

MENTAL HEALTH IN TECH

DATA TAKEN FROM KAGGLE
ORIGINALLY FROM SURVEY
CONDUCTED BY OPEN SOURCING
MENTAL ILLNESS, LTD.

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INTRODUCTION

DEFINITIONS

Using definitions from the 2019 OSMI survey as a benchmark to better understand this dataset.

OSMI definitions:

- A mental health disorder is defined as a mental illness that has been diagnosed by a doctor.
- A mental health issue is defined as a potential mental illness, which may or may not have been diagnosed by a doctor.

Additional definitions in this report regarding the data set:

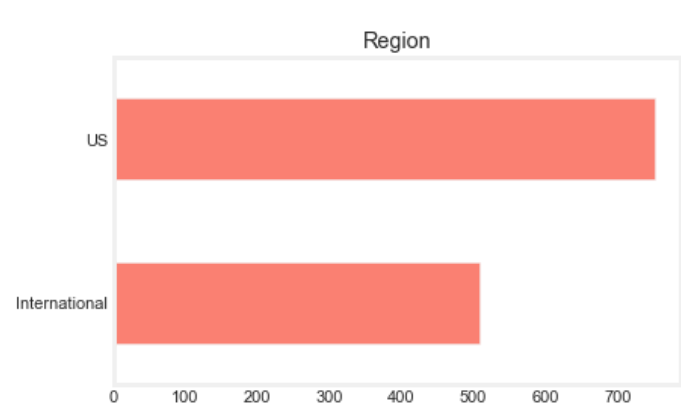
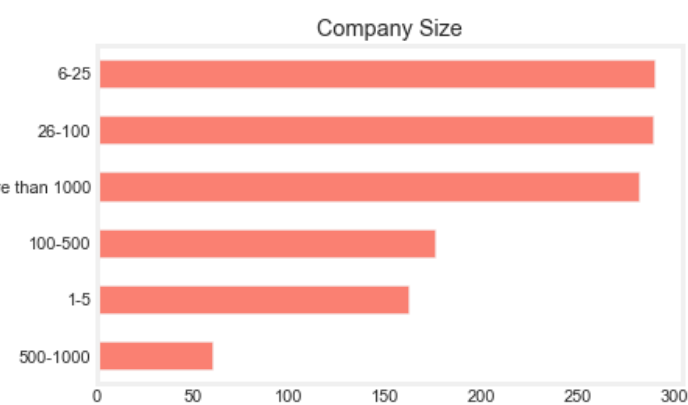
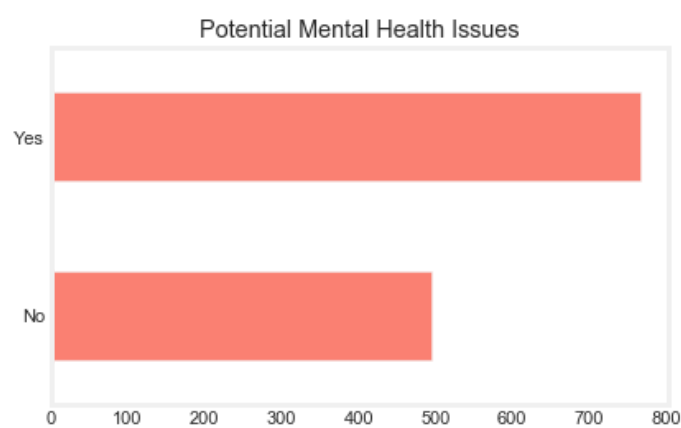
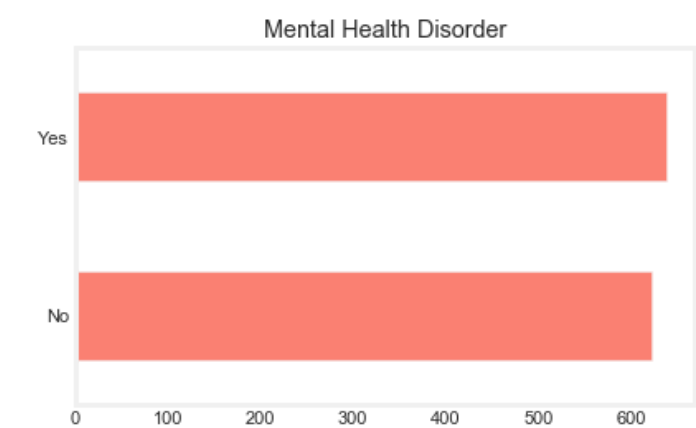
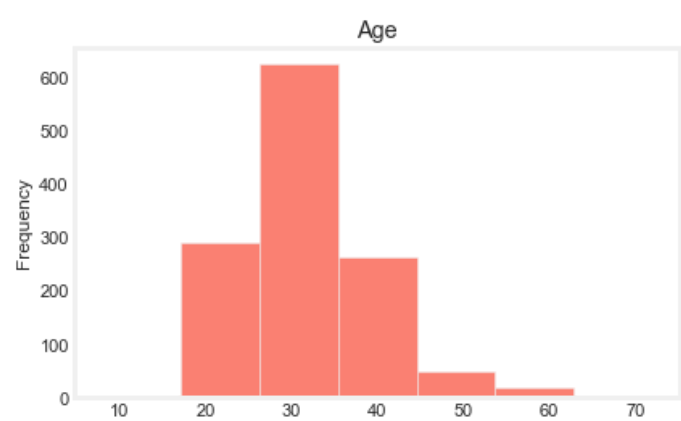
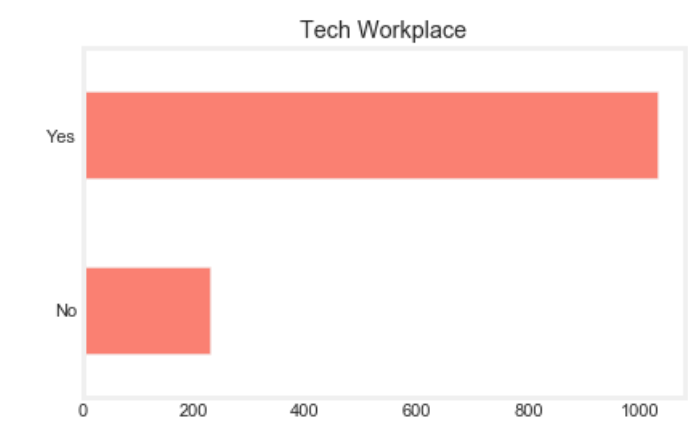
- Mental health disorder is defined by 'treatment'
- Mental health issues is defined by 'mental_issues' - Answered 'yes' on 'treatment' or 'often' / 'sometimes' on 'work_interfere'
- Tech workspace is defined by 'tech_company'

