

# **Mental Health in Tech Professionals (Survey) – REPORT**

## **Problem Statement**

The tech industry is known for high-pressure environments that can affect employee's 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.

## **About Dataset**

**Timestamp:** (DateTime) The exact date and time when the survey response was submitted.

**Age:** (Integer) The age of the respondent in years.

**Gender:** (String) The gender identity of the respondent. Responses may vary, including male, female, non-binary, etc.

**Country:** (String) The country where the respondent is currently residing.

**State:** (String) The state or region within the country where the respondent is located (relevant for countries like the USA).

**Self\_Employed:** (String) Indicates whether the respondent is self-employed (Yes or No).

**Family\_History:** (String) Indicates whether there is a family history of mental health issues (Yes or No).

**Treatment:** (String) Indicates whether the respondent has sought treatment for a mental health condition (Yes or No).

**Work\_InterfereP:** (String) Respondent's perception of how often their mental health interferes with their work (options: Never, Rarely, Sometimes, Often).

**No\_Employees:** (String) The size of the respondent's company based on the number of employees (e.g., 1-5, 6-25, 26-100, 100-500, 500-1000, 1000+).

**Remote\_Work:** (String) Indicates whether the respondent works remotely (Yes or No).

**Tech\_Company:** (String) Indicates whether the respondent works for a technology company (Yes or No).

**Benefits:** (String) Indicates whether the respondent's employer provides mental health benefits (Yes, No, Don't know).

**Care\_Options:** (String) Indicates whether the respondent is aware of the care options provided by their employer for mental health (Yes, No, Not sure).

**Wellness\_Program:** (String) Indicates whether the respondent's employer has a wellness program (Yes, No, Don't know).

**Seek\_Help:** (String) Indicates whether the employer provides resources to seek help for mental health issues (Yes, No, Don't know).

**Anonymity:** (String) Indicates whether the respondent feels anonymity is protected if they seek mental health resources (Yes, No, Don't know).

**Leave:** (String) Respondent's perception of how easy it is to take leave for mental health reasons (options: Very easy, Somewhat easy, Somewhat difficult, Very difficult, Don't know).

**Mental\_Health\_Consequence:** (String) Indicates whether the respondent believes discussing mental health with their employer could have negative consequences (Yes, No, Maybe).

**Phys\_Health\_Consequence:** (String) Indicates whether the respondent believes discussing physical health with their employer could have negative consequences (Yes, No, Maybe).

**Coworkers:** (String) Respondent's comfort level in discussing mental health issues with coworkers (options: Yes, No, Some of them).

**Supervisor:** (String) Respondent's comfort level in discussing mental health issues with their supervisor (options: Yes, No, Some of them).

**Mental\_Health\_Interview:** (String) Indicates whether the respondent would bring up a mental health issue during a job interview (Yes, No, Maybe).

**Phys\_Health\_Interview:** (String) Indicates whether the respondent would bring up a physical health issue during a job interview (Yes, No, Maybe).

**Mental\_vs\_Physical:** (String) Respondent's opinion on whether their employer takes mental health as seriously as physical health (Yes, No, Don't know).

**Obs\_Consequence:** (String) Indicates whether the respondent has observed negative consequences for coworkers with mental health issues in their workplace (Yes, No).

**Comments:** (String) Any additional comments provided by the respondent regarding mental health and workplace experiences.

## **Data Cleaning:**

**State:** 40% values are missing, 40% of the data is from outside the United States. Mode for the 'state' field is California, a location within the United States. Therefore, it wouldn't be appropriate to replace missing values in the 'state' column for different countries outside of US with 'California'.

**Self\_Employed:** 1.4% values are missing, replaced with mode.

**Work\_Interfere:** 21% values are missing, replaced with mode.

**Comments:** 87% values are missing, hence dropped the column

**Timestamp:** Formatting of field to 'date-time'

**Gender:** Unique Genders present in the data were 49, replaced them with ['female' 'male' 'trans']

## **Analytical Questions**

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

**Impact:** Targeting mental health resources and programs based on the average age of treatment seekers improves support for those in their mid-20s to mid-30s.

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

**Impact:** Understanding these associations helps target mental health support improvements, focusing on enhancing benefits in smaller companies where needed.

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

**Impact:** This comparison highlights where mental health support is most effective, guiding improvements in countries with lower proportional treatment rates.

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?

**Impact:** Understanding these proportions aids in identifying best practices and strategies from leading countries to enhance global mental health treatment efforts.

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?

**Impact:** Insights reveal gender-specific treatment patterns, guiding targeted mental health support strategies for more effective and inclusive care programs.

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?

**Impact:** Family history slightly boosts treatment likelihood but doesn't significantly affect comfort discussing mental health, highlighting subtle awareness differences.

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?

**Impact:** Work interference and treatment needs are higher in smaller companies, stressing the need for improved mental health support systems.

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

**Impact:** Awareness of positive employer attitudes is strongest among mid-20s to mid-30s, influencing their mental health-related behaviors significantly.

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

**Impact:** Respondents who view mental health as less prioritized than physical health report more negative consequences, reflecting a greater impact of these perceptions.

### **Survey Analysis**

1. Gender and Mental Health Treatment Seeking Behavior
2. Influence of Family History on Mental Health Treatment and Comfort
3. Work Interference and Company Size in Relation to Mental Health Treatment
4. Age, Employer's Attitude, and Mental Health Behaviors

### **Recommendations for Stakeholders:**

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 businesses.