

Mental Health in Tech

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Are employees with benefits more likely to seek treatment?

Are people in smaller companies less likely to feel safe disclosing mental health conditions?

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Objective

Explore how tech companies can identify and **address key workplace barriers to mental health support**

Are employees with benefits more likely to seek treatment?

Method:

Compared the count of surveyors from the 'benefits' column with the 'treatment' column.

Column Descriptions

'benefits'

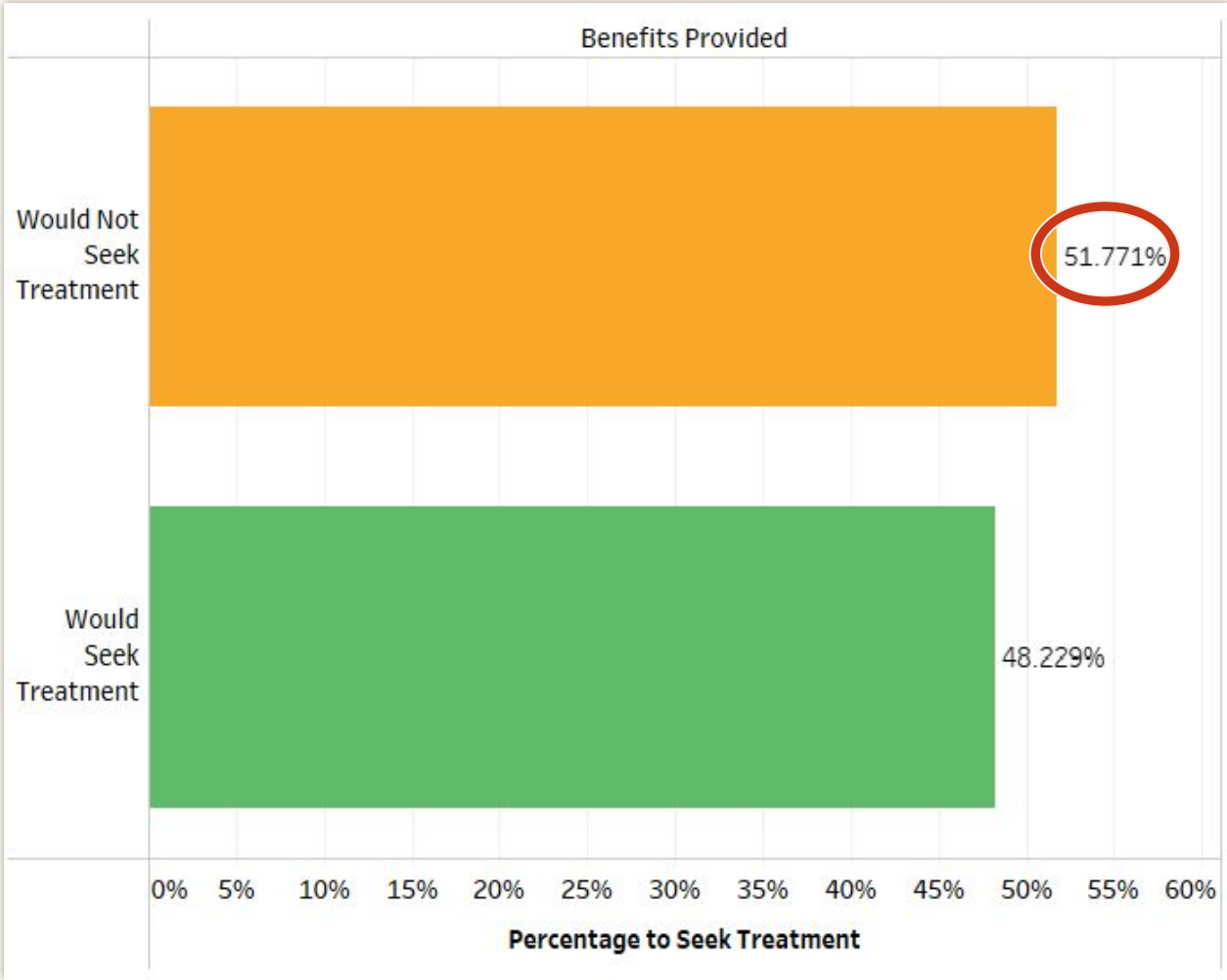
Does your employer provide mental health benefits?

