

# Mindful Thinking with Mental Health in Tech

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## A little bit about the dataset ...

- Kaggle dataset available in a CSV format
- 1,259 number of participants
- 27 variables
  - Mostly No/Yes or No/Yes/Don't Know (Not Sure)
  - Converted these variables to value counts
  - One continuous variable (Age)
- Questions regarding mental health benefits, mental health treatment, and workplace attitudes toward mental health

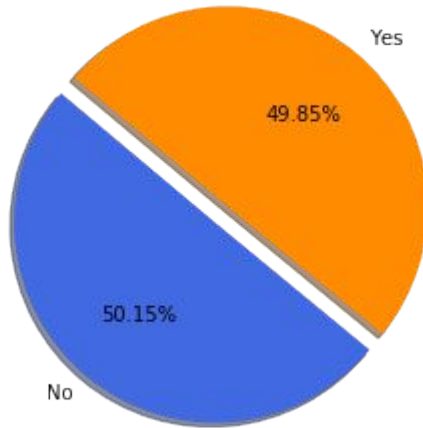
# Cleaning/Organizing the Data

- Collapsed gender
- Renamed and dropped columns
- Binned Ages
  - Entry Level (18-25)
  - Early Career (26-32)
  - Early/Mid Career (33-40)
  - Late Career (41+)
- Filtered between tech companies and non tech companies
- Converted categorical variables into value counts

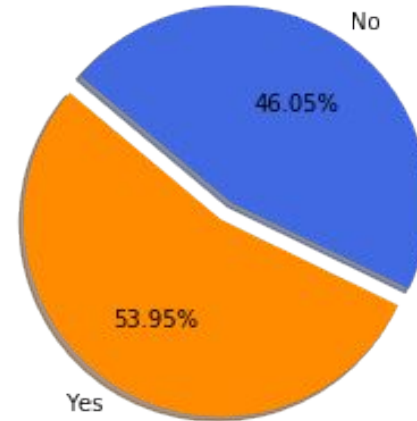
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array(['Female', 'M', 'Male', 'male', 'female', 'm', 'Male-ish', 'maile',  
      'Trans-female', 'Cis Female', 'F', 'something kinda male?',  
      'Cis Male', 'Woman', 'f', 'Mal', 'Male (CIS)', 'queer/she/they',  
      'non-binary', 'Femake', 'woman', 'Make', 'Nah', 'All', 'Enby',  
      'fluid', 'Genderqueer', 'Female ', 'Androgyne', 'Agender',  
      'cis-female/femme', 'Guy (-ish) ^_^', 'male leaning androgynous',  
      'Male ', 'Man', 'Trans woman', 'msle', 'Neuter', 'Female (trans)',  
      'queer', 'Female (cis)', 'Mail', 'cis male', 'A little about you',  
      'Malr', 'p', 'femail', 'Cis Man',  
      'ostensibly male, unsure what that really means'], dtype=object)
```

# Employees Seeking Treatment at Tech versus Non Tech Companies

Number of People Seeking Treatment at Tech Companies



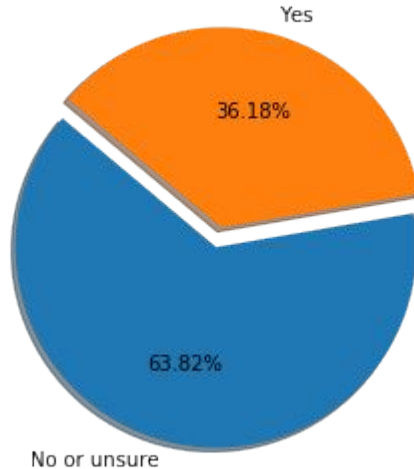
Number of People Seeking Treatment in Non Tech Companies



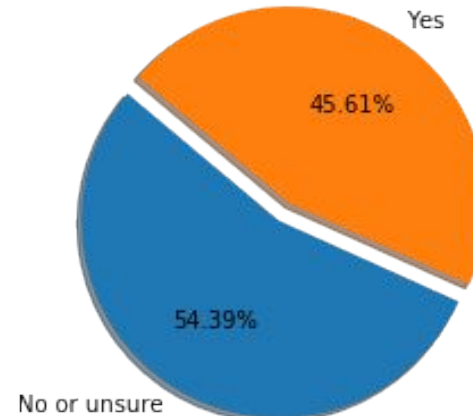
Results: A greater proportion of individuals in non tech companies are seeking mental health treatment compared to tech companies. However, the two differ by only a small amount (roughly 4%). The difference between the mean ages in tech (31.9) and non tech companies (33.0) was trending towards significance (Independent T-Test:  $p=0.053$ ).

