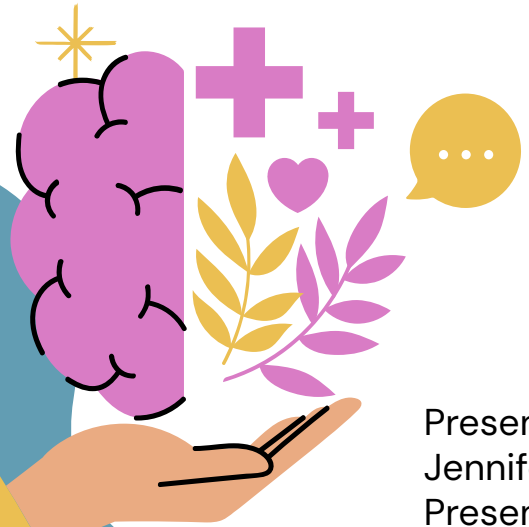

Mental Health in US Tech Companies

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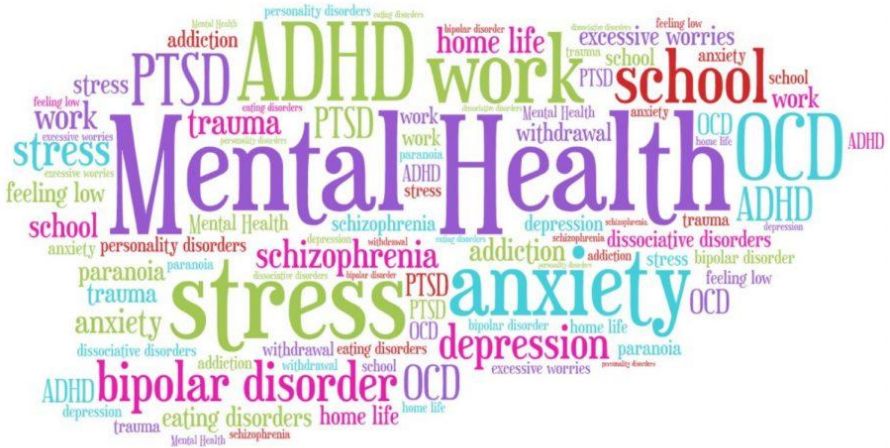
Mental Health

Introduction

- Mental health refers to the state of our psychological and emotional well-being.
- Good mental health is essential for maintaining healthy relationships, achieving our goals, and living a fulfilling life.
- Mental health conditions are disorders that affect our mood, behavior and thinking patterns



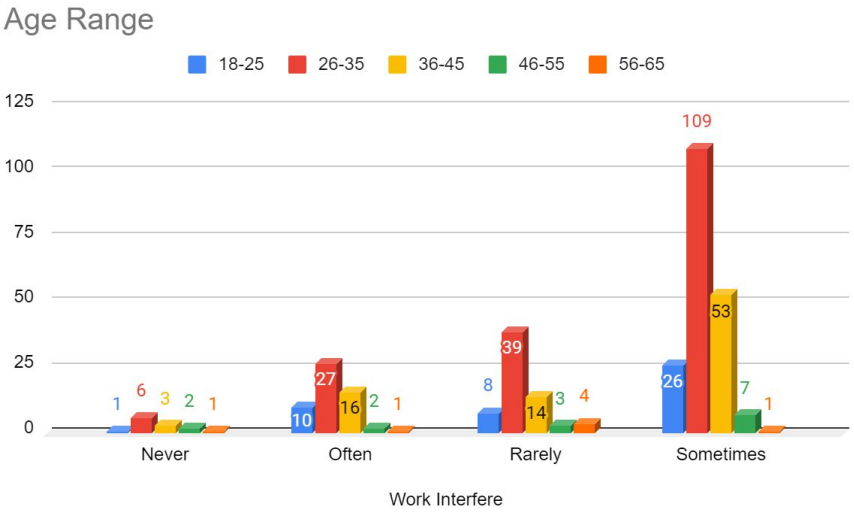
Introduction - About the Dataset

- Our data is from a survey conducted in 2014, which aimed to measure attitudes towards mental health and the frequency of mental health disorders in the tech workplace.
- We used Python to clean our data; Tableau and Google Sheets to perform our analysis and create the data visualizations
- Our goal is to analyze the data to identify patterns, trends, and factors influencing mental health.

