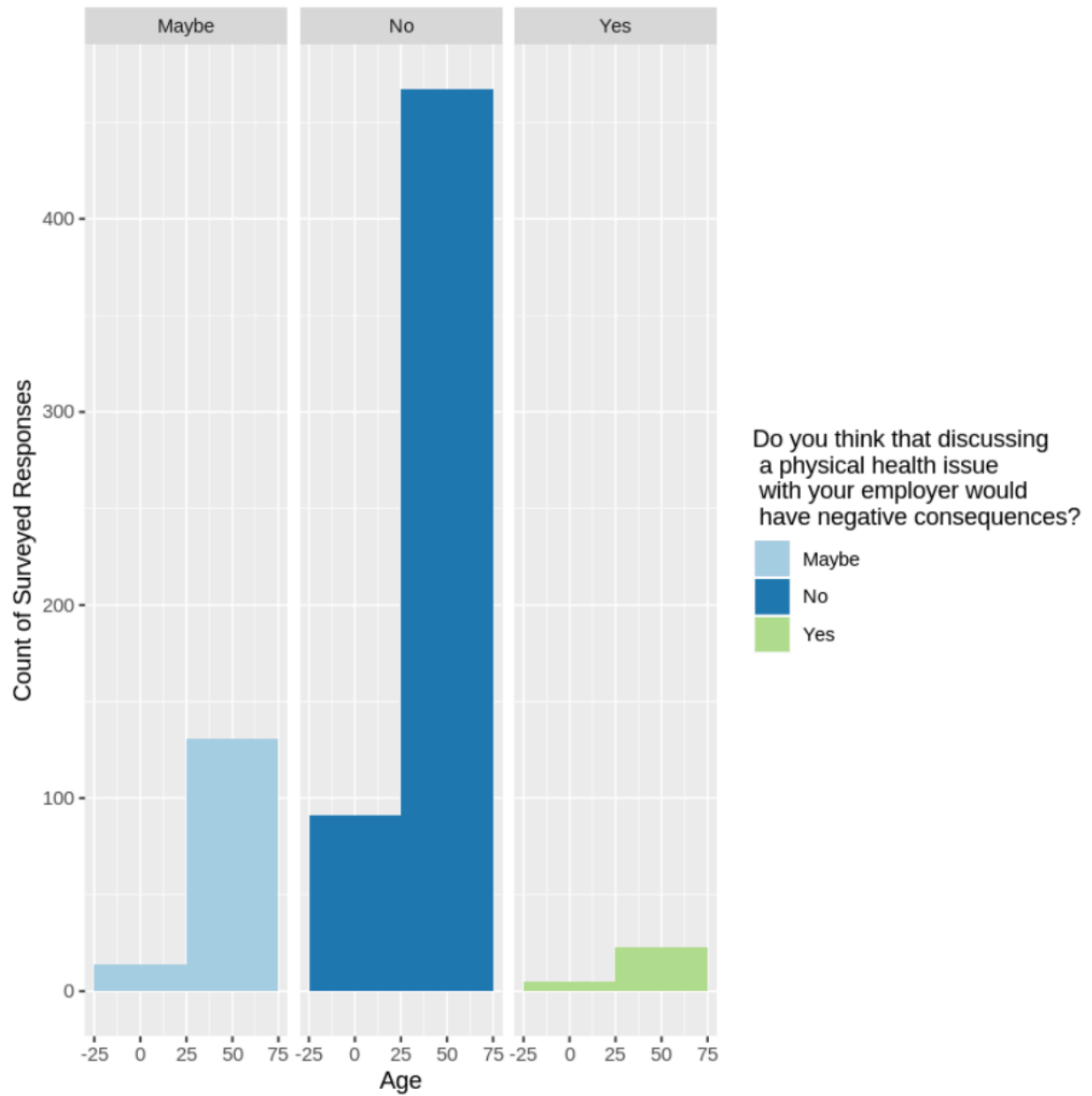


## **Survey of Mental Health in the Workplace - Data Visualizations**

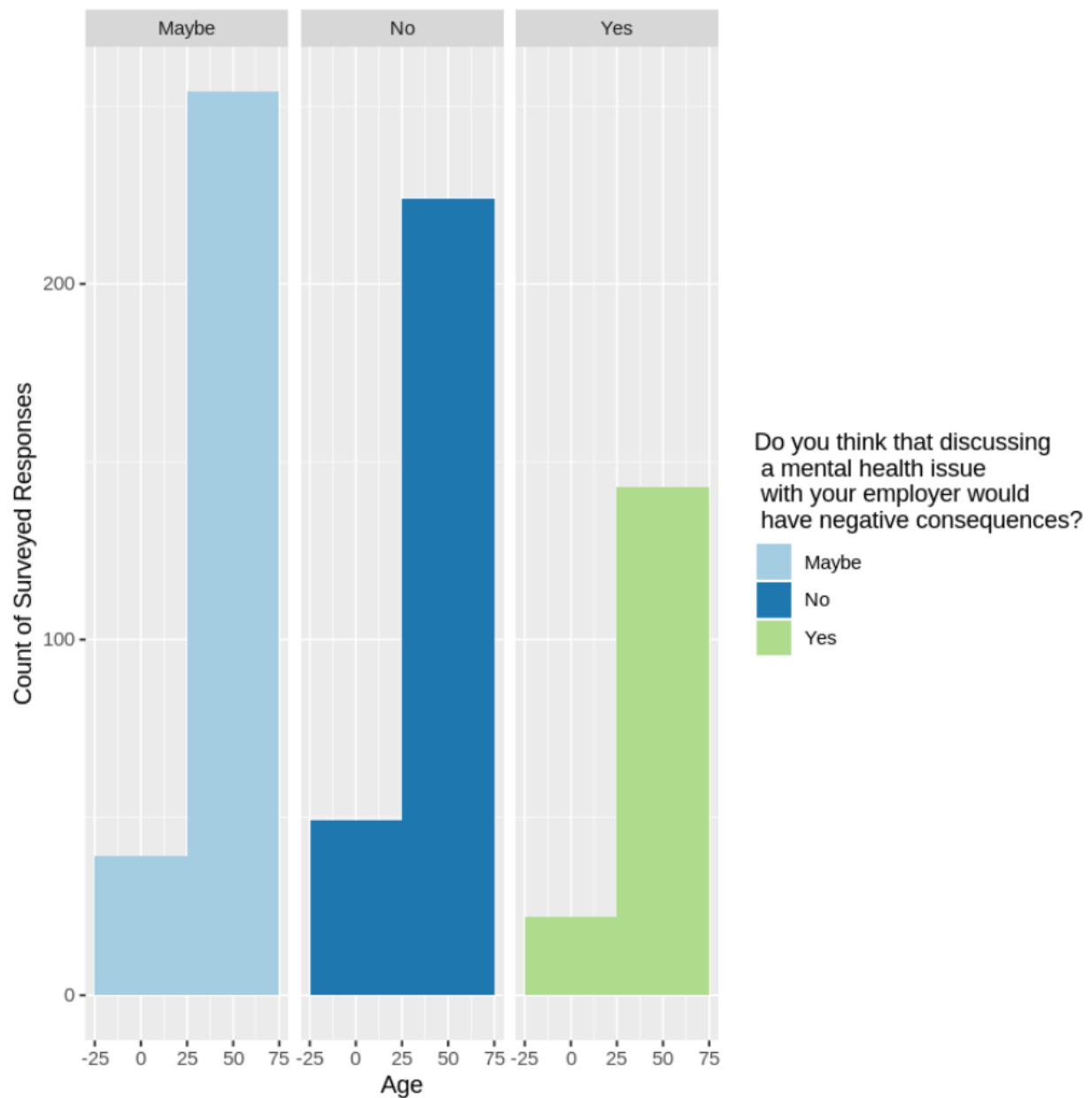
Created By: Courtney Wingo-Taylor

I have used a dataset from Open Sourcing Mental Illness, LTD from a 2014 survey conducted to measure tech industry participants' attitudes towards mental health and the frequency of mental health disorders in their field. As someone who works in health IT, sometimes the fast-paced environment is too much for some, especially with a field that changes so frequently. Although I have always worked for IT companies that treated all health conditions with equal importance, I often wonder if this is also a trend for others in the IT space.