# Employers Offering Benefits at Tech versus Non Tech Companies

Number of Employers in Tech Offering Benefits



Number of Employers in Non Tech Companies Offering Benefits

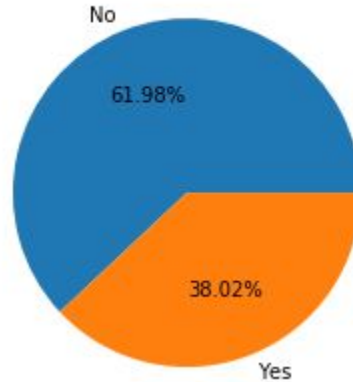


Results: More employees working in non tech companies are offered and are likely taking advantage of mental health benefits compared to tech companies. The difference between those that endorsed “Yes” was roughly 9%.

# Tech Employees and their Knowledge on their Own Family History

Knowing your family history can help alert people of possible mental health issues that could be residing within them.

Family History of Mental Illness



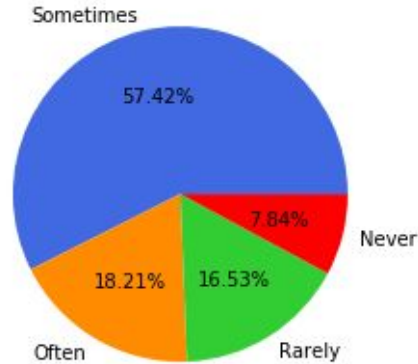
## *Results:*

In the tech world..

- Only 38.02% of the employees know if they have a family history of mental illness.
- 61.98% do not have a family history of mental illness.

# Family History vs. No Family History and Work Interference

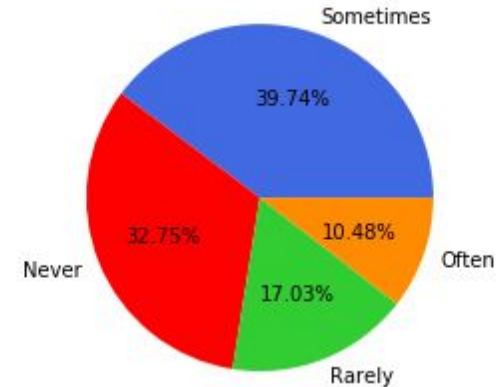
Family History of Mental Health and Work Interference



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 interfere with their work.

No Family History of Mental Health and Work Interference



Of 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 interfere with their work life.
- 32.75% claim that mental illness never interfere with their work.