'treatment'

Have you sought treatment for a mental health condition?

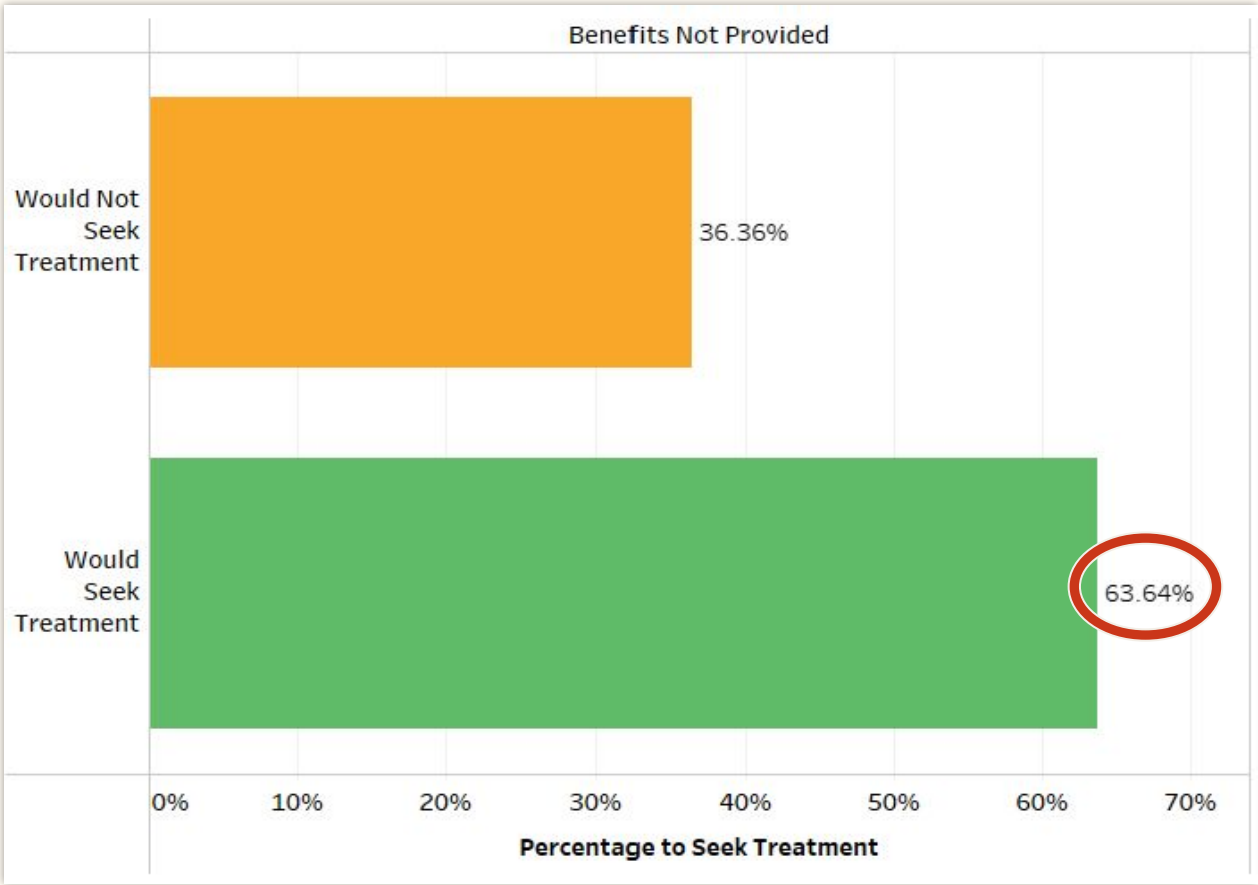
Are employees with benefits more likely to seek treatment?

When **provided benefits** by employers, employees are **less likely** to seek treatment.



Are employees with benefits more likely to seek treatment?

A larger number of employees would seek treatment on their own when not provided benefits by their employers



Are people in smaller companies less likely to feel safe disclosing mental health conditions?

Method:

Compare the count of surveyors from the ‘supervisor’ column and the ‘no_employees’ column.