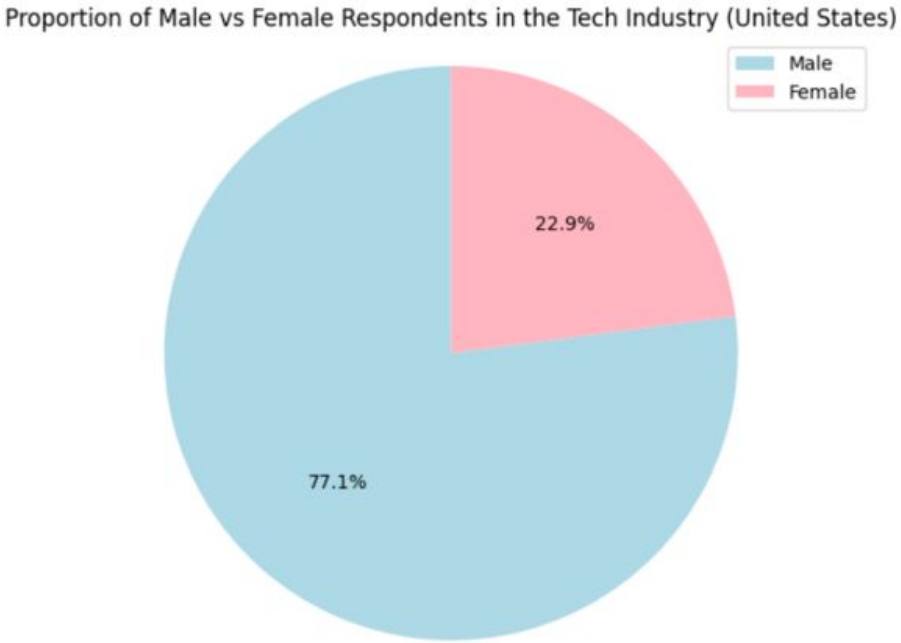
Overview of Survey Responses

Age Demographics

- After analyzing the chart and table, we determine that most respondents are between the ages of 26-35, and are the most likely to report mental health conditions interfering with work.
- According to the data, the response of "sometimes" is more commonly reported by individuals across all age groups.

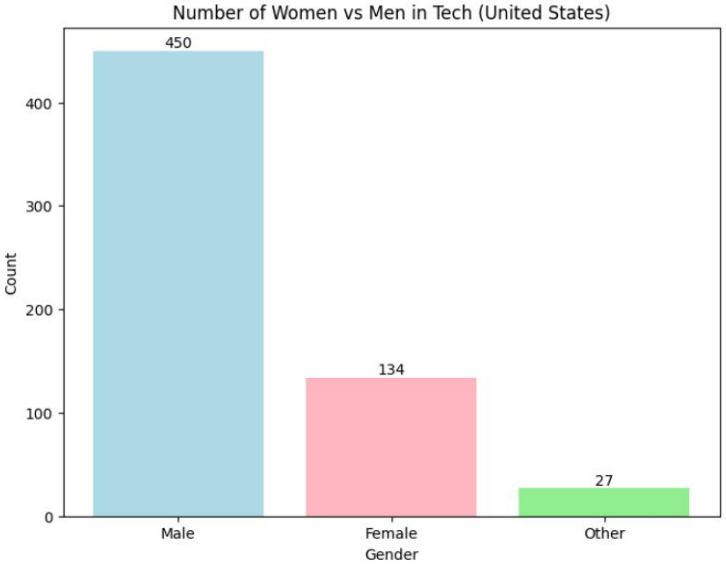


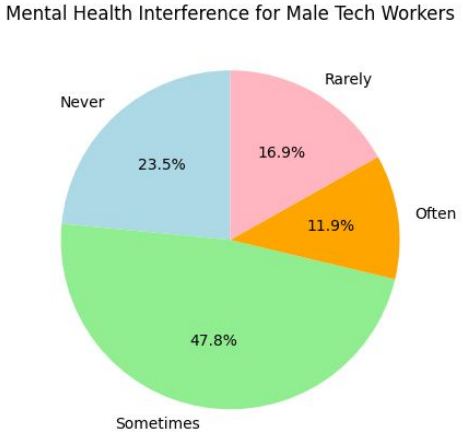
work_interfere	Never	Often	Rarely	Sometimes	Total
Age Range					
18-25	1	10	8	26	45
26-35	6	27	39	109	181
36-45	3	16	14	53	86
46-55	2	2	3	7	14
56-65	1	1	4	1	7
66-75	0	0	0	0	0
75+	0	0	0	0	0

