



WellSpace Partners

**Transforming Mental Health into
Corporate Strength**

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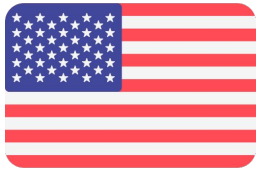
PROJECT OVERVIEW

WellSpace Partners



is a U.S.-based company that specializes in **workplace counselling**, offering mental health support to employees that affect their job performance and overall happiness at work.

With our business thriving in the U.S., we are excited to **expand** our reach and are actively exploring opportunities to **European market**.



PROJECT OVERVIEW

As part of the **feasibility study**, we conduct an **initial market research** which will cover 3 main topics:



Topics

Mental health in European countries

Mental health in Tech Industry (US vs EU)

Mental health and socio-economic aspect



Dataset

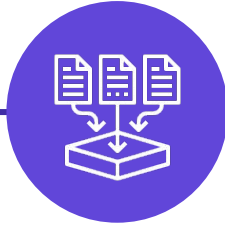
- WHO European Health for All (HFA-DB)
- World Ba
- Mental Health in Tech Survey
- Depression Dataset

PROJECT WORKFLOW



Project Setup

GitHub setup
Environment setup
Trello



Data Collection

4
datasets



Data Wrangling

Missing data
Cleaning errors/tipos
Column names
Regrouping
values/filtering
Merging dataset



Data Visualization

Explore libraries:
matplotlib, plotly, etc.

Create function to
automate graph

EXPLORATORY DATA ANALYSIS

MENTAL HEALTH IN EUROPEAN COUNTRIES

Q. What is the trend of mental health disorder in EU?

H: The prevalence of mental health disorders in the EU is increasing over time.

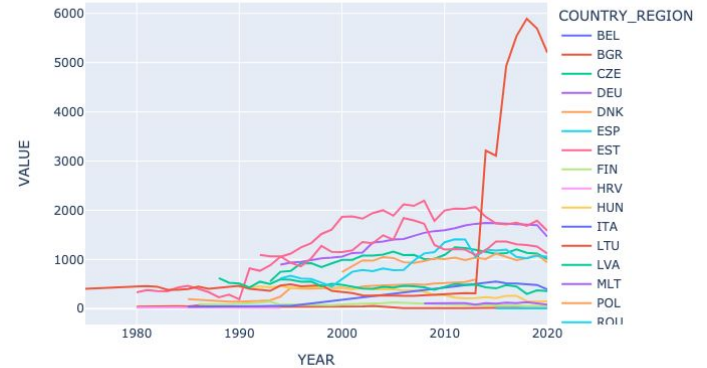
Q. Which EU country has the highest rate of mental health disorders?

H: Higher income countries tend to have a lower prevalence of mental health disorders.

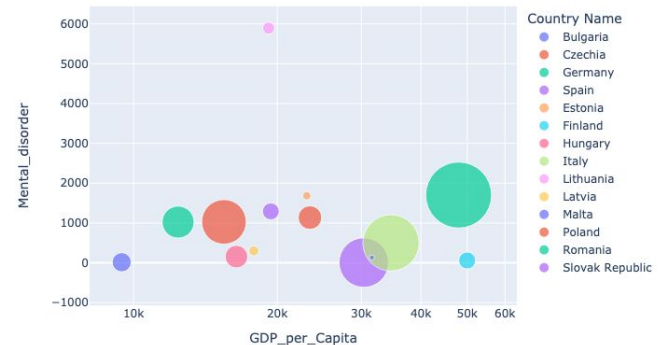
INSIGHTS

- The incidence of mental disorders in European countries has generally increased over time
- There is no clear linear relationship between GDP and the rate of mental health disorder

Incidence of mental disorders per 100 000



GDP and Mental disorders



MENTAL HEALTH IN EUROPEAN COUNTRIES

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INSIGHTS

- The incidence of mental disorders in European countries has generally increased over time
- There is no clear linear relationship between GDP and the rate of mental health disorder
- Although Lithuania has the highest rates of mental disorders, Germany has the highest absolute number of new cases.

