



THE GEN XPERIENCE

YEAR 1 REPORT

A FIVE-YEAR JOURNEY INTO THE LIVES OF GENERATION X





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MATHER INSTITUTE IS EMBARKING ON A FIVE-YEAR JOURNEY TO EXPLORE THE KEY LIFESTYLE TRENDS, ATTITUDES, AND INTERESTS OF GEN X.

EXECUTIVE SUMMARY

Dubbed the Forgotten Generation, Generation X is often overlooked relative to the larger baby boomer and millennial generations. However, as boomers age, this forgotten generation has moved to the forefront as influential in all aspects of society.

In the first year of a five-year initiative aiming to explore key lifestyle trends, attitudes, and interests of Gen X, Mather Institute conducted an online survey to examine the areas that this generation prioritizes most in their lives. A nationally representative sample of 2,504 members of Generation X (age 43-58 at the time of this report) and 2,515 members of the baby boomer generation (age 59-77 at the time of this report) participated.

FIVE KEY TAKEAWAYS FROM THE SURVEY FINDINGS INCLUDE:

1

Gen Xers ranked family (47%), career (19%), and health and wellness (14%) as their highest priorities in life.

2

Gen Xers are generally satisfied with their family life, career, and wellness; however, many are also navigating considerable stress in these areas.

3

Two out of five Gen Xers are not able to get as much self-care as they need.

4

Gen Xers have more concerns about aging than boomers, particularly related to finances, memory problems, and social isolation. However, boomers are more concerned about losing their independence.

5

As they get closer to retirement age, only a third of Gen Xers are financially prepared to support their aging parents' needs.



GEN XERS RANKED FAMILY, CAREER, AND HEALTH AND WELLNESS AS THEIR HIGHEST PRIORITIES IN LIFE.

IMPLICATIONS FOR EMPLOYERS INCLUDE:

- Gen Xers could benefit from programs related to stress management as well as access to resources aimed at reducing specific stressors, such as access to affordable resources for school-age children, older-adult care programs, financial planning assistance, and flexible work schedules.
- It's not too early to support Gen Xers' plans for their future. Holistic wellness

programs and resources can be designed to encourage this generation to make lifestyle decisions that support their long-term health, such as making time for self-care, sleep, and physical activity. Also, Gen Xers who are solo agers may benefit from additional resources, such as legal and financial advisors and support with advance care planning.

Over the next four years, Mather Institute will conduct an annual survey with members of Generation X to identify key trends related to health and wellness, workforce issues, purpose and meaning in life, and future plans.



WHO IS GENERATION X?

Generation X includes those born between 1965 and 1980, who at the time of this survey were between the ages of 43 and 58. Arriving after the “baby boom,” Gen Xers were born at a time when Americans were having fewer children. In 2019, there were 65 million Gen Xers in the United States, while the older baby boomer (1946 to 1964) and younger millennial (1981 to 1996) generations each numbered approximately 72 million (Fry, 2020).

Caught between two larger generations, Gen Xers today can often be overlooked in comparison. This has led to another label for Gen X—the Forgotten Generation. Although Gen X is smaller in number compared to its adjacent generations, they are estimated to outnumber baby boomers by 2028 (Fry, 2020).

A photograph of a man and a woman sitting at a wooden desk, smiling and looking at a document together. The man is wearing a green shirt and the woman is wearing a yellow cardigan. A green cup is visible on the desk in the foreground.

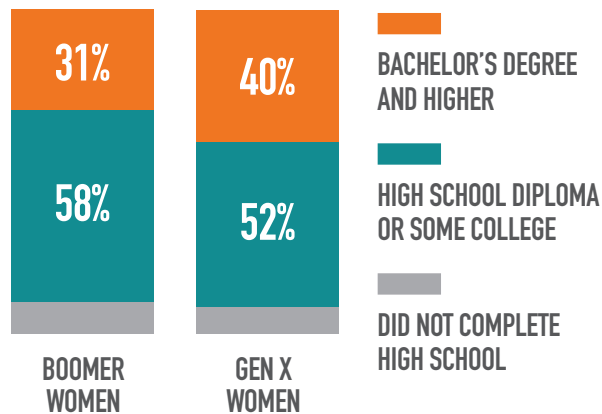
GENERATION X WAS BORN
BETWEEN 1965 AND 1980.

There are several notable US demographic shifts that occurred with Gen X. In part due to increases in dual income households and parental divorce, Generation X became known as the latchkey generation, in reference to Gen X children often being left home after school with no supervision (Cekada, 2012). This generation is also more racially and ethnically diverse compared to previous generations (39% are part of a racial or ethnic minority group, compared to 29% of baby boomers), and more Gen X women have entered

higher education and the labor force (at ages 21-36) compared to boomers (see Figure 1a; Fry et al., 2018). Gen X women were the first to surpass men in terms of education level attained, with 3% more Gen X women having at least a bachelor's degree as of 2001. Gen X as a whole is more highly educated than their predecessors, with almost 30% of Gen Xers having at least a bachelor's degree as of 2001 compared to about 25% of baby boomers and 15% of the silent generation (born 1928 to 1945) at the same ages (Pew Research Center, 2019).

FIGURE 1a. NOTABLE DEMOGRAPHIC SHIFTS

WOMEN'S EDUCATION LEVEL BY GENERATION



WOMEN IN LABOR FORCE BY GENERATION

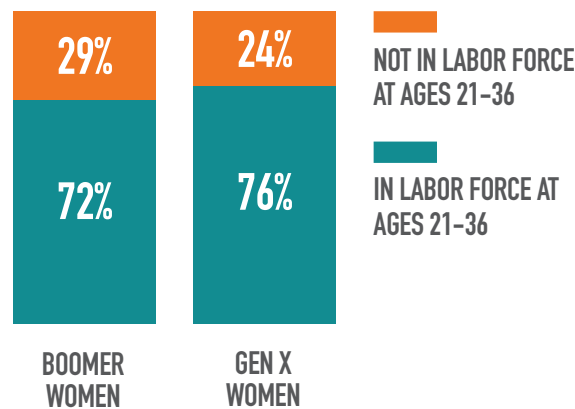
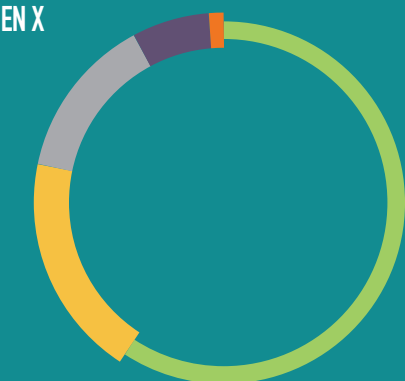


FIGURE 1b. RACE AND ETHNICITY BY GENERATION

BOOMERS



GEN X





GENERATION X REPRESENTS APPROXIMATELY ONE-THIRD OF THE WORKFORCE.

SOCIETAL CONTRIBUTIONS OF GENERATION X

Despite their well-known reputation as the slacker generation in their youth, Gen X is making vital contributions to society and the workforce. This generation represents approximately one-third of the workforce (Fry, 2018), and holds more than 50% of leadership positions globally (Sinar et al., 2018). As the youngest members of Gen X will likely contribute to the labor force for decades, they will continue to hold critical leadership positions in the workforce for many years.

Gen Xers are also playing important roles in shaping their communities and families, as many are in a life stage in which they are juggling the responsibilities of raising children and supporting aging parents. Given the midlife stage of Gen X now, new research is needed to provide insights into the current state of a generation often rendered invisible.

WHAT MOMENTS HAVE SHAPED GEN X?