# Knowledge of Tech Company Benefits and Wellness Program for Early Career Employees (ages 18-25)

*Results:*

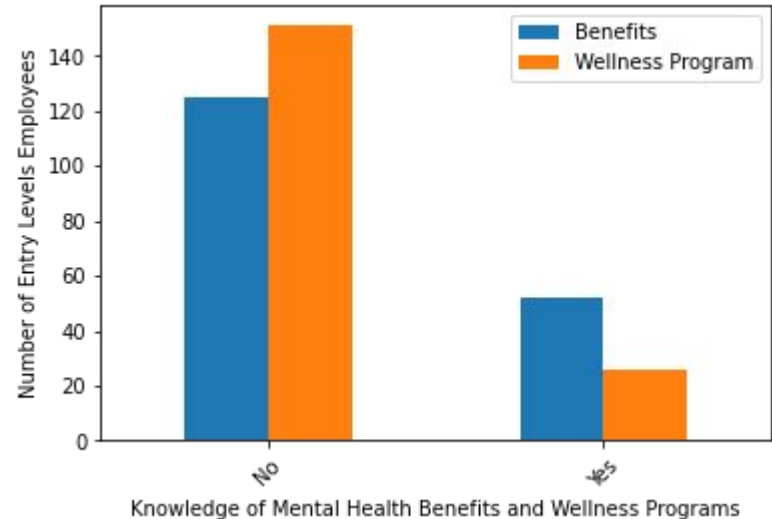
**Early Career Employee Total: 177**

<u>Benefits Knowledge</u>	<u>Wellness Program Knowledge</u>
Yes- 29%	Yes- 15%
No-71%	No-85%

**Analysis:**

- In Conclusion, Early Career Employees are less likely to implement benefits and wellness program available to them for mental health due to lack of knowledge.

Early Career Worker Knowledge of Mental Health Resources





# Knowledge of Tech Company Benefits and Wellness Program for Early/ Mid Career Employees (ages 26-32)

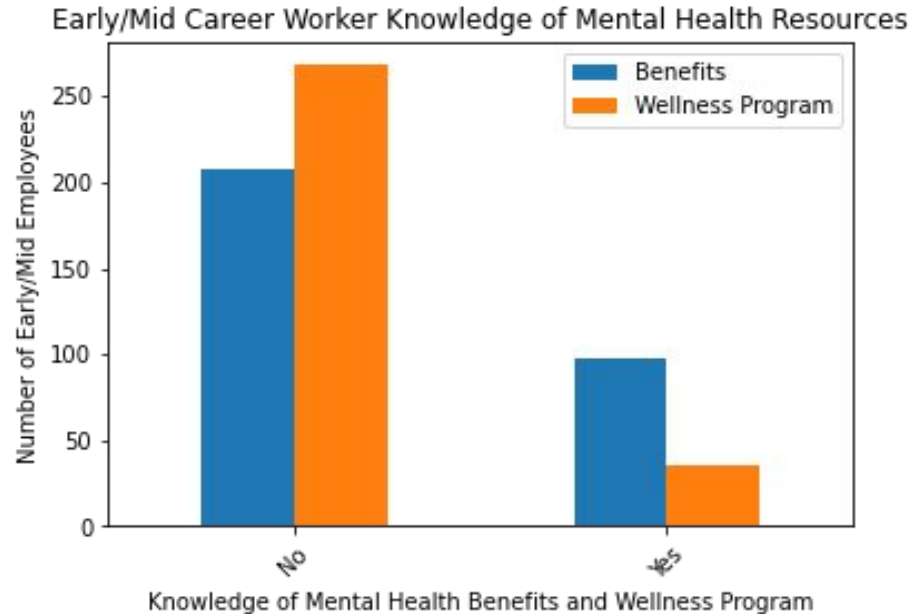
*Results:*

**Early/Mid Career Employee Total: 304**

<u>Benefits Knowledge</u>	<u>Wellness Program Knowledge</u>
Yes- 32%	Yes- 12%
No-69%	No-88%

**Analysis:**

- In Conclusion, Early/Mid Career Employees are less likely to implement benefits and wellness program available to them for mental health due to lack of knowledge.



