



# Mental Health in Tech

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Keen IO | OSMI

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# Content Warning

The aim of this talk is to share my experience with honesty and to educate others on mental health. Some content may trigger adverse reactions. If you are impacted, please take a break and/or seek support. I will be available to process content with anyone who desires this throughout the remainder of the day.

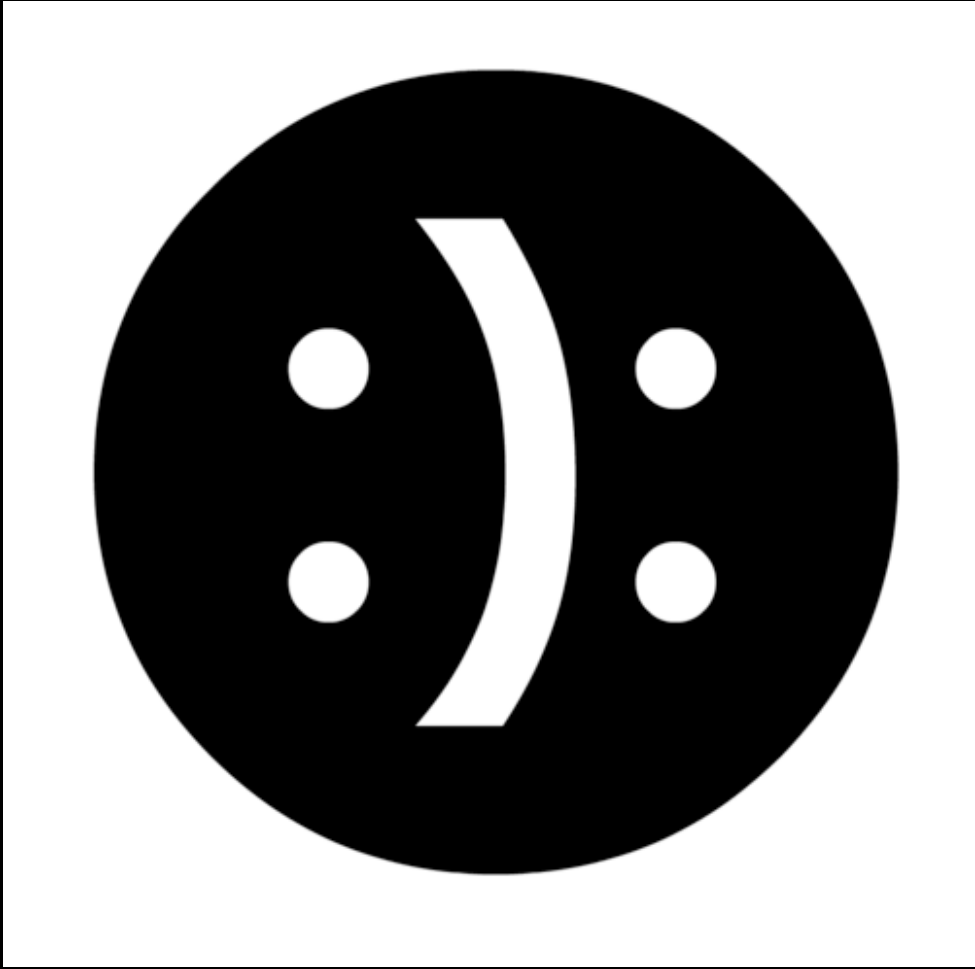
$$\text{Trust} = \frac{\text{Credibility} + \text{Reliability} + \text{Intimacy}}{\text{Self-orientation}}$$

# Research Sources

- ✓ American Psychological Association (APA)
- ✓ Center for Disease Control (CDC)
- ✓ Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition (DSM-5)
- ✓ Journal of Occupational and Organizational Psychology
- ✓ National Alliance on Mental Illness (NAMI)
- ✓ National Institute on Mental Health (NIMH)
- ✓ Open Sourcing Mental Illness (OSMI)
- ✓ World Health Organization (WHO)

