Mental Health in Tech - Survey Analysis

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Project Objectives

This project aims to explore how various workplace and demographic factors influence employees' attitudes and behaviors toward mental health in the tech industry.

Using survey data from approximately 1,500 respondents, the analysis seeks to:
- Understand the relationship between employee background (e.g., family history) and likelihood of seeking mental health treatment.
- Examine the impact of workplace factors such as anonymity, supervisor support, remote work, and access to benefits.
- Identify predictors to help organizations build mentally supportive work environments.
- Present findings using charts and insights accessible to non-technical stakeholders.

Methodology

- Data cleaning and preprocessing using Python (Pandas).
- Identification of key categorical features.
- Crosstab analysis and normalized visual comparisons using Matplotlib.
- Insight generation through percentage-stacked bar charts.
- Visual and written interpretation of relationships between workplace factors and mental health decisions.

Key Insights

1. Treatment by Country: Higher treatment-seeking rates in the US and Canada; Netherlands shows reluctance.
2. Family History: Strongest predictor of treatment-seeking (75% vs 37%).
3. Benefits: Clear access to mental health benefits increases treatment-seeking (64% vs 36%).
4. Anonymity: 4x more likely to seek help when anonymity is protected.
5. Care Options: 5x more likely to seek help when aware of available support.
6. Remote Work: Small positive effect on treatment-seeking (55% vs 45%).

7. Supervisor Support: No significant influence found in the current data.

Recommendations

- Ensure visibility and accessibility of mental health benefits.

- Promote available care options across the organization.

- Protect employee anonymity to foster trust.

- Train managers in mental health sensitivity and support.

- Normalize conversations around mental health to reduce stigma.

- Support flexible policies that align with mental health needs.

Conclusion

Workplace conditions like anonymity, care options, and access to benefits have a strong influence on mental health behavior.

This analysis shows that employers can improve employee well-being not just by offering support, but by making it easy, confidential, and culturally acceptable to use.

Thank you!