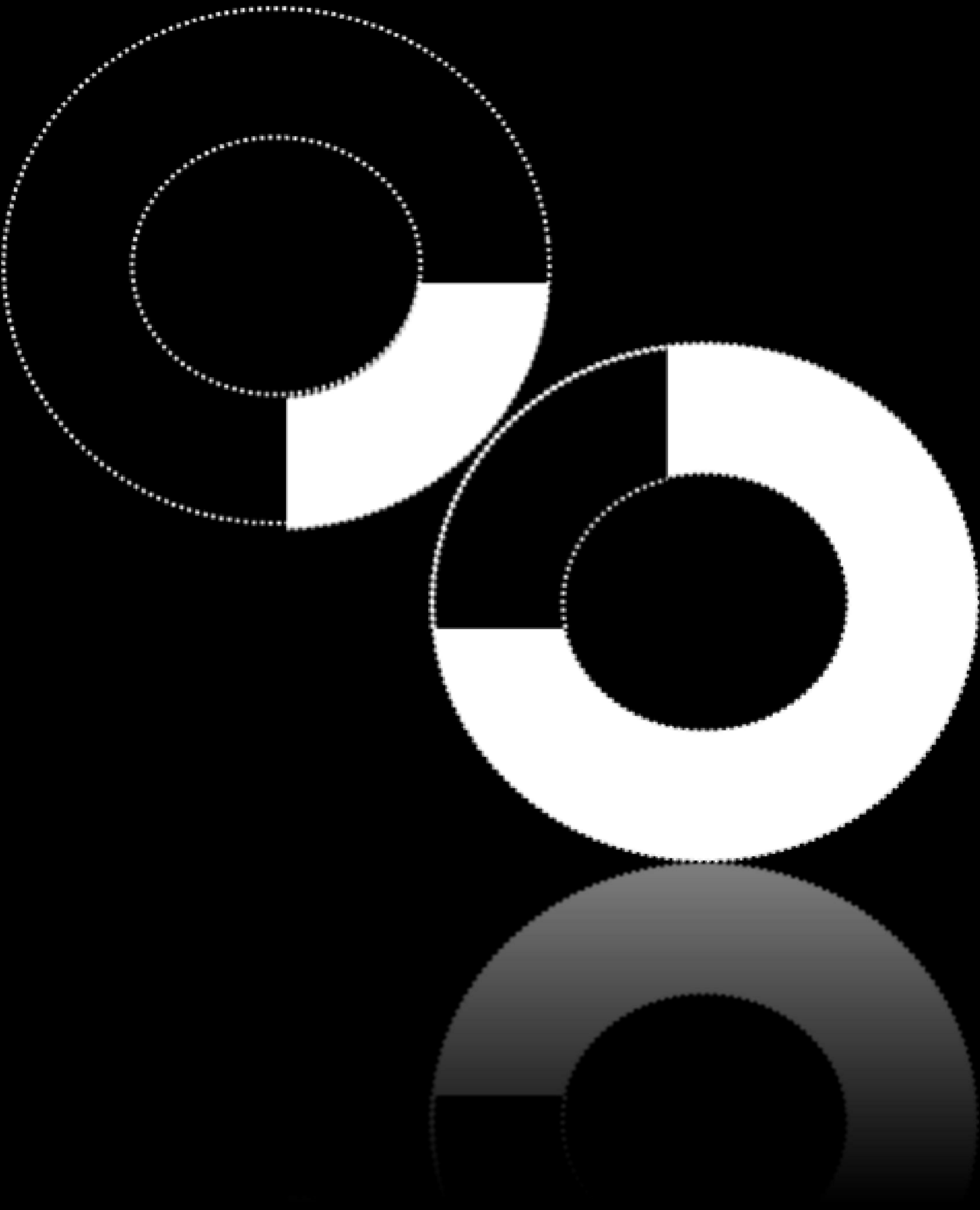


THE RESEARCH

The Miss. The Zero-One. The Moon



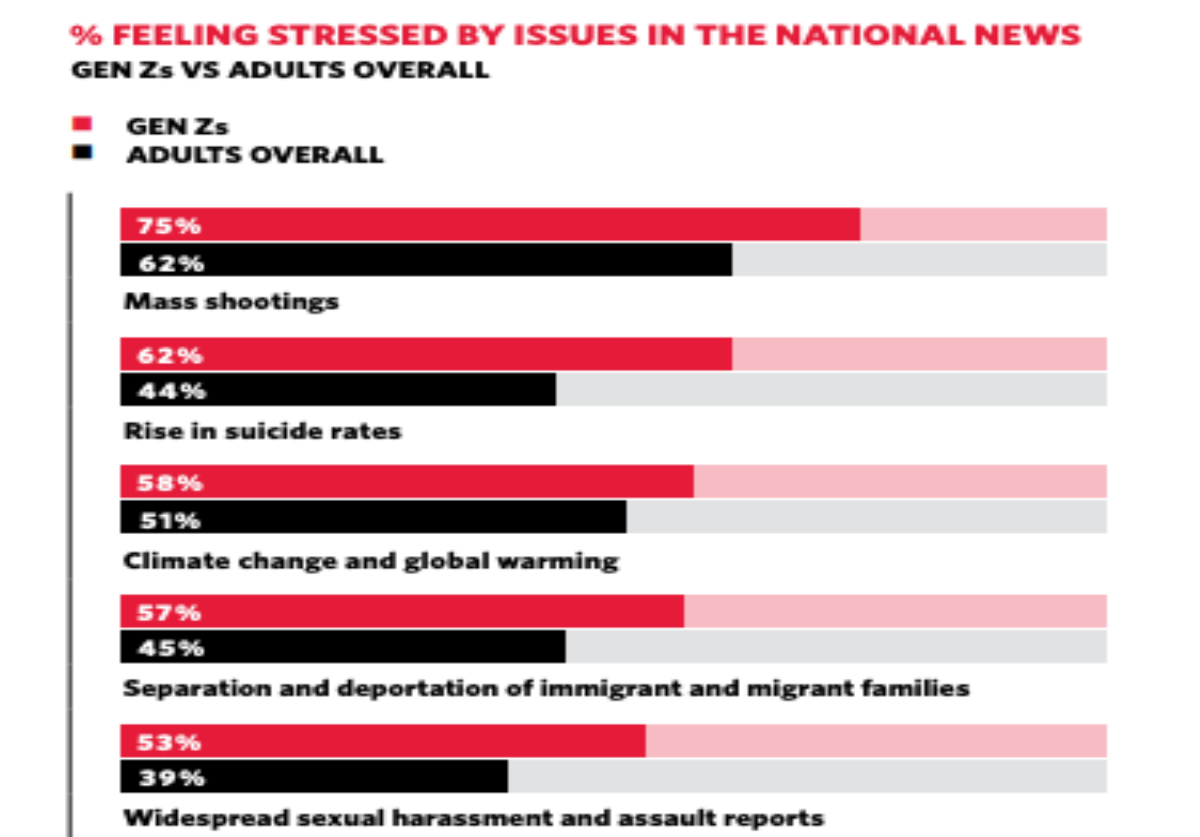
#Generational dynamics resulting stress- myth or reality

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Every generation has a set of stressors of its own. The Millennial generation (those born between around 1980 and 1994) has more stressors than generations before, according to a study by the American Psychological Association. But at the same time, they are still less able to deal with them effectively. Adults of any age were twice as likely to say that over the past year their levels of stress were increasing, then decreasing. Baby Boomers were much more likely to say that during this period their stress levels had decreased, but "Matures" (people of the next generation up) were the least stressed of all of the generations. Millennials and Generation Xers have the biggest difference when it comes to the stress disparity, i.e., how stressed one states vs. how much stress they think is natural or good. The stress gap for Millennials was actually higher last year than it was over the last five years. They don't think they need to feel as stressed as they do. Unfortunately, with age, stress management tends to increase for the younger generations who may need it most. For example, older generations were more able to compromise than younger generations were, and in their relationships, as opposed to keeping them bottled up, they were far more likely to share their feelings than the Millennials or Generation Xers. Millennials were more likely than the older generations to do yoga or meditate in response to stress, but when depressed, they and Generation Xers were more likely to play video games or get online. In response to stress, the two younger generations were both more likely to smoke and consume alcohol, while Generation Xers were slightly more active than the Millennials in both. Stress may take its toll, and young generations feel it: as a result of their stress levels, they are more likely to feel anxious or nervous, experience frustration, and have diminished sex drive. Everyone in the research said that when it comes to stress management, they should do better because most know how important it is, but they said they find themselves having difficulty putting stress management into action.