Growing up in the 1970s and '80s, with all coming of age by the turn of the twenty-first century, Gen X witnessed a wide array of historical and political events that later became apparent as defining moments of their generation. Gen X's youth and early adulthood were marked by economic, political, and social upheaval. After the peak of the civil rights movement in the 1960s, Gen X was the first cohort in its entirety to grow up post-desegregation. Gen X watched as distrust of the government continued to grow throughout the 1970s and '80s, with the Watergate scandal, the US involvement in the Vietnam War, and the AIDS epidemic hitting a peak in the US. Later, they observed a restructuring of the world order, with the Gulf War, the end of apartheid in South Africa, the fall of the Berlin Wall, and decades of tension from the Cold War ending with the dissolution of the Soviet Union.

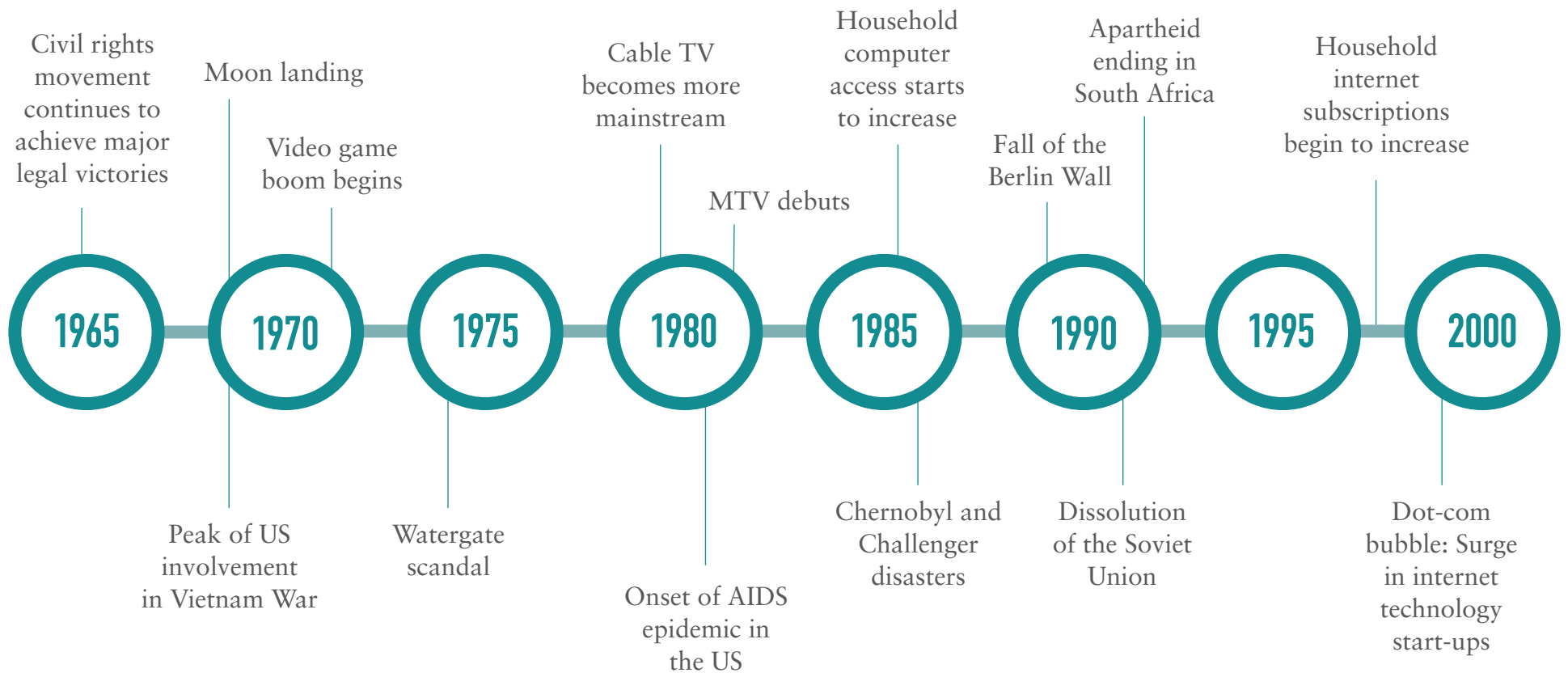
In addition to all this political and social unrest, Gen X has also been shaped by the rapid advancements in technology they experienced in their youth and early adulthood. (See Figure 2 for a depiction of just some of the upheavals and technological changes occurring at this time.) Space exploration began picking up traction in the 1960s and continued throughout the rest of Gen Xers' young adulthood. Video games were reaching mainstream popularity in the 1970s and '80s, and cable television was becoming more widely available during this time as well. With the debut of MTV in 1981, and the explosion of this music video channel's popularity among young adults, Gen X has even been nicknamed the MTV generation. Individuals of this generation also entered early adulthood at a time when personal computers and internet usage were just beginning to rise.



**GEN X HAS EVEN BEEN
NICKNAMED THE
MTV GENERATION.**

Figure 2 offers a timeline of some of the defining moments of Gen X members' youth and early adulthood, including political and social upheavals of the time and technological advancements.

FIGURE 2. TIMELINE OF GEN XERS' DEFINING MOMENTS





STUDY OVERVIEW

As the first year of a five-year initiative aiming to explore key lifestyle trends, attitudes, and interests of Gen X, Mather Institute conducted a survey to examine the areas that this generation prioritizes most in their lives. This Year 1 report provides an introduction to the lives of Gen Xers with a special focus on their **families, careers, and health**.

The survey was administered via a third-party online research panel in May 2023 to a nationally representative sample of 2,504 members of Generation X (born between 1965 and 1980). In order to draw comparisons and paint a picture of where Gen Xers might be heading in the future, 2,515 members of the baby boomer generation (born between 1946 and 1964) also completed the survey in July 2023. Data for both groups were weighted to be nationally representative of their

generation on gender, race/ethnicity, age, and income, resulting in a final sample of 2,467 Gen Xers and 2,512 baby boomers. (Data weighting is a statistical technique that adjusts the dataset by applying a weight [or a multiplier] to each respondent to make the weighted sample match the broader population in terms of gender, race/ethnicity, age, and income distributions). Detailed demographic characteristics for both groups are available in the Appendix.

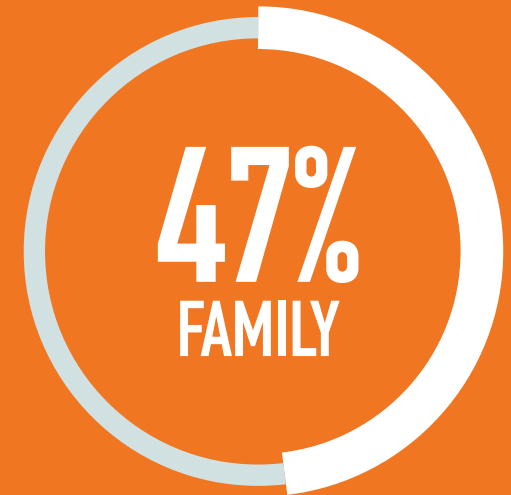
The remainder of this report is organized around the three areas of life most Gen Xers selected as their highest priorities—their family, career, and health and wellness. This is followed by a look toward Gen X's future, including their views on aging and a comparison with the nationally representative sample of baby boomers.

TOP PRIORITIES FOR GENERATION X

In order to identify the priorities of Gen Xers at midlife (ages ranged from 43 to 58), respondents were asked to rank six aspects of their life: career, community and/or social relationships, education, family, finances, and health and wellness. Nearly one-half of Gen Xers (47%) selected family as their highest priority (see Figure 3). A fifth of respondents (19%) selected career as their highest priority, 14% selected health and wellness, and fewer respondents selected the other three options.



