# Project – Mental Health in Tech Companies 2016

To save you time, here is the summary of this project. For a more detailed explanation of how our data was extracted, cleaned and visualized feel free to read past the TLDR.

## Summary TLDR:

The analyses of mental health in the workplace, particularly within the tech industry, reveal a complex landscape characterized by significant disparities, prevalent stigma, and the urgent need for comprehensive support systems.

Firstly, there is a notable reluctance to discuss mental health issues, This highlights a persistent stigma that organizations must address to foster a culture of openness and support.

Secondly, gender disparities in seeking mental health treatment are evident, as males are more likely to pursue help than females. This suggests the need for gender-sensitive strategies within organizations to encourage all employees to access mental health resources.

Additionally, despite the higher availability of workplace mental health support, the USA compared to the rest of the world, still faces significant mental health challenges, indicating that access alone is insufficient without addressing underlying issues and stigma.

Finally, high amounts of employees believe their productivity is affected. This underscores the critical need for tech companies to implement comprehensive mental health initiatives, such as wellness programs and counseling services, to create supportive environments that enhance employee well-being and productivity.

To summarize, addressing mental health in the workplace requires a multifaceted approach that includes raising awareness, reducing stigma, and providing accessible resources. By prioritizing mental health, organizations can foster a healthier, more inclusive workplace culture that ultimately benefits both employees and the overall productivity of the organization.

### Final Suggestions

* Make sure employees know that their workplace has a well-being program.
* Reinforce it by mentioning it in meetings and hanging posters around the office.
* Companies that don’t have one should implement one that is working.
* Or begin to research how a well-being initiative can benefit an individual.

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# Project Analysis

**Mental Health in Tech**: People working in tech are often at their desks for extended amounts of time. In this project, we explored how this trend correlates with mental health within the tech industry.

## Background:

Since 2009, every second Thursday of September is R U OK Day, a day to increase awareness and encourage conversations around mental health. We wanted to see if mental health was being addressed years later using a 2016 survey of individuals who work in the tech industry.

## Project Aim:

This project aims to uncover potential influences and trends on mental health and treatment-seeking behavior in the tech industry.

## **The main questions we used to guide our analysis were:**

1. Does mental health interfere with work?
2. Do males seek mental health treatments less often than females in tech companies?
3. Is mental health more prevalent in different regions? Does the USA have a bigger issue with mental health compared to other countries?
4. How do employees perceive their workplace culture regarding mental health?

## About Our Data

Our data was found from a Kaggle dataset called OSMI Metal Health in Tech Survey 2016.

Link: <https://www.kaggle.com/datasets/osmi/mental-health-in-tech-2016/data>

This data was gathered from a survey of individuals who volunteered and worked within the tech industry.

Questions ranged from whether they had a mental illness and were diagnosed by a medical professional or Does your workplace have any well-being programs.

## Potential Limitations

Upon cleaning the data, it was found that many individuals who did the survey were not from the same location. The vast majority of people who did the survey were from the USA and many of the other people who did the survey were from the outside. From this, we decided to use this as one of our questions and compare the USA to the rest of the world if mental health was more of a problem.

It should also be noted that 840 of the responses were from the USA and 593 were from outside the USA. From this, it was decided that we would use percentages to fairly display the results found from the data as if we were to use the whole numbers it may unfairly represent the USA compared to the rest of the world.

## Cleaning the data

From going through the data, many of the questions were very long and although very useful, we did not need all the questions to answer our questions.

Our first step when cleaning the data was to rename relevant questions that would help guide our analysis.

For example:

'Have you been diagnosed with a mental health condition by a medical professional?’

To

‘Diagnosed by professional?’

We checked for NaN values and removed those responses based on the question that we needed to answer. While keeping the original Dataframe intact in case we needed to go back and if we did not need to remove them based on what questions were being answered.

# TODO

* Analysis, graphs fix up. For each question/section.
* Conclusion
* Suggestions for improvement
* Original link to older project, mention I wish to expand further on this topic without affecting original github. Maybe not include???

## Analysis Question 1: Does mental health interfere with work?

We wanted first to see if people felt like their mental health affected their work.