The Miss

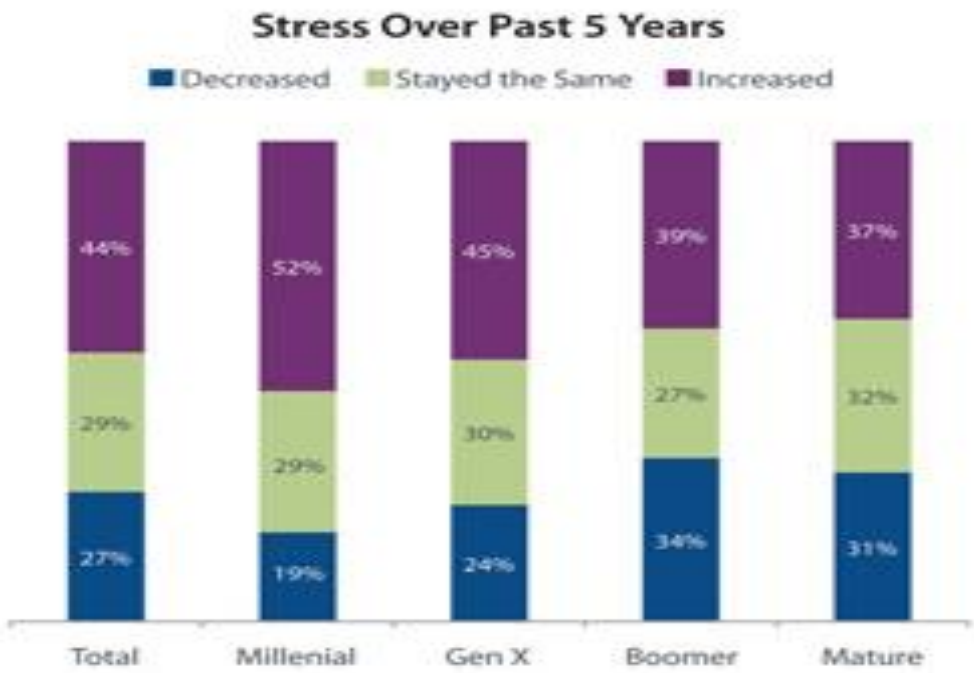
The American Psychological Association (APA) frequently surveys the American public about stress, and adolescents have reported higher levels of stress than adults since 2013. Teens showed poorer mental health and greater levels of anxiety and depression than all other age groups in the 2018 APA study. Teens and young adults experienced a substantial increase in severe psychological distress, major depression, and suicide between 2005 and 2017. And a survey of more than 26,000 college students by the American College Health Association in 2018 found that approximately 40-60% reported serious episodes of anxiety or depression during the year, an improvement of about 10% from the same survey conducted in 2013.



One-third to one-half of teen respondents indicated that social media made them feel judged or bad about themselves in the APA survey on teen stress. So, yes, there's some supporting evidence that social media could hurt kids. But the case is complicated. As scientists test and correct the findings of each other, science and culture zig and zag, and the associations between screen use and mental illness have been roundly criticized. One social scientist tweeted that research also indicates that with the growth in mobile and social media use, "teen pregnancy, drug use, and delinquency all decreased significantly." In other words, correlation is not causation. It just means two occurrences have just co-occurred.

A perfect storm can be triggered by stress and puberty. Until recently, scientists thought that in the first two years of life, the threshold for stress reactivity of a person was more or less set. New research, however, suggests that puberty can open the sensitivity window again for a second chance of recalibrating the stress system, depending on the context, for better or for worse.

