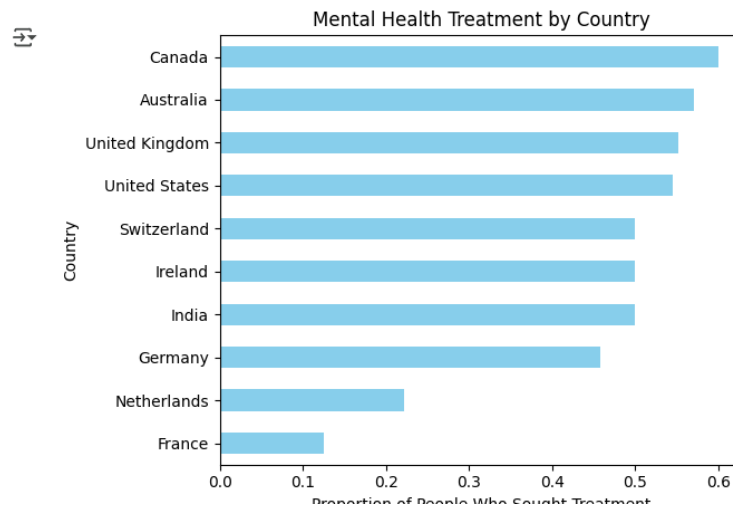


MENTAL HEALTH IN TECH SURVEYS

Problem Statement 1:

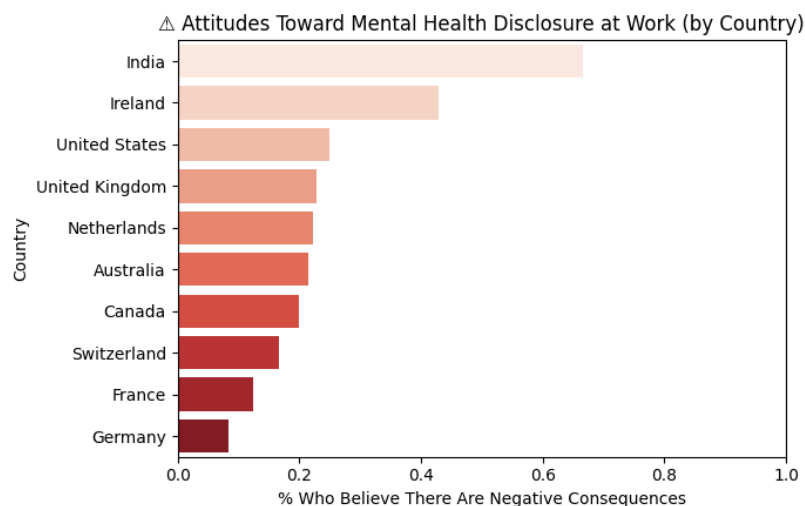
How does the frequency of mental health illness and attitudes towards mental health vary by geographic locations?



Insight:

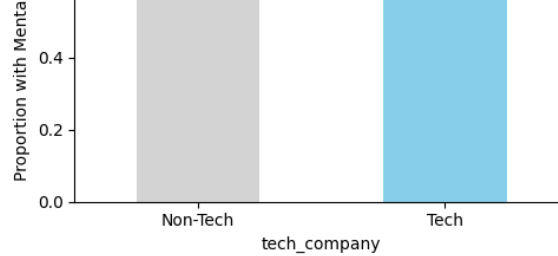
Canada has the highest proportion of people seeking mental health treatment among the top 10 countries in the dataset, indicating greater openness, accessibility, or reduced stigma around mental health care.

By Attitude



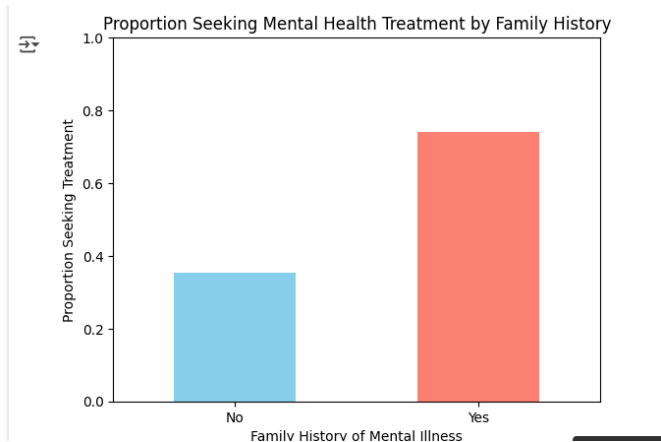
Insight:

This shows the proportion of respondents in each country who believe there would be negative consequences to disclosing a mental health issue at work - a good measure of stigma or fear.