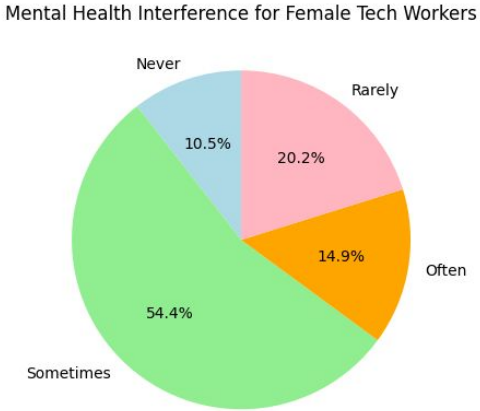


- Out of 584 responses, 134 or 22.9% were female. And 450, or 77.1%, were male.
- The large disparity of responses could be due to the fact that the tech industry is male dominated

Examining Gender Differences: Reporting Work Interferences

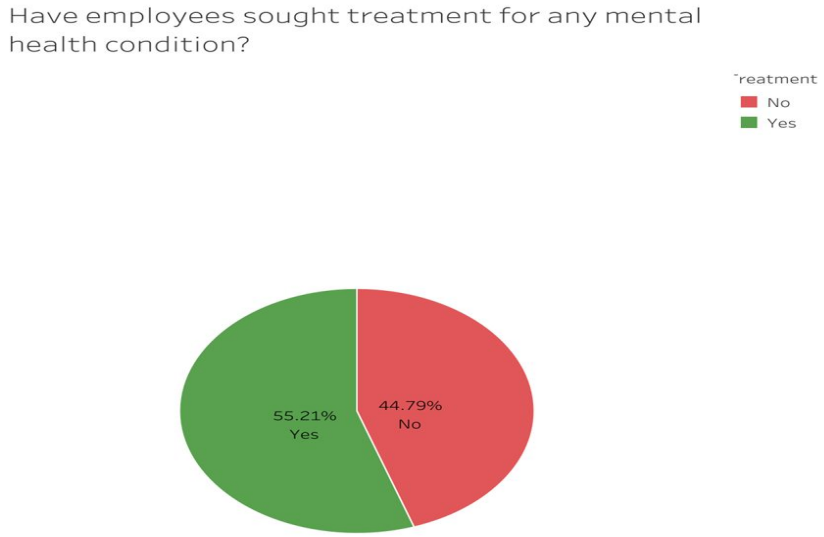






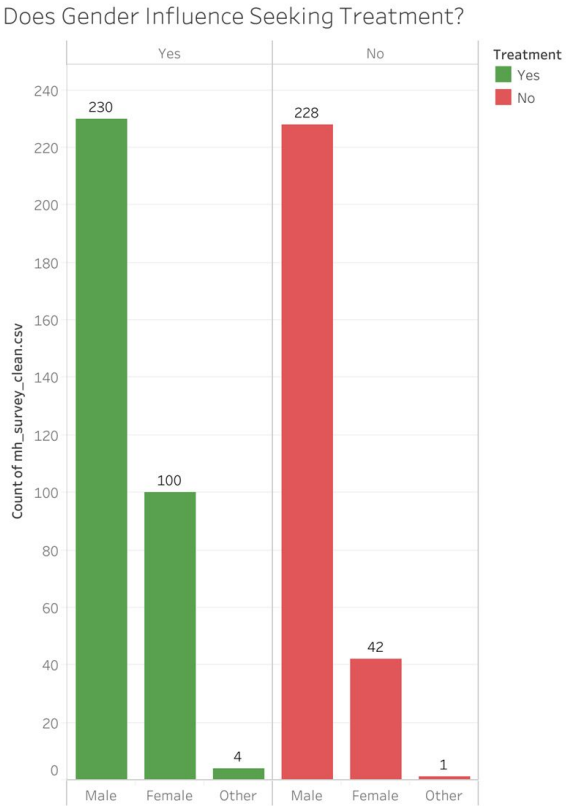
- Based on the data collect, Male in Tech Companies within the U.S. are less likely to report mental health interference as Male are more likely to say “Never”