**Why am I here?**

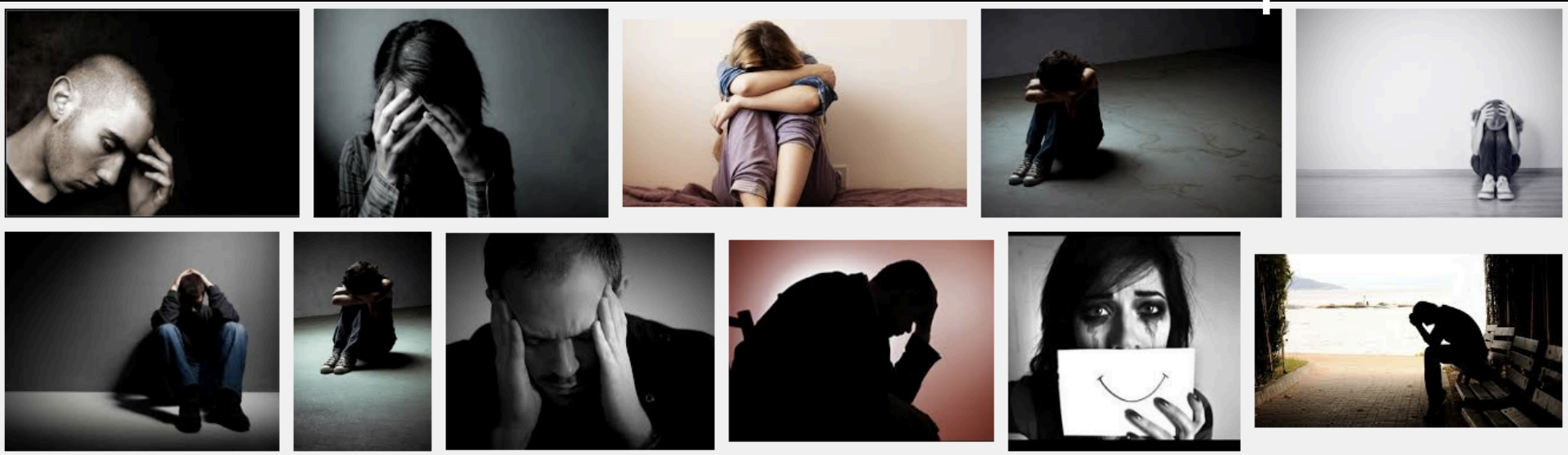
**Who am I?**





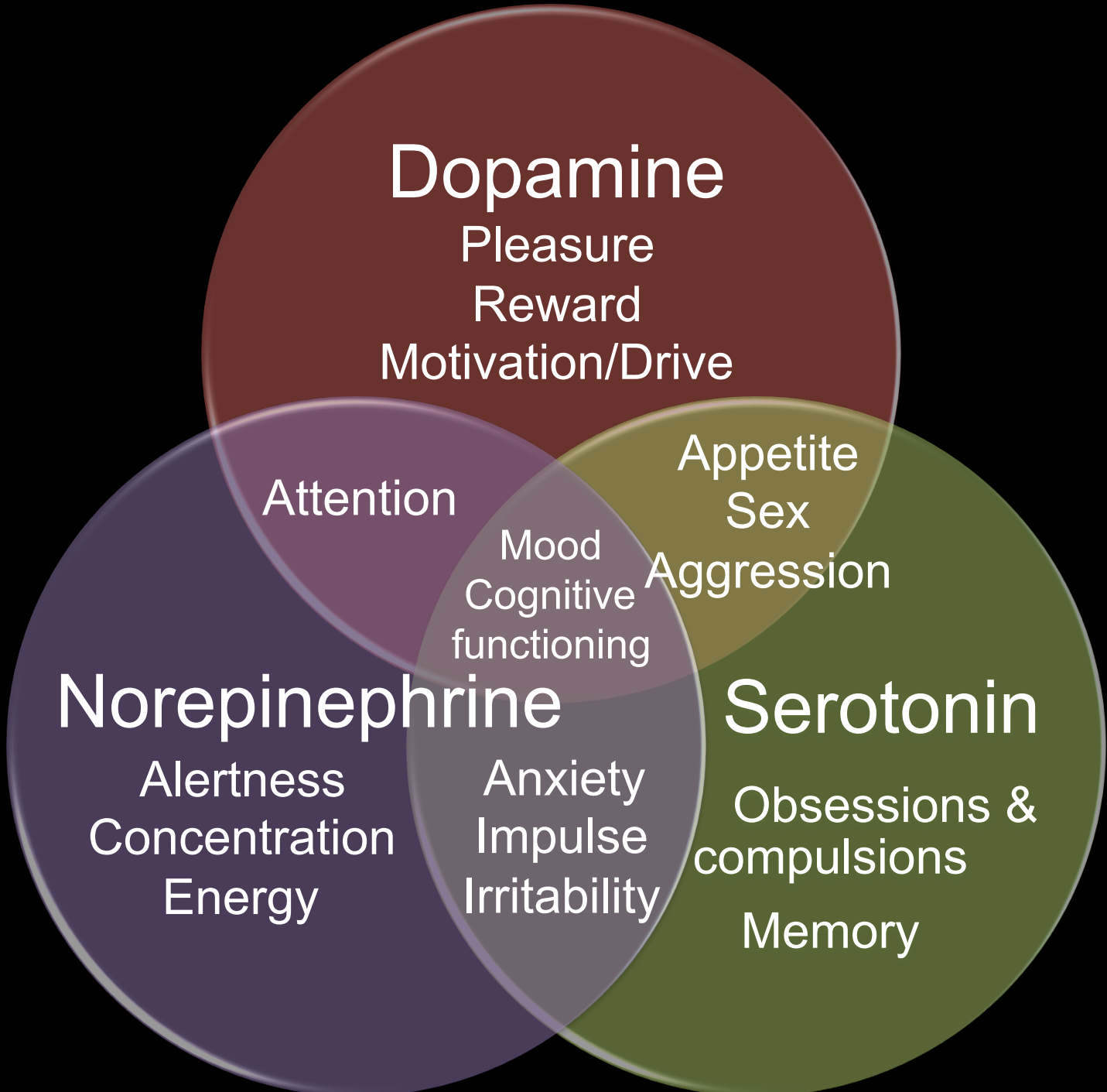
# Mania

# Depression









**Dopamine**  
Pleasure  
Reward  
Motivation/Drive

**Norepinephrine**  
Alertness  
Concentration  
Energy

**Serotonin**  
Obsessions & compulsions  
Memory

Attention

Appetite  
Sex  
Aggression

Mood  
Cognitive  
functioning

Anxiety  
Impulse  
Irritability



# Reducing the stigma

## Education & disclosure



1. Improve attitudes towards people with mental health problems
2. Increase future willingness to disclose mental health problems