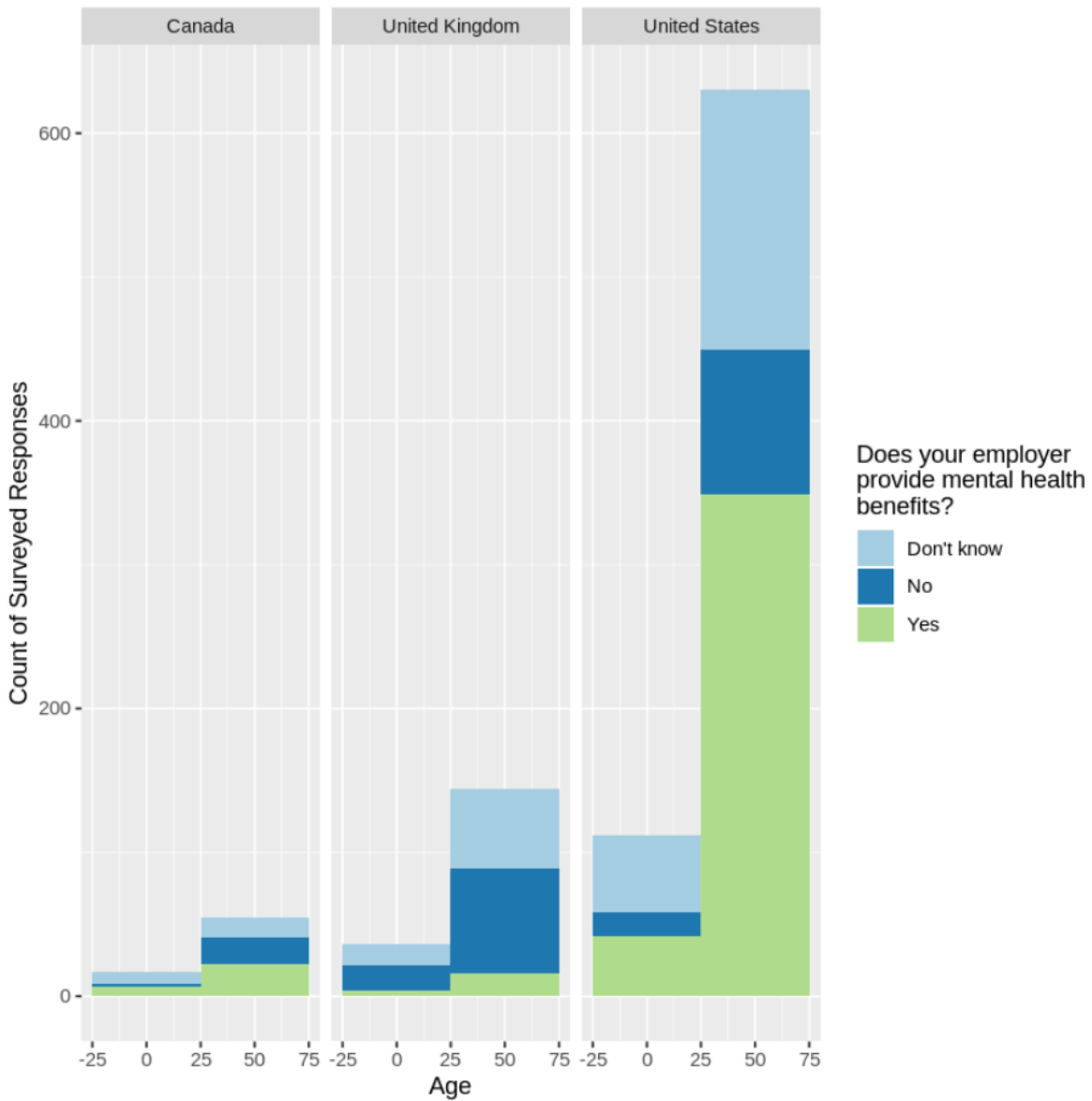
The following histograms compare responses the surveyed question: Do you think that discussing mental and physical health issues with your employers will have negative consequences by age group:



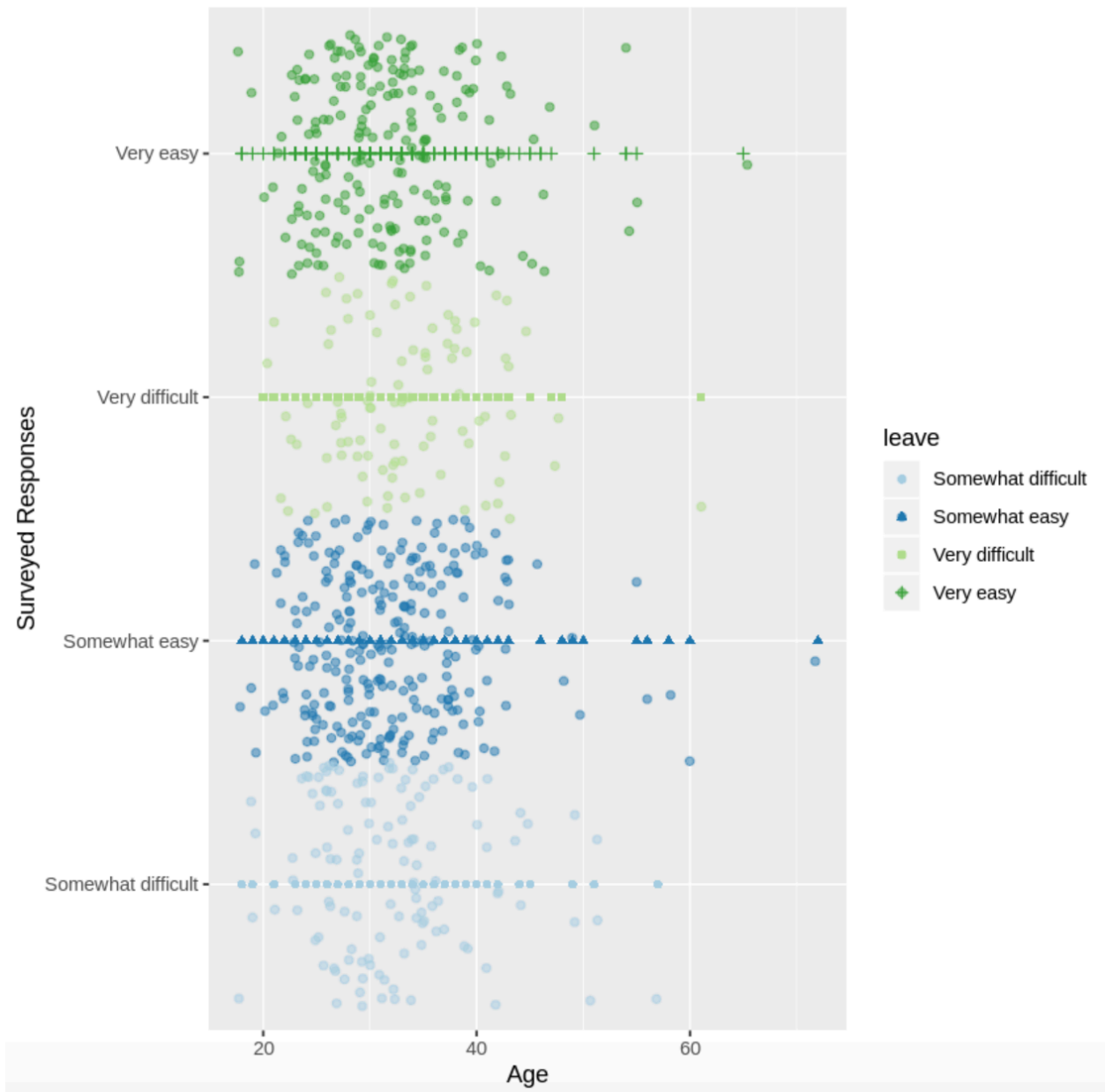
From the above responses 918 of the total 1246 survey participants would not feel comfortable discussing physical health issues with their employers.



