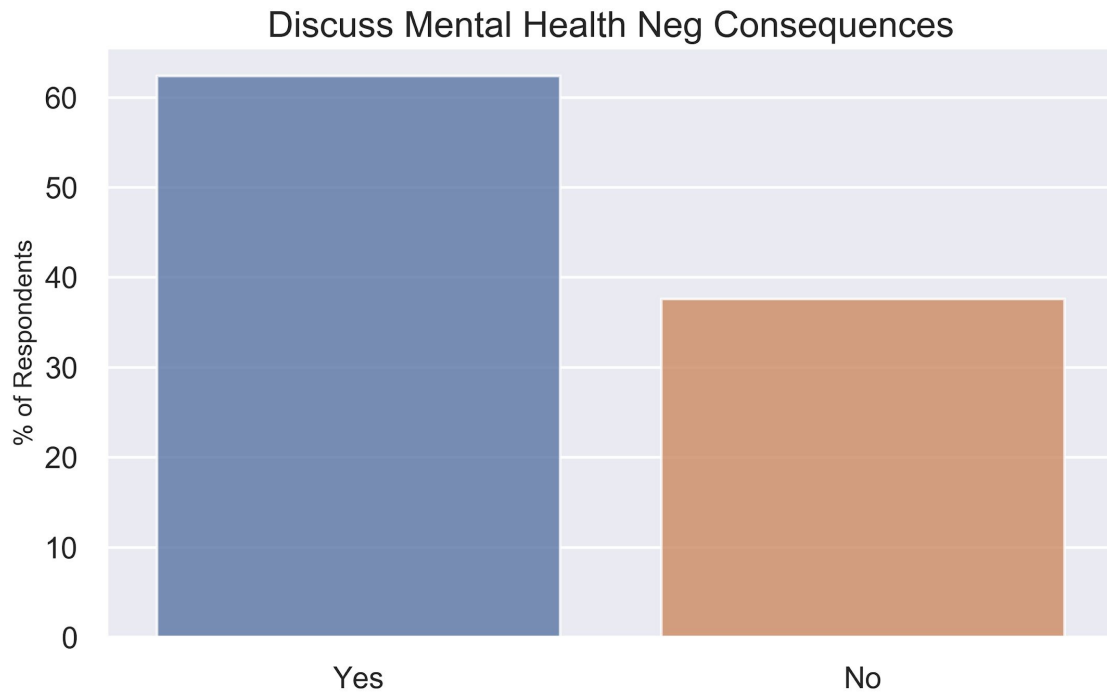# Mental Health In the Tech Industry workplace

Based upon service data from Open Sourcing Mental Illness (OSMI)

By Justin Morgan, Ignacio Ruiz

What factors can influence tech industry employees to withhold discussing mental health illness with their employer?
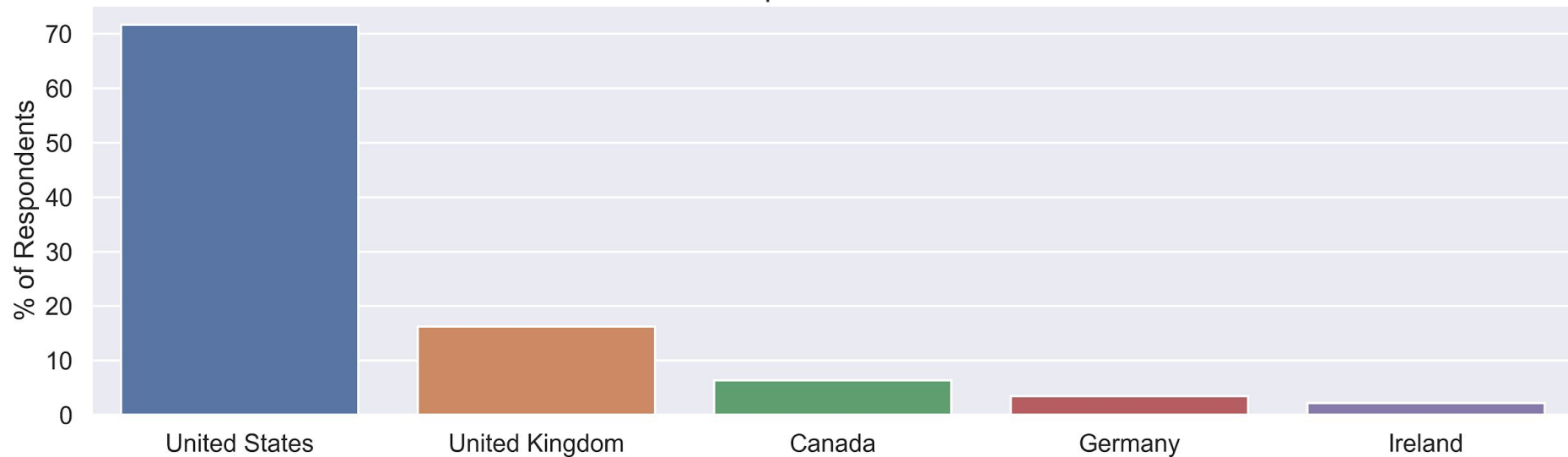
Our Target