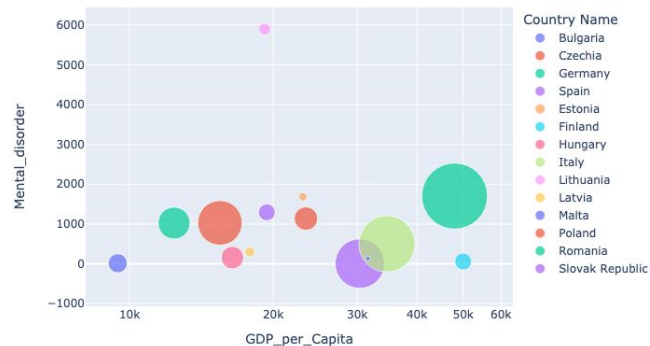
Incidence of mental disorders per 100 000

COUNTRY_REGION	VALUE
LTU	5205.41
EST	1586.03
DEU	1463.54
SVK	1118.97
ROU	1058.57

Number of new cases of mental disorders

COUNTRY_REGION	VALUE
DEU	1177788.0
POL	360402.0
ROU	234521.0
ITA	232376.0
LTU	145472.0

GDP and Mental disorders



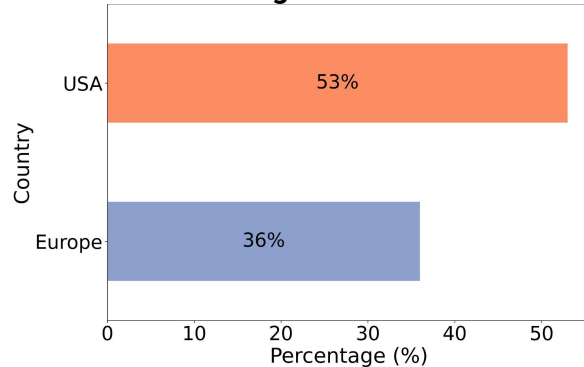
MENTAL HEALTH IN TECH INDUSTRY

Q. What is the prevalence of diagnosed cases between EU and USA?

H: There are more diagnosed cases in the US



Prevalence of Diagnosed Cases in EU and USA

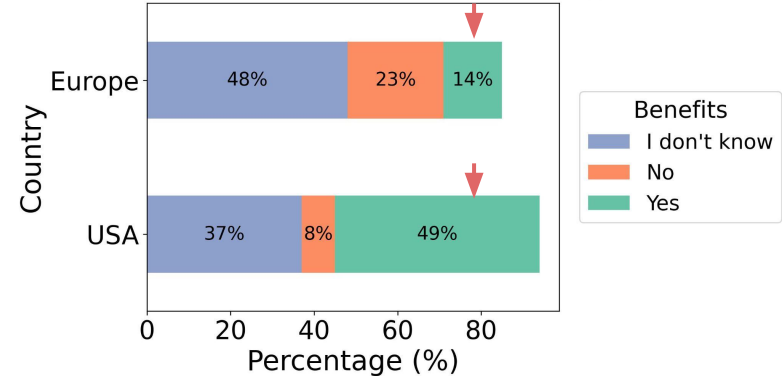


Q. Do companies offer mental health benefits?

H: EU companies offer more benefits to cover mental health issues



Benefits Offered in EU and USA



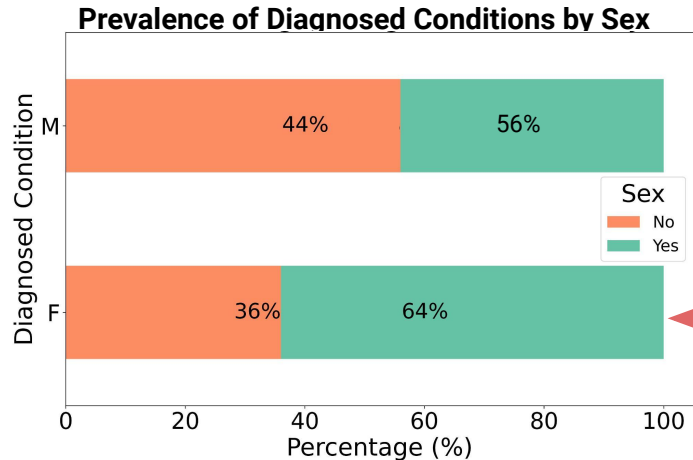
INSIGHTS

- The % of work-related diagnosed mental health issues is higher in the US than in EU → worse life-balance conditions in US?
- Mental health benefits are offered more by US companies compared to Europe → EU is a better target?