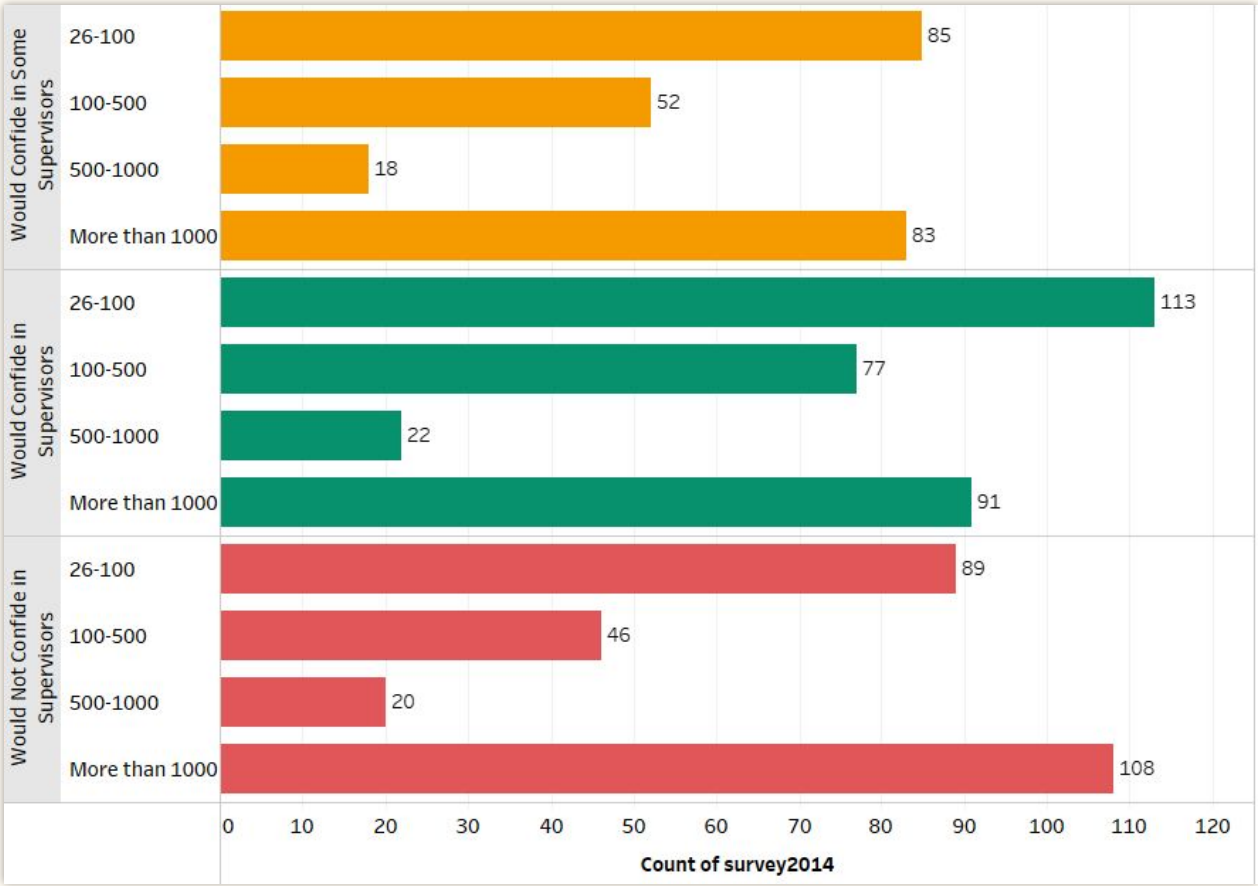
Column Descriptions

‘supervisor’
Would you be willing to discuss a mental health issue with you direct supervisor?

‘no_employees’
How many employees does your company or organization have?

Are people in smaller companies less likely to feel safe disclosing mental health conditions?

There isn't a drastic noticeable difference between people's comfort disclosing mental health conditions in different sized companies



Does awareness of care options predict willingness to talk to supervisors?

Method:

Compare the count of surveyors from the 'supervisor' column and the 'care_options' column.

