

Kayla Analysis:

As Employees progress through their Career, (Entry (18-25), Early/Mid(26-32), Mid(33-40), Late(41+)) they become more knowledgeable of Benefits available to them through their company. They are most knowledgeable of Benefits in their late career at 51% reporting yes to knowledge of Benefits.

However, the lack of knowledge of the Wellness Program remained consistently, and at a significantly higher percentage with Early Career at 85%, Early/Mid at 88%, Mid at 84%, and Late at 75%.

-Employees are more likely to become knowledgeable and utilize company Benefits by their late career.

-Employees are less likely to become knowledgeable and utilize company Wellness Program throughout the entirety of their career.

Brittany Analysis:

Consequences and Ages T-Tests: Mean difference in ages in tech (-31.9) versus non tech (~33) were trending towards significance ($p = 0.053$) indicating that those in non tech are generally older. Mean differences in ages in tech companies between those that observed/heard of consequences towards mental health (~33.3) and those that didn't (~31.9) were significantly different ($p = 0.049$). This suggests that those that reported consequences were generally older than those that did not.

Mental Health Treatment, Benefits, and Consequences in Tech vs Non Tech: A greater percentage of individuals in non tech companies are seeking mental health treatment compared to tech companies. However, the two differ by only a small amount (roughly 3-4%). More employees working in non tech companies are offered and likely are taking advantage of mental health benefits compared to tech companies. Employees working in non tech companies observed/heard of more negative consequences regarding coworkers with mental health conditions. However, this difference was small (~6%).

Seeking Treatment by Age Category: There seems to be a pretty even split in those seeking treatment versus not across different age categories/career stages. There is a greater discrepancy in late career by about 17% with more late career seeking treatment than not seeking treatment.

Knowledge of Options by Age Category: Knowledge of options seems to be similar in proportions across age category. Mid Career (~37%) and Late Career (~45%) were more

aware of mental health care options compared to Early/Mid (~31%) and Entry Level employees (~30%).

Negative Consequences in Tech/Non Tech Companies: Employees working in non tech companies observed/heard of more negative consequences regarding coworkers with mental health conditions. However, this difference was small (~6%). There was also a significant difference in ages of those that heard/observed consequences (~33.3) versus those that did not (~31.9).

Holly Analysis:

Knowing your family history can help alert people of possible mental health issues that could be residing within them. Only 38.02% of the employees know if they have a family history of mental illness and the other 62% do not have a family history of mental health illness.

Of the 38.02% of the employees who are aware; 18.21% claim that mental illness often interferes with their work life, 57.42% claim that mental illness sometimes interferes with their work life, 16.53% claim that mental illness rarely interfere with their work life, 7.84% claim that mental illness never interferes with their work life.

The 61.98% of the employees who are not aware; 10.48% claim that mental illness often interferes with their work life, 39.74% claim that mental illness sometimes interferes with their work life, 17.03% claim that mental illness rarely interferes with their work life, and 32.75% claim that mental illness never interferes with their work life.

All of this data leads everyone to the ultimate questions, do you feel protected to seek resources for help, and if so, are you actually seeking and utilizing the help provided by your company? 71.1% do not or are unsure if they feel protected enough to seek resources through their employers. Leaving 28.9% feeling that they are protected to seek help for resources. Of that 28.9%, 64.43% do not seek help or are unsure if they are actively seeking the help they need. In Conclusion: Only 28.9% feel protected enough to ask their employers for resources and of that 28.9%, only 35.57% actually seek the help they are provided.