

Guide for Understanding Updated Survey

Link to the new questionnaire: <https://forms.gle/65TYFLqYVYx1shf86>

The updated questionnaire aims to streamline data collection and improve the relevance of information gathered, particularly focusing on mental health in the tech industry. Key changes include simplifying the gender categories to three options for easier processing and removing the question about U.S. state residency, which is not pertinent for European researchers. An additional question was added to distinguish between fully remote work and situations where physical attendance is possible. This change addresses the increasing prevalence of remote work in the tech industry, accelerated by the COVID-19 pandemic, and its implications on mental health and treatment-seeking behaviors (Tavares, 2017).

Another significant modification involves the removal of the question of whether the employer is primarily a tech company. The rationale is to ensure that respondents are from tech backgrounds, which should be stated clearly in the questionnaire introduction.

Answer options have been standardized for consistency, replacing varied terms like 'Don't know' and 'Not sure' with a single term 'Don't know.' Questions that previously used radio buttons for rating responses have been converted to scales for a more intuitive experience.

The questionnaire now includes a question about the company's inclusivity, rated on a linear scale from 1 to 5, to explore how diversity and inclusion affect mental health. This addition is critical as minority groups in tech, such as women and people of color, might experience additional stressors like discrimination and isolation (Hewlett & Luce, 2005).

A question regarding access to public mental health services was added, and put in before the question on health insurance. To better interpret respondents' socioeconomic status, new questions include the number of financial dependents, the highest level of education completed, and the frequency of overtime work. These questions are mandatory except for the more personal ones, such as access to health insurance and a history of alcohol or substance use.

The questionnaire now also includes a question about race, with categories defined based on *Revised Coding Instructions for Race and Ethnicity Data in the UI BAM DCI* (n.d.). This should also contribute to involving race as a factor in mental health, as it was mentioned in the limitations of the corresponding study to this questionnaire.

References:

Hewlett, S. A., & Luce, C. B. (2005, March 1). Off-Ramps and On-Ramps: Keeping Talented Women on the Road to Success. *Harvard Business Review*.
<https://hbr.org/2005/03/off-ramps-and-on-ramps-keeping-talented-women-on-the-road-to-success>

Revised Coding Instructions for Race and Ethnicity Data in the UI BAM DCI. (n.d.).

Retrieved 28 May 2024, from

https://oui.doleta.gov/dmstree/uipl/uipl2k1/uipl_0801.htm

Tavares, A. I. (2017). Telework and health effects review. *International Journal of Healthcare*, 3, 30. <https://doi.org/10.5430/ijh.v3n2p30>