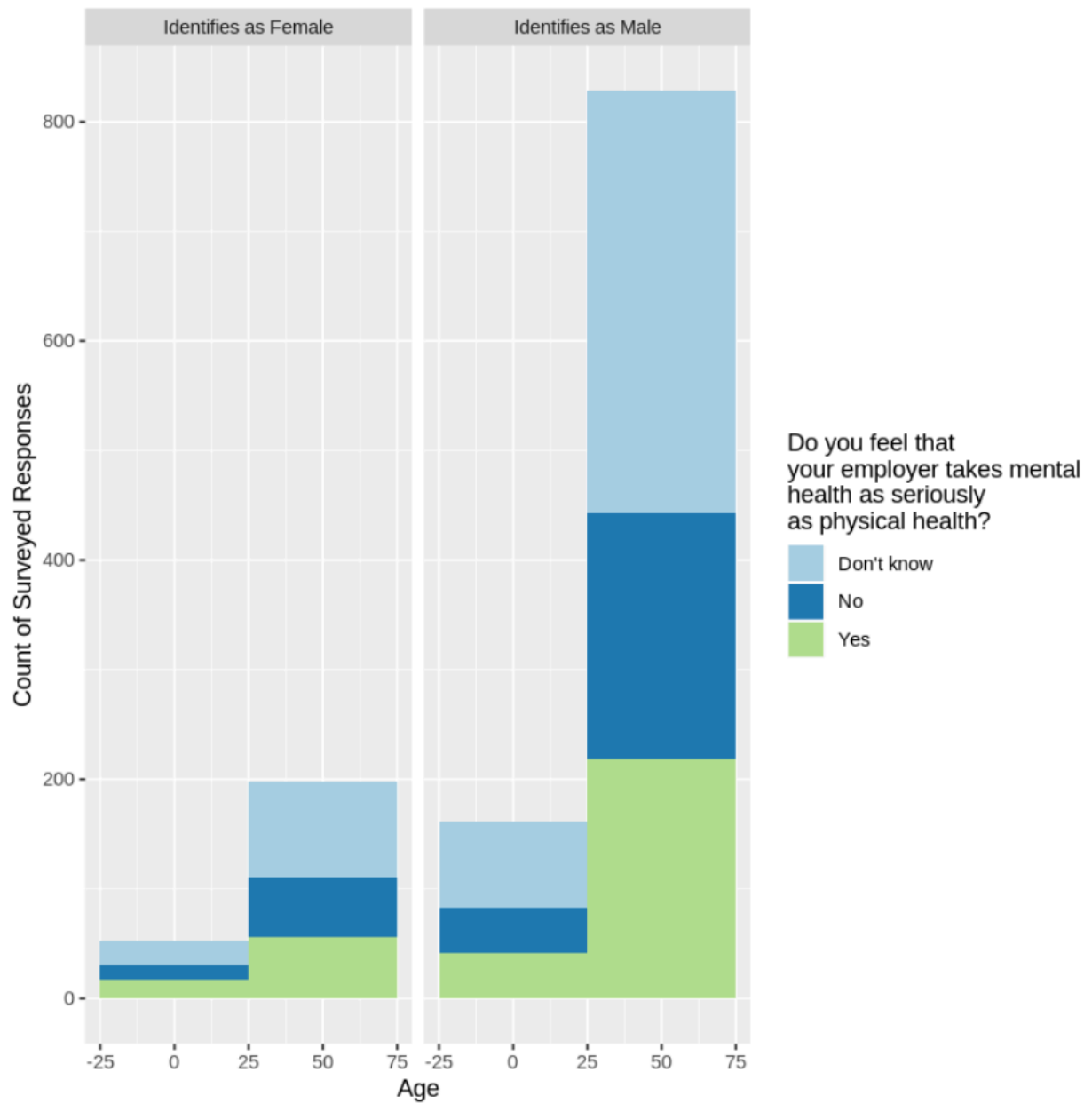
From the above histogram, responses 487 of the total 1246 survey participants would feel discussing mental health issues with their employers would result in negative consequences for them. When compared to the earlier histogram, 759 would feel discussing mental health issues with their employers would result in negative consequences, while only 328 of participants feel discussing physical health issues with their employers would result in negative consequences.



