors contributing to these challenges. The goal is to explore patterns, such as the impact of workplace policies, company support, and employee demographics, to better understand and improve industry-wide mental health practices.

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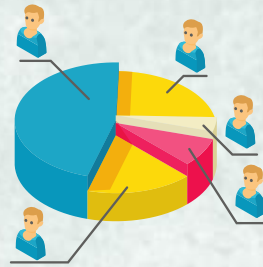
Problem Statement

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Key Objectives

Demographic Impact

Identify key factors in the tech industry contributing to mental health issues.

Examine the role of workplace policies and company support in mental health.

Analyze the impact of employee demographics on mental health challenges.

Policy Enhancements

Identify gaps and weakness in existing mental health policies.

Suggest improvements to better support employee mental health.

Provide actionable recommendations for policy changes to enhance overall well-being in the tech industry.

Dataset OVERVIEW

Feature	Description
Timestamp	The exact date and time when the survey response was submitted
Age	The age of the respondent in years.
Gender	The gender identity of the respondent. Responses may vary, including male, female, non-binary, etc
Country	The country where the respondent is currently residing.
state	If you live in the United States,which state or territory do you live in?
self_employed	Are you self-employed?
family_history	Do you have a family history of mental illness?
treatment	Have you sought treatment for a mental health condition?
work_interfere	If you have a mental health condition,do you feel that it interferes with your work?
no_employees	How many employees does your company or organization have?
remote_work	Do you work remotely (outside of an office) at least 50% of the time?
tech_company	Is your employer primarily a tech company/organization?
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?
mentalhealthconsequence	Do you think that discussing a mental health issue with your employer would have negative consequences?
physhealthconsequence	Do you think that discussing a physical health issue with your employer would have negative consequences?
coworkers	Would you be willing to discuss a mental health issue with your coworkers?
supervisor	Would you be willing to discuss a mental health issue with your direct supervisor(s)?
mentalhealthinterview	Would you bring up a mental health issue with a potential employer in an interview?
physhealthinterview	Would you bring up a physical health issue with a potential employer in an interview?
mentalvsphysical	Do you feel that your employer takes mental health as seriously as physical health?
obs_consequence	Have you heard of or observed negative consequences for coworkers with mental health conditions in your workplace?
comments	Any additional notes or comments

Analytical Questions

1.What is the average age of respondents who have sought treatment for a mental health condition?

2.What is the association between treatment and employee count and distribution of mental health benefits provided to employee's across different company sizes?

3.How does the percentage of employees who have received mental health treatment compare across the top 10 countries with the most survey responses?

4.What proportion of the total respondents who have sought mental health treatment come from the top 3 countries, and how does this reflect their influence on the overall treatment landscape in the survey?

5.How does the number of people seeking mental health treatment vary by gender in the top 3 countries, and what is the association between gender and treatment-seeking behavior in these countries?

Analytical Questions

6.Is there a significant relationship between having a family history of mental health issues and the respondent's comfort discussing mental health with their supervisor, and does a family history influence the likelihood of seeking mental health treatment?

7.How does work interference due to mental health issues vary by company size, and what is the relationship between seeking treatment and perceived work interference? Additionally, what is the distribution of work interference levels among employees in the top 3 coun

8.How does age influence awareness of an employer's mental health attitude and its impact on mental health-related behaviors?

9.Do respondents who believe mental health is taken less seriously than physical health report more negative consequences for discussing mental health?