Seeking Mental Health Support



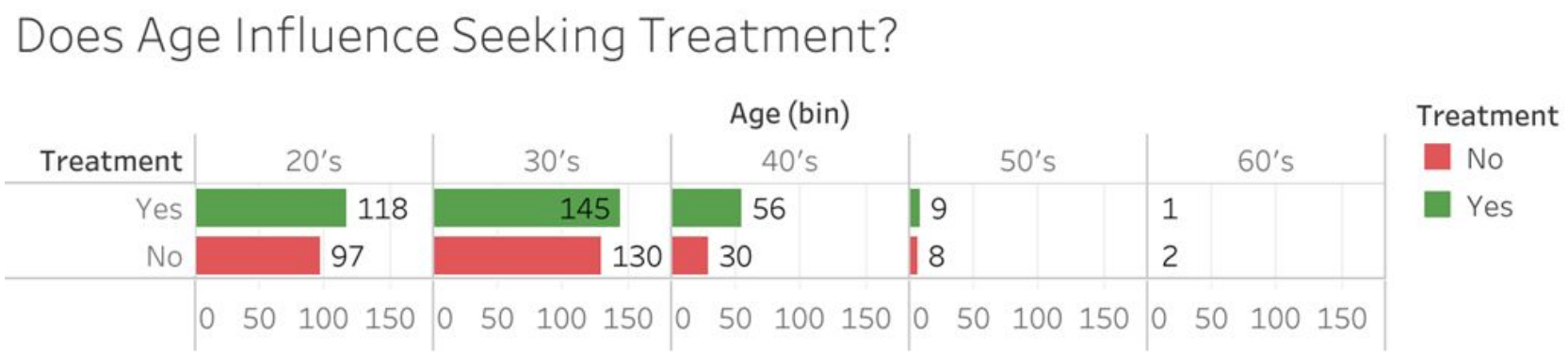
- Out of all survey participants from the United States, roughly around 55% have stated that they have reached out for mental health treatment

Seeking Mental Health Support: Gender



- According to this chart, roughly 50% of men reach out to receive mental health treatment from their employer
- 70% of women have reached out for treatment of mental health conditions.
- Women are more likely to reach out for help if they need it.
- Transgender Males and Females are included in their respective genders.
- Non-Binary people are listed in “Other”

