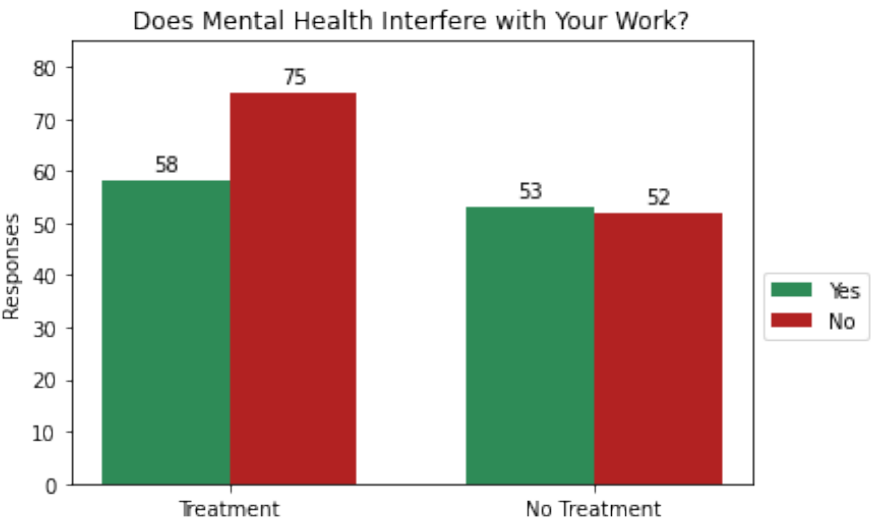# Mental Health in Tech

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To: Kurt Colvin & Darren Kraker	
From: Katrina Apiado	
Date: March 12, 2021	

BACKGROUND

Mental health is growing to be more prevalent in this day and age, and new technology can cause employees anxiety and stress. In a survey given in 2014, all 1259 respondents work in technological settings and answered questions regarding their mental health in the workplace. There are employees who sought treatment and struggling with their mental health ("Treatment") whereas there are employees who didn't seek treatment ("No Treatment"). *Does an employer providing mental health resources have employees with better health?*
The analysis I will perform is the correlation between employees' mental health and employers' view on mental health.

CURRENT CONDITIONS

Does Mental Health Interfere with Your Work?

Most employees that sought treatment found that their mental health didn't interfere with their work.

Has Your Employer Discussed Mental Health as Part of an Employee Wellness Program?
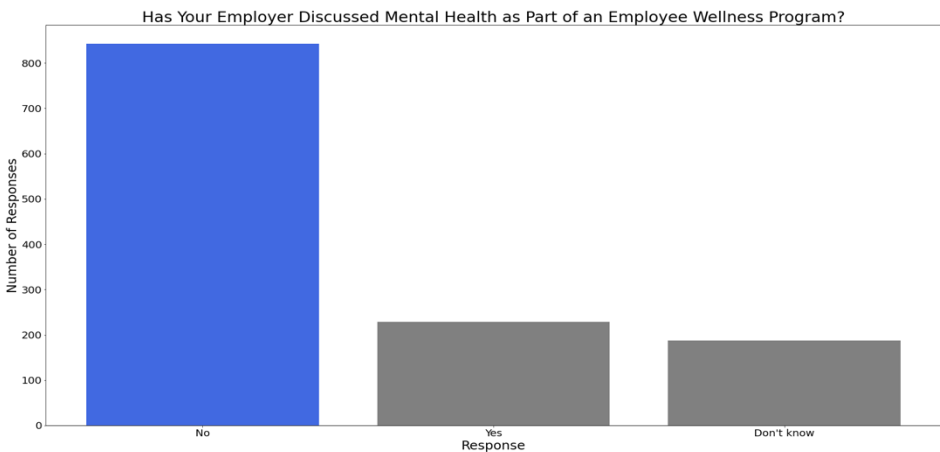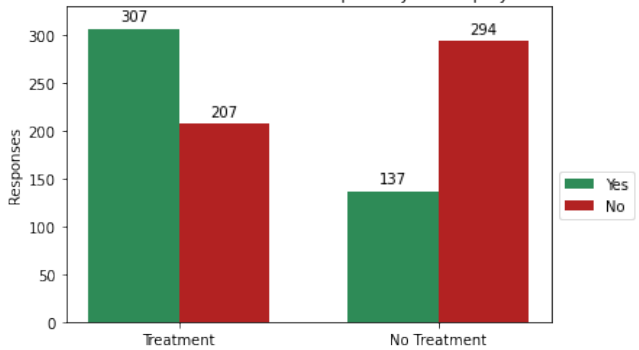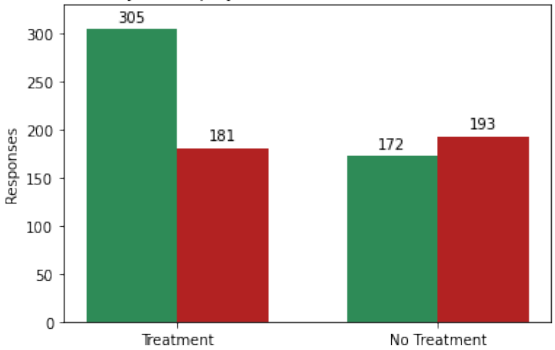
GOAL

- Employees more comfortable discussing mental health issues
- Employers more aware of mental health in the workplace
  - Increasing communication with employees on mental health resources

ANALYSIS

Do You Know the Mental Health Care Options your Employer Provides?

Does your Employer Provide Mental Health Benefits?

From the data, employees that sought treatment are more knowledgeable in health care options and received benefits compared to those who didn't seek treatment.

PROPOSAL

- Implement and emphasize employee wellness programs
  - Advertising in the workplace (email, brochure, posters, etc.)
- Providing optional anonymous surveys for employees' mental health on a scale of 1-10
- Addressing to employees of the current situation on their mental health

IMPLEMENTATION PLAN

Task	Owner	Week 1	2	3	4
Research on mental health	Employer	■			
Write out mental health survey	Employer	■			
Send out survey	Employer		■		
Answer survey	Employee		■		
Address/discuss issues	Employer			■	
Input from this month's survey	Employee				■
Form new survey for next month	Employer				■

FOLLOW UP

- Employers that provide mental health resources are likely to have employees with better mental health
- Sensitive topic, not everyone is open to discuss their mental health issues
  - By giving employees resources, they would be more willing to open up
  - Responses on survey can be biased off personal reasons (ex: cultural)