FIGURE 3. TOP LIFE PRIORITIES FOR GEN XERS



FAMILY

In this survey, almost two-thirds (64%) of Gen X respondents were partnered/married, and almost one-fifth were never married (18%). Gen Xers have tended to marry later in life than preceding generations. In their 20s to mid-30s, 48% of Gen Xers were married, whereas 56% of baby boomers were married at comparative ages (Fry et al., 2018). Although Gen X women were less likely to be married, Gen X and boomer women both tended to have two children on average during their 20s to mid-30s (Barroso et al., 2020). Overall, two-thirds of Gen Xers (66%) are very/completely satisfied with their family life (see Figure 4). In addition, many Gen Xers report having other types of important social relationships. For instance, 76% of Gen Xers agree/strongly agree they have friends with whom they value spending time, and 80% have meaningful relationships with others.



FIGURE 4. GEN XERS ARE GENERALLY SATISFIED WITH FAMILY LIFE





However, family life also has its challenges. About one-third of Gen Xers (34%) indicated that their family is a source of stress fairly/very often (see Figure 5). In addition, 29% of respondents reported feeling lonely some of the time or often/always. Research suggests that loneliness peaks during one's 20s and then again in the mid-40s, with lower loneliness in

one's 60s (Nguyen et al., 2020). Feelings of stress and loneliness are not limited to respondents with low satisfaction with their family life. One-fifth (19%) of Gen Xers reported both high family satisfaction and frequent family-related stress, and 15% reported both high family satisfaction and frequent loneliness.

FIGURE 5. FAMILY-RELATED STRESS AND LONELINESS

FREQUENCY OF FAMILY-RELATED STRESS



- 36% SOMETIMES
- 30% NEVER/RARELY

FREQUENCY OF LONELINESS



- 24% OCCASIONALLY
- 47% NEVER/HARDLY EVER



SANDWICH GENERATION: PEOPLE WHO ARE BALANCING RESPONSIBILITIES FOR CHILDREN AND AGING PARENTS

SPOTLIGHT ON SANDWICH GENERATION

Some of the family-related stress may stem from trying to juggle multiple responsibilities. Many Gen Xers are also members of the sandwich generation, which refers to people who are balancing responsibilities between raising a child (or financially supporting an adult child) and caring for aging parents. More than one-half of people in their 40s and a third of people in their 50s are part of the sandwich generation (Horowitz, 2022). In this study:

- 38%** of Gen Xers are raising at least one child under 18.
- 20%** of Gen Xers are financially supporting an adult child.
- 67%** of Gen Xers have at least one parent aged 65+.
- 17%** of Gen Xers are described as none of the above.

Approximately two-thirds of Gen Xers (68%) feel they are successfully balancing the needs of their parents and children (see Figure 6). Some Gen X parents may be providing more support than anticipated, because greater numbers of their adult children are living with them due to factors such as high housing costs and student loan debt. According to U.S. Census data, three out of ten adult children (ages 18–34) live with their parents, which increased from 27% in 2002 to 31% in 2022.



FIGURE 6. SUPPORTING NEEDS OF CHILDREN AND AGING PARENTS

I am successful at balancing the needs of both my parent(s) and child/children.

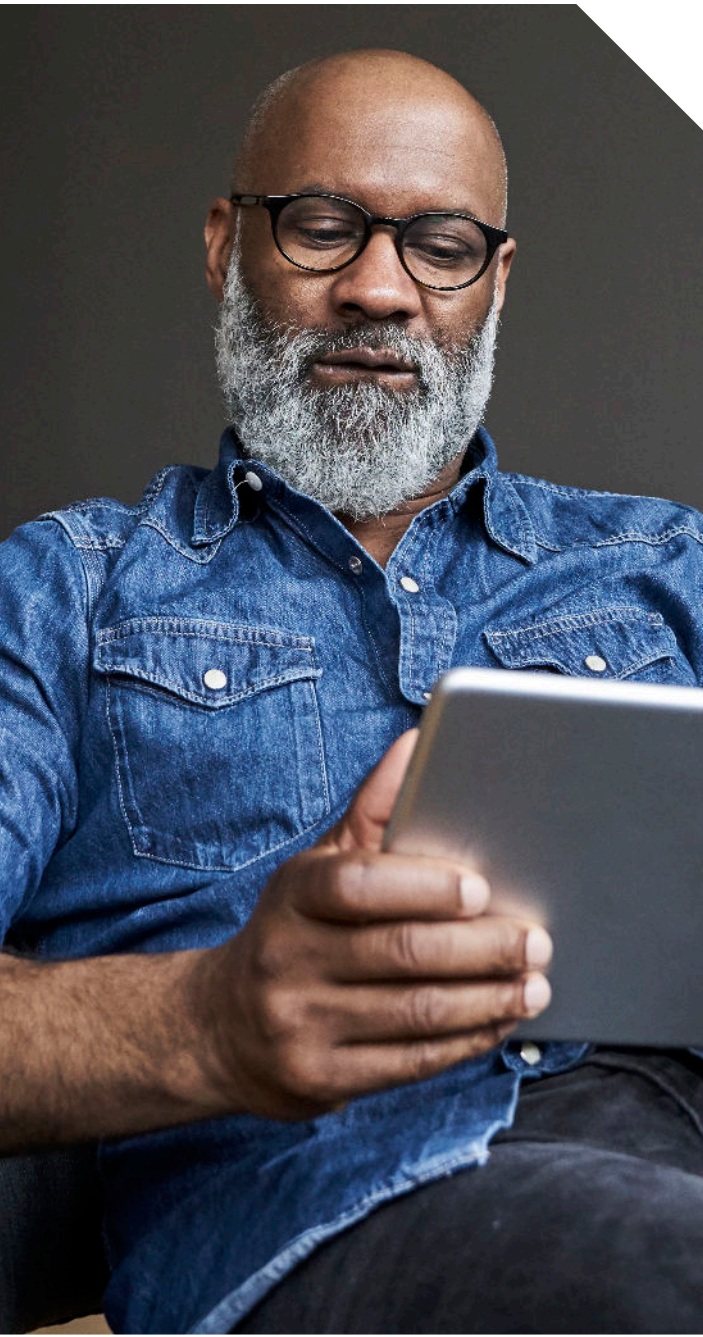


I am financially prepared to support my parent's/parents' financial needs over the next five years.



I am financially prepared to support my child's/children's financial needs over the next five years.





Whereas more than one-half of Gen Xers (55%) are financially prepared to support their children's financial needs over the next five years, only a third (35%) are financially prepared to support their parents' needs. At the same time, many Gen Xers are getting closer to retirement age and must consider their own future financial needs as well.

Not surprisingly, 81% of Gen Xers are stressed about finances at least sometimes, and more than one-half (51%) are stressed fairly/very often (see Figure 7). Gen Xers may be particularly stressed about finances compared to past generations, as they are navigating an increasingly complicated retirement landscape due in part to concerns about Social Security and decreases in the availability of pensions (Prudential, 2023). Gen X may also be the first to fall short of previous generations in

terms of wealth accumulation, compounded by their higher levels of debt (e.g., student loans, medical, credit card, and other debt) compared to their parents (The Pew Charitable Trusts, 2014).

FIGURE 7. FREQUENCY OF STRESS RELATED TO FINANCES



CAREER

Generation X has witnessed major changes in the labor force throughout their lives. By 1985, 66% of women in the baby boomer generation were participating in the labor force, a drastic change from the prior silent generation in which only 40% of women were employed at comparable ages (Pew Research Center, 2019). Gen Xers may be experiencing new stressors in their careers related to technology. Almost two out of five American workers are worried that artificial intelligence (AI) might make some or all of their job duties obsolete in the future, and more than a third are concerned that their employer uses technology to monitor them

during work (American Psychological Association, 2023).