Visualizations & Insights

1. What is the average age of respondents who have sought treatment for a mental health condition?
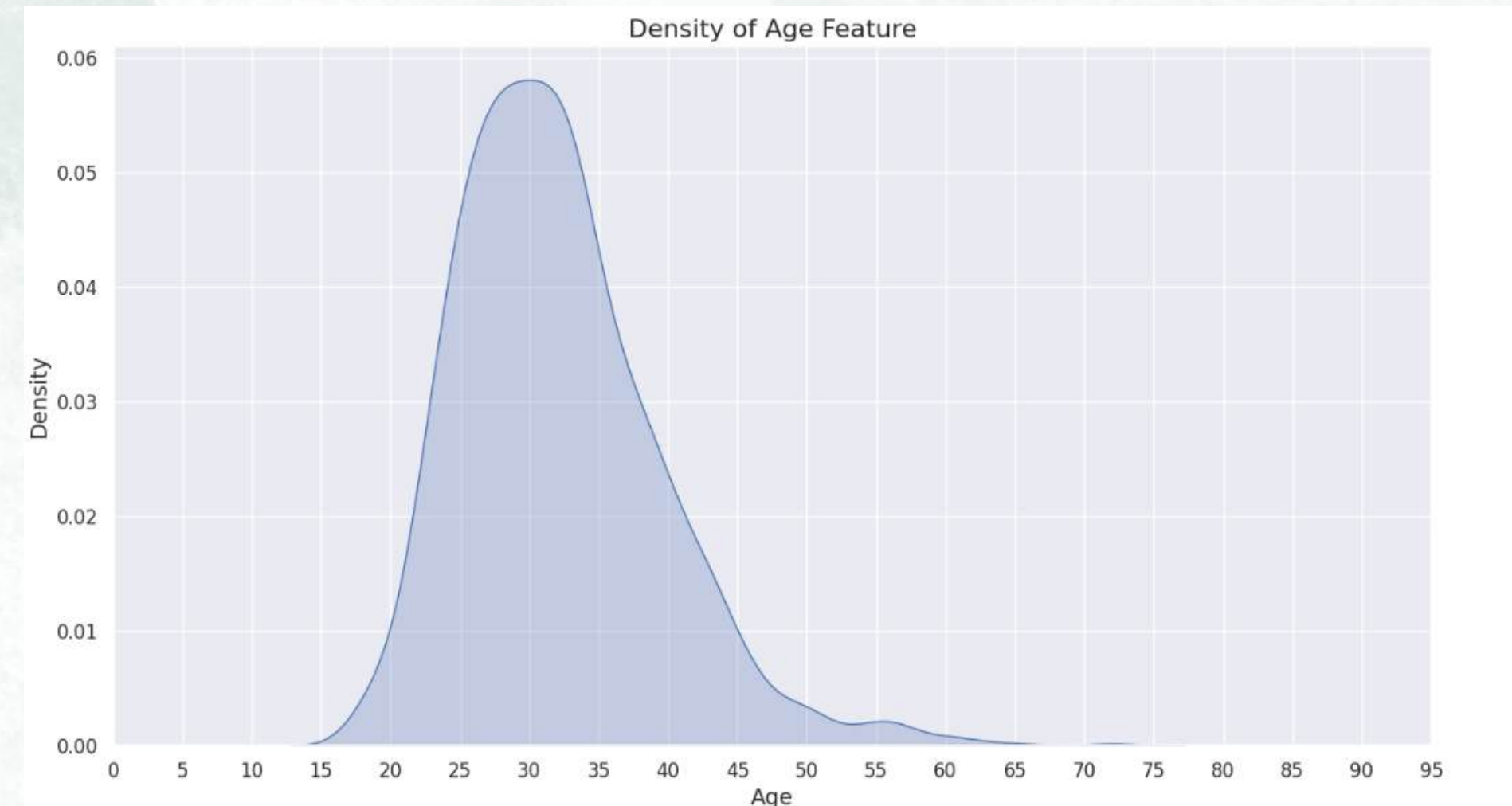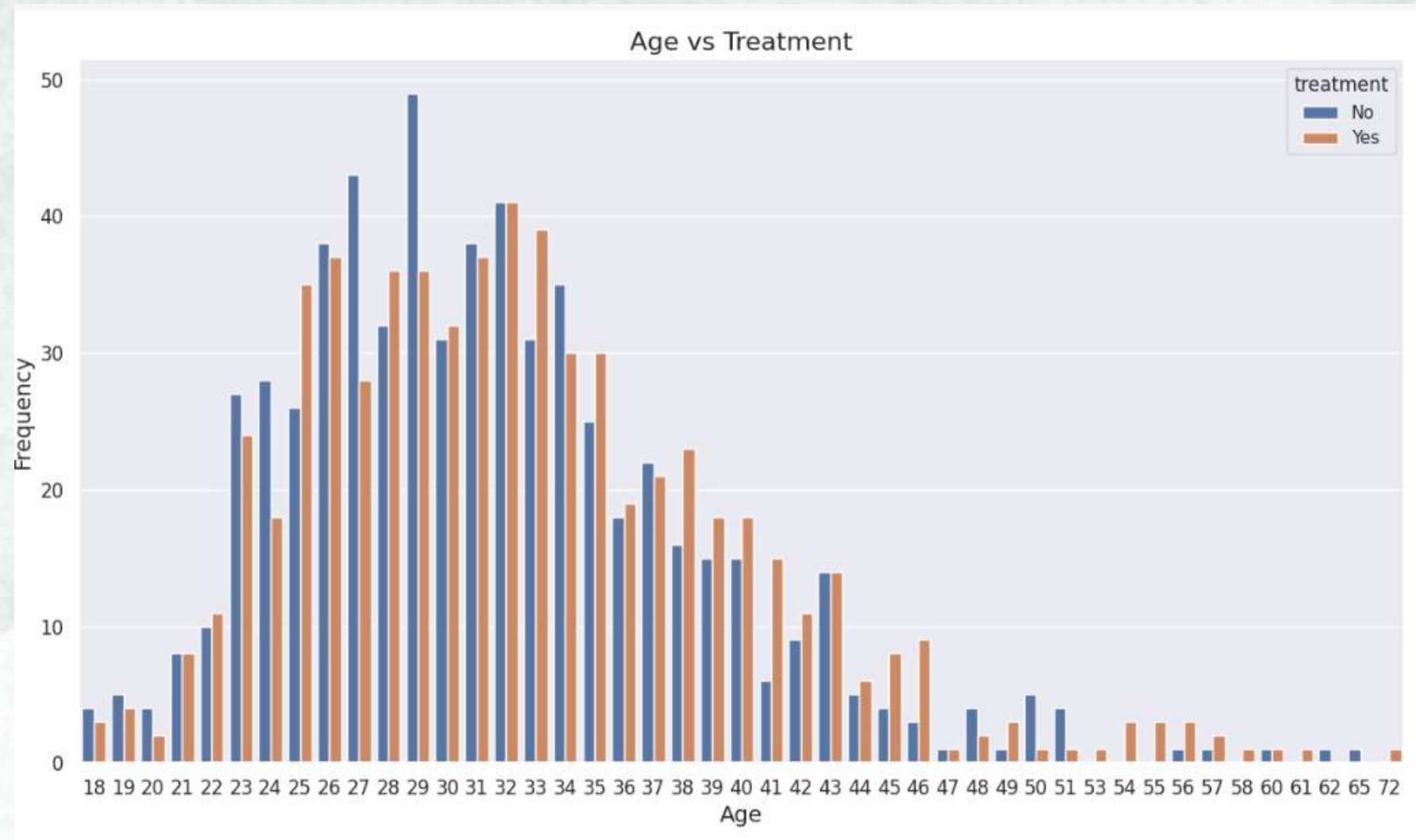
Individuals over 30 are actively addressing their mental health concerns, with a peak in representation between the mid-20s to mid-30s.
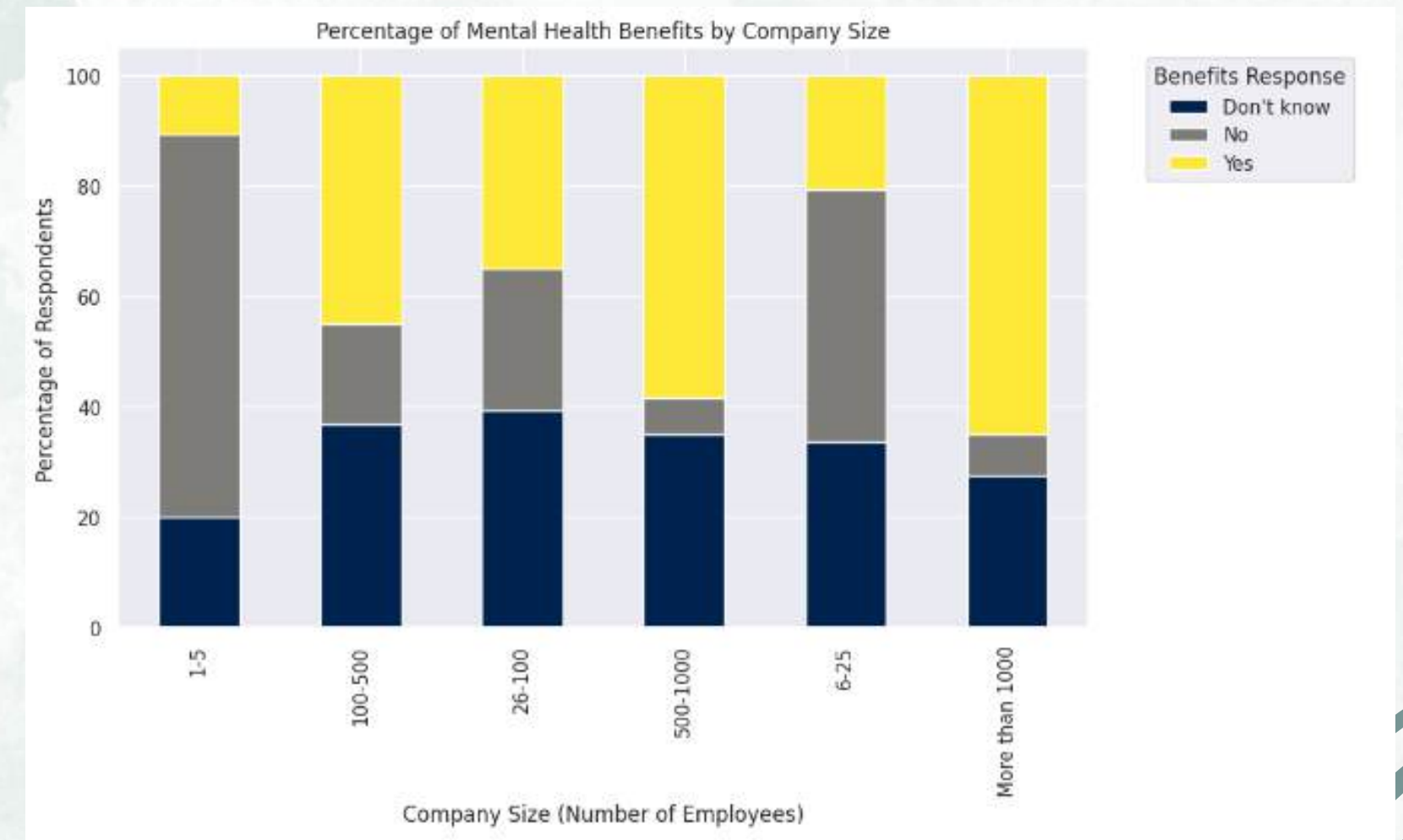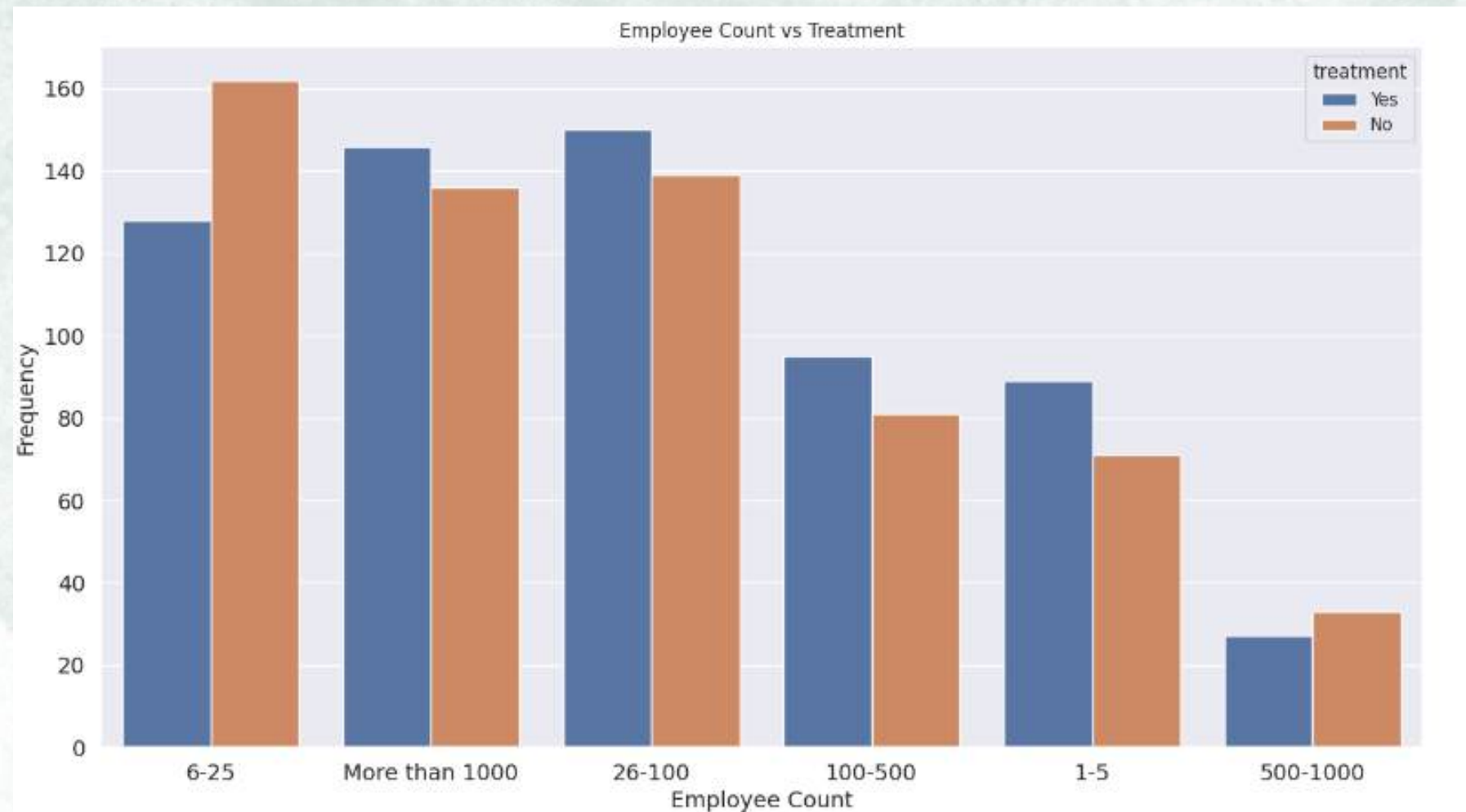This suggests that most survey participants are concentrated in this age range.

