**DATA DICTIONARY**

| **Field** | **Description** |
| --- | --- |
| Timestamp | -Timestamp |
| Age | -Age of survey taker |
| Gender | - Gender of survey taker |
| Country | -Country of residence |
| state | If you live in the United States, which state or territory do you live in? |
| self\_employed | Are you self-employed? |
| family\_history | Do you have a family history of mental illness? |
| treatment | Have you sought treatment for a mental health condition? |
| work\_interfere | If you have a mental health condition, do you feel that it interferes with your work? |
| no\_employees | How many employees does your company or organization have? |
| remote\_work | Do you work remotely (outside of an office) at least 50% of the time? |
| tech\_company | Is your employer primarily a tech company/organization? |
| benefits | Does your employer provide mental health benefits? |
| care\_options | Do you know the options for mental health care your employer provides? |
| wellness\_program | Has your employer ever discussed mental health as part of an employee wellness program? |
| seek\_help | Does your employer provide resources to learn more about mental health issues and how to seek help? |
| anonymity | Is your anonymity protected if you choose to take advantage of mental health or substance abuse treatment resources? |
| leave | How easy is it for you to take medical leave for a mental health condition? |
| mental\_health\_consequence | Do you think that discussing a mental health issue with your employer would have negative consequences? |
| phys\_health\_consequence | Do you think that discussing a physical health issue with your employer would have negative consequences? |
| coworkers | Would you be willing to discuss a mental health issue with your coworkers? |
| supervisor | Would you be willing to discuss a mental health issue with your direct supervisor(s)? |
| mental\_health\_interview | Would you bring up a mental health issue with a potential employer in an interview? |
| phys\_health\_interview | Would you bring up a physical health issue with a potential employer in an interview? |
| 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? |
| comments | Any additional notes or comments |

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