In this study, half of Gen Xers (50%) reported they are very/completely satisfied with their job (see Figure 8a). In addition, three out of five Gen Xers are satisfied with their work-life balance (60%, see Figure 8b), although one out of five disagreed (18%). This is noteworthy given that 90% of employed adults in the US rated work-life balance as an important component of their job (Carter & Davis, 2022).

FIGURE 8a. I AM SATISFIED WITH MY JOB



50%

In this study, one-half of Gen Xers (50%) reported they are very/completely satisfied with their job.

However, a substantial number of Gen Xers are stressed at work. In fact, 42% experience job/career-related stress fairly/very often, and 40% agree they are burned out from work (see Figure 9). **Over a quarter (29%) of Gen Xers reported experiencing both frequent stress and burnout.** This is a critical issue for employers, because burnout contributes to productivity loss and high turnover. Employees who frequently experience burnout are 2.6 times more likely to be searching for a new job (Gallup, 2020).

FIGURE 9. WORK STRESS AND BURNOUT

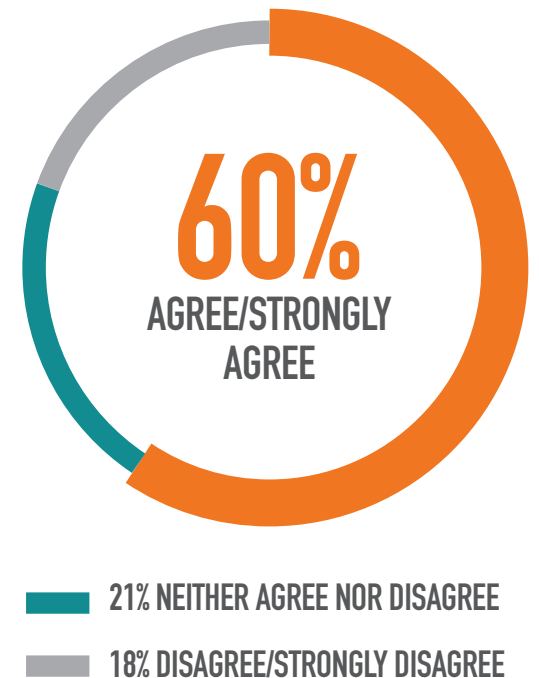
FREQUENCY OF JOB/CAREER STRESS



I FEEL BURNED OUT FROM WORK-RELATED STRESS



FIGURE 8b. I AM SATISFIED WITH MY WORK-LIFE BALANCE



SPOTLIGHT ON DEI IN THE WORKPLACE

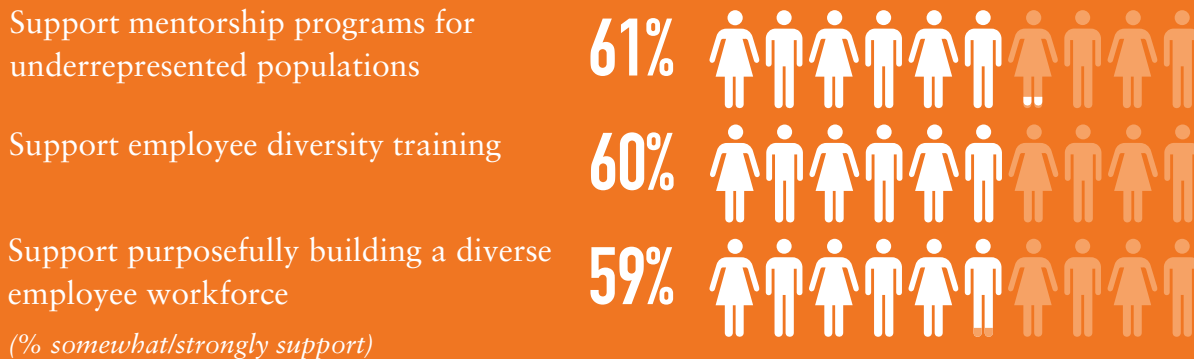
In recent years, there has been increased emphasis on Diversity, Equity, and Inclusion (DEI) practices in the workplace. From 2019 to 2020, job postings related to diversity, inclusion, and belonging increased by over 56% (Murray, 2023), and in North America in 2020, diversity-related posts on LinkedIn received 2.6 times more engagement than an average post (Lewis & Ryan, 2020). With this recent increased interest in DEI within the workforce, more employers may be taking part in workplace-specific DEI practices that promote the representation and participation of diverse groups of individuals.

Approximately three out of five Gen Xers support DEI initiatives in the workplace.

Mentorship programs for underrepresented populations provide formal opportunities to interact with and learn from leaders within the company, which is less likely to occur informally for women and people of color (Dobbin & Kalev, 2016).

Employee diversity training can include training on implicit/unconscious biases, microaggressions, cultural competence, and related topics. Efforts to purposefully build a diverse employee workforce may include activities such as recruiting and posting job openings in ways that reach more diverse populations, creating an inclusive company culture, and adding a diversity statement to the company website.

FIGURE 10. SUPPORT FOR DIVERSITY, EQUITY, AND INCLUSION (DEI) INITIATIVES



HEALTH & WELLNESS

In recent years, consumer interest in health and wellness has continued to grow steadily in the US (Callaghan et al., 2022). **However, as more Gen Xers are now balancing multiple responsibilities, they may have less time to prioritize their own health during this stage of their lives.** In late 2022, Gallup found that self-reported mental health in the US was at the lowest point it has been in two decades, which may be due in part to lasting effects of the COVID-19 pandemic and inflation (Brenan, 2022). Gallup also noted that physical health was less impacted by the pandemic.

**GEN XERS MAY HAVE
LESS TIME TO PRIORITIZE
THEIR OWN HEALTH.**



In this study, approximately two-thirds of Gen Xers reported that their physical and mental health were either good or very good on a scale that ranged from poor to excellent. In addition, nearly one-half of Gen Xers (48%) are very/completely satisfied with their health (see Figure 12).