This second chance could smooth out earlier problems and boost coping in the long run if the atmosphere is positive in adolescence. However, without relief or repair, if the context is harsh and traumatic, the stress mechanism will reshape vulnerability and set the stage for later systems of mental and physical health diseases. The Zero One
Older adults are less likely to experience high levels of stress than younger generations, possibly in part because they are either more likely to understand the value of maintaining a healthy lifestyle or have been told to minimize their stress by a health care provider. Indeed, they are more likely to report successfully dealing with the stress they have. Major stressors are money (80%, 77% and 77%), jobs (72%, 77% and 64%) and housing costs for Millennials, Gen Xers and Boomers (49 percent, 51 percent and 54 percent). Matures (63%) are more likely to mention health issues as a cause of stress for their families (compared to 60% of Boomers, 45% of Gen Xers and 46% of Millennials) Millennials (54%) are less likely to be stressed by the economy than older adults (66% of Gen Xers, 76% of Boomers and 71% of Matures). For younger adults, relationships are especially problematic (63 percent of Millennials and 65 percent of Gen Xers).



Adults are twice as likely to report increased levels of stress over the past year (39 percent), rather than decreased levels of stress (17 percent). Boomers, however, (23 percent) are slightly more likely to show a reduction in their stress than others. Mature people, who traditionally have lower stress than younger generations, continue to show lower stress than other generations. Millennial's average 5.4 and Gen Xers average 5.6 on a 10-point scale where 1 is little to no stress and 10 is a lot of stress, compared with Boomers 4.9 and Matures 4.5.

The stress differentials between Gen Xers' and Millennials are greater than Matures and Boomers, the disparity between the average personal stress level of each generation and their average perceived safe stress level. Gen Xers have the highest 2.0 differential, but the 1.7 gap from Millennials is the highest it has been in 5 years.

The average measurement of personal stress levels by boomers has gradually decreased, from 6.5 in 2007 to 4.9 in 2011. They have changed their expectations of acceptable stress levels from 4.5 in 2007 to 3.4 in 2011. Overall, their disparity in stress has decreased to the lowest level in the last 5 years, 1.5, indicating a step towards more manageable stress.

Overall, adults are more likely to assume that their levels of stress have risen over the past 5 years (44 percent) rather than decreased (27 percent). In particular, Millennials noted elevated levels of stress during this period(52 percent).