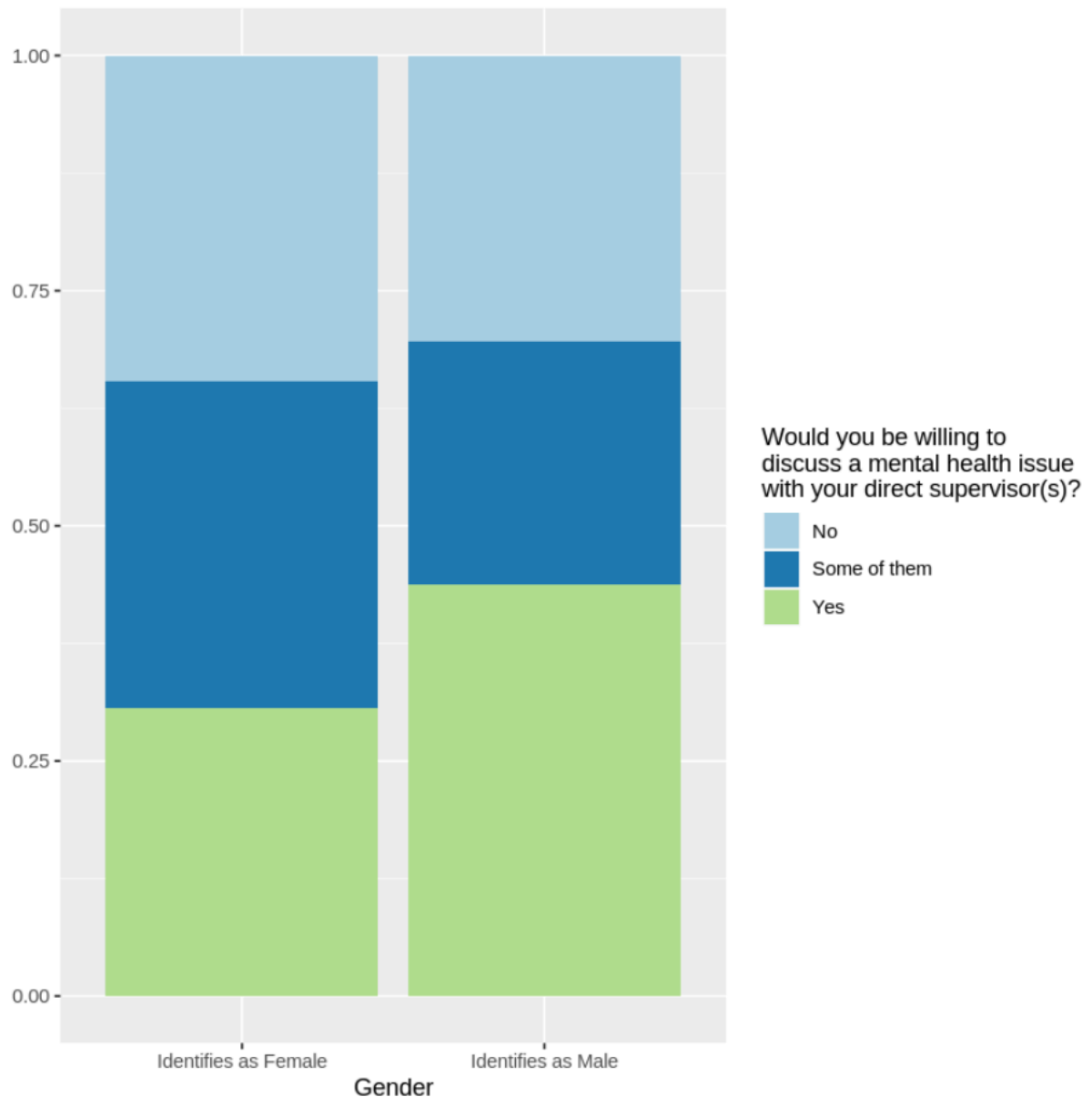
This above histogram displays knowledge related to mental health benefits supplied by their employer based on responses from the United States, Canada, and the United Kingdom. Out of 999 surveyed from these countries, 328 participants do not know if their employer provides benefits for those with mental health issues, while 229 participants responded that their companies do not provide mental health benefits at all.