QUESTIONS

- Is there a difference in mental health by region?
- Does perception of mental health differ by company size?
- Is there a difference in perception between mental and physical health in the workplace?

DEMOGRAPHICS

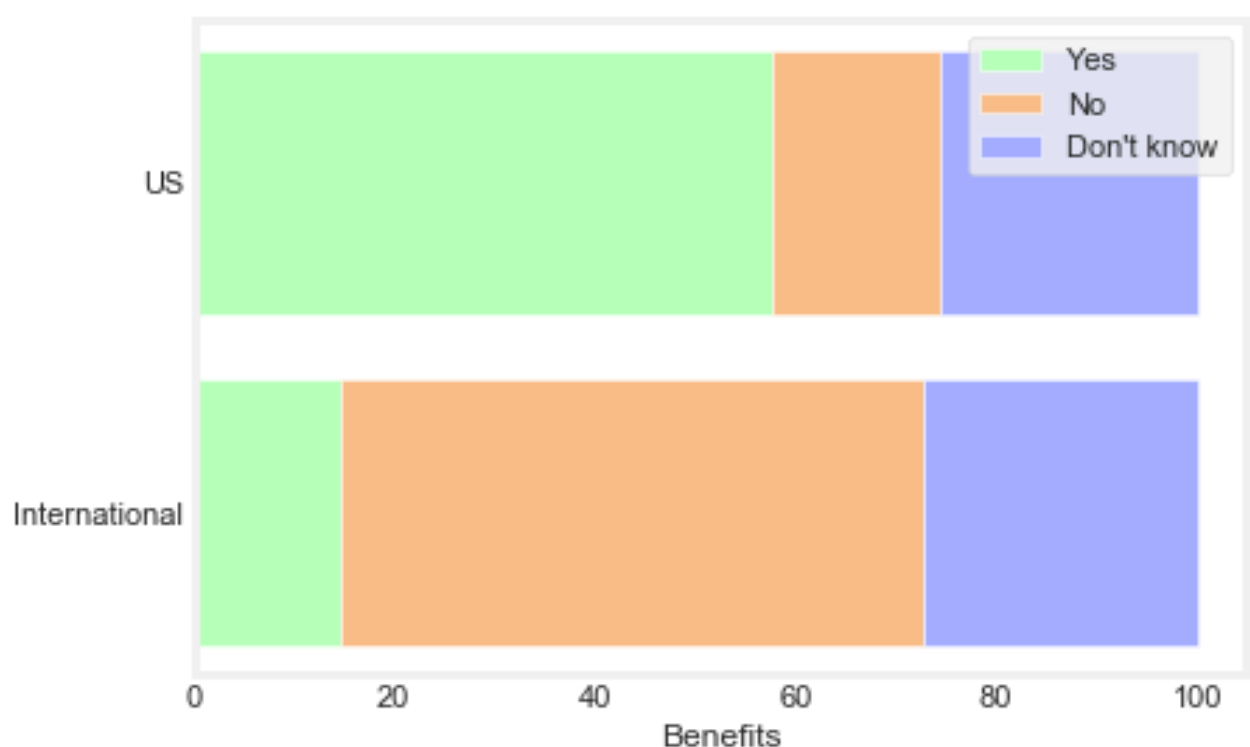
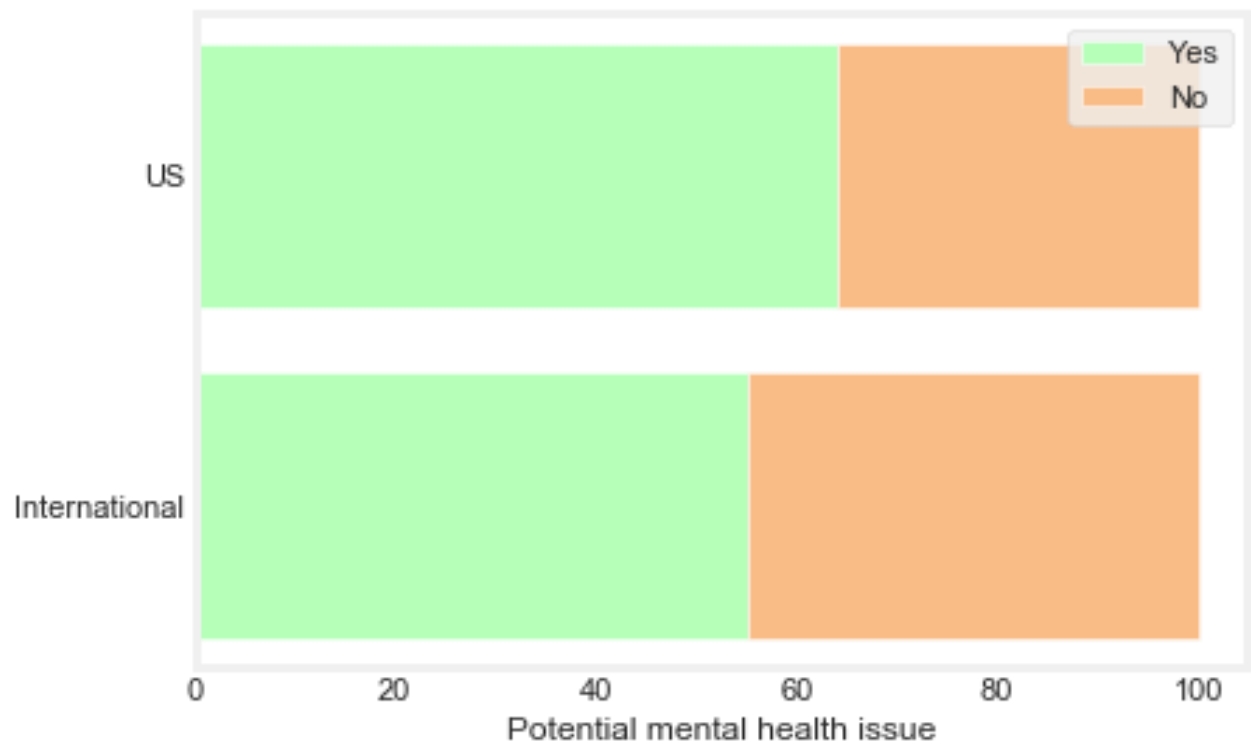
- Majority of those who took the survey are in the tech workplace
- Age range from 18+ but majority are 20s to 40s (took out improbable outliers here that were skewing the data)
- Even distribution between those with a mental disorder and those without
- Over half of respondents work in the US
- Good mix between company sizes



