



Who Took This Survey ?

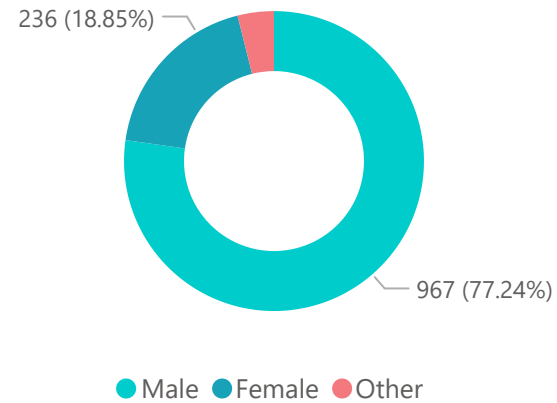
1252

Number Of Participation

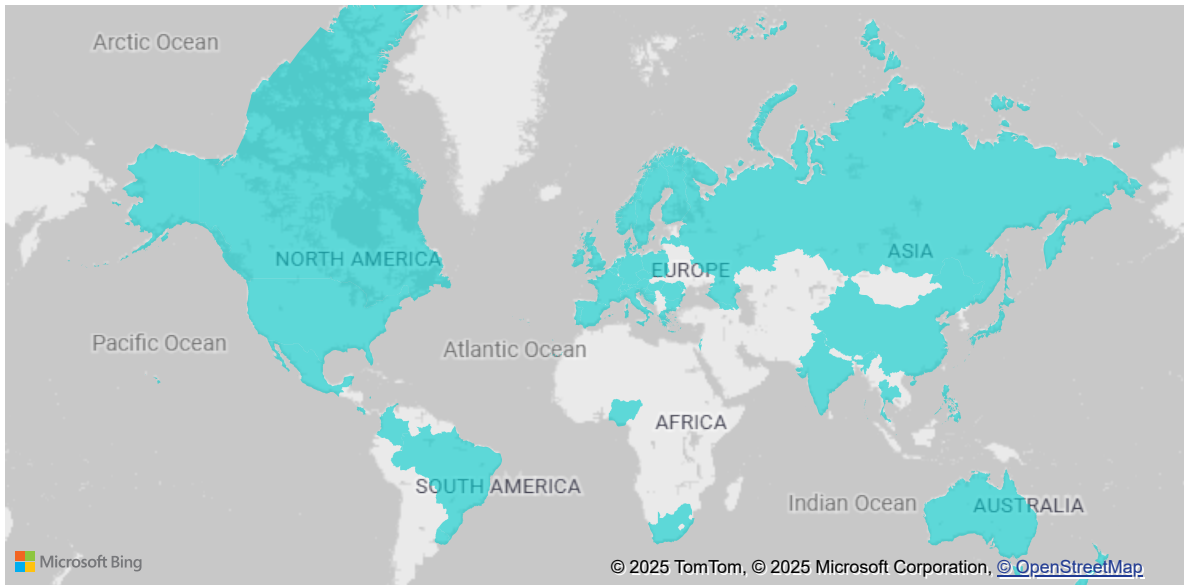
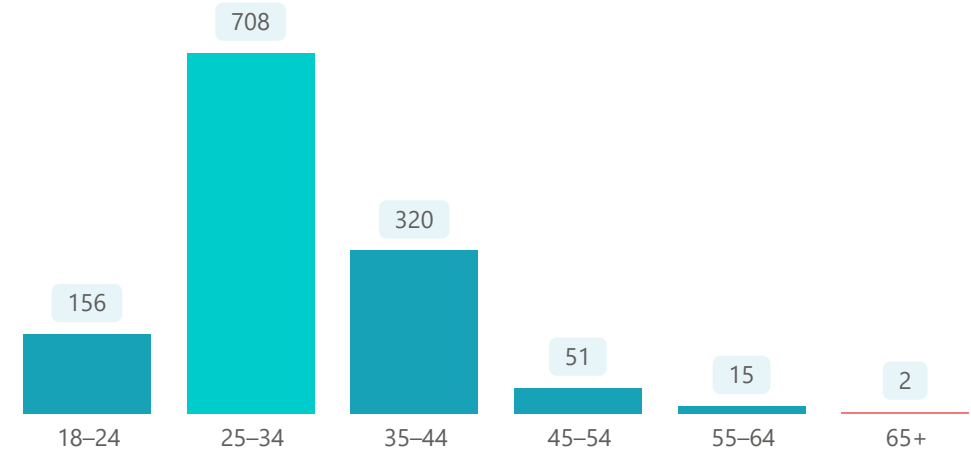
81.87%