Visualizations & Insights

2. What is the association between treatment and employee count and distribution of mental health benefits provided to employee's across different company sizes?
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Insight: Employees from companies with 26-100 employees are more likely to seek mental health treatment, indicating better support in these larger firms. In contrast, smaller companies (6-25 employees) often have employees who are unsure about or lack mental health benefits.

Visualizations & Insights

➡ 3.How does the percentage of employees who have received mental health treatment compare across the top 10 countries with the most survey responses?


Mental Health Treatment Ratio in Top 10 Countries

Proportion of Treatment Seekers Relative to Total Issues
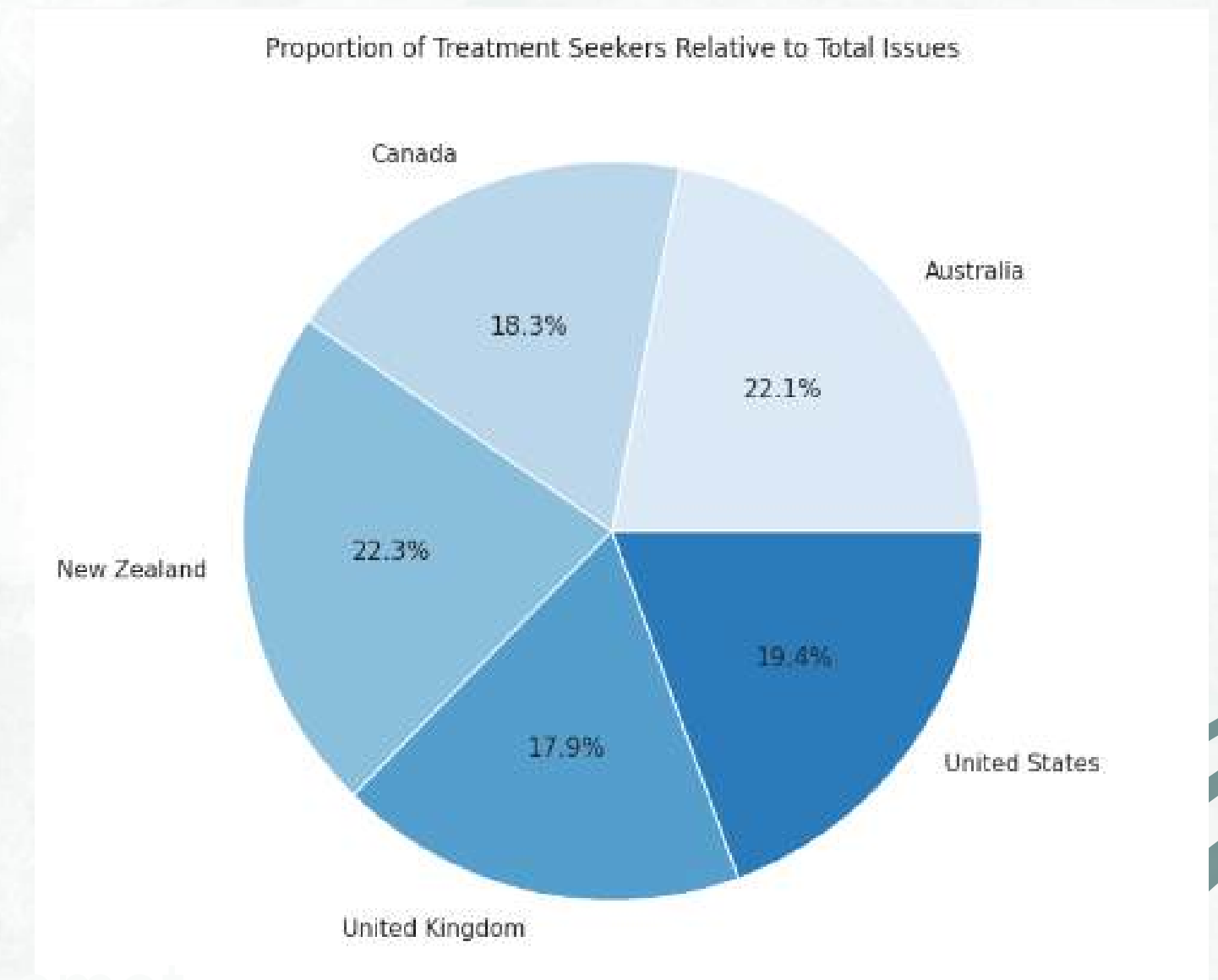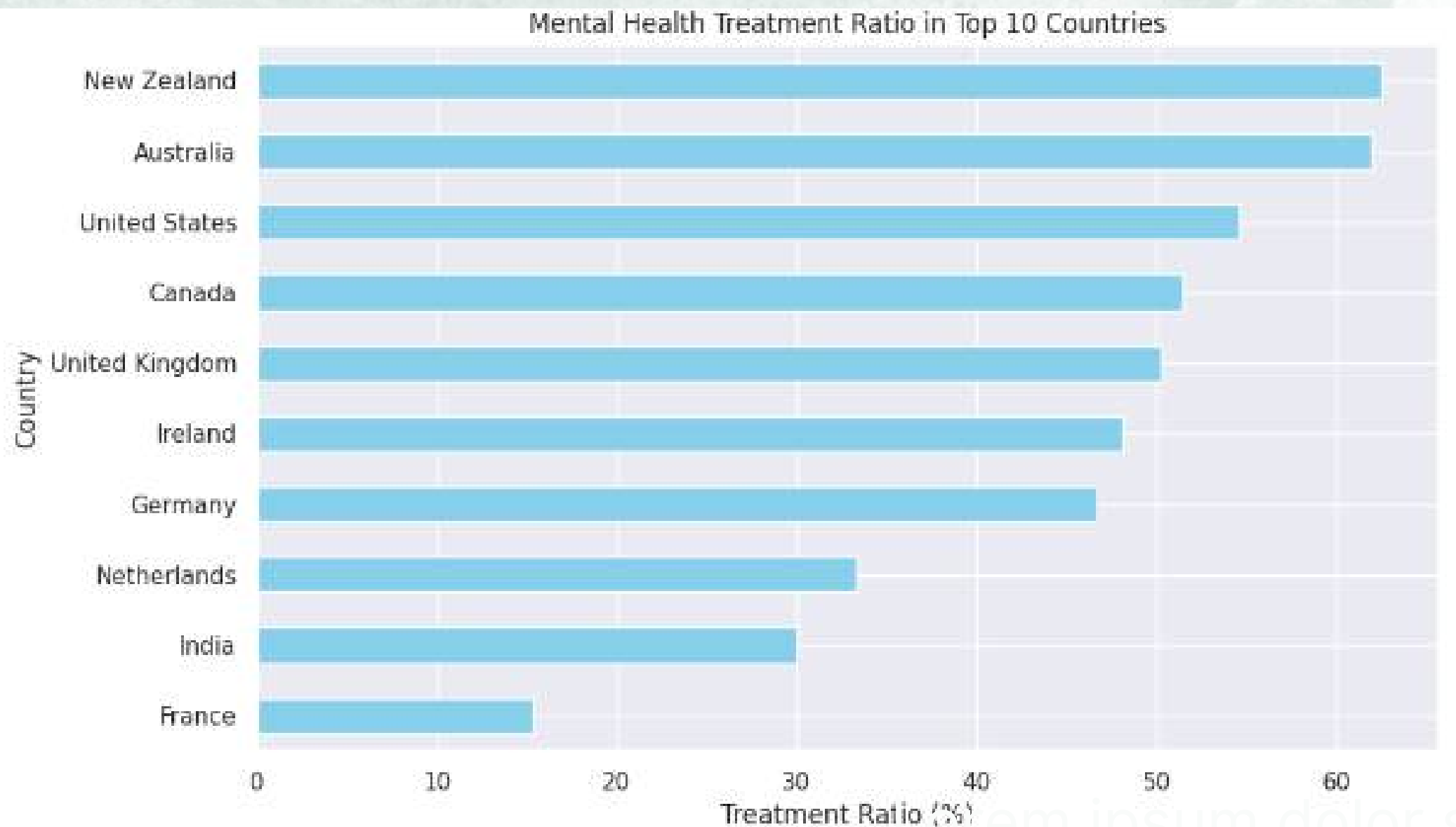
➡ Inisght: Australia and New Zealand lead in the proportion of treatment-seekers relative to reported mental health issues, indicating strong engagement with mental health support. In contrast, the USA, UK, and Canada have higher absolute numbers but lower proportional engagement.