REGIONAL DIFFERENCES

Does seeking treatment vary by region?

- Both the US and international companies have a similar proportion of those with potential mental health issues.
- However there is a clear difference on whether benefits are offered - with US companies being more likely to offer those benefits.



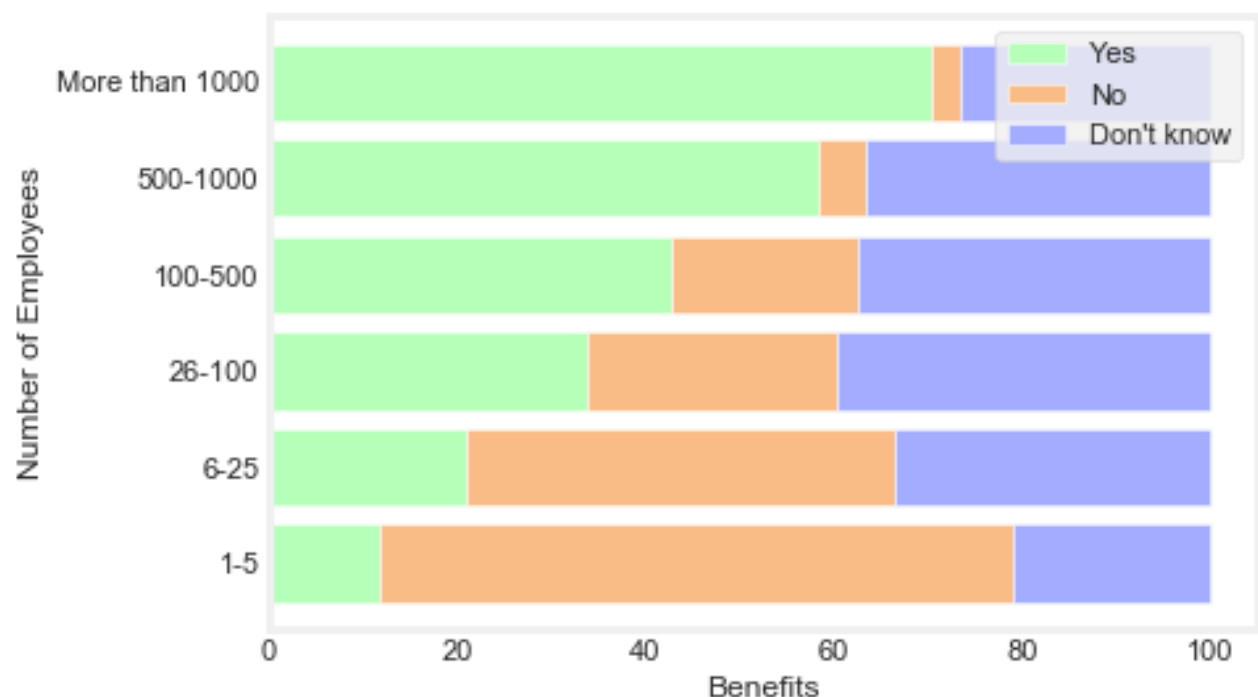
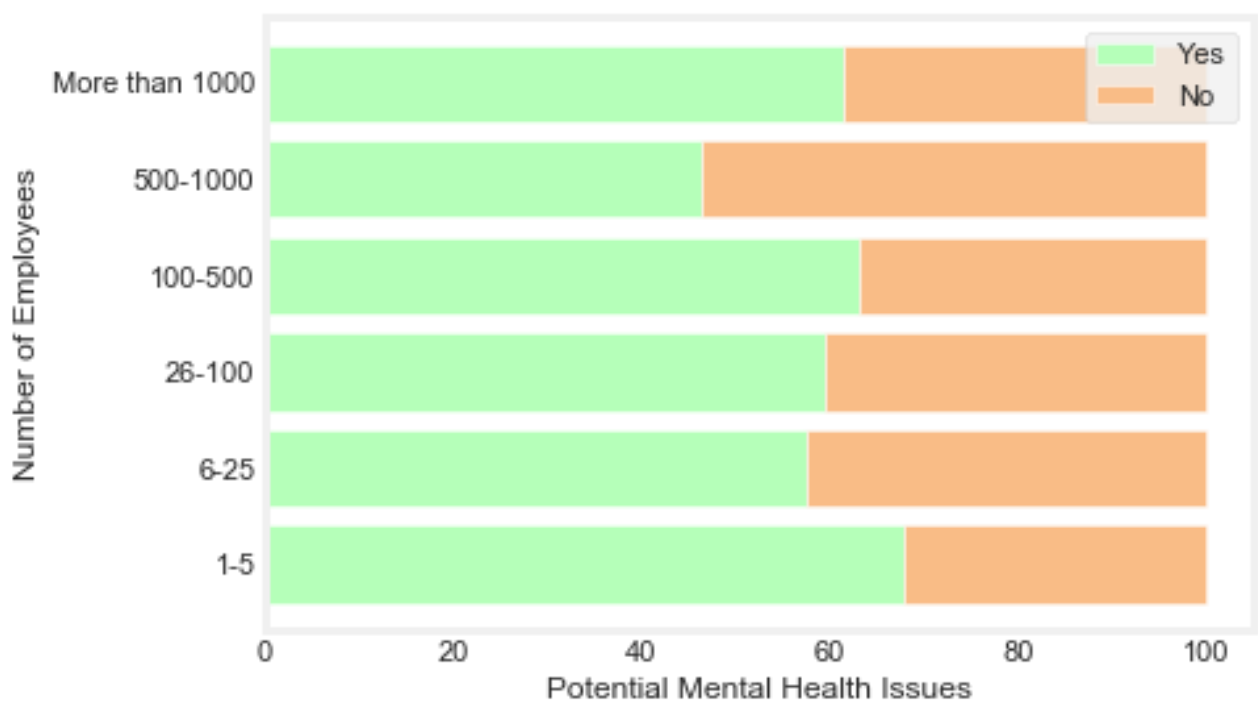
COMPANY SIZE

What is the relationship between mental health and company size?

- Limited relationship between company size and proportion of people who have a potential mental health issue. Around 50-65% regardless of company size have potential mental health issues.

Is there a relationship between company size and benefits?

- Strong relationship between company size and whether benefits are offered - the larger the company, the more likely they are to offer benefits.