FIGURE 11. SELF-REPORTED HEALTH

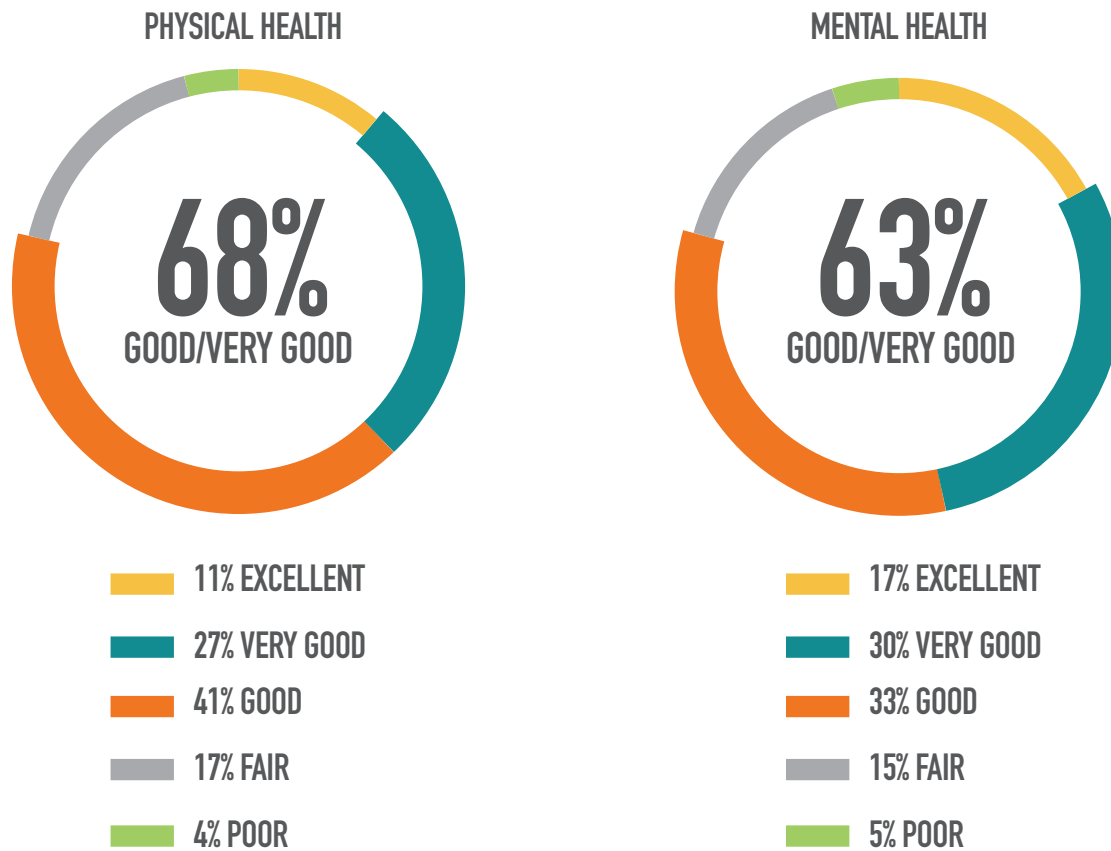


FIGURE 12. SATISFACTION WITH HEALTH



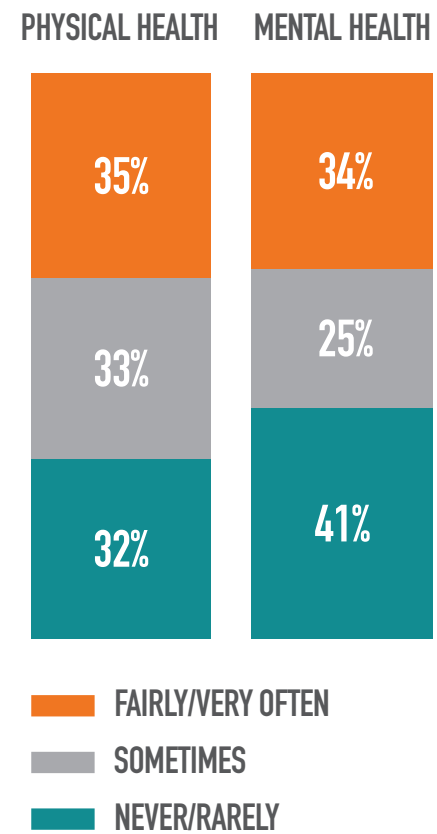
48%

Nearly one-half of Gen Xers are very/completely satisfied with their health.



One-third report feeling stressed about their physical (35%) and mental (34%) health fairly/very often (see Figure 13).

FIGURE 13. FREQUENCY OF STRESS OVER STATE OF HEALTH



Gen Xers tended to display many indicators of psychological well-being, including the ability to achieve goals, sense of autonomy, resilience, purpose in life, and optimism about the future (see Figure 14). The presence of these indicators is especially important given that many of these outcomes play a role in not only psychological well-being, but also in physical health. For example, optimism has been shown to have strong associations with physical well-being outcomes such as cardiovascular health and immune function (Rasmussen et al., 2009). Similarly, having a strong sense of purpose in life has been associated with reduced risk of mortality and cardiovascular events (Cohen et al., 2016).

FIGURE 14. INDICATORS OF PSYCHOLOGICAL WELL-BEING

I am able to achieve goals I set for myself.



I feel that I am able to live my life the way I choose to live it.



I tend to bounce back quickly after stressful events.



I have a strong sense of purpose in my life.



I am optimistic about the future.



(% agree/strongly agree)

Overall, Gen Xers indicated that they frequently feel happy and content. However, a notable number of respondents reported experiencing frequent negative feelings, including stress, anxiety, and depression (see Figure 15). This duality echoes findings noted earlier in the report that suggest Gen Xers are largely satisfied with their family life and career, while also dealing with various sources of stress.



FIGURE 15. FREQUENCY OF POSITIVE AND NEGATIVE FEELINGS



(% some of the time and often/always)

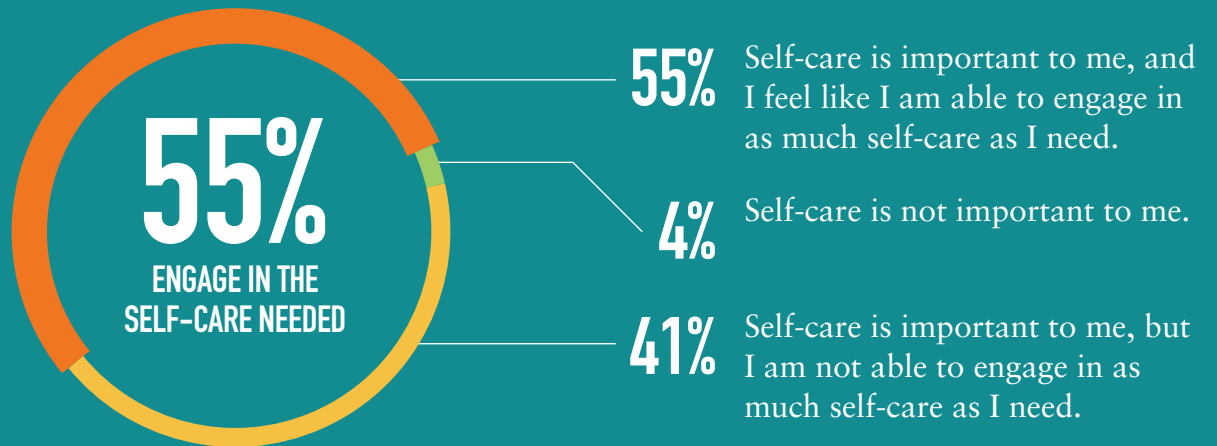


SPOTLIGHT ON SELF-CARE

Broadly defined, self-care can involve any activities or practices that protect one’s well-being and happiness. Americans are estimated to spend more than \$450 billion on wellness (including products and services related to health, fitness, nutrition, appearance, mindfulness, and sleep) and