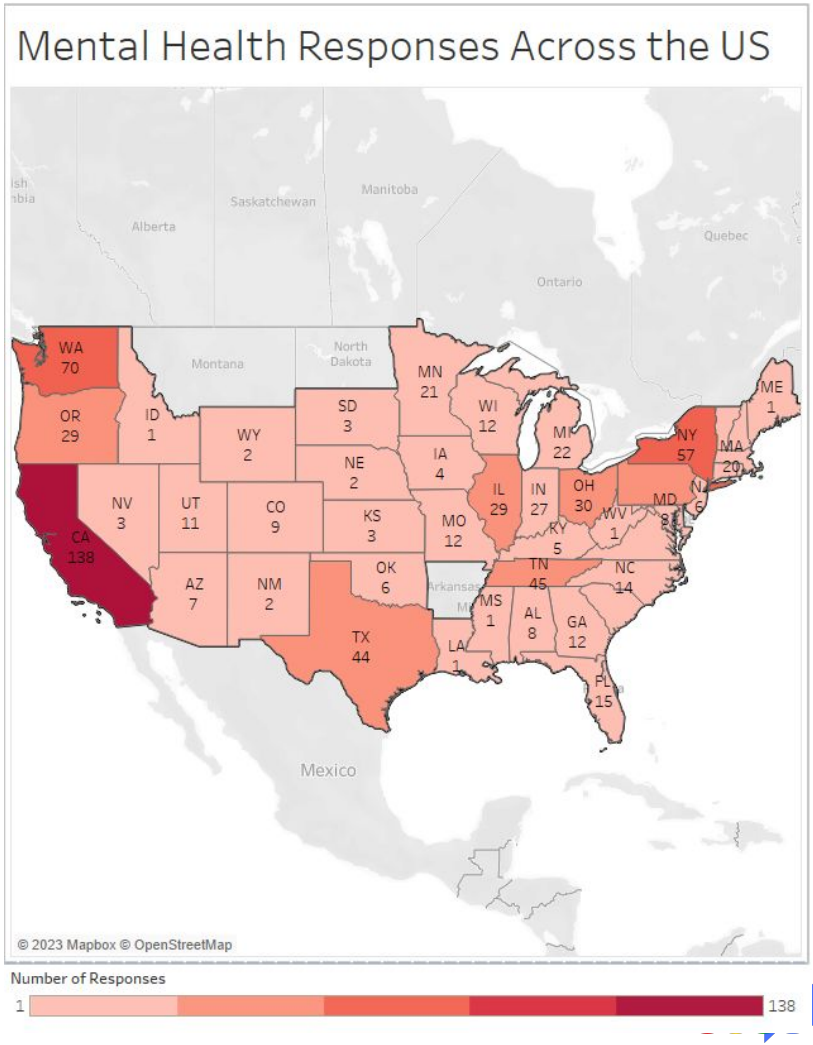
Seeking Mental Health Support: Age



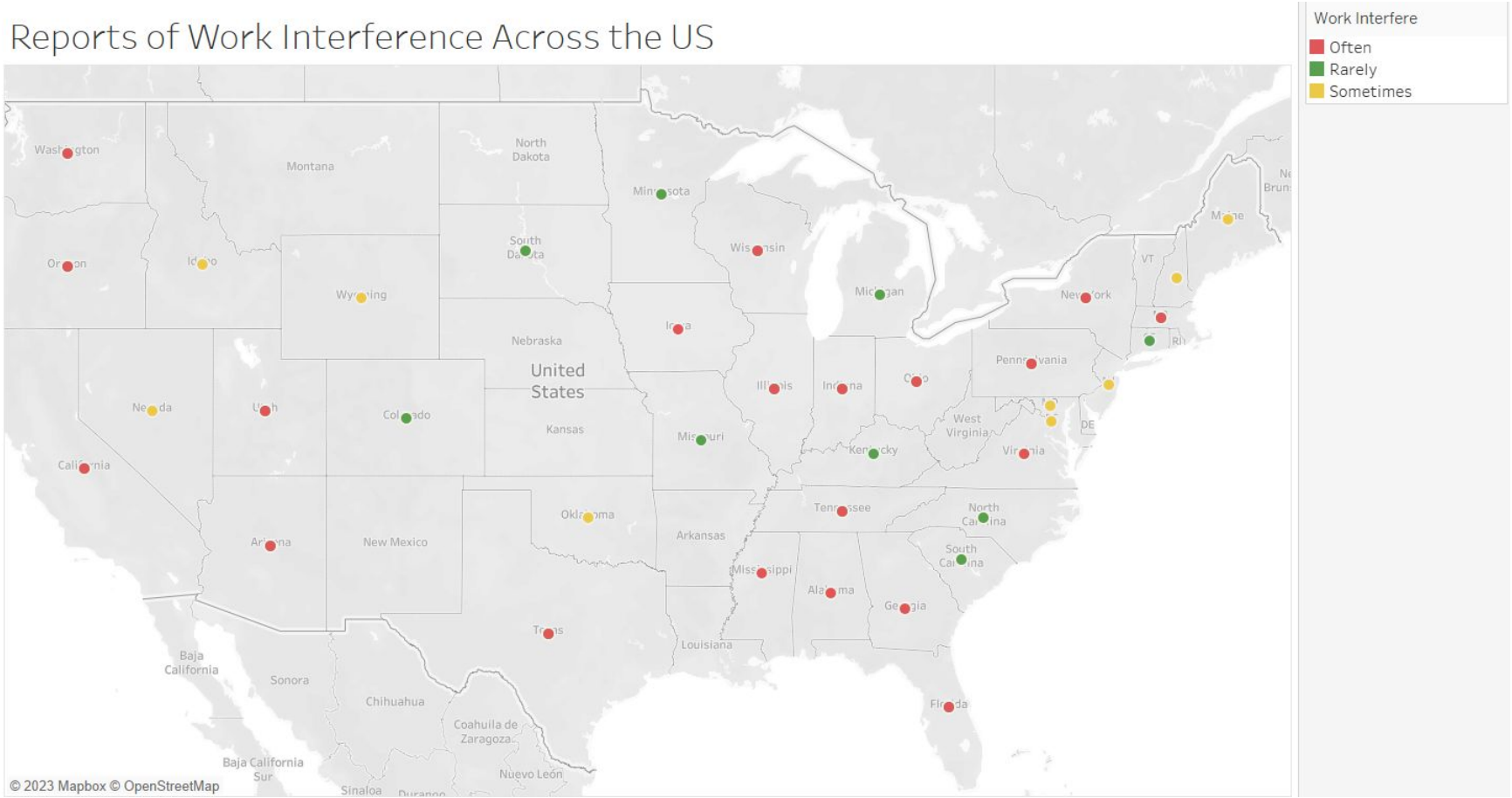
- Age doesn't impact if someone reaches out for mental health conditions