"Do you think that discussing a mental health issue with your employer would have negative consequences?"

Demographics
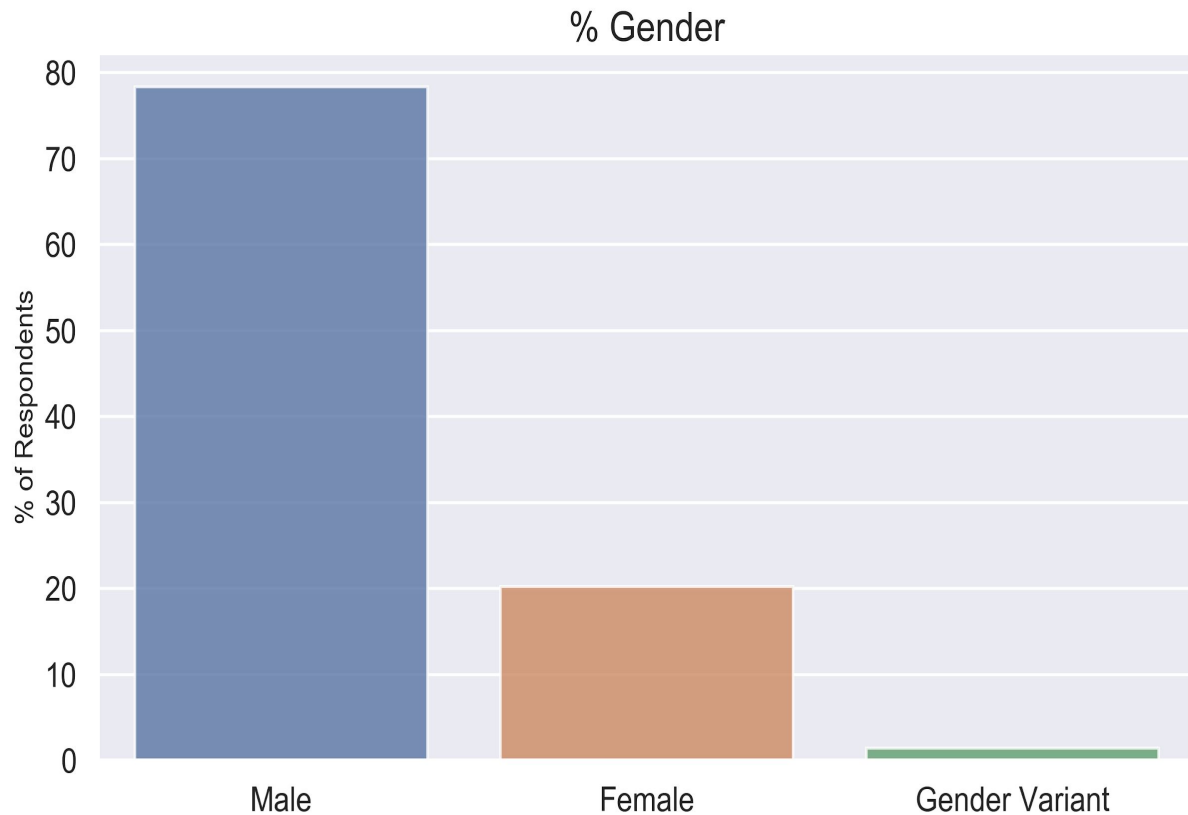

Top 5 countries

Gender

Gender Variant:

