Mental Health EDA Project

Insights

Few questions explored in Mental Health EDA analysis and the insights Gained:

Q1: How does the frequency of mental health illness and attitudes towards mental health vary by geographic location?

- **Frequency of illness (treatment seeking)** varies significantly by country. The **United States**, being the most represented country in the data, shows a relatively **higher percentage of people who have sought treatment**, indicating a more open culture towards mental health.

- Countries like **India, Canada, and the UK** also show high treatment rates, but there's a noticeable number of people unsure or unwilling to talk about it.

- **Attitudes vary** too: in some countries, people are more likely to fear negative consequences or avoid discussing mental health in interviews, indicating stigma. For example, **respondents from non-Western countries** were slightly more likely to say there would be **negative consequences** to disclosing a mental illness at work.

- **Remote work and benefits** also vary by country. In countries where mental health support systems are more robust, **remote workers are more aware** of mental health benefits.

Insight: Cultural context plays a strong role. Countries with more awareness and workplace regulations around mental health see better openness and access to treatment.

Q2: What are the strongest predictors of mental health illness or certain attitudes towards mental health in the workplace?

From the analysis, the **strongest predictors** are:

1. **Work Interference**: If mental health issues interfere with work, people are much more likely to seek treatment.

2. **Supervisor Support**: People with supportive supervisors are more likely to seek help or be open about mental health.

3. **Coworker Support**: A positive peer environment increases willingness to discuss mental health, including during job interviews.

4. **Company Size**: Larger companies are more likely to offer mental health benefits and care options.

5. **Gender and Age**: Women and older individuals are slightly more likely to seek treatment than younger males.

6. **Clarity of Benefits**: People unsure about whether benefits exist at their company are less likely to seek help.

Insight: Workplace environment (supportive leadership, size, benefits clarity) is more predictive of help-seeking than demographic factors alone.

Other Important Insights from EDA

- **Remote Work**: Remote workers often don't know if mental health benefits apply to them — showing a gap in communication.

- **Leave Policy**: Poor mental health leave policies correlate with higher work interference.

- **Stigma Still Exists**: Many respondents fear negative consequences if they speak about mental health at work or during interviews.

- **Unawareness**: A large group is unaware of the mental health benefits their companies provide, leading to underutilization.