3. Promote behaviors associated with anti-stigma engagement

# Mental Illness

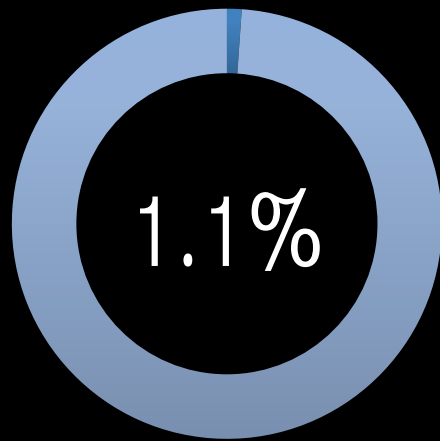
- A wide range of conditions that affect mood, thinking, and behavior
- Approximately 1 in 5 adults, or 18.5% experiences a mental illness
- Approximately 1 in 25 adults, or 4.2% experiences a serious mental illness





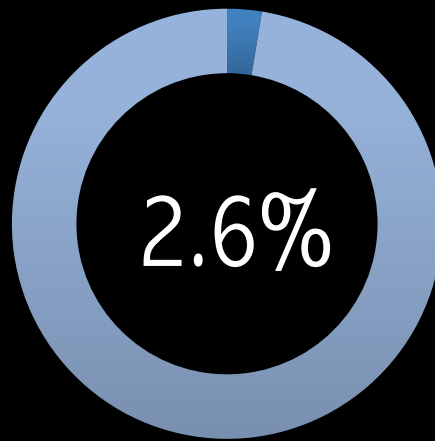
# Prevalence of mental illness by diagnosis

SCHIZOPHRENIA



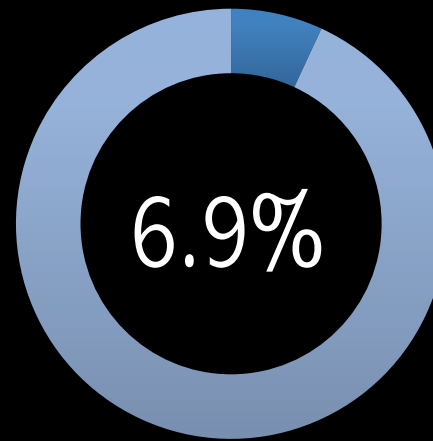
2.4 million  
(1 in 100) adults  
live with  
schizophrenia

BIPOLAR



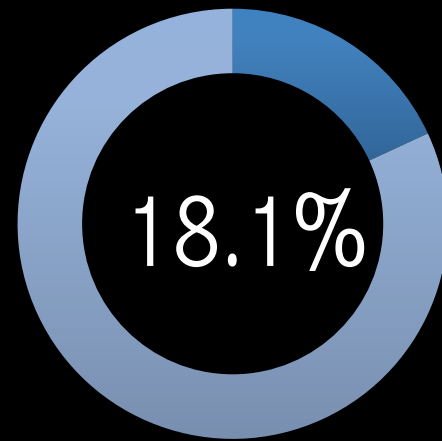
6.1 million  
adults live with  
bipolar disorder