# Knowledge of Tech Company Benefits and Wellness Program for Mid Career Employees (ages 33-40)

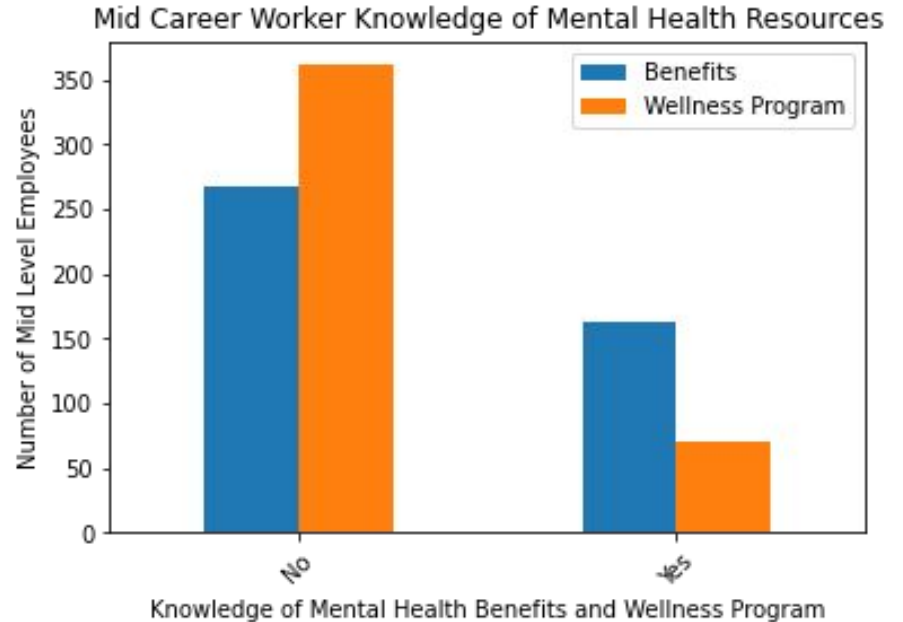
*Results:*

**Mid Career Employee Total: 431**

<u>Benefits Knowledge</u>	<u>Wellness Program Knowledge</u>
Yes- 39%	Yes- 16%
No-62%	No-84%

**Analysis:**

- In Conclusion, Mid Career Employees are less likely to implement benefits and wellness program available to them for mental health due to lack of knowledge.



# Knowledge of Tech Company Benefits and Wellness Program for Late Career Employees (ages 41+)

*Results:*

**Late Career Employee Total: 113**

<u>Benefits Knowledge</u>	<u>Wellness Program Knowledge</u>
Yes- 51%	Yes- 25%
No-49%	No-75%