Geographical Influence on Mental Health

- States with a higher concentration of tech companies are reporting a higher number of mental health issues.



Reports of Work Interference Across the US



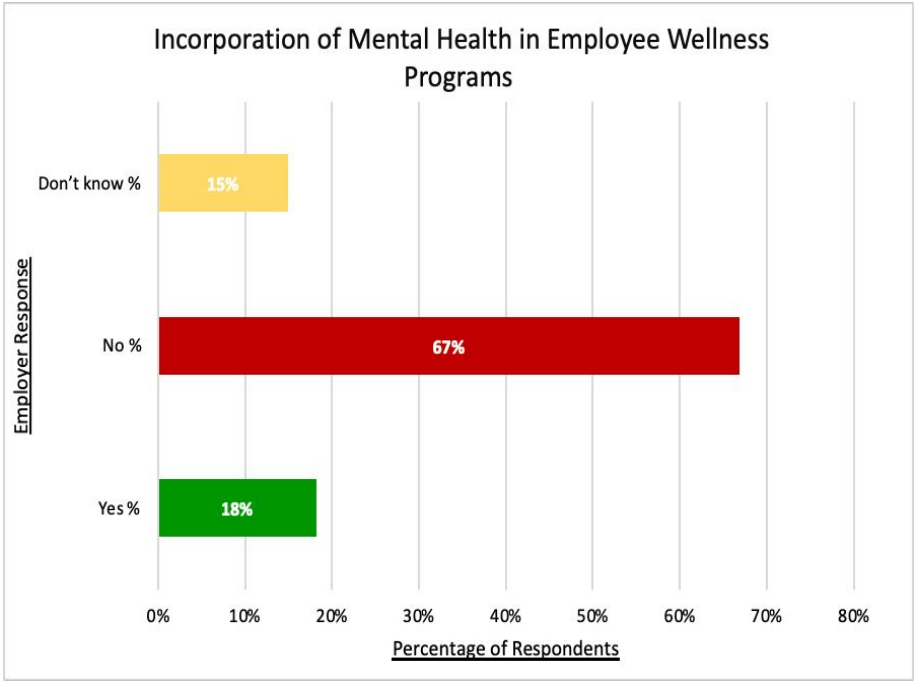
This trend could potentially be attributed to the fast-paced, high-pressure work environments in the tech industry, which may lead to higher levels of stress and burnout among employees.

Companies and Mental Health

Do companies operating within the United States integrate mental health into their employee wellness programs?