- Gender Queer
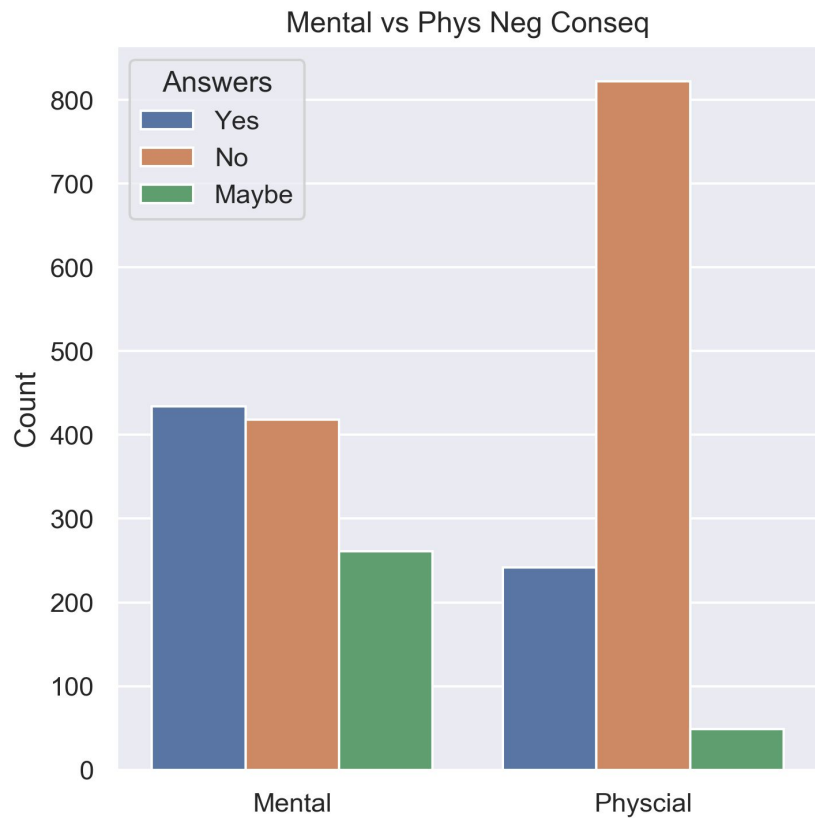- Gender Fluid
- Androgenous
- Gender Non-binary
- A-Gender

% Gender

Mental Health

The comparison in answers that age distributions organized by gender provided in the survey.

