## **📄 Mental Health in Tech – Key Insights**

### **1. Gender vs Treatment**

Females are more likely to seek mental health treatment compared to males.  
 This indicates higher openness and awareness among female employees.

### **2. Family History vs Treatment**

Individuals with a family history of mental illness are significantly more likely to seek treatment.  
 Personal exposure leads to early awareness and reduced stigma.

### **3. Remote Work vs Work Interference**

Remote workers report less work interference due to mental health conditions.  
 This shows that flexibility in work style can improve employee well-being.

### **4. Company Size vs Mental Health Benefits**

Larger companies are more likely to provide structured mental health benefits.  
 Smaller firms often lack clear policies or fail to communicate them well.

### **5. Work Interfere vs Treatment**

Employees who report frequent interference due to mental health are more likely to seek treatment.  
 The greater the impact, the higher the motivation to take action.

### **6. Consequence vs Supervisor Discussion**

Fear of negative consequences prevents employees from discussing mental health with supervisors.  
 Creating a stigma-free environment is essential for open dialogue.

### **7. Country vs Mental Health Treatment**

Countries like the United States, United Kingdom, and Canada have higher treatment-seeking behavior.  
 This indicates that awareness, cultural openness, and access to mental health resources vary globally.  
 Companies must adapt mental health strategies to local norms and employee comfort levels.

### **14. Correlation Heatmap – Predictors of Treatment**

Employees whose work is frequently affected by mental health conditions are more likely to seek treatment.  
 Work interference showed the strongest correlation (0.49), followed by family history (0.38).  
 This proves that when mental health directly impacts productivity, people are motivated to take action.