DEPRESSION



16 million  
adults live with  
major  
depression

ANXIETY



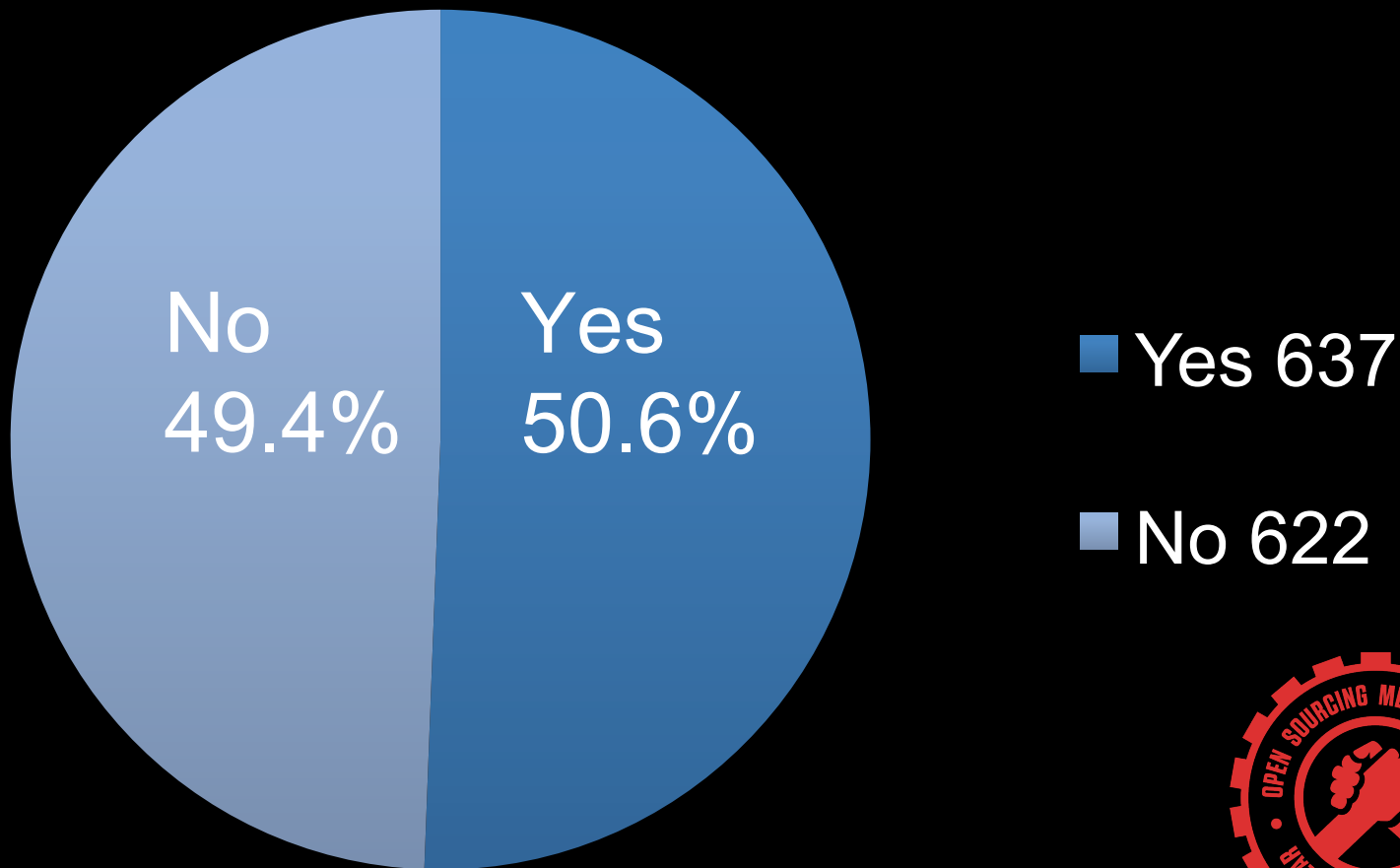
42 million  
adults live with  
anxiety disorder

# Mental Health in Tech



[osmihelp.org/research](https://osmihelp.org/research)