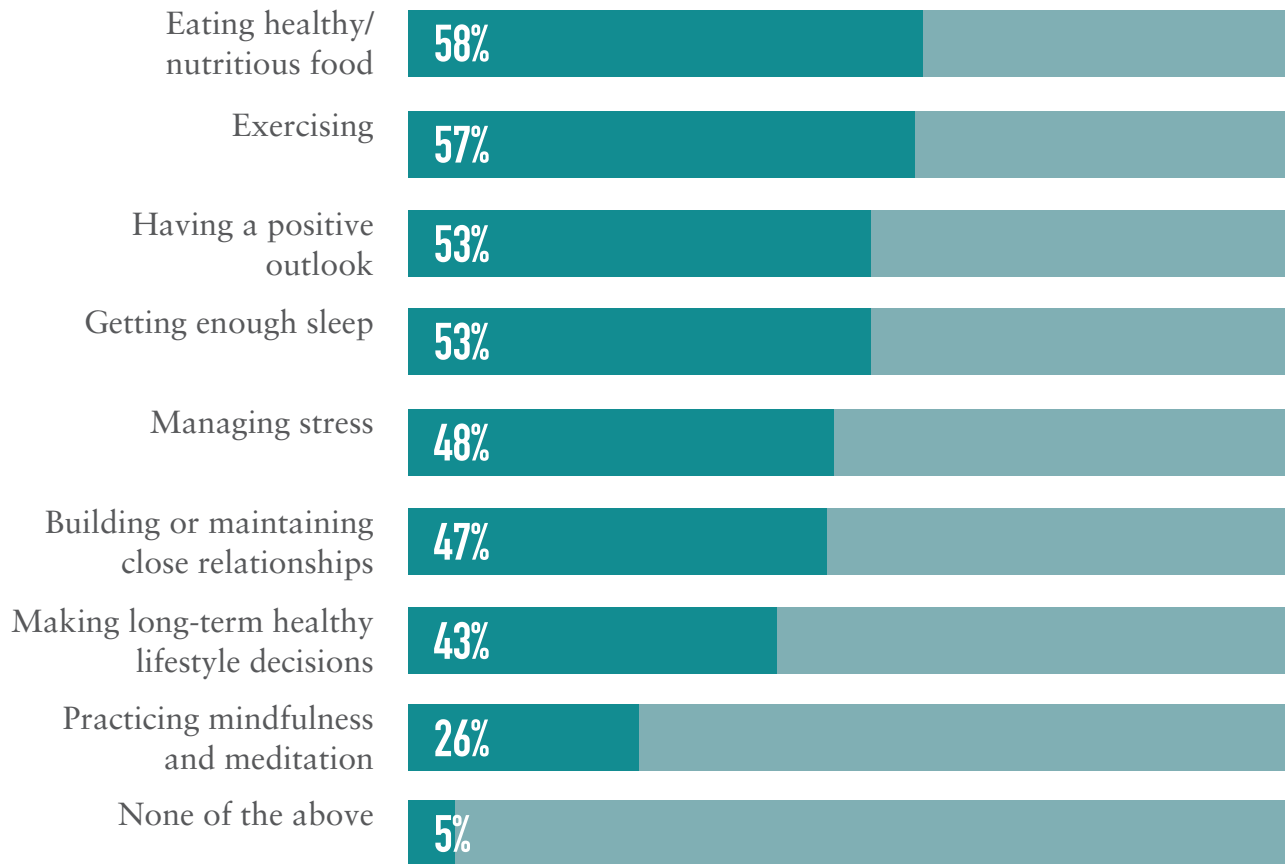
spending is increasing annually (Callaghan et al., 2022). However, given their current life stage, Gen Xers may have less time to participate in self-care. In this study, Gen Xers are in agreement that self-care is important (only 4% disagreed), but 41% don’t get as much self-care as they need (see Figure 16).

FIGURE 16. IMPORTANCE AND NEED OF SELF-CARE



Gen Xers overwhelmingly agree (94.5%) that taking care of their mental health is just as important as taking care of their physical health. Respondents reported engaging in an average of 3.8 out of 8 healthy behaviors on a consistent basis (see Figure 17). More than half of respondents regularly eat healthy/nutritious food (58%), exercise (57%), have a positive outlook (53%), and get enough sleep (53%).

FIGURE 17. GEN XERS ENGAGING IN CONSISTENT HEALTHY BEHAVIORS



COMPARING GEN X & BABY BOOMERS TODAY

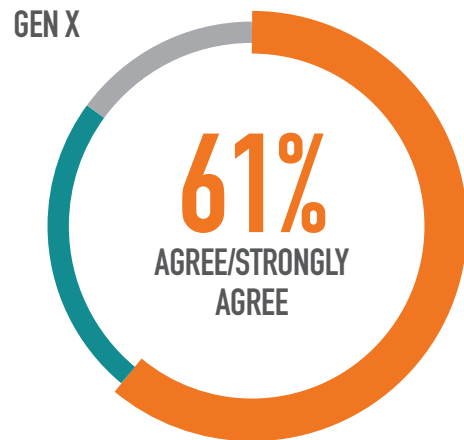
In 2030, the leading-edge Gen Xers will turn 65 years old. A comparison between Gen Xers and a nationally representative sample of baby boomers yields interesting insights into what the future may hold for Gen X. When asked about their views on aging, three out of five (61%) Gen Xers responded positively, which was similar to the response from boomers (see Figure 18). This is good news because positive views of aging are associated with many health benefits, including living 7.5 years longer on average than people with more negative views (Levy et al., 2002). Negative views of aging are also related to a greater risk of cardiovascular events (Levy et al., 2010), such as stroke and heart attacks, and Alzheimer's disease later in life (Levy et al., 2016).