Visualizations & Insights

→ **4. What proportion of the total respondents who have sought mental health treatment come from the top 3 countries, and how does this reflect their influence on the overall treatment landscape in the survey?**
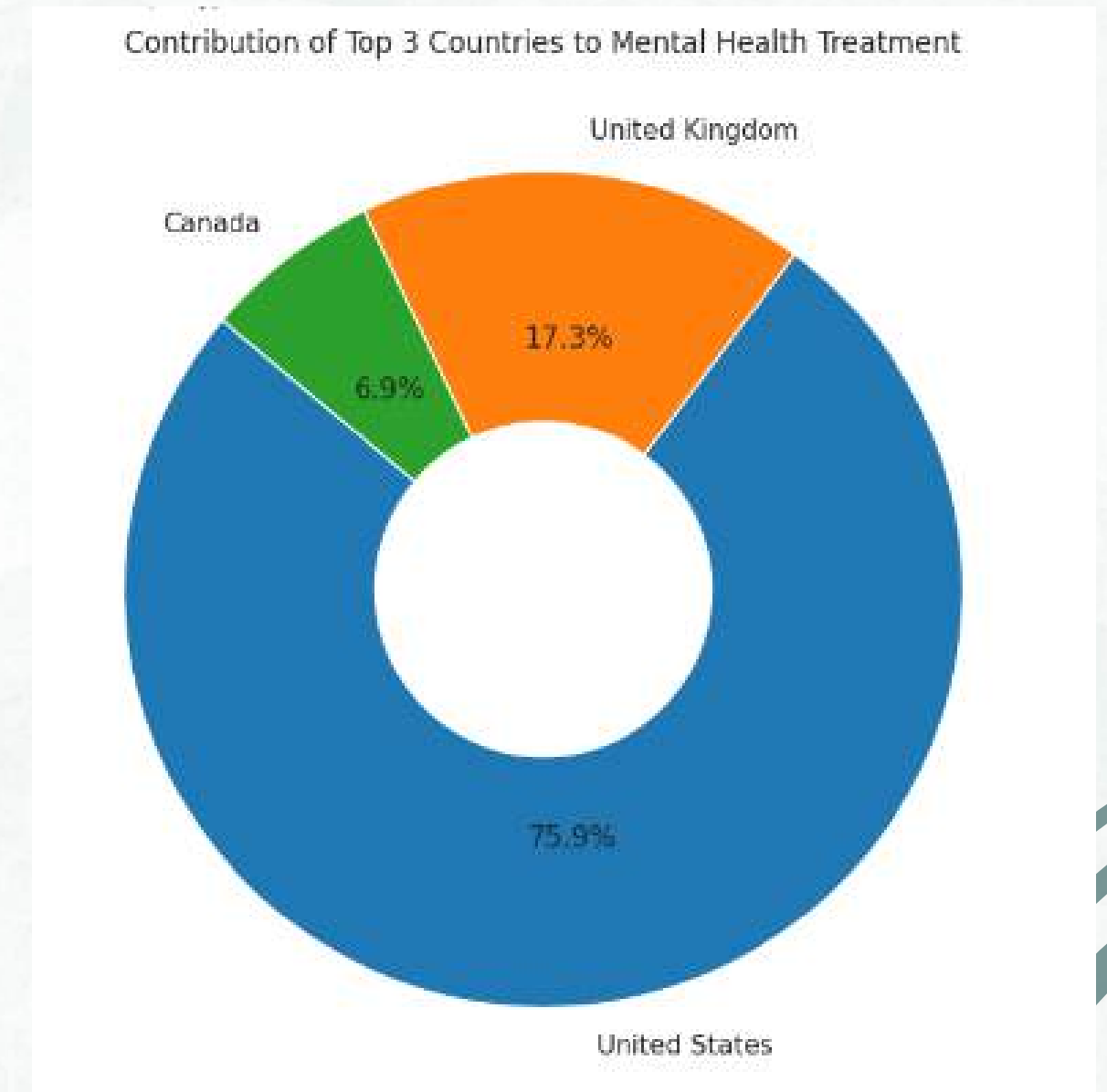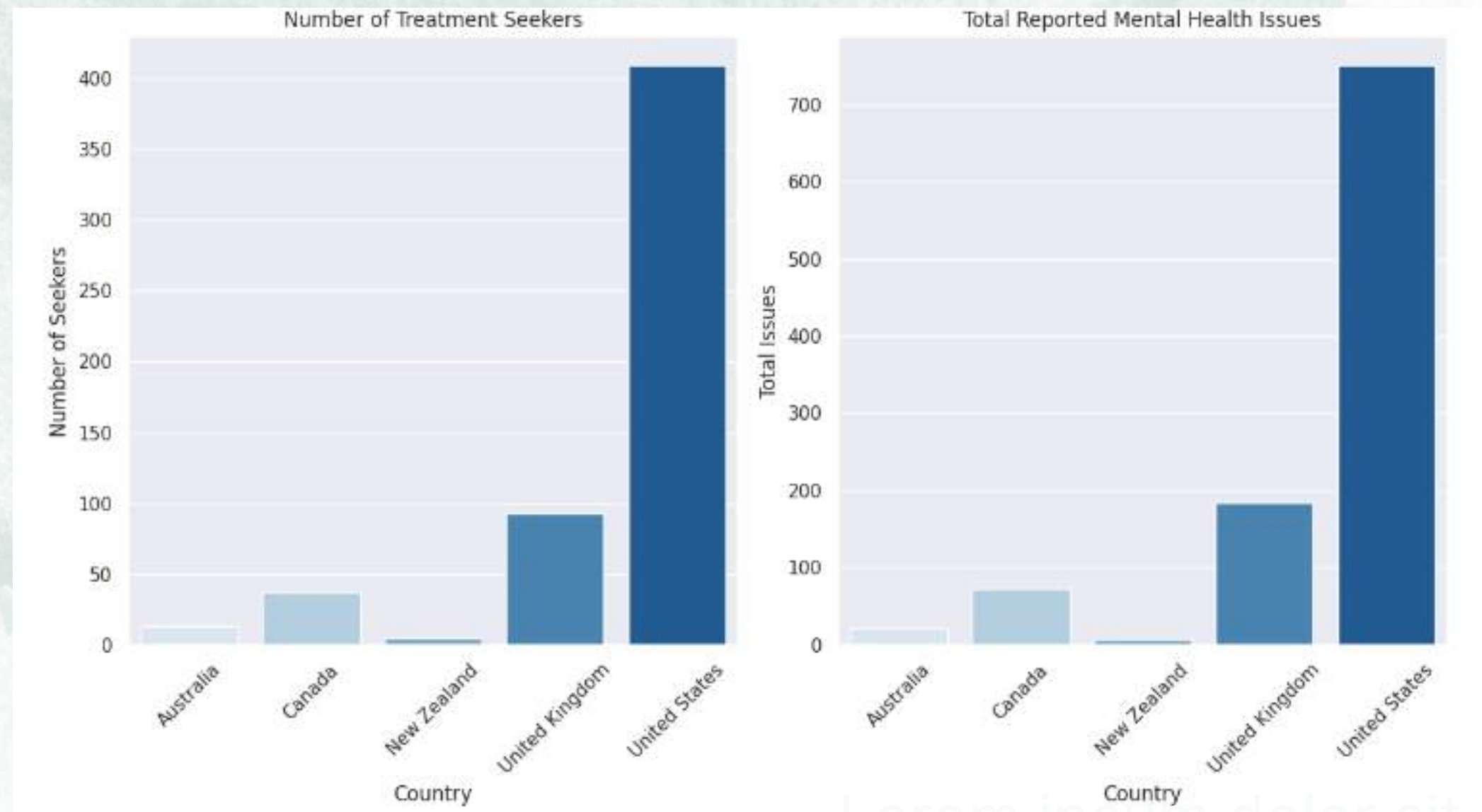

→ **The top 3 countries account for a substantial share of respondents who have sought mental health treatment, highlighting their significant impact on the survey's treatment landscape. This reflects their leading role in addressing mental health issues.**

