Question:

You've been tasked with helping a large tech firm identify employees who may benefit from mental health support programs based on anonymous workplace survey data. Using the dataset provided, build a predictive model that can predict whether an employee is likely to seek mental health treatment.

Your solution should include:
- Data cleaning, encoding categorical variables, and handling missing values.
- Feature selection and engineering.
- Comparison of at least two models
- A concise explanation of how the solution you provided could help HR understand the model's predictions.

Expected Outcome:
- A notebook with well-structured code and visualizations.
- Evaluation metrics and model comparison.
- A summary report useful for HR/people.