Column Descriptions

'supervisor'

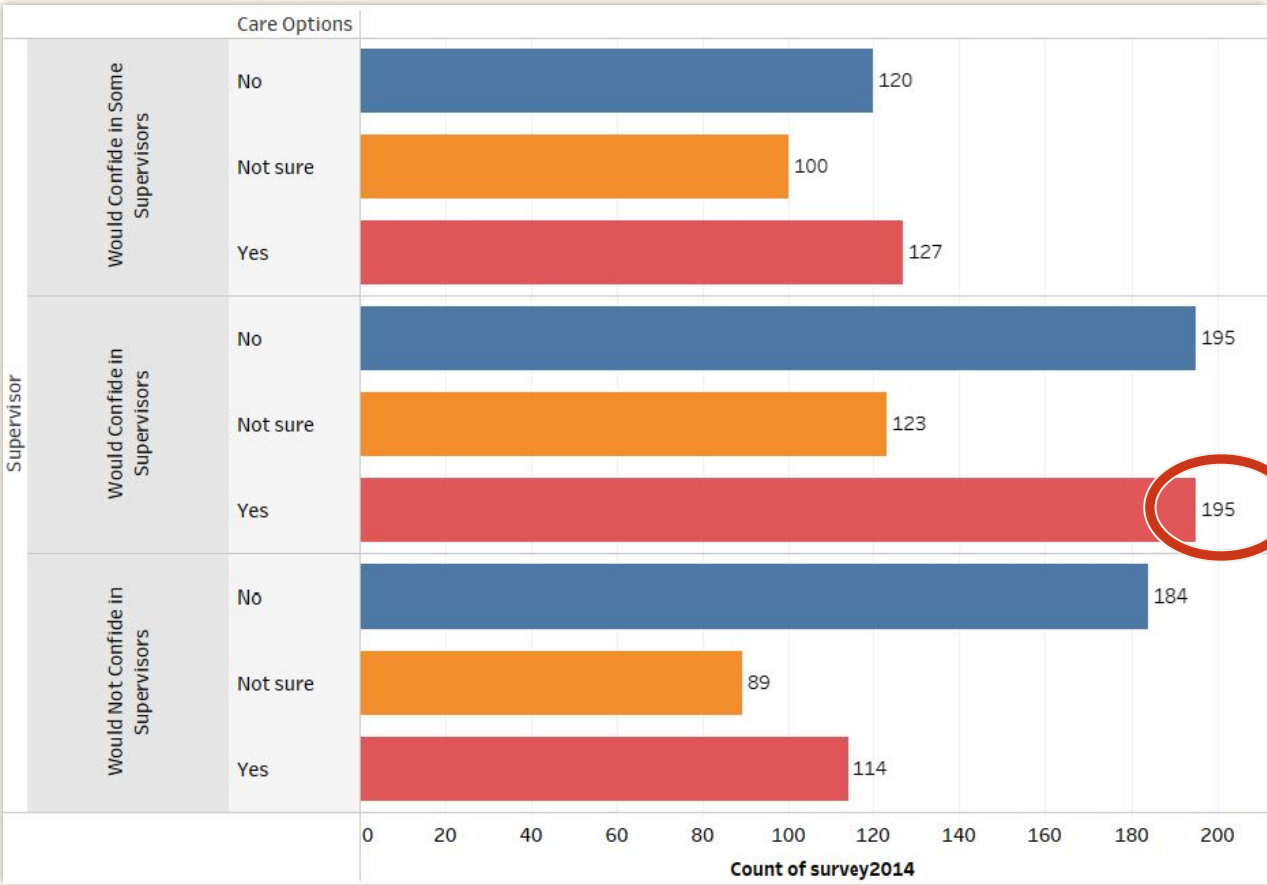
Would you be willing to discuss a mental health issue with you direct supervisor?

'care_options'

Do you know the options for mental health care your employer provides?

Does awareness of care options predict willingness to talk to supervisors?

The **highest number** of people among those who are aware of care options would **elect to confide in their supervisors**.



Do remote workers perceive more or less stigma?

Method:

Compare the count of surveyors from the 'remote_work' column and the 'stigma' ranking column.

'stigma' column calculation

=IF(OR(R4="Yes", R4="Maybe", Y4="Yes"),
"Perceived Stigma", "No Perceived Stigma")

R4: 'mental_health_consequence'

Y4: 'obs_consequence'

Column Descriptions

'remote_work'

Do you work remotely (outside of an office) at least 50% of the time?