Mental vs Phys Neg Conseq

Mental Vs. Physical
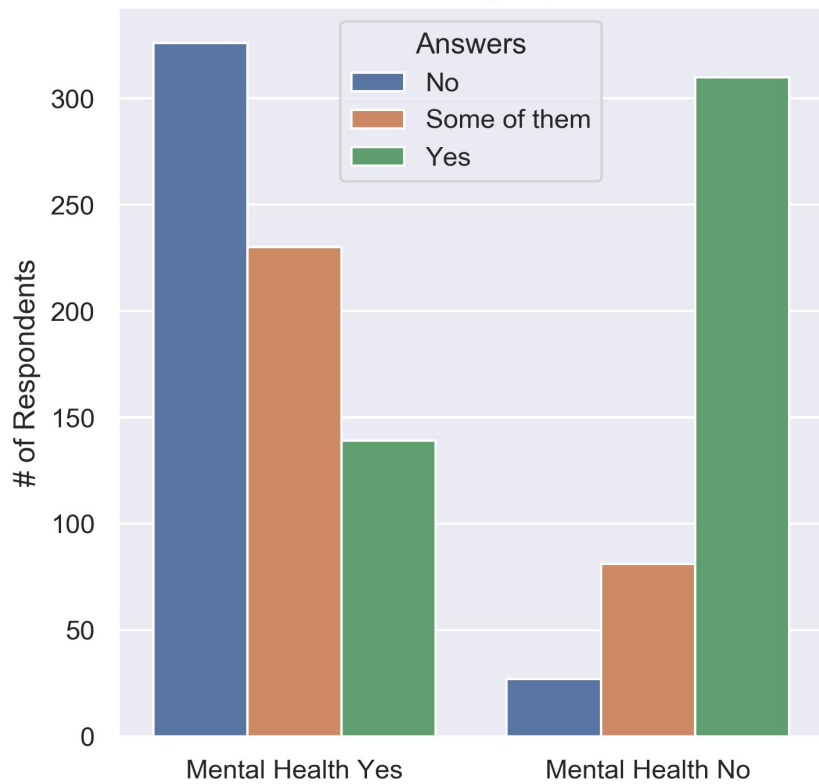
Direct Supervisor

How participants answered when placed with the question

"Would you be willing to discuss a mental health issue with your direct supervisor?"

Mental Health Benefits

How participants answered when placed with the question

"Does your employer provide mental health benefits?"