MENTAL HEALTH IN TECH INDUSTRY

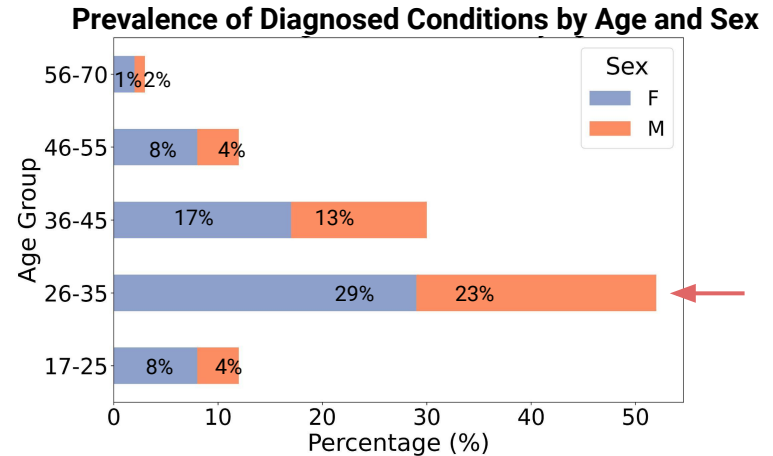
Q. Are women and men equally affected in the workplace?

H: Women are more affected



Q. What is the most affected age range?

H: Younger people are most affected



INSIGHTS

- % of work-related diagnosed mental health issues is higher for women than men
- For both men and women the most affected age is between 26 and 35 years old → target population?

MENTAL HEALTH IN TECH INDUSTRY

Q. Are there significant gender differences in how mental health issues are perceived and discussed in the workplace?

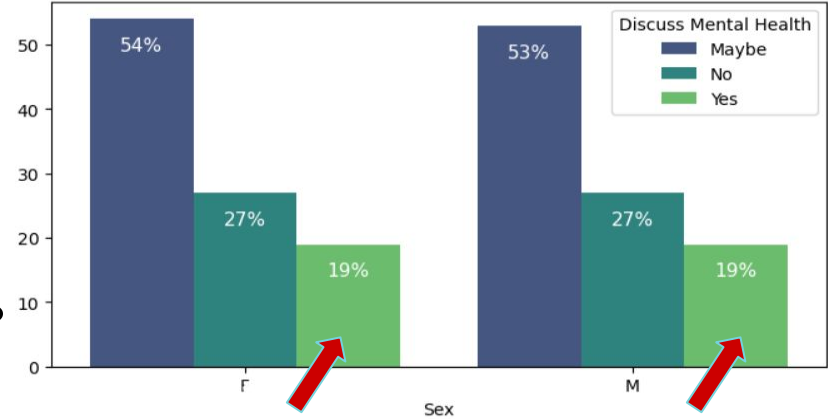
H: Employees who believe discussing mental health issues will negatively impact their career are less likely to seek help within the organization.



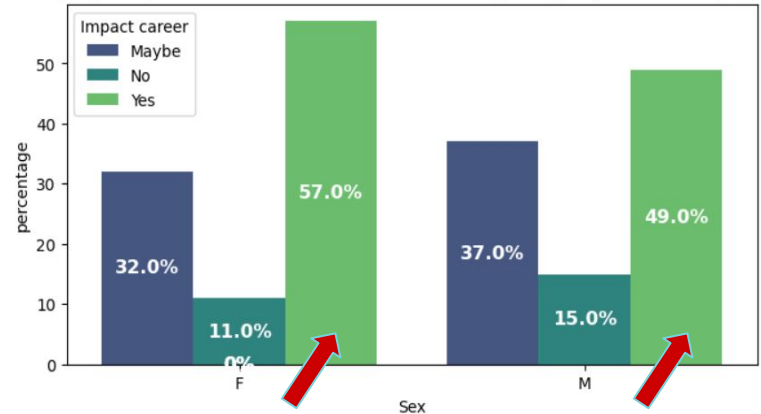
INSIGHTS

- In this specific context, there is a level of equality in how mental health issues are perceived and discussed among different genders.
- This hypothesis suggests that fear of career repercussions discourages employees from using organizational mental health resources.

