

No		Features	Cluster 0	Cluster 1
1	Descriptive Statistics	age mean	39.677704	27.761905
2		age median	38	28
3		age min	34	18
4		age max	72	33
5	Mode	gender	Male (374)	Male (613)
6		country	United States (310)	United States (436)
7		self_employed	No (394)	No (715)
8		family_history	No (266)	No (496)
9		treatment	Yes (246)	No (412)
10		no_employees	More than 1000 (126)	6-25 (208)
11		remote_work	No (284)	No (596)
12		tech_company	Yes (349)	Yes (676)
13		benefits	Yes (206)	Don't know (285)
14		care_options	Yes (184)	No (334)
15		wellness_program	No (285)	No (552)
16		seek_help	No (211)	No (430)
17		anonymity	Don't know (289)	Don't know (526)
18		leave	Don't know (201)	Don't know (360)
19		mental_health_consequence	Maybe (176)	No (393)
20		phys_health_consequence	No (304)	No (616)
21		coworkers	Some of them (282)	Some of them (489)
22		supervisor	Yes (181)	Yes (331)
23		mental_health_interview	No (377)	No (626)
24		phys_health_interview	Maybe (205)	Maybe (350)
25		mental_vs_physical	Don't know (209)	Don't know (365)
26		obs_consequence	No (375)	No (695)

Based on	Cluster 0	Cluster 1
Demographics	<ul style="list-style-type: none"> ✓ The mean age is approximately 39.68 years, with an age range between 34 to 72 years old, indicating a relatively older age group compared to Cluster 1. ✓ Predominantly comprises males (374 individuals) from the United States (310 individuals). 	<ul style="list-style-type: none"> ✓ The mean age is notably lower at approximately 27.76 years, with an age range between 18 to 33 years old, indicating a younger age group than Cluster 0. ✓ Predominantly comprises males (613 individuals) from the United States (436 individuals).
Work-related Factors	<ul style="list-style-type: none"> ✓ Most respondents in this cluster are not self-employed (394 individuals) and work in companies with more than 1000 employees (126 individuals). ✓ A substantial proportion works in tech companies (349 individuals) and does not engage in remote work (284 individuals). 	<ul style="list-style-type: none"> ✓ Like Cluster 0, most respondents are not self-employed (715 individuals), but they mostly work in smaller companies with 6-25 employees (208 individuals). ✓ A substantial proportion also works in tech companies (676 individuals) and does not engage in remote work (596 individuals).
Mental Health Perceptions and Support	<ul style="list-style-type: none"> ✓ Individuals in this cluster have a higher likelihood of receiving mental health benefits (206 individuals) compared to Cluster 1, and a majority know about care options (184 individuals). ✓ However, they are less aware of wellness programs (285 individuals) and seek_help resources (211 individuals). 	<ul style="list-style-type: none"> ✓ There is less certainty about mental health benefits (Don't know: 285 individuals) and care options (No: 334 individuals). ✓ Similar to Cluster 0, they are unaware of wellness programs (552 individuals) and seek_help resources (430 individuals).
Attitudes and Consequences	<ul style="list-style-type: none"> ✓ There is uncertainty regarding anonymity in seeking mental health treatment (Don't know: 289 individuals) and taking medical leave for mental health conditions (Don't know: 201 individuals). ✓ Many are unsure about the potential consequences of discussing mental health issues at work (Maybe: 176 individuals). 	<ul style="list-style-type: none"> ✓ Similarly uncertain about anonymity in seeking mental health treatment (Don't know: 526 individuals) and taking medical leave for mental health conditions (Don't know: 360 individuals). ✓ Also uncertain about potential consequences of discussing mental health issues at work (Maybe: 393 individuals).

Conclusion:

Cluster 0 comprises a relatively older demographic, potentially more aware of mental health benefits and care options. However, they exhibit uncertainty regarding available wellness programs and resources for seeking help. On the other hand, Cluster 1 consists of a younger demographic, also uncertain about mental health benefits and care options, with similar uncertainties in resources and potential consequences as Cluster 0.

These distinctions highlight the importance of targeted interventions and communication strategies tailored to different age groups and workplaces to improve awareness and access to mental health resources and support in the tech industry.

Recommendations for Both Clusters on Mental Health:

Cluster 0

1. **Enhanced Awareness Programs:** Implement targeted awareness programs on available wellness initiatives and mental health resources within the workplace.
2. **Clear Communication on Benefits:** Improve communication about mental health benefits and care options to ensure employees are well-informed.
3. **Address Uncertainties:** Address uncertainties regarding anonymity in seeking mental health treatment and taking medical leave for mental health conditions by providing clear guidelines and support mechanisms.

Cluster 1:

1. **Focused Awareness Initiatives:** Tailor mental health awareness campaigns to resonate with younger demographics, emphasizing available support and resources.
2. **Information Dissemination:** Improve communication and information dissemination about mental health benefits and care options for better accessibility.
3. **Clarity in Policies:** Clarify company policies regarding mental health-related anonymity and medical leave to alleviate uncertainties and encourage seeking help when needed.

General Recommendation for Both Clusters

Foster an inclusive and supportive work environment by promoting open discussions on mental health, reducing stigma, and encouraging employees to seek help without fear of negative repercussions.