Visualizations & Insights

5.How does the number of people seeking mental health treatment vary by gender in the top 3 countries, and what is the association between gender and treatment-seeking behavior in these countries?
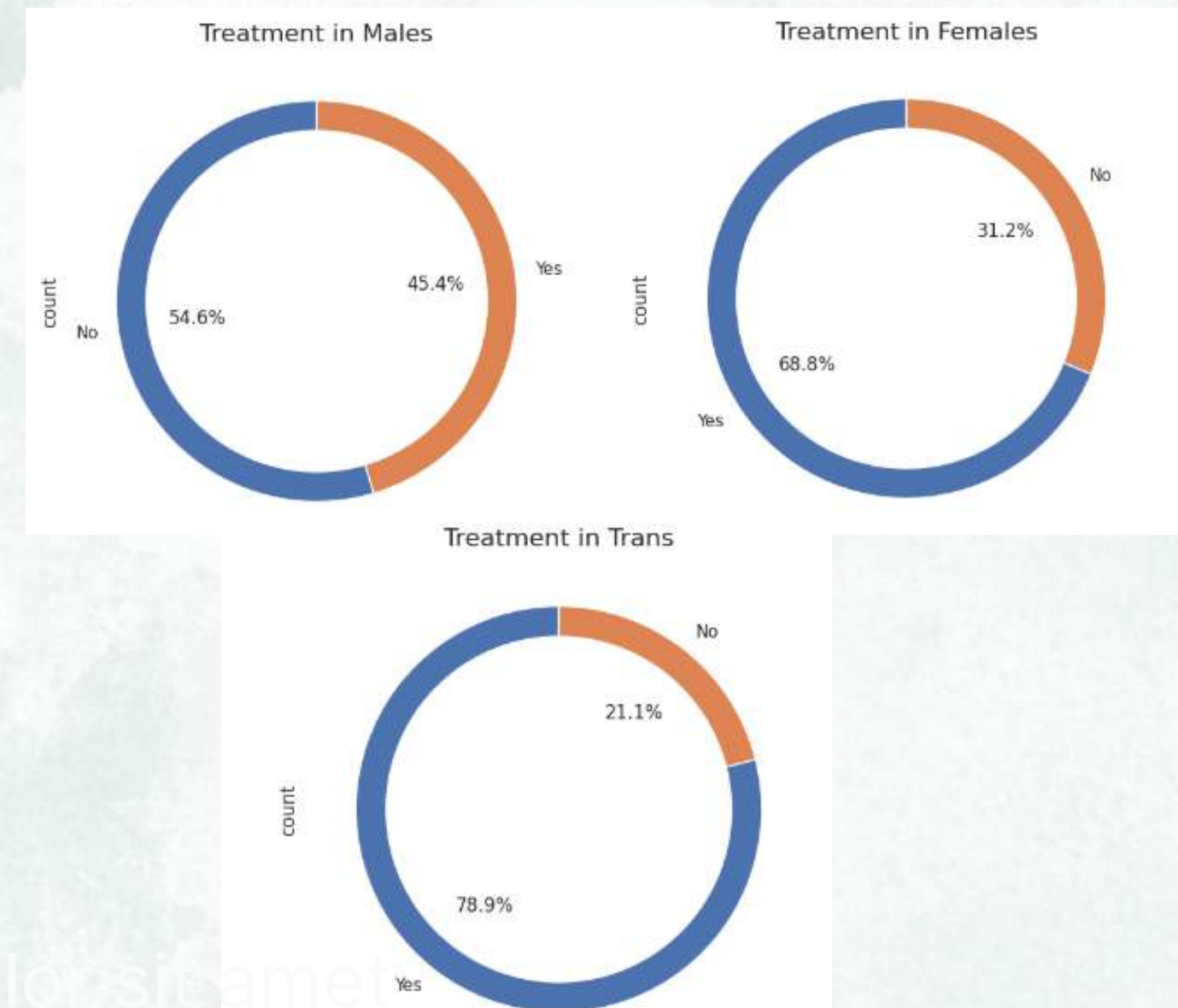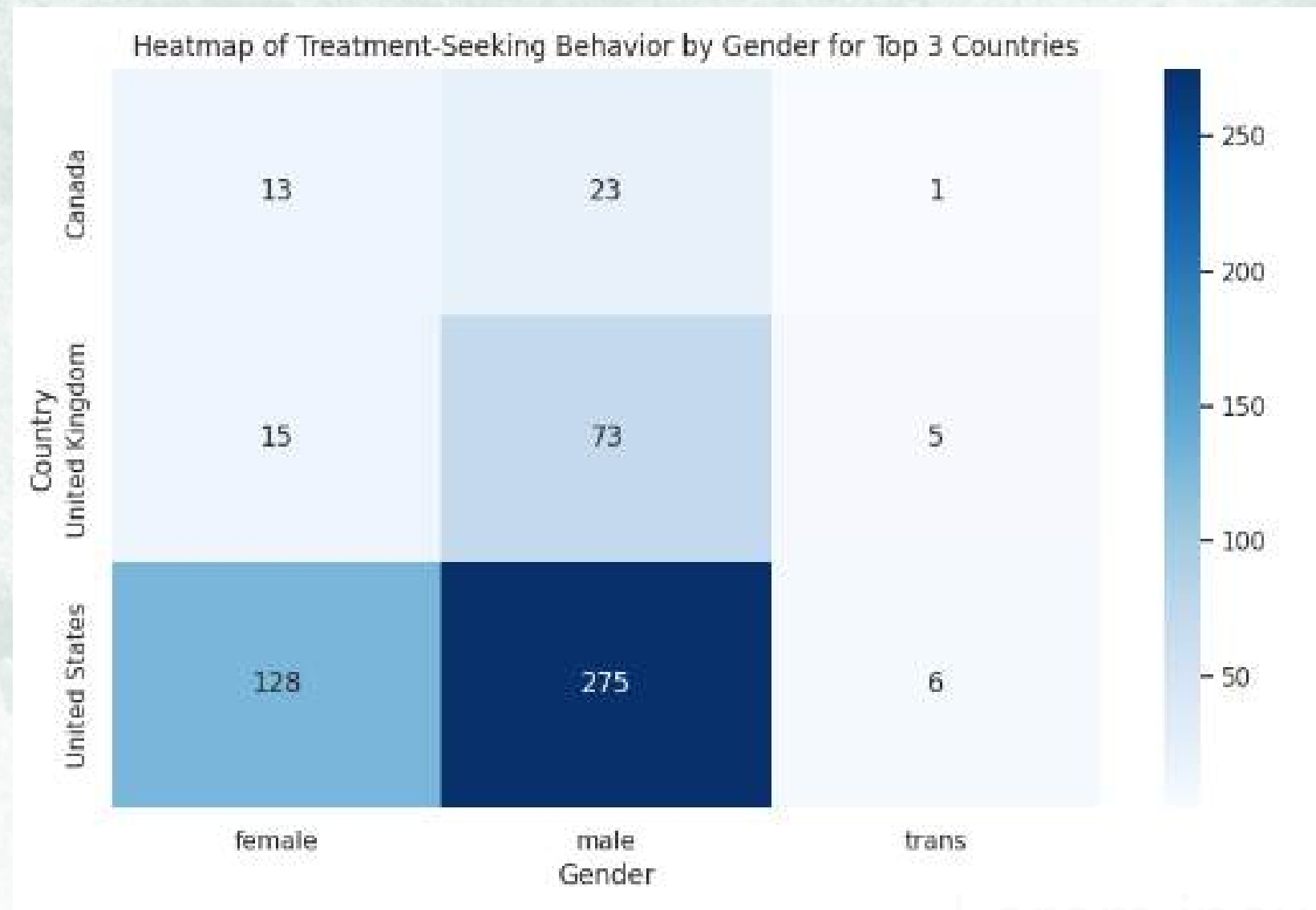

Inisghts: Among the top 3 countries (US, UK, and Canada), treatment-seeking rates are highest for trans individuals (79%), followed by females (69%), and lowest for males (45%).
This suggests that gender influences treatment-seeking behavior, with trans individuals accessing mental health services more frequently than their male counterparts.