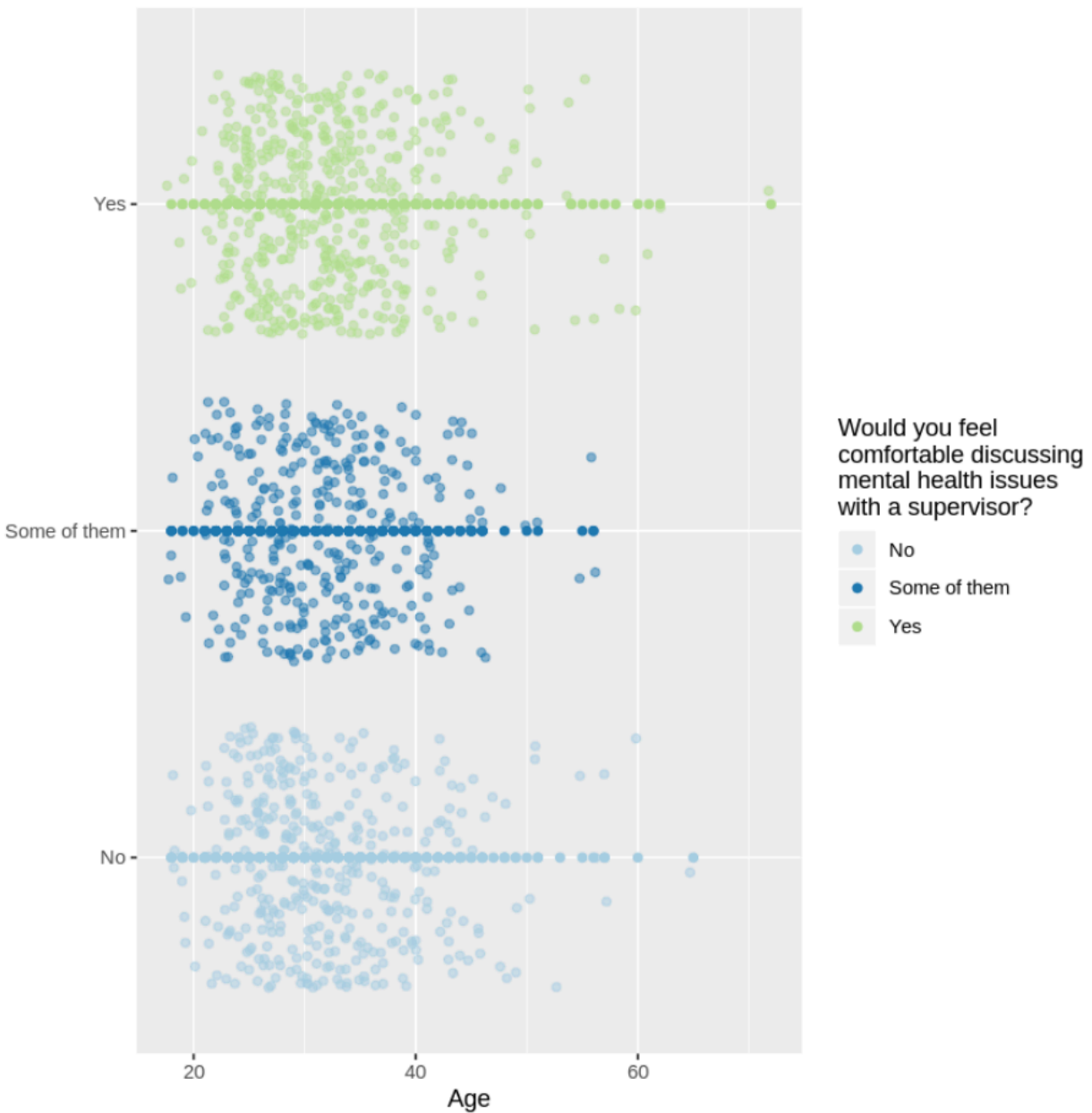
When asked how easy would it be to take medical leave for a mental health condition, 220 participants documented that it would be “Somewhat Difficult” or “Very Difficult” compared to the 467 who stated it would be “Somewhat Easy” or “Very Easy”. This could likely be due to some employers allowing participants to use Personal Time Off (PTO) days to their convenience.



This histogram, organized by age, displays that there is almost a 50/50 split between those who feel employers do take mental health as seriously as physical health and those who do not believe they take this as seriously with those responses being 335 and 336 respectively.



The above bar graph organized by gender, displays that over 50% of participants would be willing to notify a direct supervisor of a mental health issue, likely if it would mean their day-to-day tasks could be compromised.



The above jitter plot organized by age, displays that as participants' ages increase, they are less likely to notify a direct supervisor of a mental health issue.

In summary, many employers may have increased their knowledge base and how seriously they approach mental health issues in the tech industry, but based on the responses above, some employees still feel there is a stigma associated to mental health in the workplace. It may take a while for those feelings to subside as a society, but as more health benefits are provided to associates in high-stress industries, the hope is that more companies make employees feel more comfortable about opening up without fear of losing their employment as a result.