FIGURE 18. VIEWS OF AGING ARE SIMILAR FOR GEN X AND BOOMERS

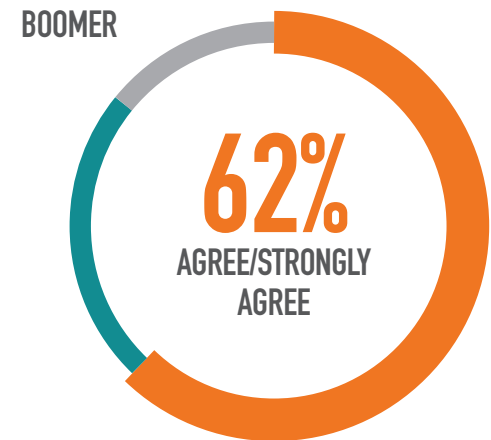
I have a positive view of aging

GEN X



24% NEITHER AGREE NOR DISAGREE
15% DISAGREE/STRONGLY DISAGREE

BOOMER

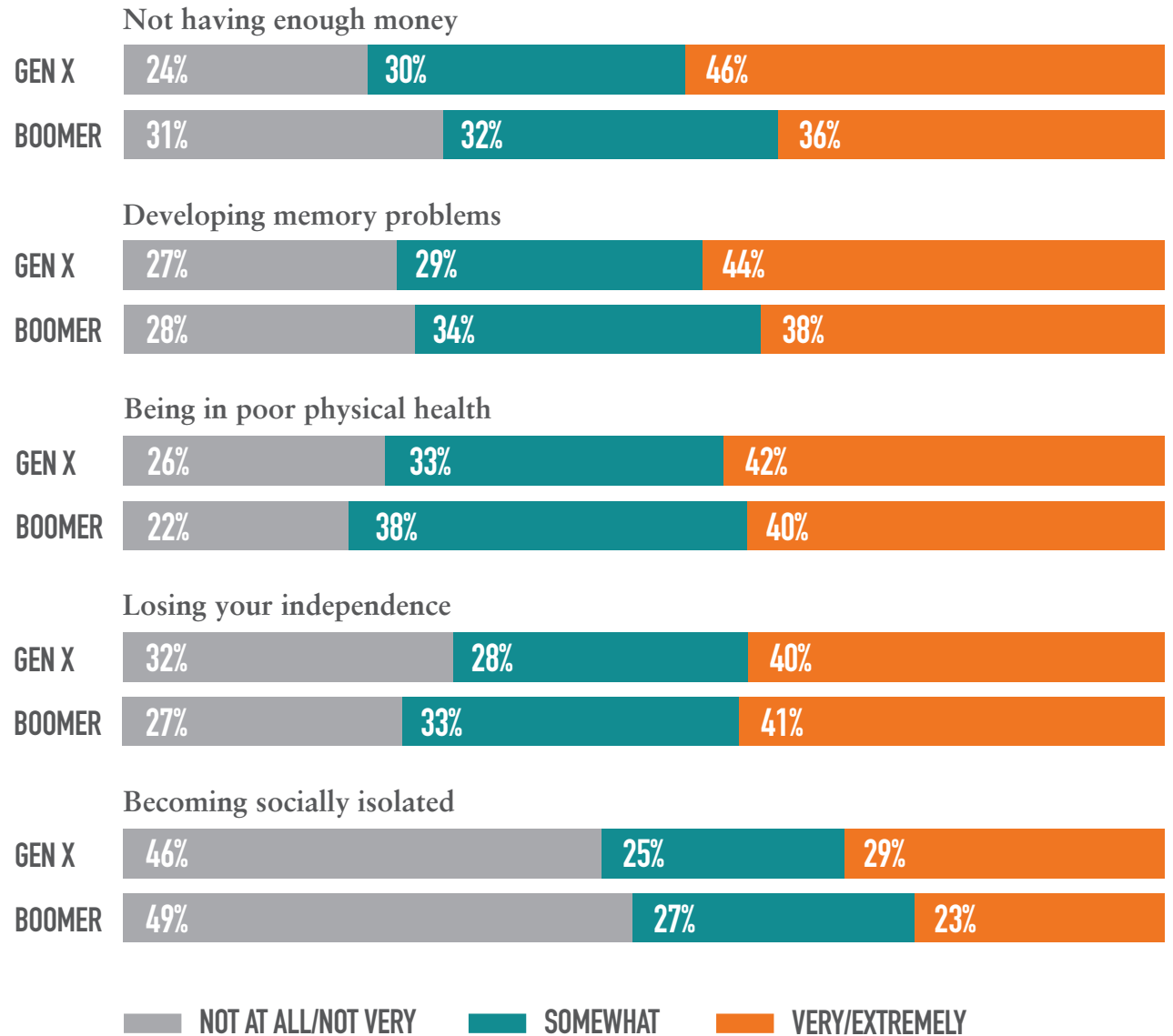


23% NEITHER AGREE NOR DISAGREE
14% DISAGREE/STRONGLY DISAGREE

However, when they think about growing older, Gen Xers tend to have greater concerns about aging than boomers (see Figure 19).

Specifically, Gen X is more concerned about finances (46% vs. 36%), memory issues (44% vs. 38%), and social isolation (29% vs. 23%). In contrast, Boomers' top concern is losing independence. However, more Gen Xers than boomers are not very concerned about this (32% vs. 27%). This aligns with previous research showing those in their 50s (Gen X's current average age) have higher age-related worries than those over 60 (West Health Institute and NORC at the University of Chicago, 2017). It's possible that Gen X's concerns may reflect age-related fears, while boomers may draw from greater experience.

FIGURE 19. CONCERNS ABOUT AGING ARE GREATER FOR GEN XERS COMPARED TO BOOMERS

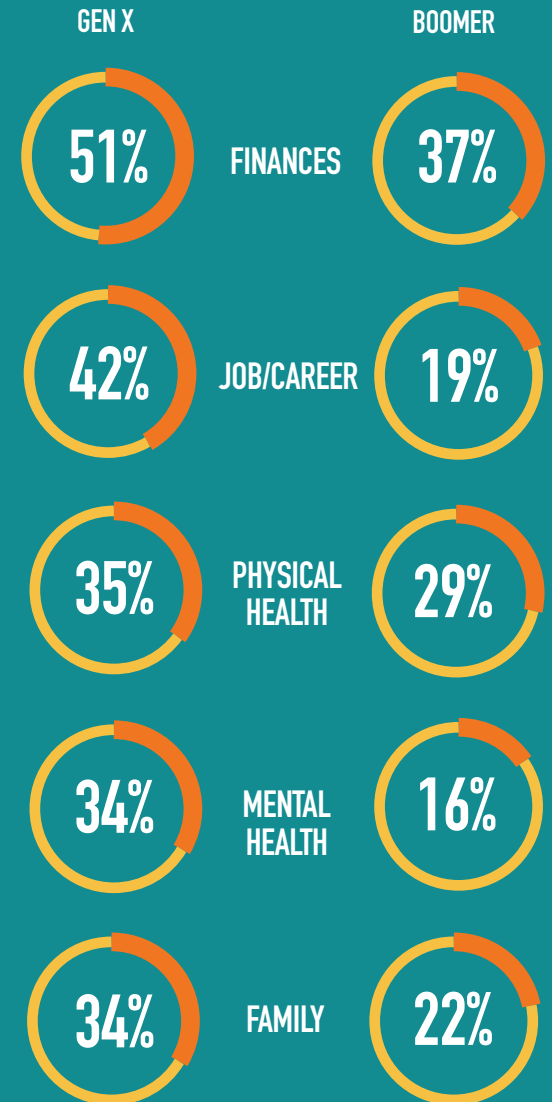




FAMILY

Similar to Gen Xers, boomers also frequently selected family (48%), career (18%), and health and wellness (18%) as their highest priorities in life. There were no significant differences between generations in satisfaction with family life, having meaningful relationships with others, or having friends they value spending time with. **However, more Gen Xers experience family-related stress fairly/very often than boomers (34% vs. 22%, see Figure 20).** In addition, more Gen Xers feel lonely at least some of the time (29% vs. 22%). Many boomers had to navigate the demands of being in the sandwich generation in the past, and now that generation comprises more Gen Xers. In the current sample, 33% of Gen Xers and only 5% of boomers met the full criteria for being in the sandwich generation (i.e., having a parent age 65+ and either raising a child under 18 or financially supporting an adult child).

FIGURE 20. FREQUENT SOURCES OF STRESS



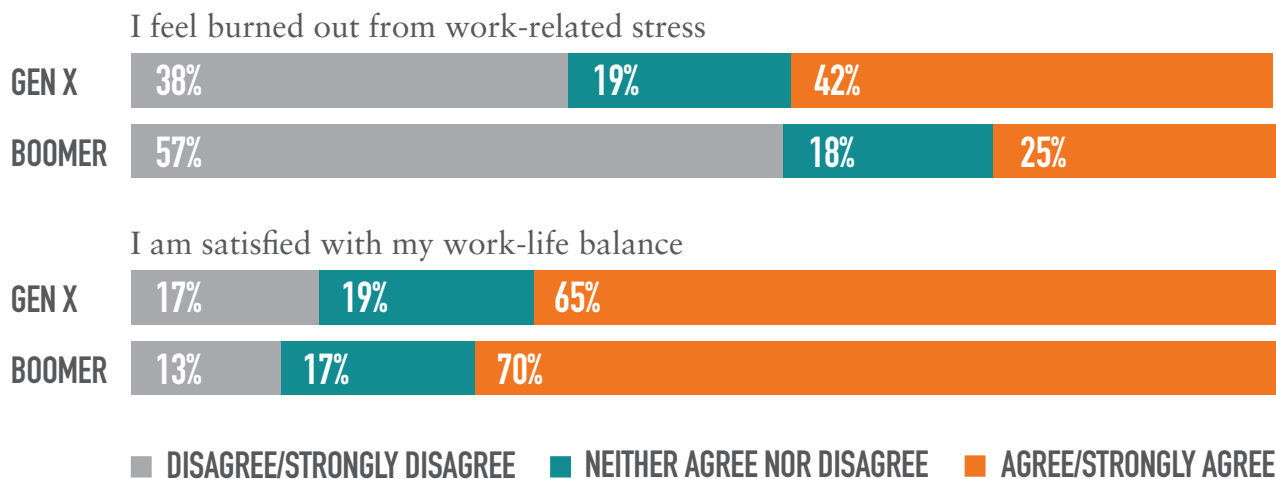
(% fairly/very often)

CAREER

Not surprising, more than half of the boomer respondents were retired (58%) and 31% were employed full- or part-time (compared to 74% employment among Gen X). There was no significant difference in job satisfaction between boomers and Gen Xers who were employed full- or part-time. However, more employed Gen Xers reported being stressed fairly/very often about their job/career (44% vs. 27%) as well as their finances (51% vs. 40%). **In addition, more employed Gen Xers (vs. boomers) agreed that they were experiencing burnout (42% vs. 25%, see Figure 21).** Meanwhile, more employed boomers agreed they were satisfied with their work-life balance compared to Gen Xers (70% vs. 65%).