**Analysis:**

- In Conclusion, late Career Employees are *more* likely to implement benefits. However, they're less likely to utilize Wellness Program due to lack of knowledge.



# Tech Age Category Knowledge of Benefits and Wellness Program Conclusions

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.

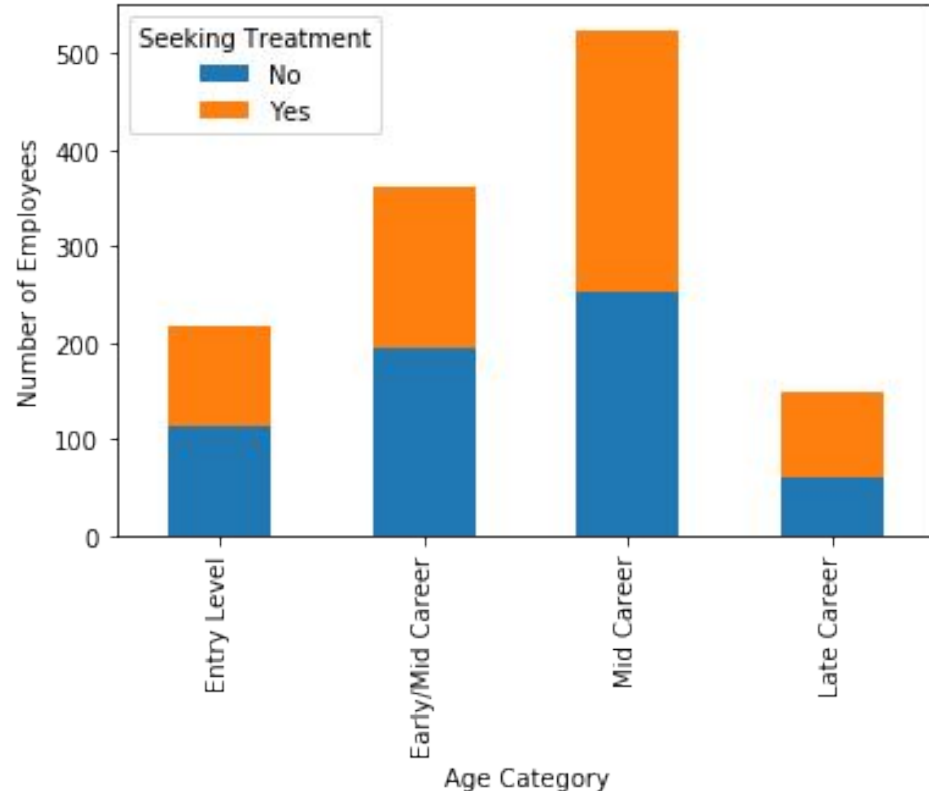
However, the lack of knowledge of the Wellness Program remained consistently, and at a significantly higher percentage with Early Career at 85%, Early/Mid at 88%, Mid at 84%, and Late at 75%.

*-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.*

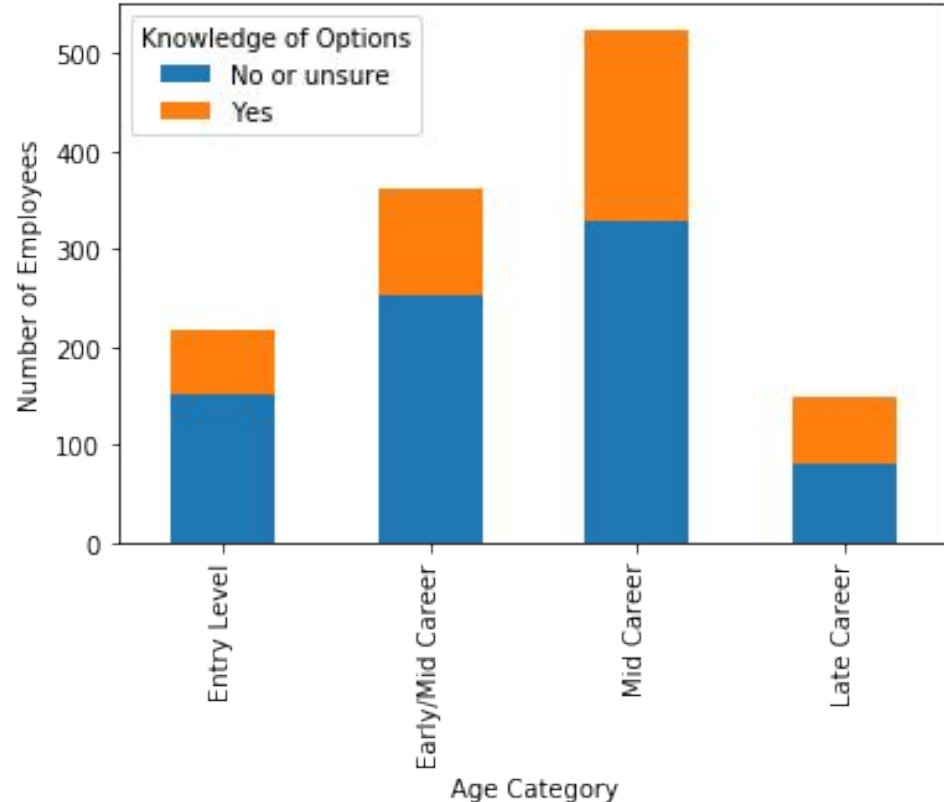
## Employees Seeking Treatment Across Age Categories

- 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.