'mental_health_consequence'

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

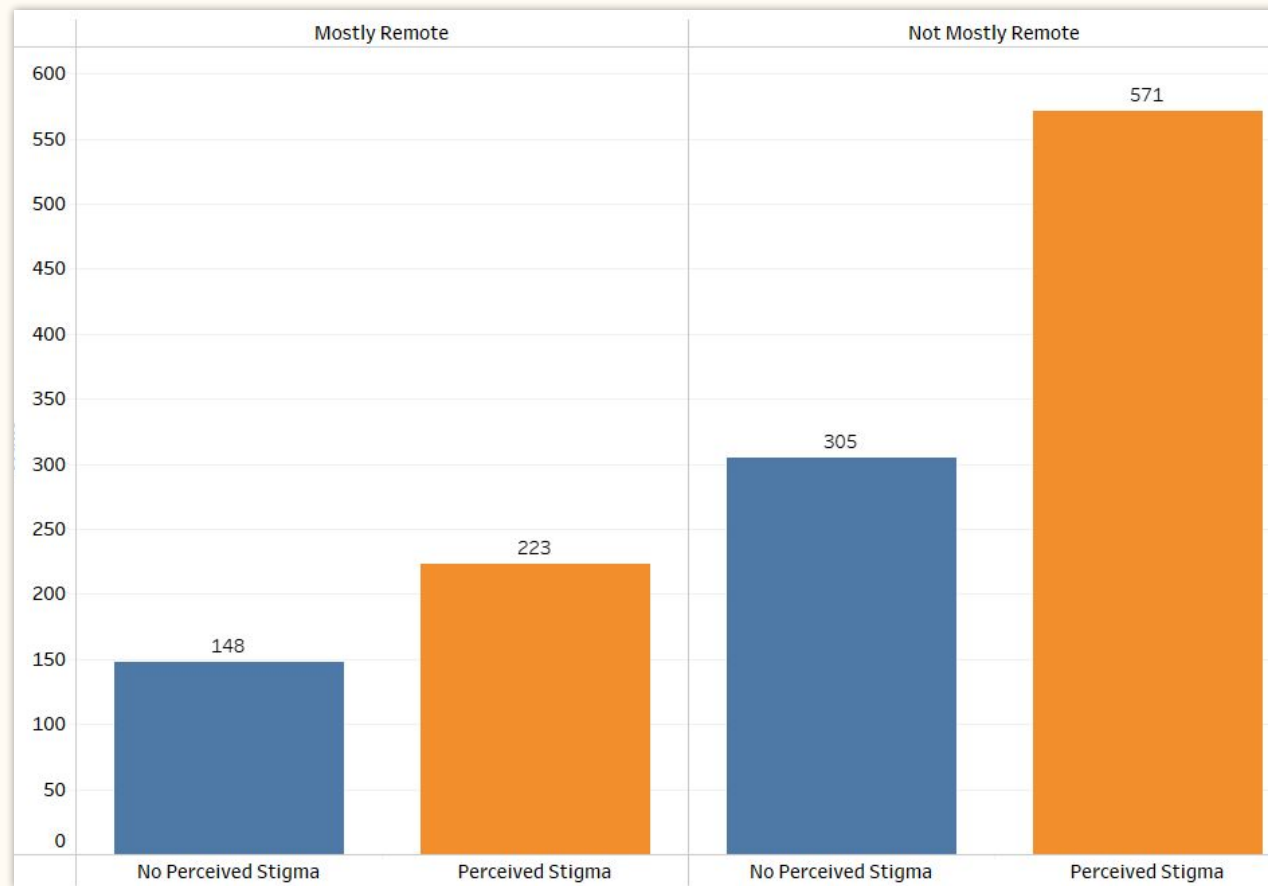
'obs_consequence'

Have you heard of or observed negative consequences for coworkers with mental health conditions in your workplace?

Do remote workers perceive more or less stigma?

Those who work **mostly remote** perceive **less stigma** than those who are **mostly in-person**.

This could have to do with the lack of coworker interaction; **more data may be necessary for further analysis.**