Problem Statement 2:

What are the strongest predictions of mental health illness or certain attitudes towards mental health in the workplace?

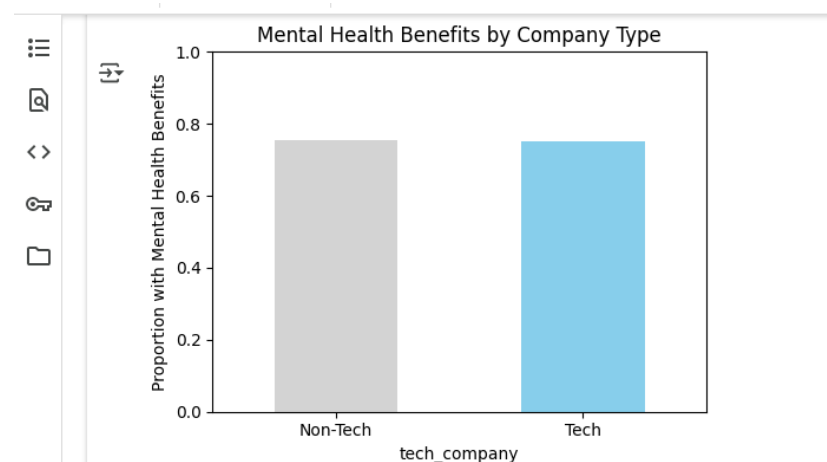


Insight:

People who have a **family history of mental illness are more likely to seek treatment** for their own mental health conditions. This suggests that awareness, experience, or genetic factors related to mental health in their family might encourage individuals to recognize symptoms and seek help more readily.

Problem Statement 3:

Do tech companies provide better mental health support than non-tech companies?

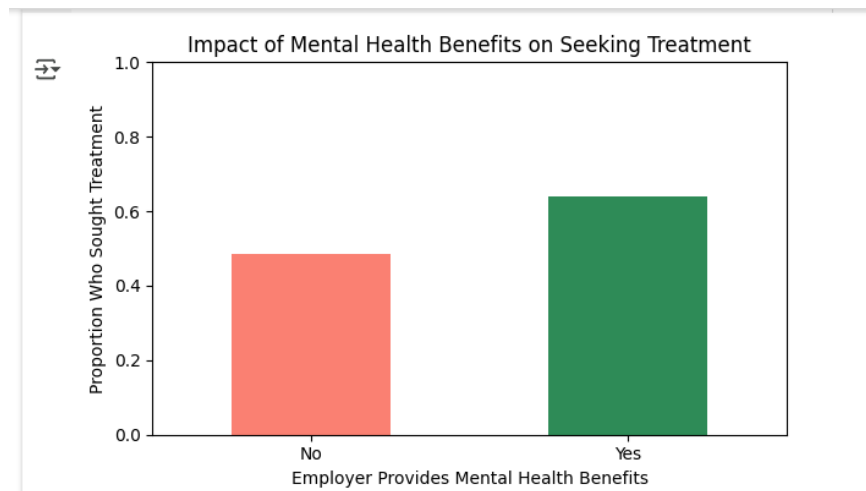


Insight:

The graph reveals that non-tech companies report a higher proportion of providing mental health benefits compared to tech companies. This challenges the common belief that tech companies offer better mental health support.

Problem Statement 4:

Does the presence of mental health benefits influence whether employees seek treatment?