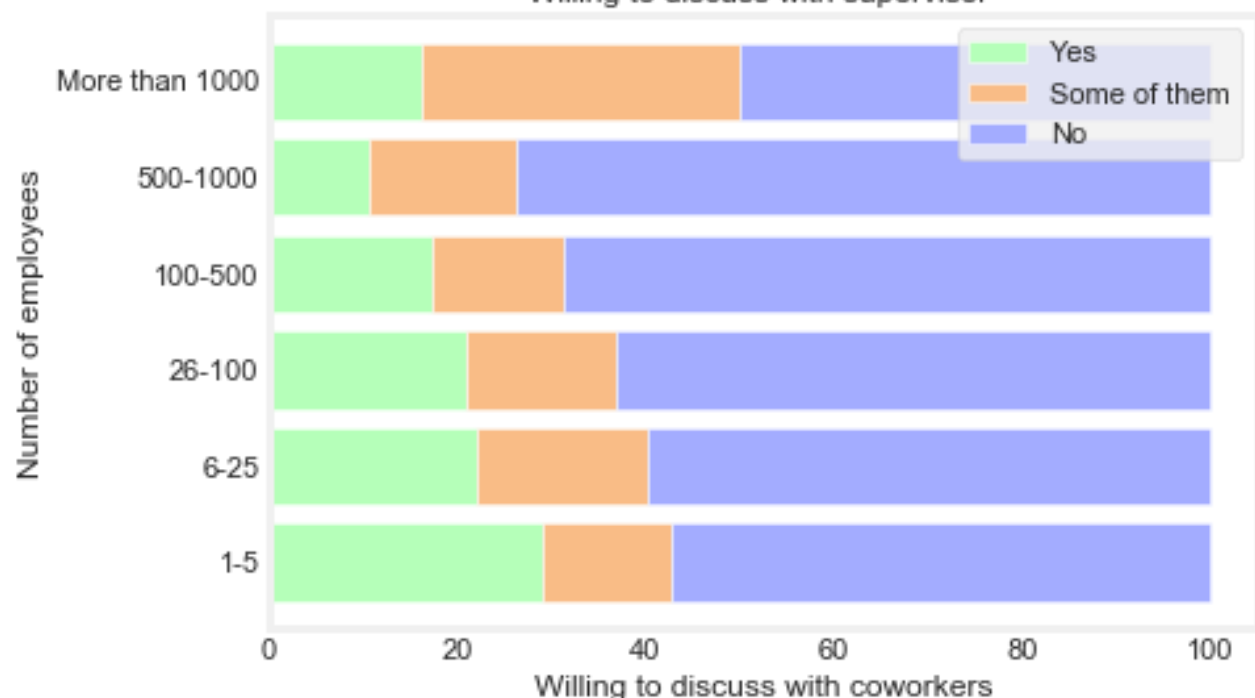
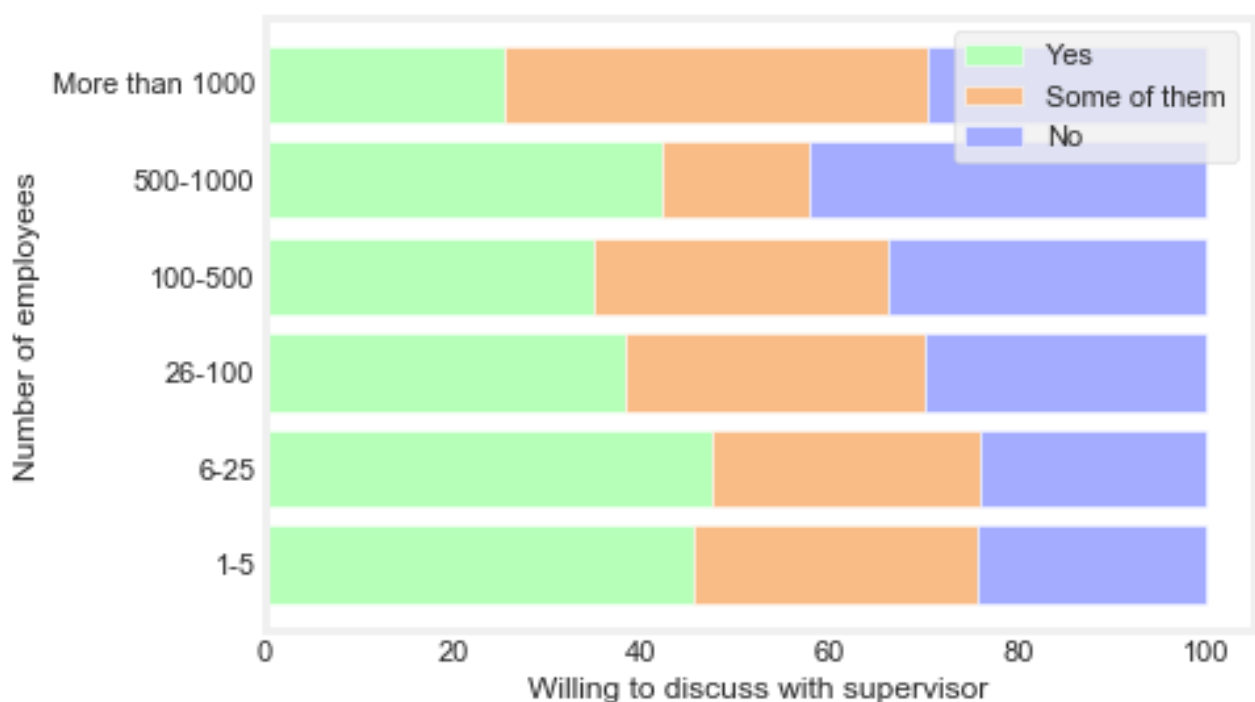