Tech Employees

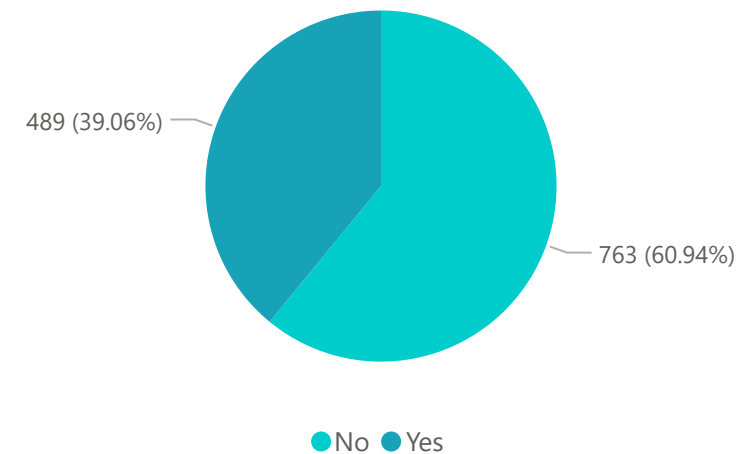
Gender Distribution



Age Distribution



Do you have a family history of mental illness?





What is The Work Environment Like ?

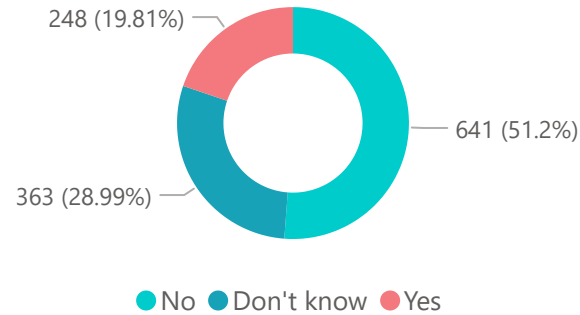
Tech Employees

81.87%

Non-self Employed

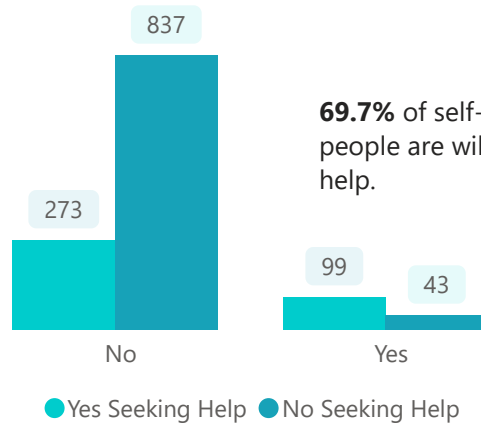
88.66%

Are Remote Employees iSeeking Help?



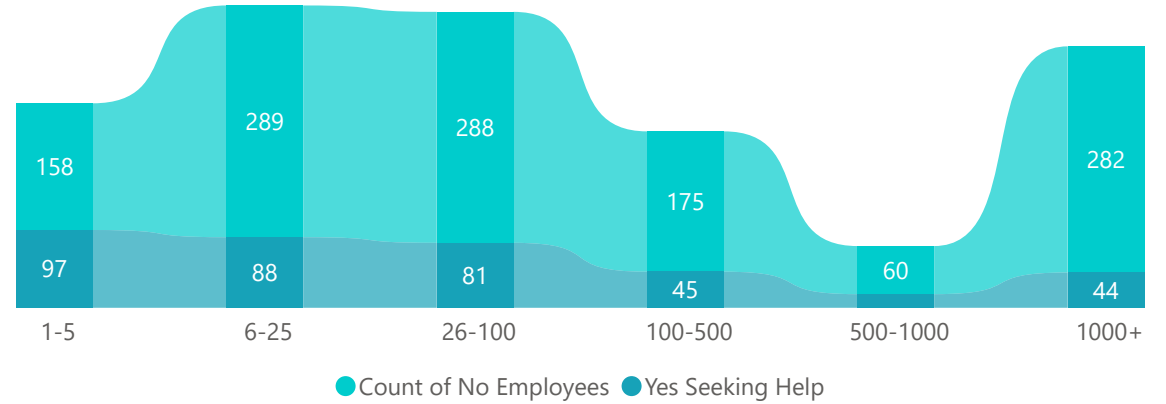
Self-Employed And Seeking Help

Only **24.9%** of non-self-employed people are willing to seek help.