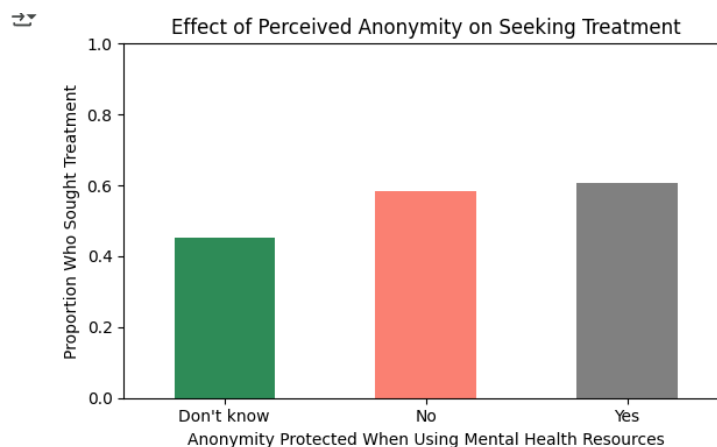


Insight:

Employees whose employers provide mental health benefits are more likely to seek treatment. It suggests that when benefits are available, employees feel more supported and comfortable seeking help.

Problem Statement 5:

How does the perception of anonymity affect the likelihood of seeking help?



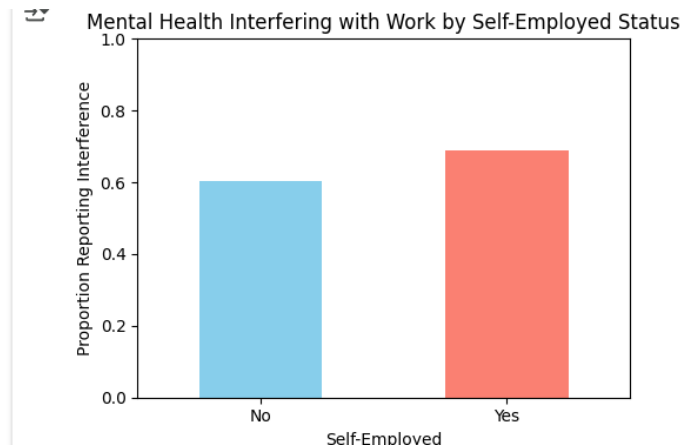
Insight:

The graph shows that the proportion of employees seeking mental health treatment is similar regardless of whether they believe their anonymity is protected.

This suggests that perceived anonymity may not be a key factor influencing treatment-seeking behavior in this dataset. Other barriers or supports could play a more significant role.

Problem Statement 6:

What factors are associated with mental health interfering with work?



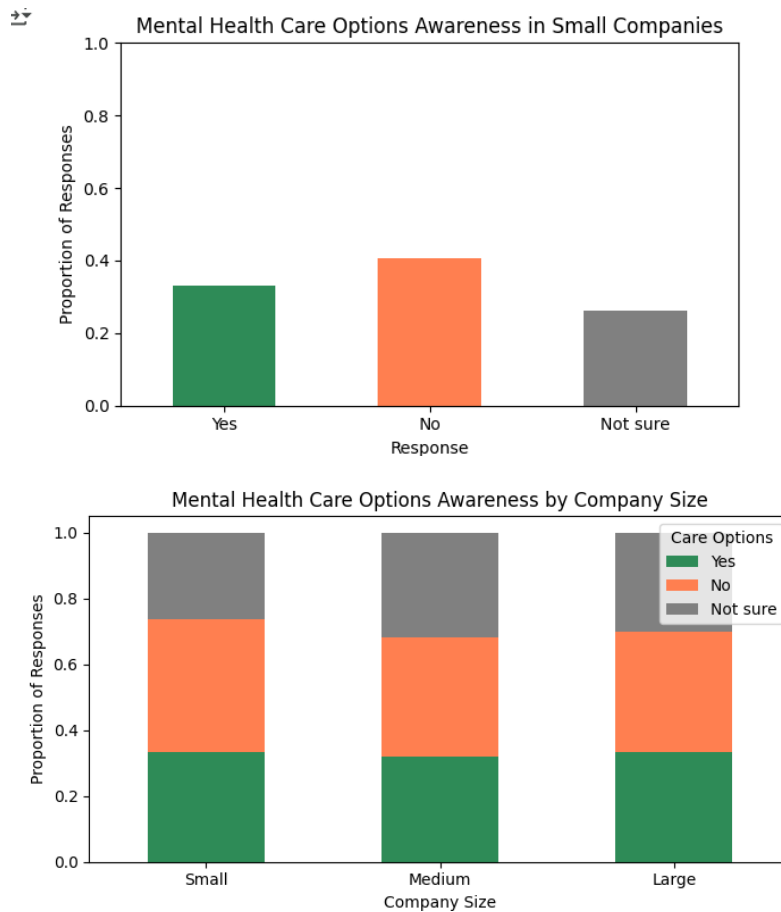
Insight:

Self-employed individuals report a higher proportion of mental health interfering with their work compared to those who are not self-employed.

