MENTAL HEALTH IN TECH – DATA ANALYSIS REPORT

1. Introduction

This project explores mental health trends in the tech industry using a global survey dataset. The objective is to analyze patterns, attitudes, and challenges surrounding mental health in workplaces. The project helps identify critical areas where better awareness, openness, and policies are required to support individuals facing mental health concerns.

2. Dataset Overview

- **File Name:** survey.xlsx
- **Source:** Global Mental Health in Tech Survey
- **Total Responses:** *1251*
- **Key Fields:** Age, Gender, Country, Family History, Self-Employment, Leave Difficulty, Mental Health Consequence, etc.
- **Data Cleaning Tool:** Microsoft Excel

The dataset was cleaned by removing duplicates, correcting data types, filling or removing null values, and renaming columns for clarity.

3. Methodology

The project was executed in five systematic steps:

1. **Data Cleaning (Excel):**
   Removed blanks, fixed inconsistent entries, standardized text formats, and ensured date/number fields were correctly formatted.
2. **SQL Insights (via SQLite in Python):**
   Used SQL queries to find key metrics like total responses, country-wise participation, and relationship between variables like family history and mental health effects.
3. **Exploratory Data Analysis (Python):**
   Conducted detailed univariate and bivariate analysis using pandas, seaborn, and matplotlib. Plotted graphs for trends in age, gender, mental health perception, and workplace comfort.
4. **Excel Dashboard Creation:**
   Built visual dashboards using pivot tables and slicers to allow interactive exploration of key metrics.
5. **Insight Report Preparation (PDF):**
   All key findings, visuals, and summary insights have been consolidated into this report.

4. Key Insights

- **Demographics:**
  Most respondents are between 18–35 years old. The United States contributed the highest number of participants, followed by the UK and Canada.
- **Family History & Mental Health:**
  Respondents with a family history of mental illness were more likely to report negative mental health consequences at work.
- **Leave Policies:**
  A significant number of respondents stated that it is "somewhat difficult" or "very difficult" to take a mental health leave, suggesting fear of judgment or lack of support.
- **Workplace Openness:**
  Many respondents felt uncomfortable discussing mental health issues with supervisors or coworkers, especially in traditional or male-dominated environments.
- **Mental vs Physical Health:**
  A considerable portion of the population believes physical health is given more importance than mental health in workplaces.

5. Conclusion

The survey reveals a growing awareness of mental health, but also highlights serious gaps in workplace support and openness. Organizations must create safe, stigma-free environments where employees can talk about mental health without fear. Policies around mental health leave, manager training, and flexible work should be prioritized.

This project demonstrates the power of data analysis in identifying patterns that can inform real-world mental health strategies in the corporate world.

6. Tools Used

- **Excel:** Cleaning & Dashboard
- **Python (Jupyter):** EDA & SQL via SQLite
- **SQLite:** Query execution
- **Seaborn/Matplotlib:** Visualizations
- **GitHub:** Project storage
- **Google Docs/PDF:** Report writing & formatting

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