# Have you sought treatment for a mental health condition?

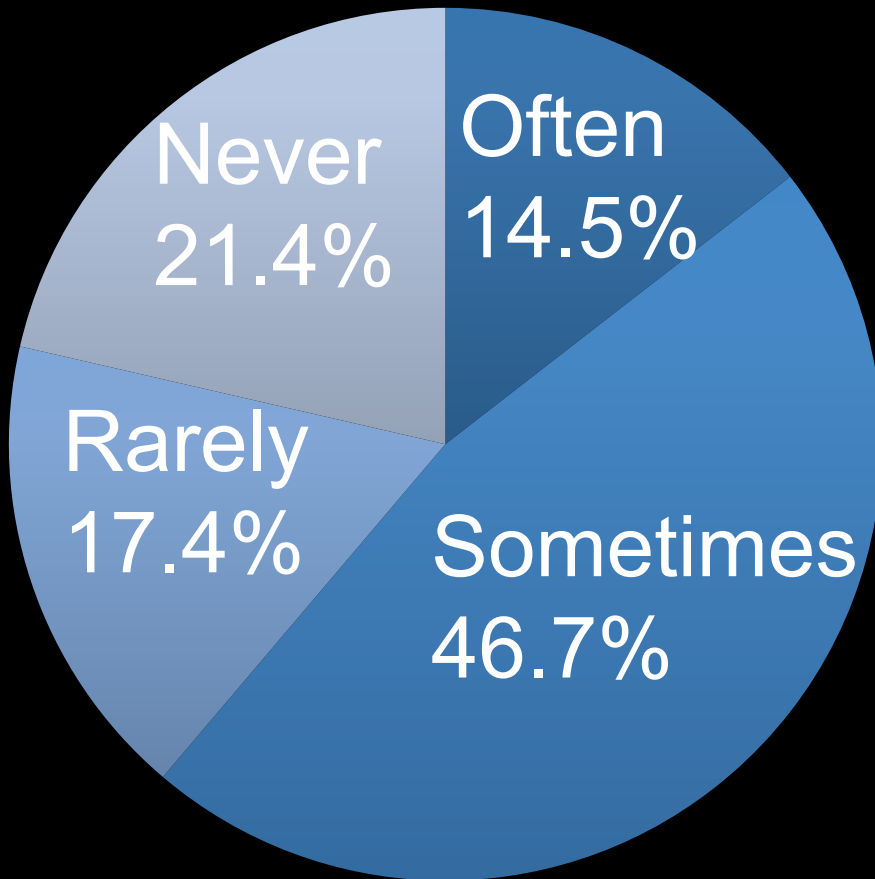




# The impact of mental wellness

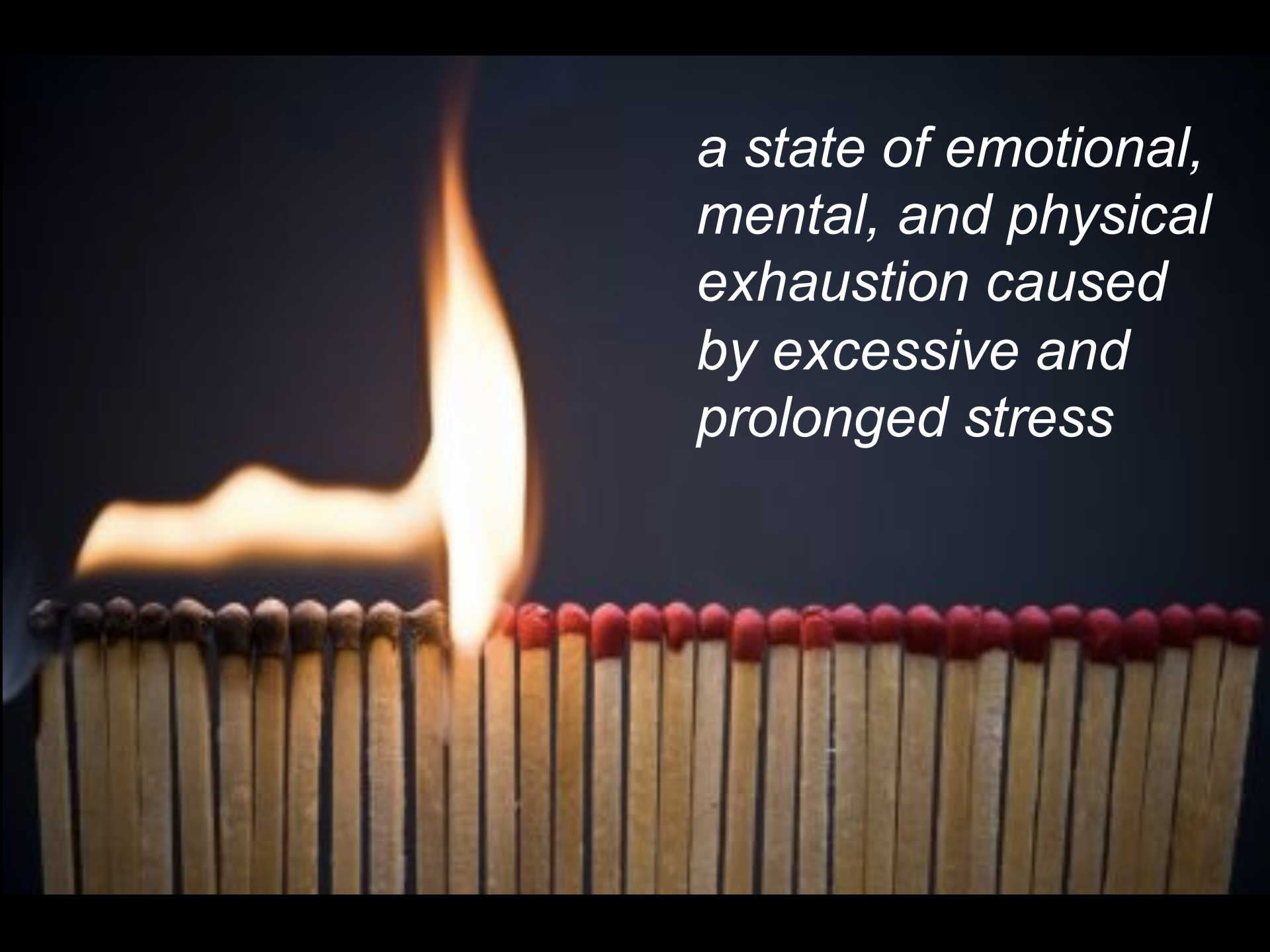


# If you have a mental health condition, do you feel that it interferes with your work?

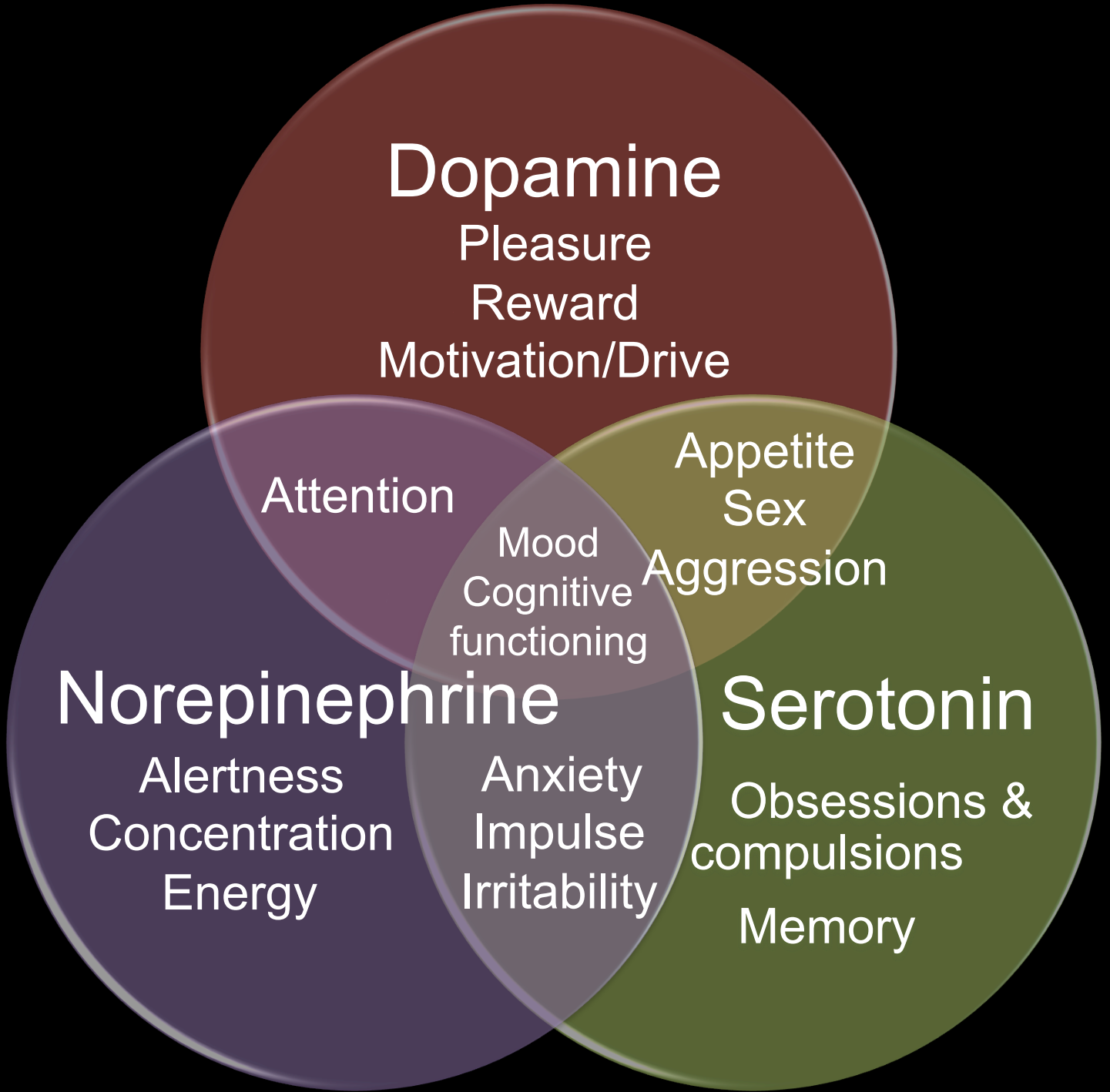


- Often 144
- Sometimes 465
- Rarely 173
- Never 213



A close-up photograph of a row of matches. The matches are arranged in a single line, with their heads pointing upwards. The match on the far left is lit, with a bright yellow and orange flame rising from its head. The other matches are unlit, with their heads showing a mix of dark brown and red. The background is dark, making the light from the flame stand out.