Features

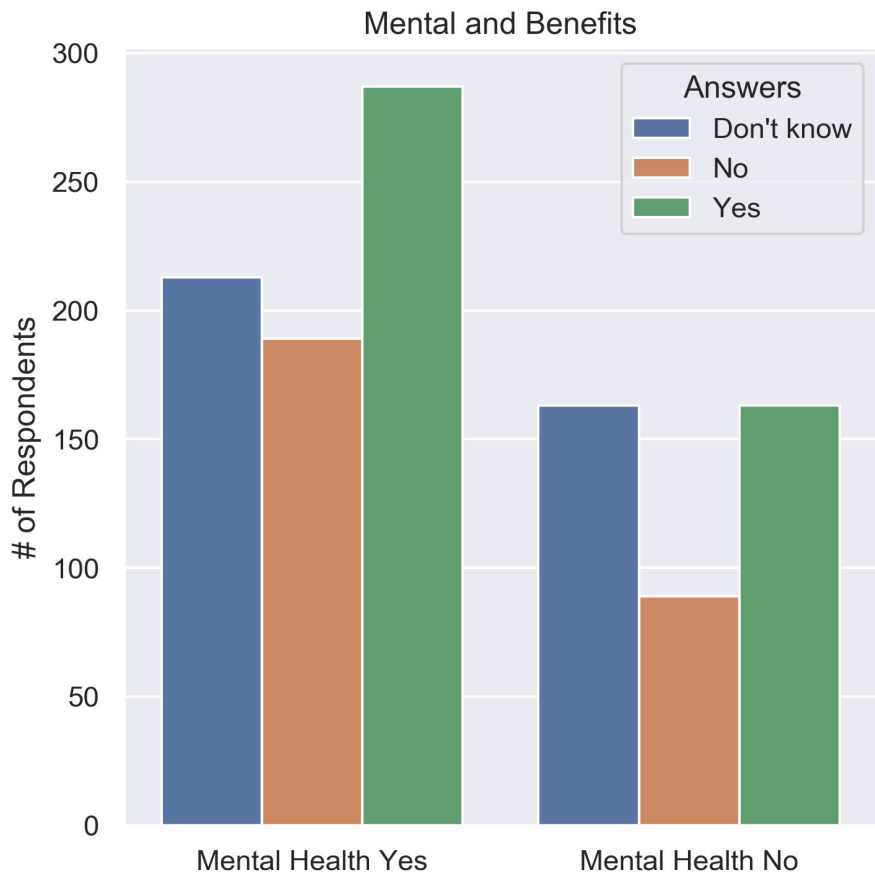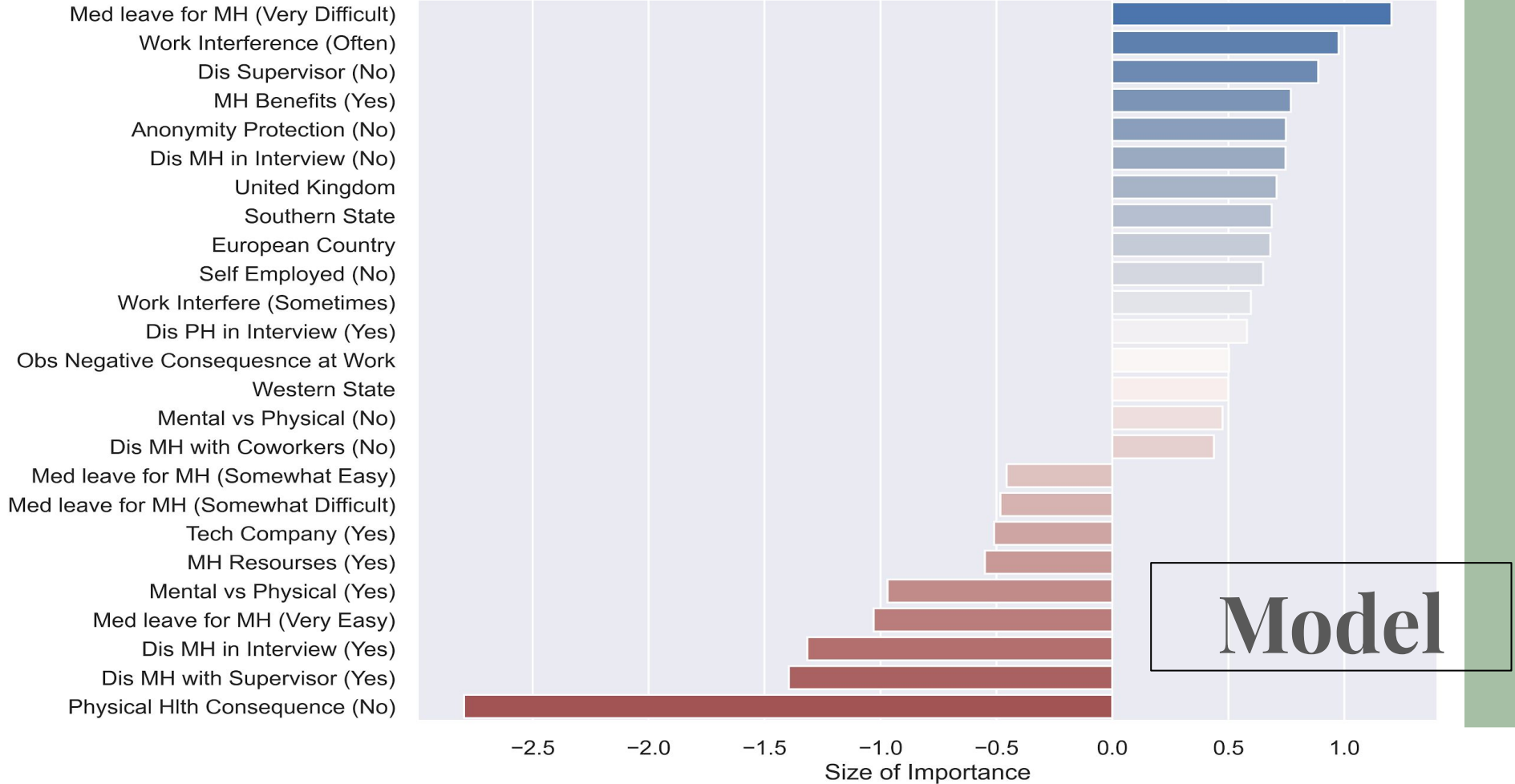| Feature	Size of Importance
Med leave for MH (Very Difficult)	
Work Interference (Often)	
Dis Supervisor (No)	
MH Benefits (Yes)	
Anonymity Protection (No)	
Dis MH in Interview (No)	
United Kingdom	
Southern State	
European Country	
Self Employed (No)	
Work Interfere (Sometimes)	
Dis PH in Interview (Yes)	
Obs Negative Consequesnce at Work	
Western State	
Mental vs Physical (No)	
Dis MH with Coworkers (No)	
Med leave for MH (Somewhat Easy)	
Med leave for MH (Somewhat Difficult)	
Tech Company (Yes)	
MH Resourses (Yes)	
Mental vs Physical (Yes)	
Med leave for MH (Very Easy)	
Dis MH in Interview (Yes)	
Dis MH with Supervisor (Yes)	
Physical Hlth Consequence (No)	