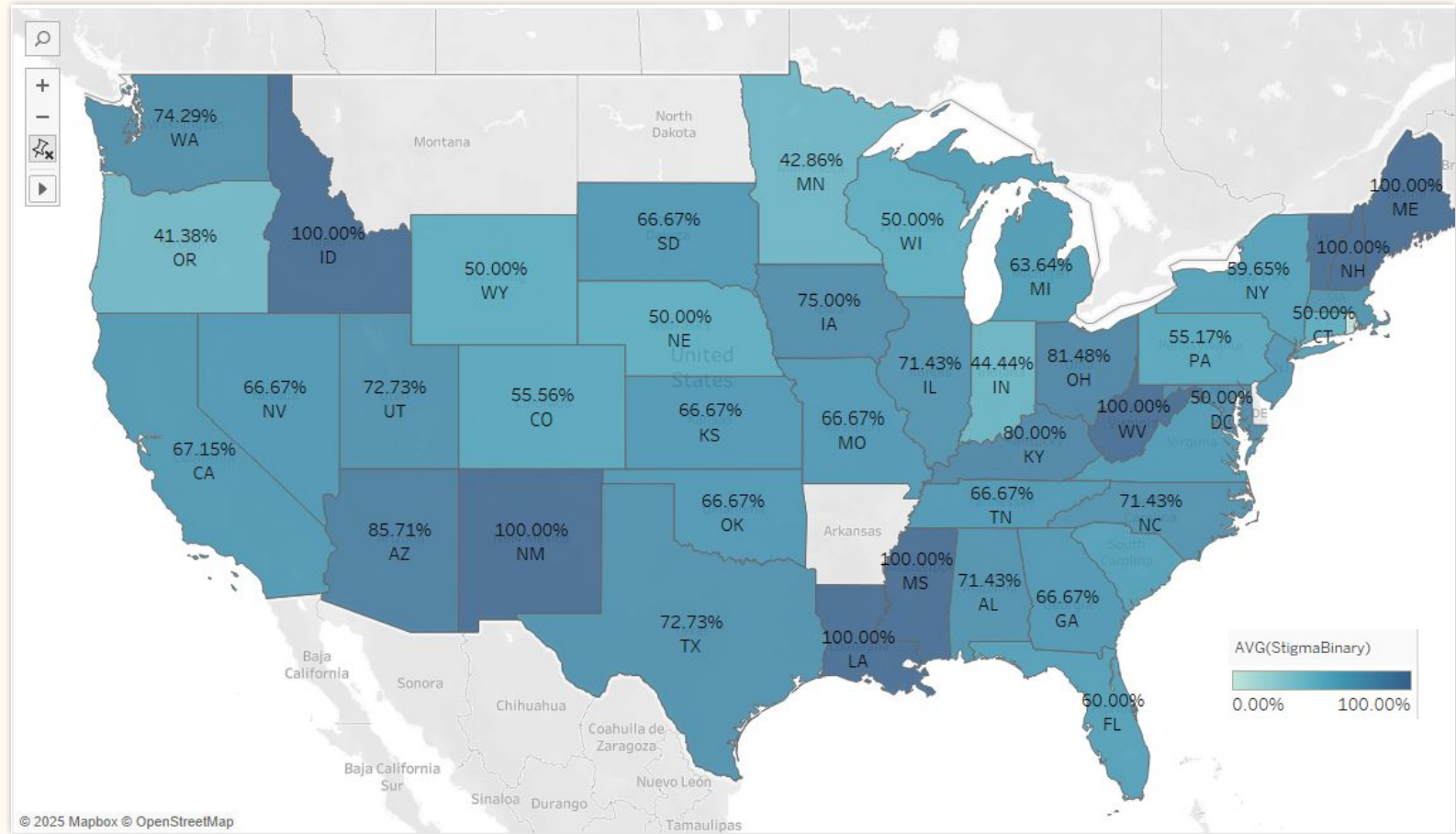
How does the attitudes towards mental health vary by geographic location (United States)?

Method:	Column Descriptions
Created a calculated field ‘StigmaBinary’: IF [stigma] = “Perceived Stigma” THEN 1 ELSE 0 END - Helps compare stigma perception	‘state’ The state recorded by surveyors (specifically in the United States)
Measured each state by its average ‘StigmaBinary’ value which is visually measured by color.	

How does the attitudes towards mental health vary by geographic location (United States)?

There is **not enough noteworthy variation** in each state's attitude.

The 100% values are due to 1-2 surveyors in their respective states.



Conclusions & Recommendations

1

Companies should strive to **provide benefits** to their employees so their employees do not have to seek out external resources.

2

Companies could **spread awareness** about their benefits/services through **electronic communications** or **presentations** which could **establish a sense of trust** with their supervisors

3

Another survey can be taken to dig deeper into whether remote work promotes better mental health, as this survey did not consider the possibility that remote work leads to a lack of employee-to-employee interaction