Visualizations & Insights

➡ **6. Is there a significant relationship between having a family history of mental health issues and the respondent's comfort discussing mental health with their supervisor, and does a family history influence the likelihood of seeking mental health treatment?**
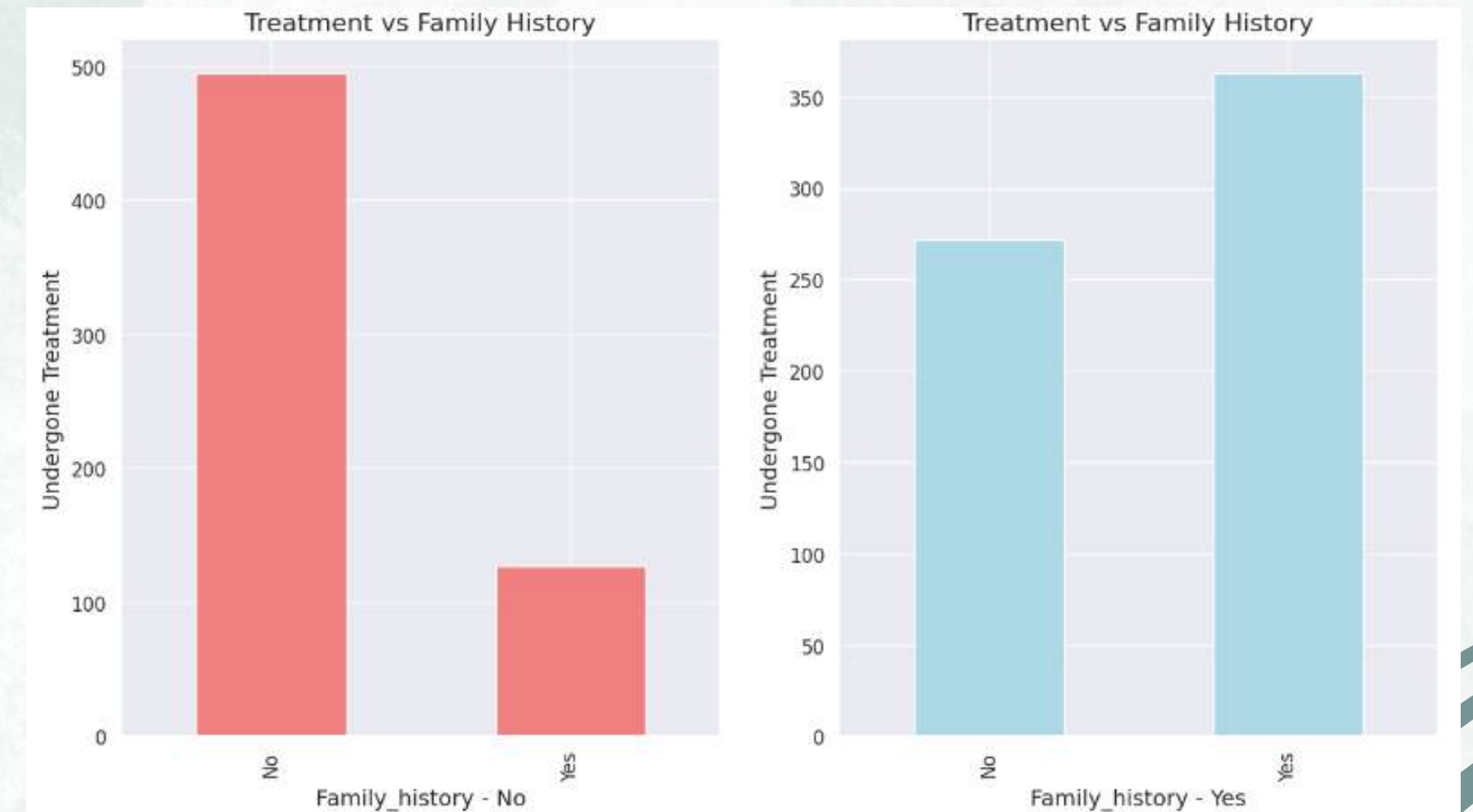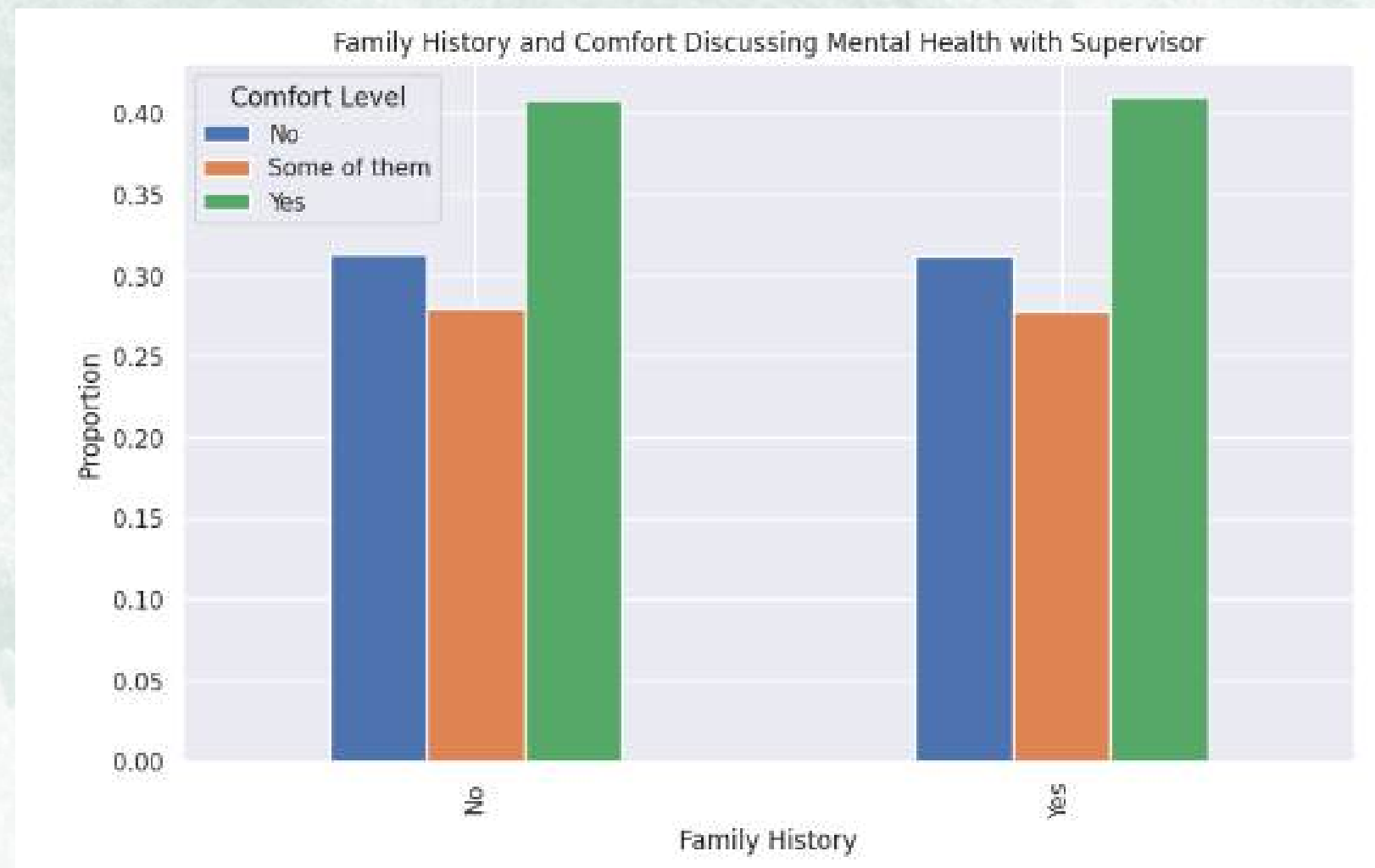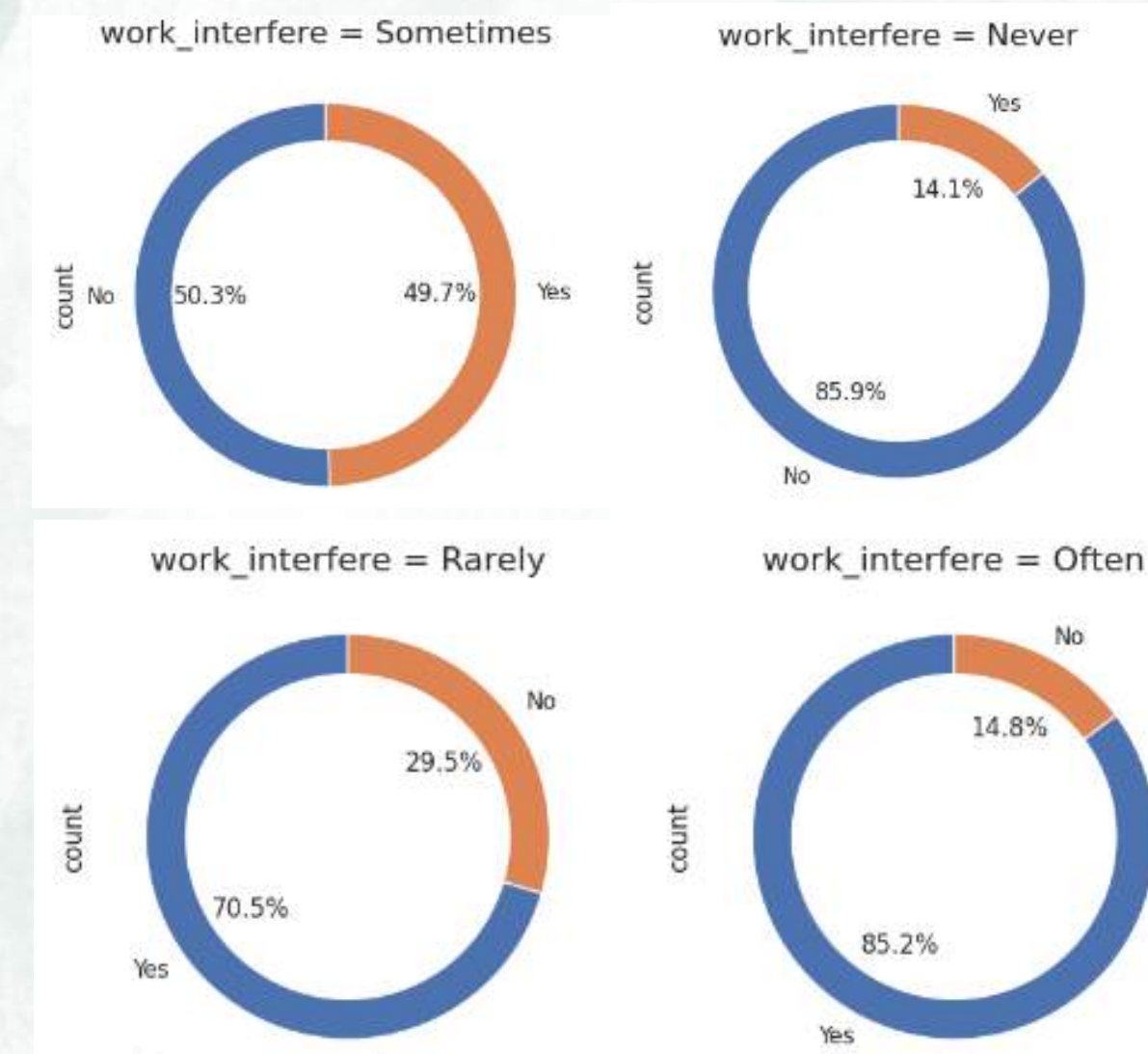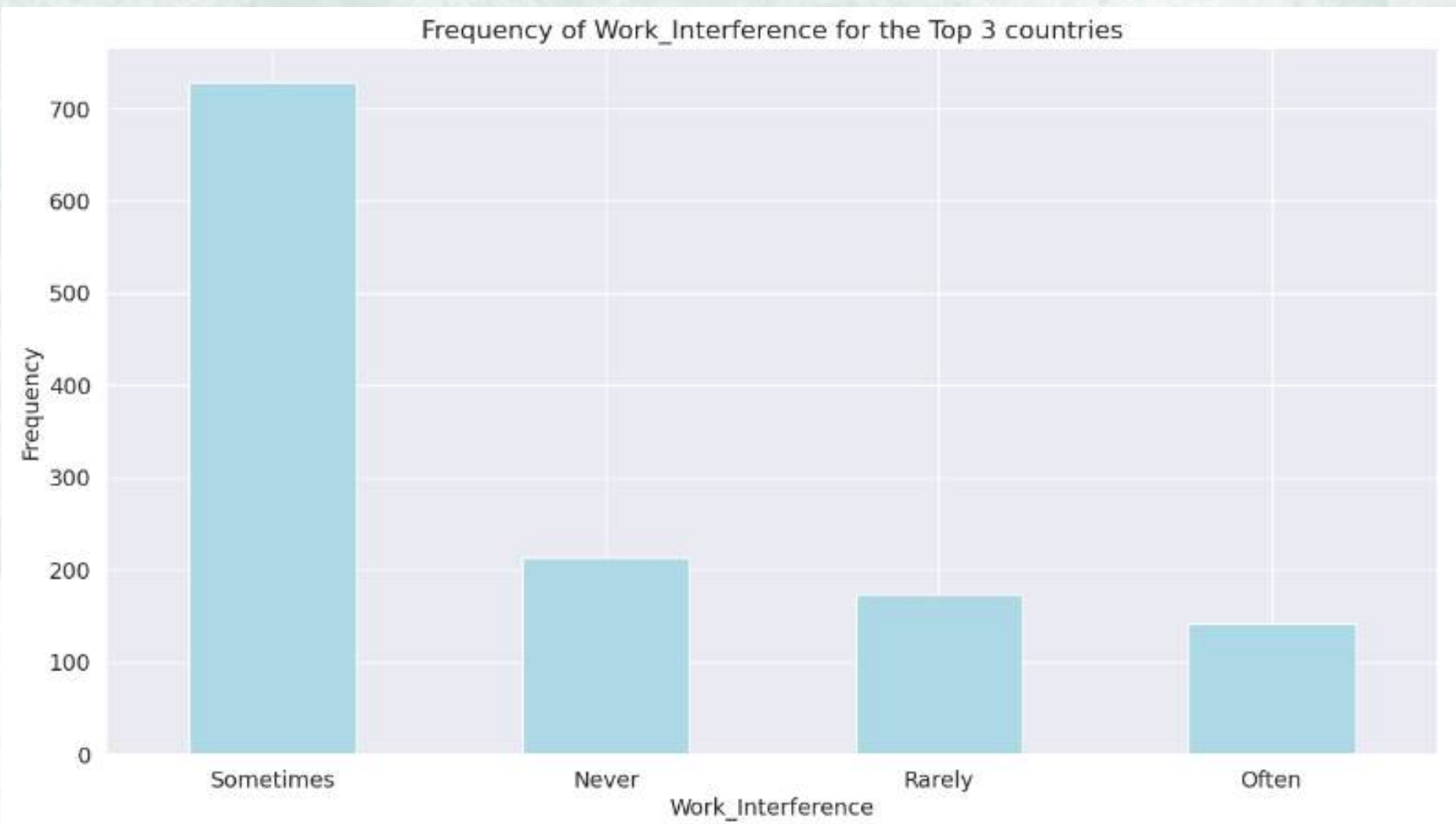