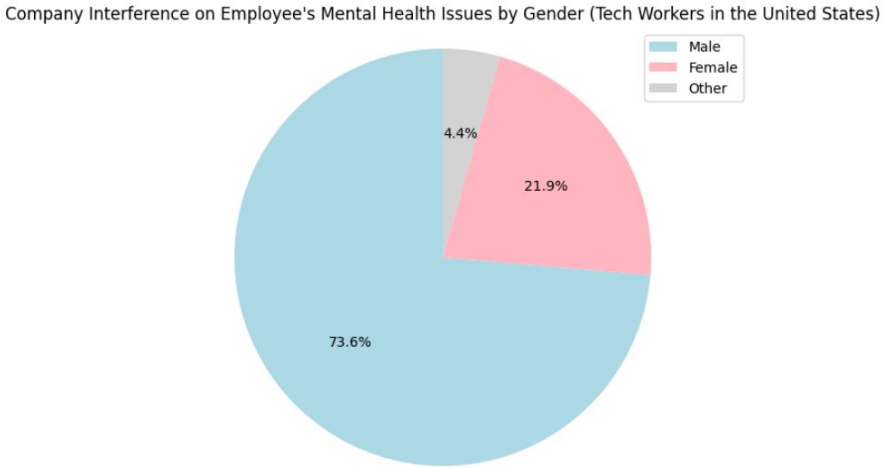
Based on the survey response, it can be observed that:

- 15% reported uncertainty regarding the inclusion of mental health in their company's wellness program
- 18% reported the presence of mental health in their employers wellness programs
- 67% reported the absence of mental health programs in their employee wellness programs



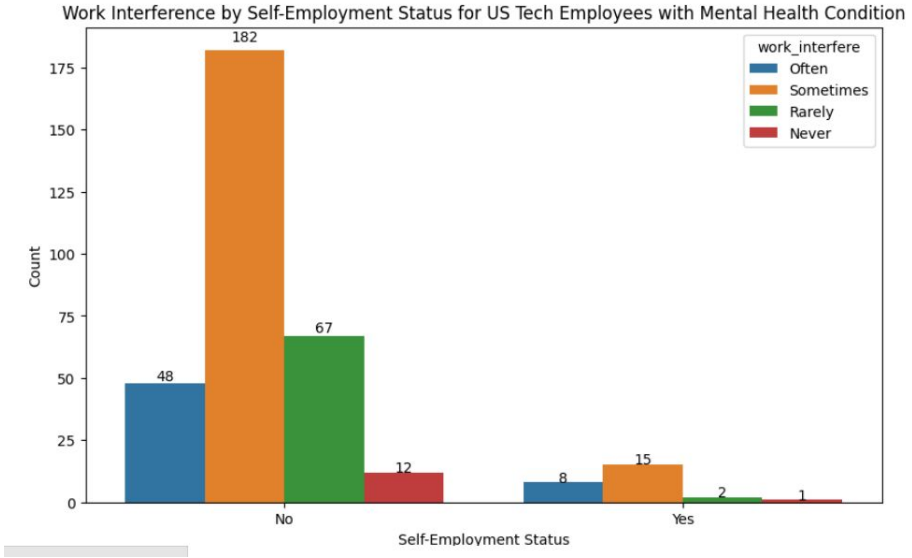
How Often Do Companies Interfere on their Employee's Mental Health Issues?

- Through the data shown people identifying as male have the highest majority of having companies interfering to help with mental health concerns.
- With the data given there is a lot more that companies can do to help in the well-being to assure that the people working for their company are in a good standing.



The Impact of Work Demands on Self-Employment Success

- Data was filtered to determined whether there is a correlation between Self-Employment in Tech and its effects on Mental Health conditions.
- The result shows those who are Self-Employed are less likely to report Mental Health Condition than those who are not Self-Employed.



Conclusion

Conclusion & Recommendations

Factors that influence attitudes towards mental health include gender, age, geographical location and employer benefits and resources.

Overall, prompting mental health in the workplace is an essential component for creating a supportive and healthy work environment. By incorporating mental health resources into their wellness programs and improving communication with employees, employers can help create a positive and productive work environment.

Over 44 million American adults have a mental health condition. Rate of youth experiencing a mental health condition continues to rise. We have be aware of our health to better change the environments we are in.

Resources

- https://www.kaggle.com/datasets/osmi/mental-health-in-tech-survey
- https://www.samhsa.gov/mental-health

Thank You!

Questions?