**Supporting Mental Health in Tech Workplaces**

*Based on survey analysis using Random Forest and XGBoost models*

**Key Findings**

* **Work Interference** is the strongest predictor of whether employees seek mental health treatment.
  + Employees whose mental health often interferes with work are much more likely to seek help.
* **Family History** of mental illness strongly influences treatment-seeking behavior.
  + Employees with family history are more aware and more likely to seek help.
* **Company-provided Support Matters**:
  + **Care options**, **benefits**, and **ease of leave** all influence likelihood to seek treatment.
  + In companies with clear care options and mental health-related benefits, treatment rates are higher.
* **Perceived Career Consequences**:
  + Fear of negative consequences at work discourages treatment.
  + Transparent policies and a culture of support can reduce stigma.
* **Company Size**:
  + In smaller companies (1-25 employees), employees are less likely to seek help — possibly due to lack of HR structure or anonymity.

**Model Performance**

Two models were built using the top 20 most important features:

| **Model** | **AUC-ROC** | **F1-score** |
| --- | --- | --- |
| Logistic Regression | ~0.75 | ~0.63 |
| XGBoost Classifier | ~0.80 | ~0.68 |

These scores show good predictive ability — especially for identifying at-risk groups.

**Actionable Recommendations for HR**

**Improve Work-Life Balance**

* Monitor and support employees where mental health interferes with work.
* Offer flexible schedules and mental health days.

**Promote Awareness and Reduce Stigma**

* Run campaigns to normalize mental health treatment.
* Highlight leadership support for mental well-being.

**Enhance Access to Care**

* Provide clear care options, counseling services, and benefits.
* Simplify the process to request leave for mental health reasons.

**Foster a Supportive Culture**

* Encourage manager training to recognize and respond to mental health needs.
* Develop policies that explicitly state no negative career impact for seeking treatment.

**Pay Attention to Small Teams**

* Ensure small teams and startups have equal access to mental health resources.
* Provide anonymous external support options where internal HR is limited.

**Conclusion**

The data clearly shows that **workplace policies, leadership attitudes, and benefit design** have significant influence on mental health outcomes in tech workplaces. By focusing on these areas, HR can proactively support employee well-being and create a healthier, more productive work environment.