*a state of emotional,  
mental, and physical  
exhaustion caused  
by excessive and  
prolonged stress*

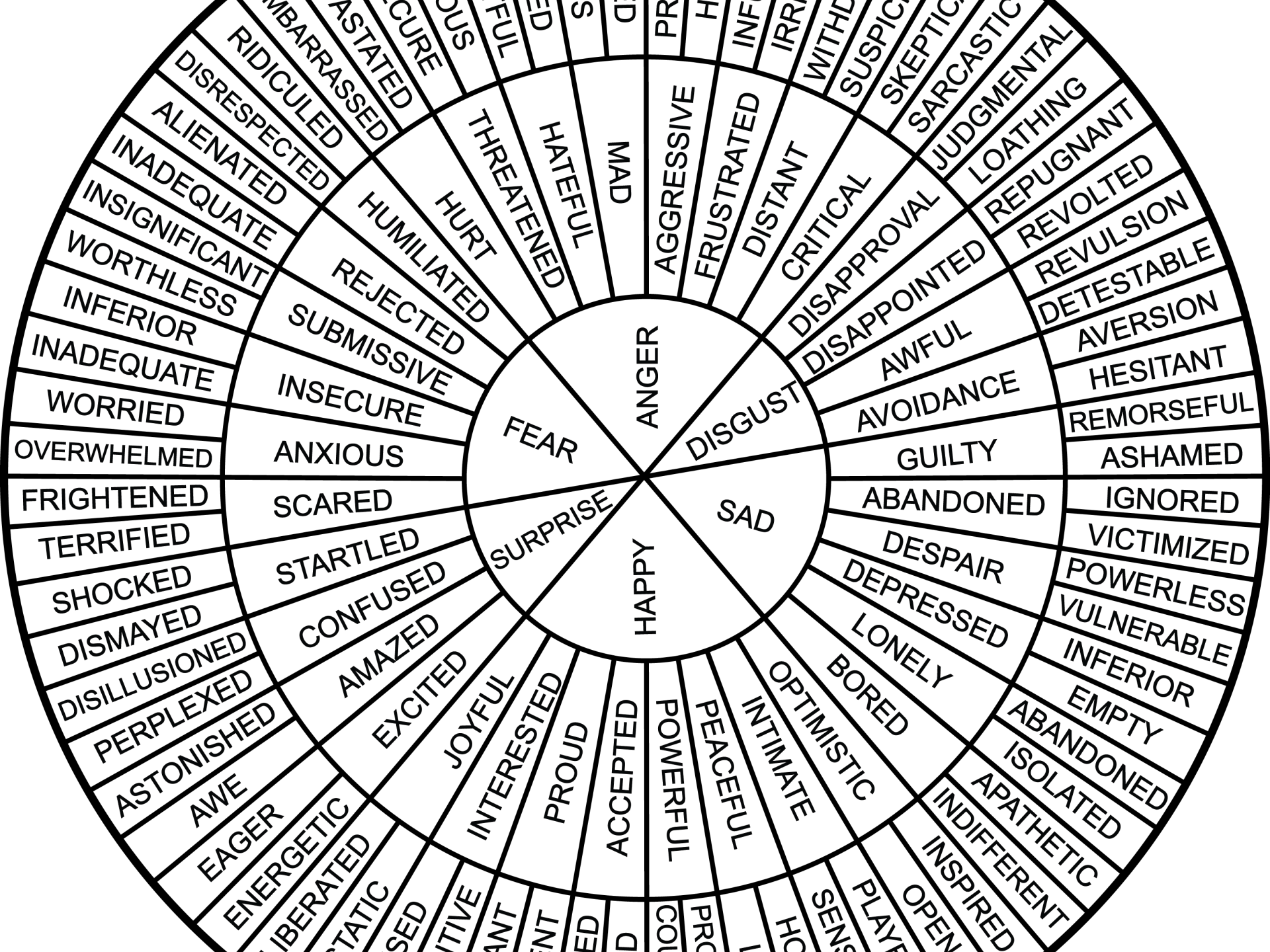


unplug

The word "unplug" is written in a black, cursive, handwritten font. The letters are connected and fluid. The final part of the word, "plug", is stylized so that the end of the word forms a shape resembling an electrical plug with two prongs. The entire graphic is set against a plain white background.