Distribution of Discussing Mental Health with Coworkers by Sex



Identifying as a person with a mental health issue negatively impacts career progression



MENTAL HEALTH IN TECH INDUSTRY

Q. Is remote working bad for mental health?

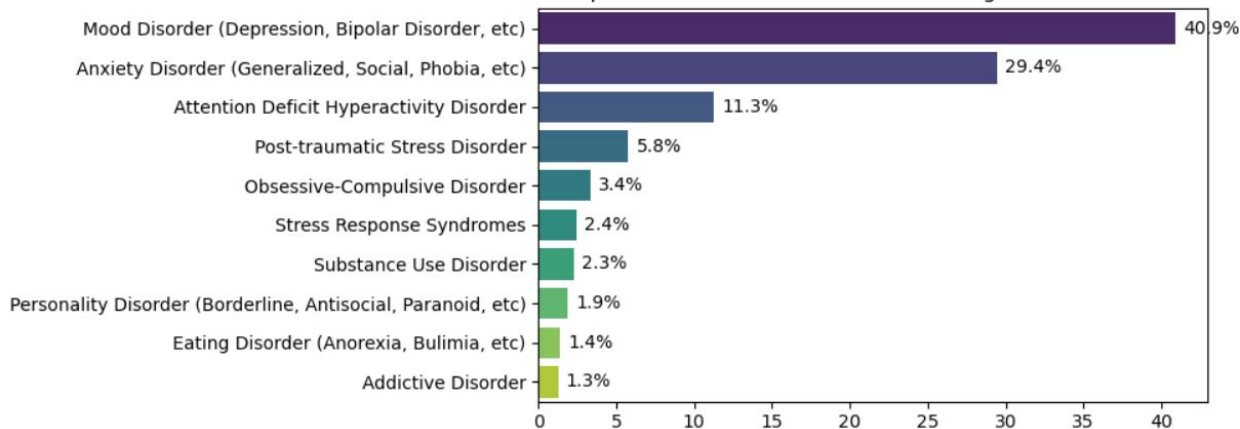
H: Remote workers who have less face-to-face interaction with colleagues and friends are more likely to experience depressive symptoms.



INSIGHTS

- The isolation experienced by remote workers does not necessarily contribute to depressive symptoms.
- There isn't a correlation between the number of hours worked remotely and the likelihood of experiencing anxiety.

Top 10 Mental Health Conditions Among Remote Workers



diagnosed	remote_work	percentage %
No	Always	24
No	Never	25
No	Sometimes	51
Yes	Always	24
Yes	Never	21
Yes	Sometimes	55

MENTAL HEALTH AND SOCIO-ECONOMIC ASPECT (Depression)

Q. Is there a disparity by income?

H: People from low and middle class are more affected than people with a higher income



Q. Could it be a hereditary?

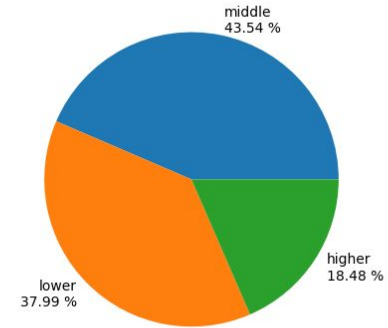
H: If there is a correlation with Income, could it be hereditary as well.



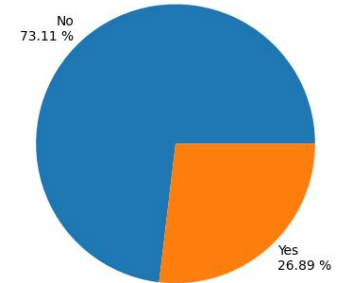
INSIGHTS

- Data confirms that higher Income classes are less affected, what could be the reasons?
- Approximately 73% didn't have family history of the disease, so there musn't be a hereditary condition.