➡ **Inisght: There is minimal difference in comfort levels discussing mental health with a supervisor based on family history. However, employees with a family history are slightly more likely to seek treatment, suggesting higher awareness of mental health care.**

Visualizations & Insights

7. How does work interference due to mental health issues vary by company size, and what is the relationship between seeking treatment and perceived work interference? Additionally, what is the distribution of work interference levels among employees in the top 3 countries?


Frequency of Work_Interference for the Top 3 countries

work_interfere = Sometimes — No 50.3%, Yes 49.7%

work_interfere = Never — Yes 14.1%, No 85.9%

work_interfere = Rarely — No 29.5%, Yes 70.5%

work_interfere = Often — No 14.8%, Yes 85.2%

Insight: In smaller and mid-sized companies (6-25 and 26-100 employees), frequent work interference due to mental health issues highlights the need for better support systems.
Employees experiencing more interference are more likely to seek treatment, indicating a strong link between work interference and mental health challenges.

Visualizations & Insights

➔ **8. How does age influence awareness of an employer's mental health attitude and its impact on mental health-related behaviors?**
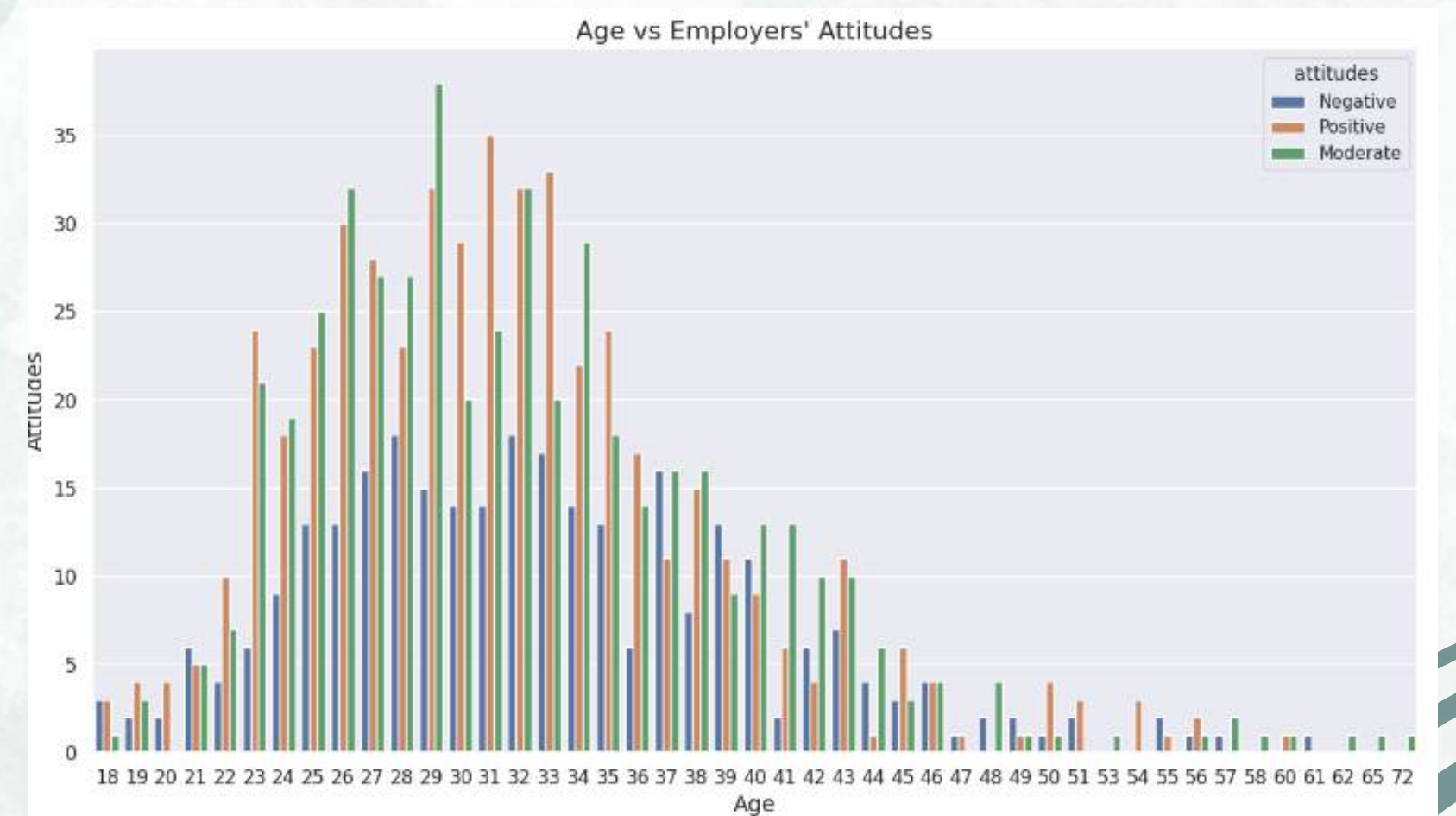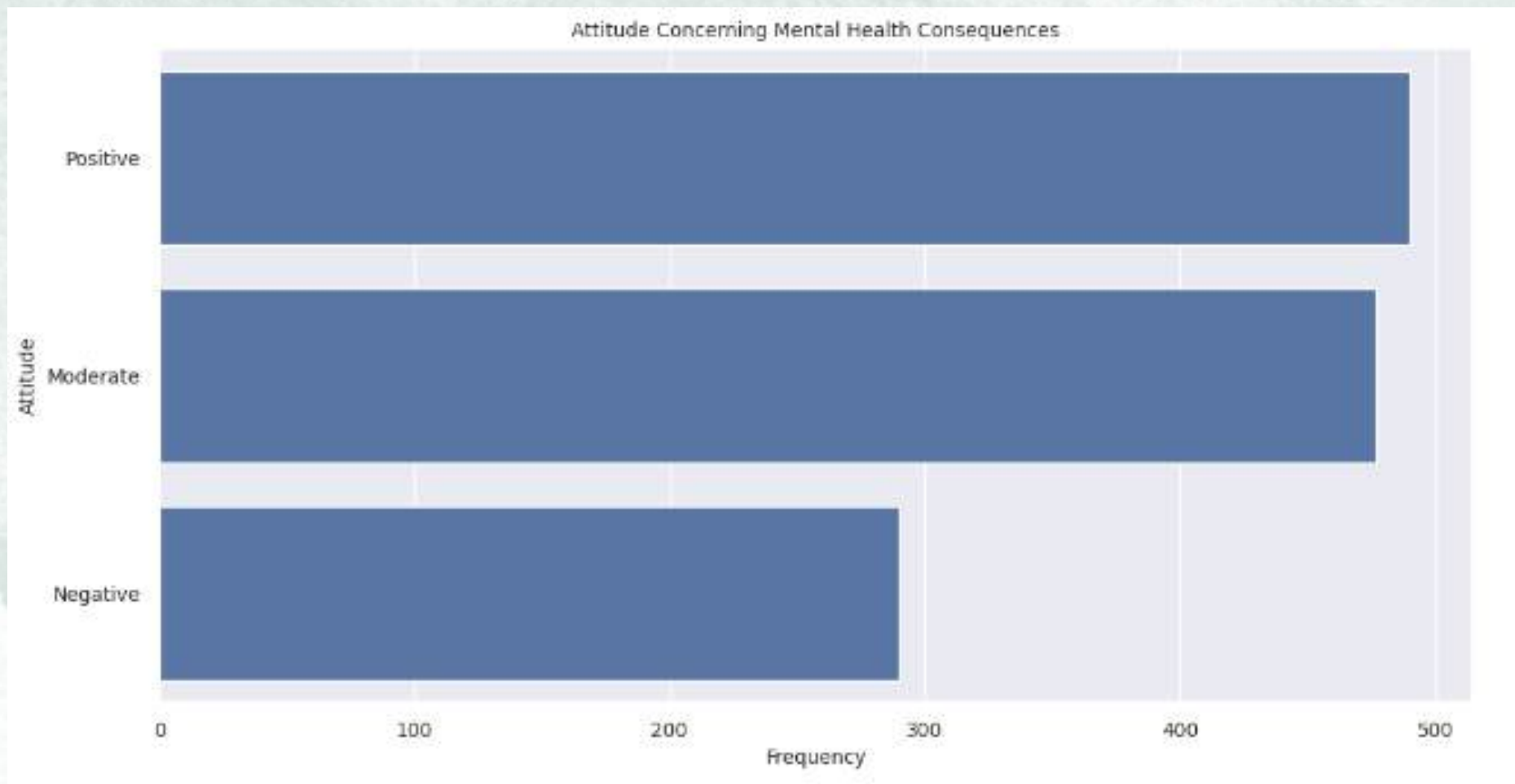

