

Variables name in this data set are questions, we change it to short words for easy-reading.

- Self\_employed: Are you self-employed?
- Num\_employees: How many employees does your company or organization have?
- Tech\_company: Is your employer primarily a tech company/organization?
- Tech\_role: Is your primary role within your company related to tech/IT?
- Benefits: Does your employer provide mental health benefits as part of healthcare coverage?
- Care\_options: Do you know the options for mental health care available under your employer-provided coverage?
- Employer\_discussion: Has your employer ever formally discussed mental health (for example, as part of a wellness campaign or other official communication)?
- Employer\_help: Does your employer offer resources to learn more about mental health concerns and options for seeking help?
- Anonymity: Is your anonymity protected if you choose to take advantage of mental health or substance abuse treatment resources provided by your employer?
- Medical\_leave: If a mental health issue prompted you to request a medical leave from work, asking for that leave would be:
- Mental\_health\_consequences: Do you think that discussing a mental health disorder with your employer would have negative consequences?
- Physical\_health\_consequences: Do you think that discussing a physical health issue with your employer would have negative consequences?
- Coworkers\_discussion: Would you feel comfortable discussing a mental health disorder with your coworkers?
- Supervisor\_discussion: Would you feel comfortable discussing a mental health disorder with your direct supervisor(s)?
- Mental\_vs\_physical: Do you feel that your employer takes mental health as seriously as physical health?

- Obs\_consequence: Have you heard of or observed negative consequences for coworkers with mental health conditions in your workplace?
- Medical\_coverage: Do you have medical coverage (private insurance or state-provided) which includes treatment of mental health issues?
- Help\_resources: Do you know local or online resources to seek help for a mental health disorder?
- Whether\_reveal\_business\_contacts: If you have been diagnosed or treated for a mental health disorder, do you ever reveal this to clients or business contacts?
- Reveal\_consequences\_business\_contacts: If you have revealed a mental health issue to a client or business contact, do you believe this has impacted you negatively?
- Whether\_reveal\_coworkers: If you have been diagnosed or treated for a mental health disorder, do you ever reveal this to coworkers or employees?
- Reveal\_consequences\_coworkers: If you have revealed a mental health issue to a coworker or employee, do you believe this has impacted you negatively?
- Productivity\_affect: Do you believe your productivity is ever affected by a mental health issue?
- Work\_time\_affected: If yes, what percentage of your work time (time performing primary or secondary job functions) is affected by a mental health issue?
- Preemployers: Do you have previous employers?
- Preemployers\_benefits: Have your previous employers provided mental health benefits?
- Preemployers\_care\_options: Were you aware of the options for mental health care provided by your previous employers?
- Preemployers\_discussion: Did your previous employers ever formally discuss mental health (as part of a wellness campaign or other official communication)?
- Preemployer\_help: Did your previous employers provide resources to learn more about mental health issues and how to seek help?
- Pre\_anonymity: Was your anonymity protected if you chose to take advantage of mental health or substance abuse treatment resources with previous employers?

- Pre\_mental\_health\_consequences: Do you think that discussing a mental health disorder with previous employers would have negative consequences?
- Pre\_physical\_health\_consequences: Do you think that discussing a physical health issue with previous employers would have negative consequences?
- Pre\_coworkers\_discussion: Would you have been willing to discuss a mental health issue with your previous co-workers?
- Pre\_supervisors\_discussion: Would you have been willing to discuss a mental health issue with your direct supervisor(s)?
- Pre\_mental\_vs\_physical: Did you feel that your previous employers took mental health as seriously as physical health?
- Pre\_obs\_consequence: Did you hear of or observe negative consequences for co-workers with mental health issues in your previous workplaces?
- Physical\_health\_interview: Would you be willing to bring up a physical health issue with a potential employer in an interview?
- Physical\_health\_interview\_reason: Why or why not?
- Mental\_health\_interview: Would you bring up a mental health issue with a potential employer in an interview?
- Mental\_health\_interview\_reason: Why or why not?
- Career\_influence: Do you feel that being identified as a person with a mental health issue would hurt your career?
- Coworkers\_view: Do you think that team members/co-workers would view you more negatively if they knew you suffered from a mental health issue?
- Friends\_family\_share: How willing would you be to share with friends and family that you have a mental illness?
- Unsupportive\_badly\_handled: Have you observed or experienced an unsupportive or badly handled response to a mental health issue in your current or previous workplace?
- Less\_likely\_reveal: Have your observations of how another individual who discussed a mental health disorder made you less likely to reveal a mental health issue yourself in your current workplace?

- Family\_history: Do you have a family history of mental illness?
- Mental\_health\_previous: Have you had a mental health disorder in the past?
- Mental\_health\_now: Do you currently have a mental health disorder?
- Condition\_diagnosed: If yes, what condition(s) have you been diagnosed with?
- Possible\_condition: If maybe, what condition(s) do you believe you have?
- Professional\_diagnosed: Have you been diagnosed with a mental health condition by a medical professional?
- Condition\_professional\_diagnosed: If so, what condition(s) were you diagnosed with?
- Seek\_treatment: Have you ever sought treatment for a mental health issue from a mental health professional?
- Work\_interferes\_treated: If you have a mental health issue, do you feel that it interferes with your work when being treated effectively?
- Work\_interferes\_untreated: If you have a mental health issue, do you feel that it interferes with your work when NOT being treated effectively?