# Introspection





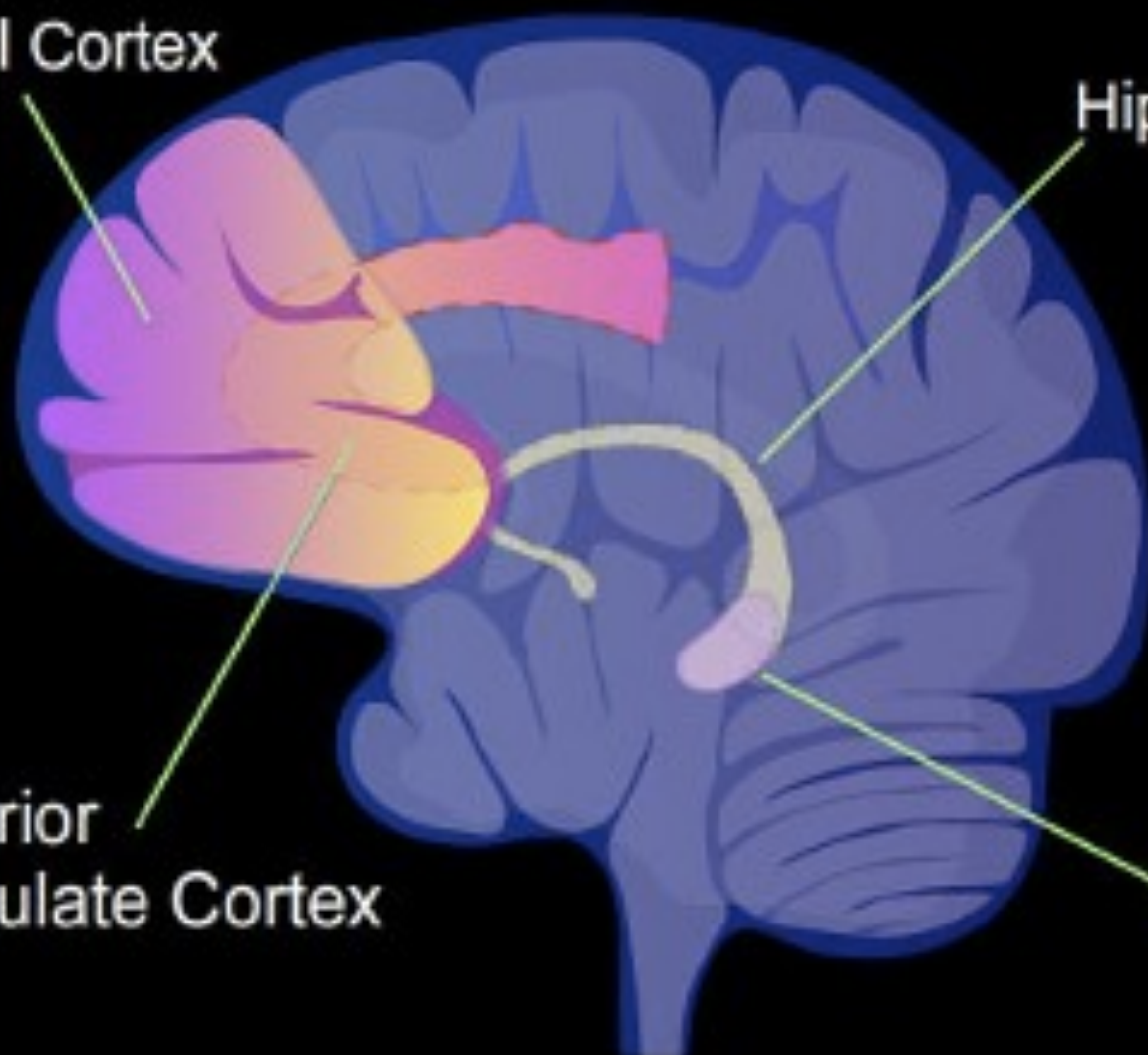


Prefrontal Cortex

Hippocampus

Anterior  
Cingulate Cortex

Amygdala





# Coaching



NOT advice  
NOT mentorship  
NOT therapy

How do you work when you can't think..?

Freelance vs fulltime..?

Dealing with anxiety & panic in crunch mode...

Web designer taking on the role of a developer...

Why am I so angry..?

How to get past this imposter syndrome...

Programming has taken over my life...

Struggling with motivation...

Feeling stuck with tasks...

New programmer, lots of anxiety...

Sometimes I struggle with trivial problems...

Open source projects for Devpressed developers...

Bringing up mental health to your boss...

Burnout and depression...

Drowning in a sea of experts...

The logo for 'deVpressed' is displayed in a white rectangular box. The text 'deVpressed' is in a bold, black, sans-serif font. The letter 'V' is significantly larger than the other letters and is positioned between the 'de' and 'pressed' parts of the word.

# Want to start a conversation?

[TOP](#) [GET INVOLVED](#) [PEOPLE & EVENTS](#) [SPONSORS](#) [BLOG](#)



Let's start a conversation about  
mental health in tech \_



[GET RESOURCES](#)

OR

[READ THE FAQ](#)

[www.mhprompt.org](http://www.mhprompt.org)

# Questions?



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