➔ **Insight: Most individuals view their employers' attitudes towards mental health as positive or moderately supportive. This perception is particularly strong among those in their mid-20s to mid-30s.**

Visualizations & Insights

→ **9. Do respondents who believe mental health is taken less seriously than physical health report more negative consequences for discussing mental health?**

Perception of Mental vs. Physical Health and Observed Negative Consequences
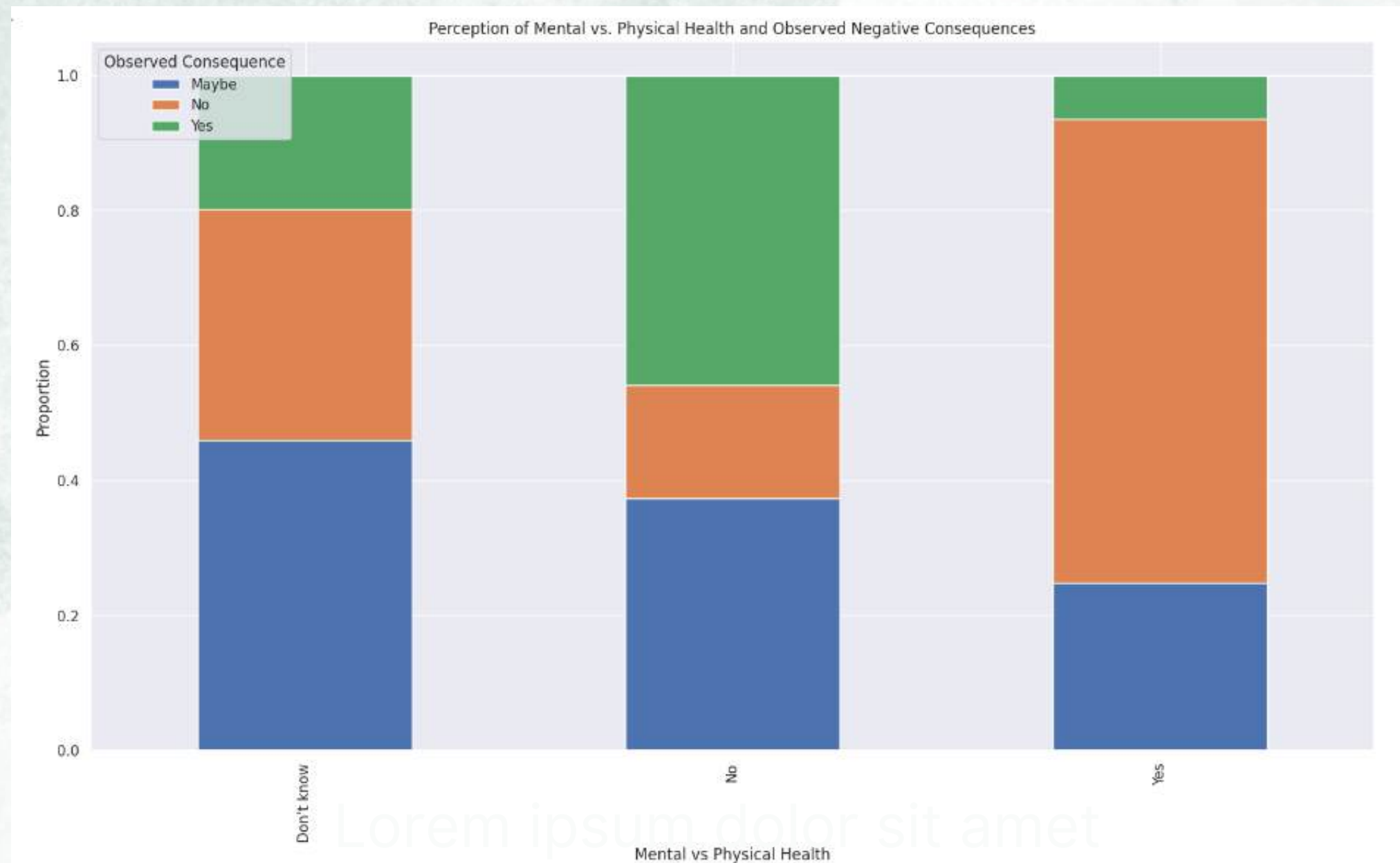
→ **Insight: It indicates that individuals who view mental health as more crucial than physical health tend to acknowledge mental health consequences more frequently.**

Survey Analysis

1. **Gender and Mental Health Treatment Seeking Behavior:**

→ Trans individuals are the most likely to seek mental health treatment, followed by women, with men being the least likely.

Survey Analysis

2. Influence of Family History on Mental Health Treatment and Comfort:

→ People with a family history of mental health issues are slightly more likely to seek treatment and feel comfortable discussing it at work.

Survey Analysis

3. Work Interference and Company Size in Relation to Mental Health Treatment:

→ Employees in smaller companies experience more work disruptions due to mental health issues and are more likely to seek treatment.

Survey Analysis

4. Age, Employer's Attitude, and Mental Health Behaviors:

→ People in their mid-20s to mid-30s often see their employers as supportive of mental health, which leads them to take better care of their mental health.

Recommendations

1. Gender-Sensitive Programs

Develop targeted mental health programs for different genders.

2. Family History Support

Provide education and counseling for employees with a family history of mental health issues.

3. Support for Small Companies

Offer mental health resources and reduce stress in smaller and mid-sized companies.

Thank You