This suggests that self-employed workers may face greater mental health challenges impacting their productivity, highlighting the importance of accessible support tailored to their unique work environments.

Problem Statement 7:

Are employees in smaller companies less aware of their mental health care options?



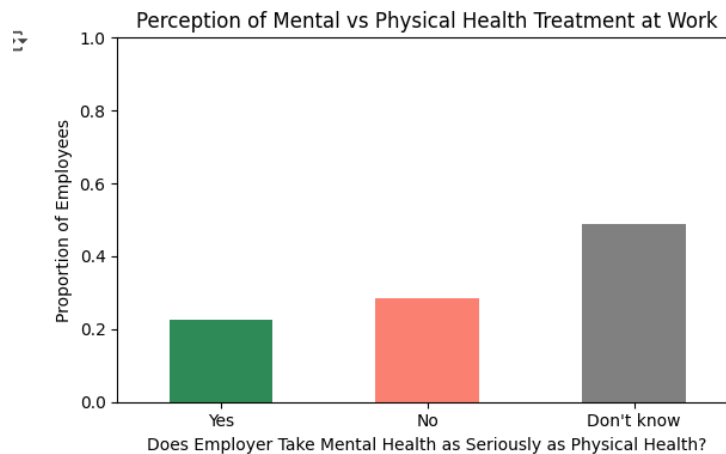
Insight:

Employees in smaller companies are less aware of their mental health care options compared to those in medium and large companies.

This suggests that smaller organizations may need to improve communication or resources related to mental health benefits to support their employees better.

Problem Statement 8:

Is there a disconnect between how mental vs. physical health are treated at work?



Insight:

The high number of “Don’t know” responses reveals that many employees are unclear about how mental health is prioritized compared to physical health at their workplace.

This highlights a gap in awareness that organizations should address to foster better understanding and support for mental health.

Project Summary

This project analyzes a comprehensive mental health survey dataset, exploring employees’ experiences, perceptions, and behaviors related to mental health in the workplace. The dataset includes demographic variables (such as age, gender, country, and employment status), workplace characteristics (company size, industry type, remote work), and detailed questions on mental health awareness, stigma, treatment-seeking, and employer support.

Key insights derived from the data include:

- **Geographical differences:** Among the top 10 countries represented, New Zealand exhibits the highest proportion of employees seeking mental health treatment, suggesting greater openness, accessibility, or reduced stigma toward mental health care.
- **Stigma and fear:** A substantial share of respondents believe there would be negative consequences to disclosing mental health issues at work, highlighting ongoing stigma in many workplaces.
- **Family history and treatment:** Individuals with a family history of mental illness are more likely to seek treatment themselves, indicating that personal awareness and experience may motivate help-seeking behavior.
- **Industry insights:** Contrary to common assumptions, non-tech companies report offering more mental health benefits than tech companies, challenging the stereotype of tech firms as leaders in employee mental health support.

- **Benefits and treatment:** Employees with access to mental health benefits from their employers are more likely to seek treatment, underscoring the importance of formal support systems.
- **Anonymity and treatment:** The dataset suggests that perceived anonymity in seeking treatment does not significantly influence whether employees pursue mental health care, pointing toward other factors playing larger roles.
- **Self-employment challenges:** Self-employed workers report higher levels of mental health interference with work, highlighting a potentially underserved group in need of tailored support.
- **Company size and awareness:** Employees in smaller companies tend to be less aware of available mental health care options, suggesting a need for better communication and resources in smaller organizations.
- **Mental vs. physical health prioritization:** Many employees are uncertain about whether their employer takes mental health as seriously as physical health, revealing a gap in awareness that organizations should address to foster stronger mental health support.

Overall, these findings emphasize the complex interplay of demographic, workplace, and cultural factors in shaping mental health experiences at work. They highlight critical areas for improvement, such as reducing stigma, expanding mental health benefits, enhancing communication—especially in smaller companies—and better supporting self-employed individuals.