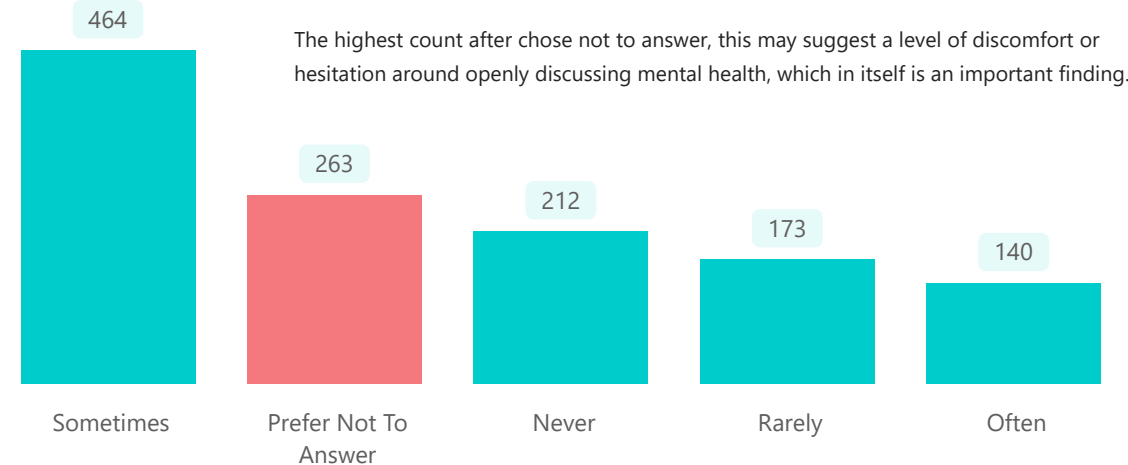
69.7% of self-employed people are willing to seek help.

Does Company Size Influence Seeking Mental Health Help?



Seeking help decreases as company size grows ,hitting the lowest at 500–1,000 employees. Surprisingly, it rises again for 1,000+ companies. This might be due to sheer numbers or better support options in large organizations.

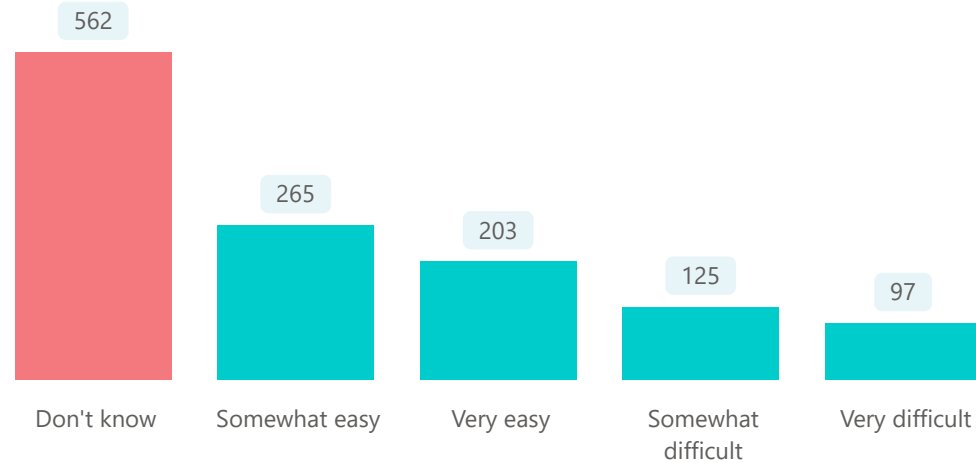
Would having a mental health condition interferes with your work?



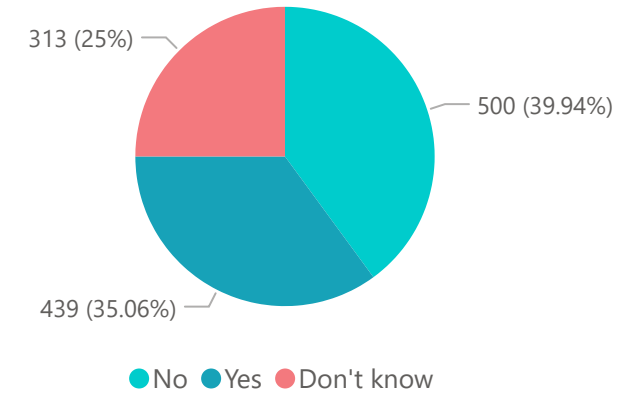


Do Employees Feel Supported ?

Can you take a mental health leave ?



How common are mental health care options in tech companies?