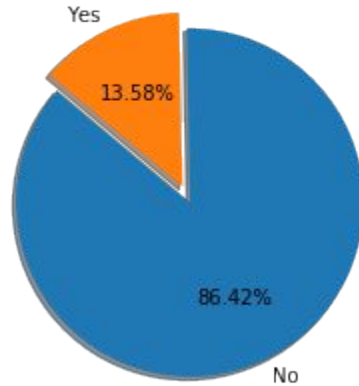
## Knowledge of Options Across Age Categories

- Knowledge of options seems to be similar in proportions across age category.
- Mid Career (~37%) and Late Career (~46%) were more aware of mental health care options compared to Early/Mid (~31%) and Entry Level employees (~30%).

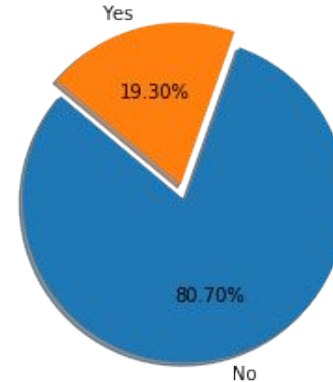


# Negative Consequences in Tech versus Non Tech Companies

Number of Employees that Observed/Heard of Negative Consequences in Tech



Number of Employees that Observed/Heard of Negative Consequences in Non Tech Companies



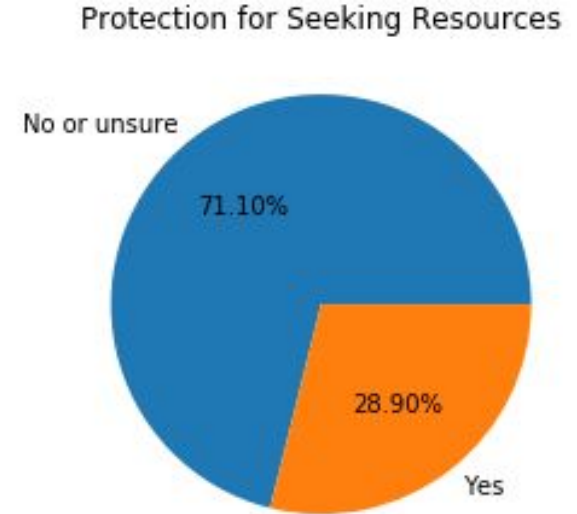
Results: Employees working in non tech companies observed/heard of more negative consequences regarding coworkers with mental health conditions. However, this difference was small (~6%). There was also a significant difference in ages of those that heard/observed consequences (33.3) versus those that did not (31.9) (Independent T-Test:  $p = 0.049$ ).

# Protection for Seeking Resources from the Employer

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?

## *Results:*

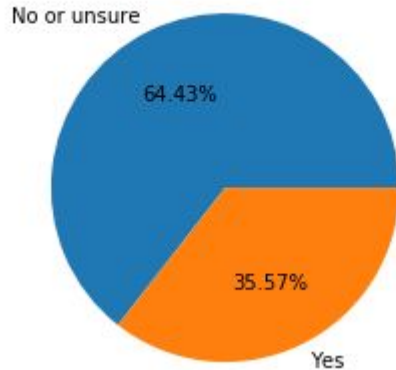
- 71.1% do not or are unsure if they feel protected enough to seek resources through their employers.
- 28.9% feel they are protected to seek help for resources.





# Are You Seeking Help

Protection for Seeking Resources and Are You Seeking Help



## *Results:*

- Of the 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.

# Conclusions

*In this presentation we analyzed overall mental health in tech companies, and the limitations/consequences that can interfere with their work.*

- Tech and non tech companies are fairly comparable but non tech workers know more about their benefits/are offered benefits.
- Employees are more likely to become knowledgeable and utilize company Benefits by their late career.
- More people seek treatment later in their career and people later in their career have more knowledge about their options.
- There are considerably less employees who do have a family history of mental health and of those employees only half feel as if it makes a interference within their work life.