Income Tier Percentages



Family History of Depression Percentages



MENTAL HEALTH AND PHYSICAL HEALTH (Depression)

Q. Could physical health impact mental health?

H: A sedentary lifestyle impact our mental health



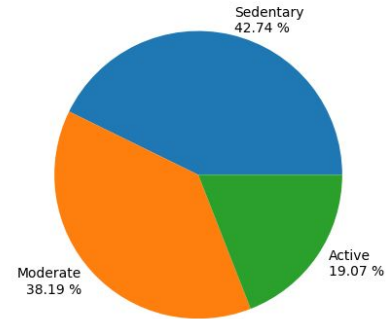
H: Dietary habits have impact in mental health



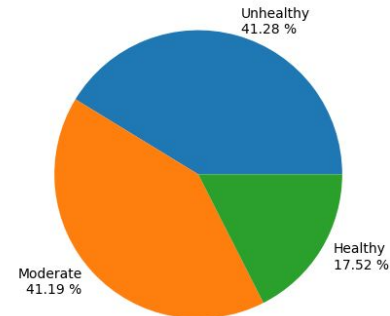
H: Smoking habit may have a impact in depression



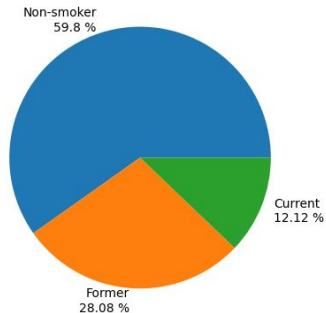
Physical Activity Level Percentages



Dietary Habits Percentages



Smoking Status Percentages



TEAMWORK & PROJECT MANAGEMENT



Workflow Plan

The workflow plan was followed, but needed to add tasks due to our inexperience.



Strength

The **task distribution was effective**, each one of us contribute for one part of the project.



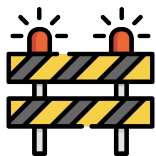
Future Improvement

A clearer understanding of the tasks could enable further subdivision, making project management easier day by day.



Risk Management

We set an **early deadline** to allow for any delays, ensuring we stayed on track.



Major Obstacle

- Environment setup on the notebooks folder leads to having two UV environments and need to create a new one
- Cleaning Mental Health in Tech Survey dataset
- The disparity between men and women in the Mental Health in Tech Survey dataset required normalization of the results.



Lessons Learned

- Collaboration work using GitHub
- Carefully assess and interpret the data before reaching any conclusions
- Managing the time spent on different phases of the project, especially data cleaning, which often takes up more time than expected.

INSIGHTS SUMMARY

- **Mental health trends in Europe:**

- The incidence of mental disorders in European countries has generally increased over time
- Higher country wealth does not directly correlate with lower mental health disorder rate

- **Mental health in the tech workplace:**

- European companies seem to offer less mental health coverage compared to the US
- Higher rates of diagnosis between 26 and 35 years, with women more affected than men
- Fear of career repercussions discourages employees from using organizational mental health resources
- There is no correlation between working remotely and the chance of experiencing mental health issues

- **Mental health and socio-economic aspect:**

- Higher income individuals appear to be less affected
- While genetics does not seem to play a crucial role, healthy habits have a positive impact on mental health

CONCLUSIONS

- **Strategic Market Focus:** Target countries like **Lithuania** and **Germany**, where mental health challenges are rising, indicating a potential demand for workplace mental health services.
- **Company Size Targeting:** Position services to appeal to **large enterprises** that can afford comprehensive mental health programs, highlighting the benefits of improved employee well-being.
- **Tailored Service Offerings:** Design services that address the specific needs of **young employees** particularly focusing on **women**, who are more likely to be affected.
- **Employer Engagement:** Emphasize the importance of creating a **supportive workplace culture** where employees feel safe using mental health resources without fear of career repercussions.
- **Evidence-Based Approach:** Develop programs that integrate **wellness and counseling**, making them more attractive to employers and effective for employees.



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THANK YOU

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