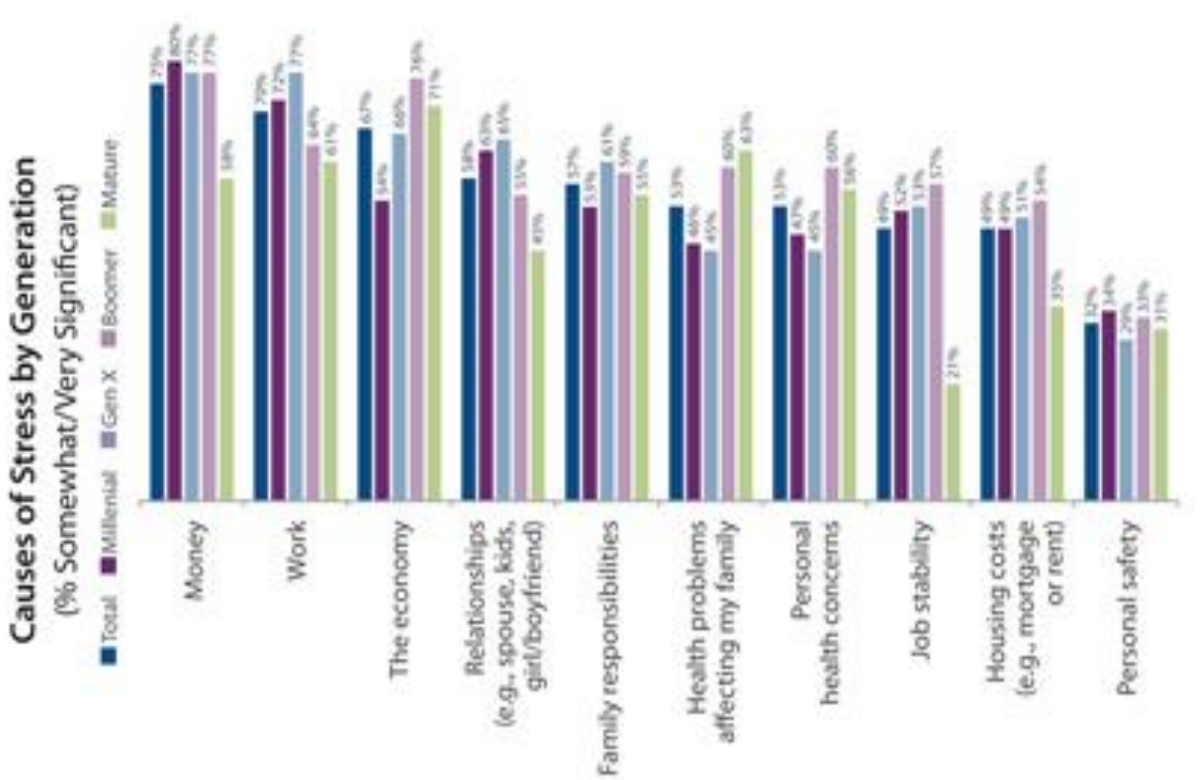


Boomers are much more likely to say that they are versatile and able to compromise (46% vs. 33%) and to change their standards than Millennials to relieve stress (36 percent vs. 27 percent).

Matures are substantially more likely to say that they share their emotions than Millennials rather than keep them bottled up (43 percent vs. 32 percent)

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Almost twice as many Millennials (16%) as Gen Xers (10%) and Boomers (9%) say that they do not rely on any stress management techniques widely reported for coping with stress.

Most matures (66 percent) consider stress management important, while less than half (46 percent) rate themselves excellent or very good at this lifestyle challenge. Six out of 10 Boomers (62 percent) think stress management is important, but less than 4 out of 10 (38 percent) do it well. Nearly 6 out of 10 Gen Xers (58 percent) say they think stress management is important, but only one-quarter (27 percent) say stress management is important.



Almost 6 out of 10 millennials (58%) consider stress management essential, but only one-third (32%) believe it is excellent or very nice.

Although the gap in stress for certain generations is declining, stress management seems to be failing for adults of all generations. A substantial difference is identified by all generations between how critical they think stress management is and how well they think they are doing to achieve that goal, a discrepancy that is most noticeable among younger Americans.

The Moon

Millennials not only seek more meaning from their jobs (they are not simply only guided by high wages), but they care about fair business practices and healthy conditions in the workplace. And attention is only growing, we saw large numbers of top students boycott a US law firm at the beginning of this year for their links with a large oil company and refusing to interview there on Motifs in ethics. Not only looking for improvement, but the younger generations are also finding ways to claim it, gradually with their feet. For law firms, they discover that they can be able to buy silence from associates or buy time, but they can not buy loyalty.

Sustainability is the biggest question. The task of sustaining potential talent is wrapped up in these complexities. We saw partners increasingly unhappy with their roles in my study, pointing to inefficiencies and toxic conditions in the workplace. Companies, however, are unaware of this growing feeling among workers at lower levels.

The potential pipeline of their talent also needs to be considered by businesses. Traditional organisations have been founded on the premise of the 'cream rising to the top' to take leadership positions, but this is increasingly no longer working as the best associates are searching for employment elsewhere, beyond private practice, where jobs and career pathways are more people-centered and structured to reach Aspirations for their career, personal needs and values. The possible danger for law firms is that the "best and brightest" are aware that the game is rigged against them, and opt out, causing a drain of talent.

The problem also lies in client wages and partnerships. We saw the wages of trainee lawyers skyrocket last summer. Not only has this caused internal friction as more senior level workers challenge their own salary, but it has a negative effect on external relationships with consumers and other stakeholders as they ask about the services' pricing and value for money. Now, some businesses are already having to peddle back on those wage rises in reaction to Covid... but the underlying problems are still there.

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