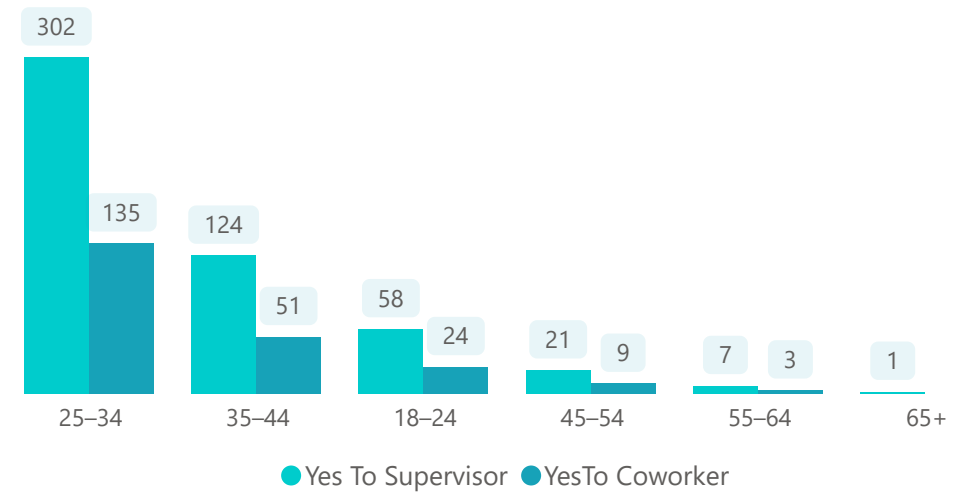


Question	Don't know	No	Yes
Anonymity	65.18%	5.11%	29.71%
Benefits	32.51%	29.63%	37.86%
Wellness Program	15.02%	66.85%	18.13%

Employee Perception Summary

This table shows how employees responded to three categories: **Benefits**, **Wellness Program**, and **Anonymity**. The values reflect how many said **Yes**, **No**, or **Don't Know** in each category ,helping us quickly spot which areas are clear and supported, and which may need more attention.

Are Employees More Comfortable with Supervisors Or Coworkers ?



The Mental Health Stigma ?

Mention PH in Interviews

39.70%

Mention MH in Interviews

80.19%

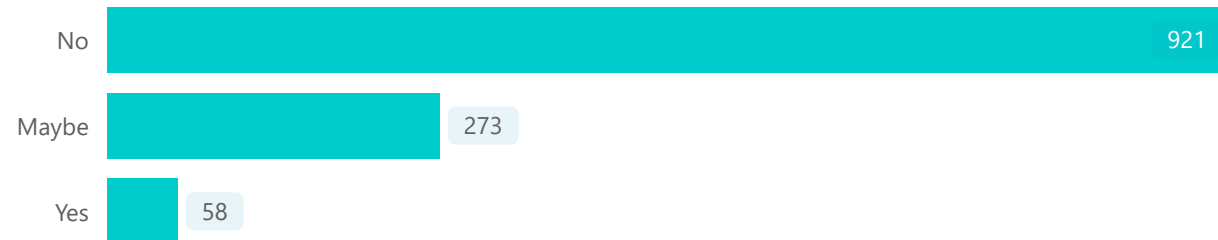
Seeking Treatment

50.48%

Would Mental Health Lead To Negative Consequence ?



Would Physical Health Lead To Negative Consequence ?



Most participants believe physical health issues are unlikely to affect their performance. In contrast, responses show significantly more concern about mental health, with more people saying it may or will have a negative impact.

Countries with the Highest Survey Participation

United States



United Kingdom



Canada



Germany



Ireland



Netherlands





Insights

The **majority of respondents (25–34)** fall within the early-to-mid career range, and most are **males working in tech companies**, not self-employed.

Remote workers are less likely to seek mental health support, with only **1 in 5** saying they would seek help.

People who are **self-employed** are significantly **more likely to seek help** for mental health compared to those who are not.

The **larger the company**, the **less likely employees are to seek help**, with a small improvement in companies with **1000+ employees**.

Many employees are **uncertain** about their company's mental health benefits, especially regarding **anonymity** and **leave policies**.

Only **18% report having a wellness program**, and only **35% say mental health care options** are available.

When discussing mental health:

Employees are **more comfortable talking to supervisors** than to coworkers across all age groups.

A **majority are afraid** to mention mental health during job interviews (**80%**), compared to only **39%** for physical health.

Mental health issues are perceived to impact work performance much more than physical health, only **488 said “No”** to that, compared to **921** for physical health.



Recommendations

Normalize help-seeking: Embed mental health in the company culture just like any other skill issue. Use internal communication, support groups, and real-life examples to destigmatize seeking support.

Create safe spaces: Host workshops, wellness sessions, and anonymous feedback channels. Make employees feel safe enough to talk without fear of being judged or penalized.

Train leaders: Managers and executives should be trained to recognize burnout, set boundaries, and promote work-life balance—especially in tech and remote settings where the lines blur.

Revamp interviews: When asking about mental health, interviewers should lead with empathy. Make it clear the aim is support—not discrimination.

Prioritize anonymity: Many don't seek treatment due to fear. Offer anonymous wellness programs and confidential support tools.

Address biases: Investigate whether gender or role-based disparities in mental health support access exist, and work to reduce them.

Fight stigma directly: Educate employees about mental health vs. physical health. The numbers show many still view them unequally.