COMPANY SIZE - OPENNESS TO DISCUSS

For those with mental health issues:

Does willingness to discuss mental health issue relate to company size?

- Supervisors - Relatively even distribution of willingness to discuss with supervisor when looking at combination of 'yes' and 'some of them.'
- Coworkers - The smaller the company the more likely they are likely to talk to their coworkers. However very large corporations over 1000 employees have the largest proportion of those who are willing to talk to at least 1 person.



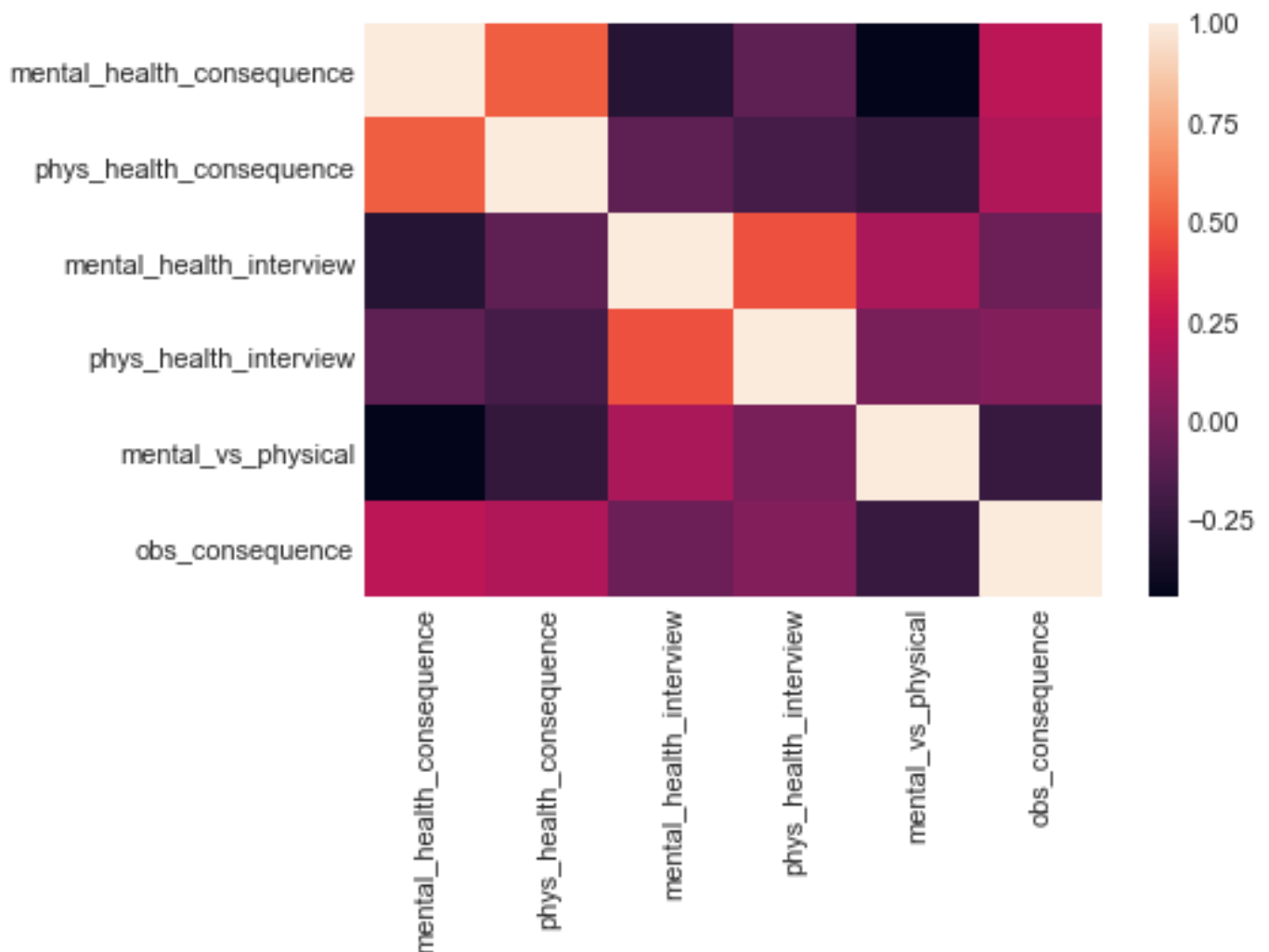
MENTAL vs. PHYSICAL HEALTH ISSUES

What is the relationship between perception of mental health and physical health in the tech workplace? And is it related to observations in the workplace?

- Thinking discussion of mental health issues at work will have a negative consequence is 51% correlated to thinking there are negative consequences for discussing physical health issues
- Observing negative outcomes at work on coworkers with mental health conditions is not very correlated to the perception of negative consequences for mental (22%) or physical (18%) conditions
- Correlation between bringing up a mental health issue during an interview is 47% correlated to bringing up a physical health one

Methodology:

- Assigned numerical values to each unique categorical value in each column:
 - 2 = 'Yes'
 - 1 = 'Don't know' or 'Maybe'
 - 0 - 'No'



CONCLUSION

Regional differences:

There is a similar distribution on mental health issues between tech companies in the US vs. international. However the US is better about offering mental health care benefits compared to international countries.

Impact of company size on mental health:

There is limited relationship between company size and whether an employee has a mental health issue or not, it seems to span an equal proportion for small and large companies. However, there is a clear trend when looking at benefits offered - the larger, the more likely. We saw a trend for this at every stage of increase in tier of company size. When digging into whether the employee is willing to discuss their issues in the workplace, company size has limited relationship with whether they'd discuss with supervisors, but for coworkers, it seems either the smallest or the largest have the higher proportion of those who would discuss. The very large companies probably protecting employees anonymity more.

Perception on mental and physical health:

Comparing mental vs physical health survey questions, there were no correlations extremely close to 1 - signifying there may be a slight bias between the two, but difficult to conclude. Also this perception on negative consequences is not related to whether they have observed that outcome with coworkers.