Model

Conclusions

Features

- Med leave for MH (Very Difficult)
- Work Interference (Often)
- Dis Supervisor (No)
- MH Benefits (Yes)
- Anonymity Protection (No)

Size of Importance

- Providing benefits is not enough for an employee to feel comfortable speaking about their mental health.

- Work relationship with direct supervisor is paramount to creating a safe space for discussion.

- Physical health is a more comfortable topic of discussion for employees than mental health.

Recommendations and next steps
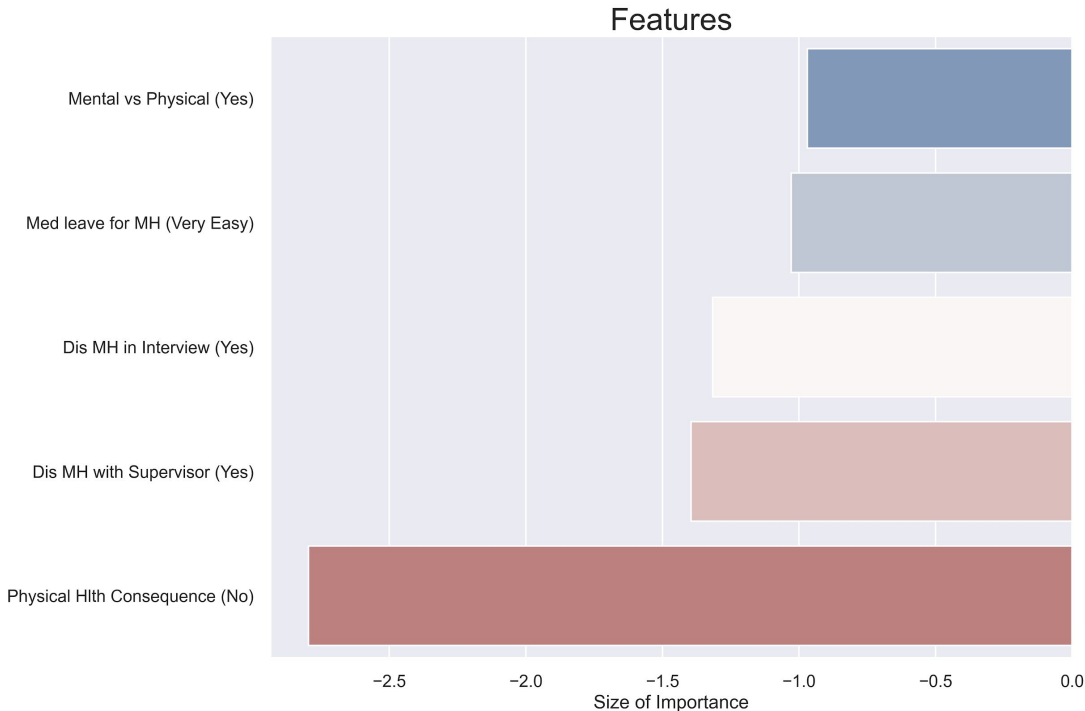
- Having open discussions at the beginning of the hiring process, could improve the comfortability of employees discussions on mental health later on.

- Holding benefit fares regularly to explain options for employees to handle their mental health.

- Create options for group activities to strengthen comradery in the workplace.

Features

	Size of Importance
Mental vs Physical (Yes)	
Med leave for MH (Very Easy)	
Dis MH in Interview (Yes)	
Dis MH with Supervisor (Yes)	
Physical Hlth Consequence (No)	

-2.5   -2.0   -1.5   -1.0   -0.5   0.0

Thank You!