It is important to note that almost a third of employed boomers (32%) were in part-time positions compared to 14% of employed Gen Xers, which likely contributes to some of these differences. Support for DEI initiatives in the workplace was similar across employed boomers and Gen Xers.

FIGURE 21. GEN X vs. BOOMERS ON BURNOUT AND WORK-LIFE BALANCE



HEALTH & WELLNESS

Gen Xers are more satisfied with their health than boomers (48% very/completely satisfied vs. 40.5%). Consistent with that, self-reported physical health is higher among Gen Xers (38% very good/excellent vs. 32%); however, mental health is higher among boomers (55% very good/excellent vs. 46.5%).

Relatedly, more boomers reported experiencing positive feelings at least some of the time (see Figure 22), including happiness and contentment. More Gen Xers, however, reported having negative feelings at least some of the time, such as anxiety and depression.



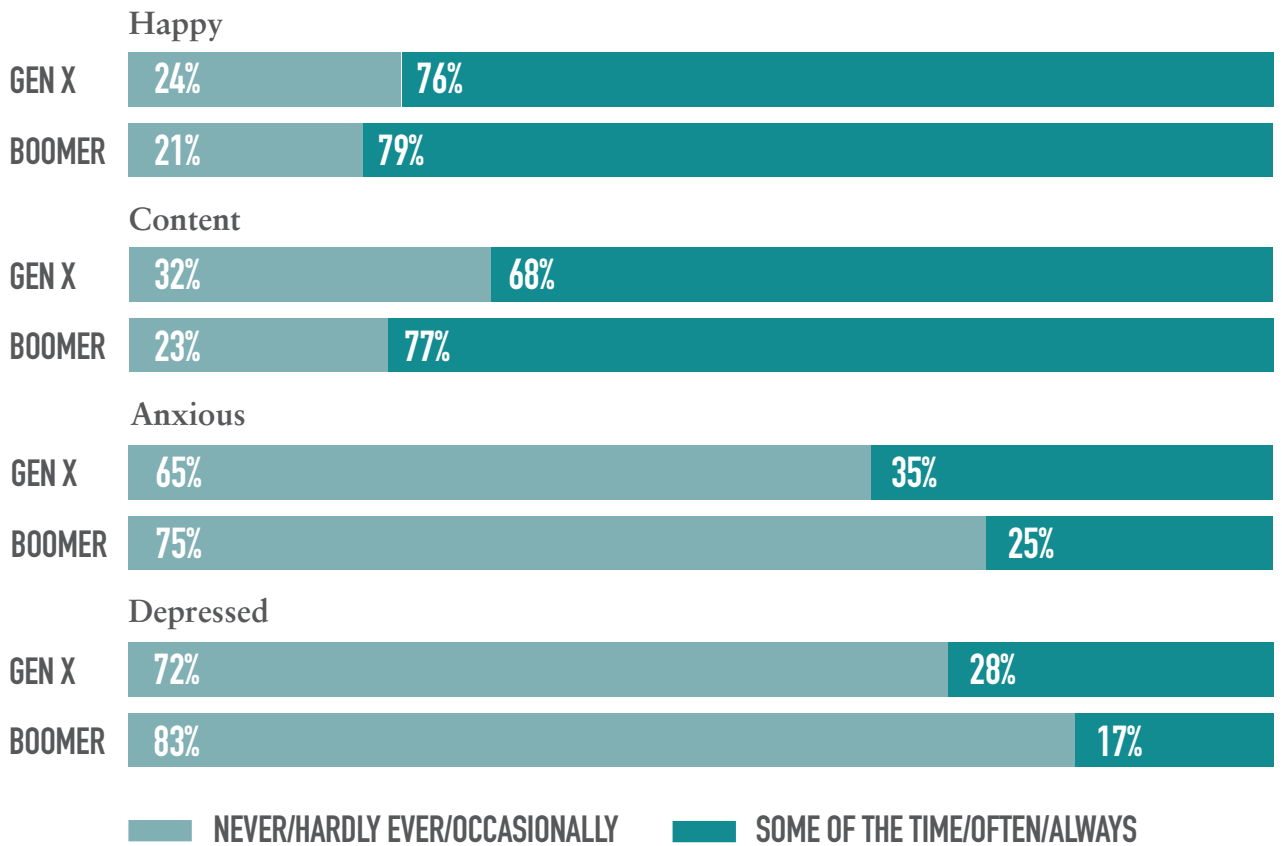
**SELF-REPORTED
PHYSICAL HEALTH IS
BETTER AMONG GEN XERS.**



The pattern of Gen Xers experiencing more frequent stress compared to boomers continued with physical health (35% fairly/very often vs. 29%) and mental health (34% vs. 16%). Consistent with their lower stress levels, more boomers agreed that they were able to bounce back from stressful events (73% vs. 69%).

FIGURE 22. NEGATIVE FEELINGS ARE MORE FREQUENT FOR GEN X COMPARED TO BOOMERS

HOW OFTEN DO YOU FEEL...



Boomers and Gen Xers are in agreement that self-care is important. **However, more Gen Xers are unable to get as much self-care as they need (41% vs. 31%).** More boomers reported engaging in each type of healthy behavior measured, except there was no difference in practicing mindfulness and meditation compared to Gen X (see Table 1). The largest differences were on making lifestyle decisions that support long-term health, having a positive outlook, and getting enough sleep.

TABLE 1. HEALTHY BEHAVIORS BETWEEN GEN XERS AND BOOMERS

HEALTHY BEHAVIOR	GEN X	BOOMER
Eating healthy nutritious food	58%	67%
Exercising	57%	60%
Having a positive outlook	53%	65%
Getting enough sleep	53%	64%
Managing stress	48%	55%
Building or maintaining close relationships	47%	56%
Making healthy long-term lifestyle decisions	43%	56%
Practicing mindfulness and meditation	26%	26%
None of the above	5%	4%

**Orange indicates significantly higher score than the other group.*



There are several points to keep in mind when interpreting the Year 1 findings of the *Gen Xperience: A 5-Year Journey into the Lives of Generation X*. This report provides insights about a “typical” member of Generation X. Naturally, within this generation, there are many differences between individuals. Although generational labels are sometimes useful, they run the risk of being applied as general assumptions about someone’s age and can lead to stereotypes. Along the same lines, many of the differences between Generation X and boomer respondents may be a reflection of their stage of life rather than “generational” differences per se. The current study provides a snapshot of Gen Xers and boomers at one point in time. We cannot determine from the current survey data whether boomers would have responded similarly to Gen X when they were the same age.



APPENDIX WEIGHTED RESPONDENT CHARACTERISTICS

Respondent Characteristics	Generation X	Baby Boomers
Number of respondents	2,467	2,512
Age	Mean = 50.6	Mean = 66.9
43 to 47	31%	N/A
48 to 52	31%	N/A
53 to 58	38%	N/A
59 to 65	N/A	45%
66 to 71	N/A	32%
72 to 77	N/A	24%
Gender		
Female	51%	53%
Male	49%	47%
Race/Ethnicity		
White (Non-Hispanic)	60%	72%*
Black (Non-Hispanic)	12%	10%
Asian (Non-Hispanic)	7%*	5%
Other (Non-Hispanic)	4%	3%
Hispanic (all races)	18%*	10%
Income		
Less than \$25,000	11%	21%*
\$25,000 to less than \$50,000	16%	22%*
\$50,000 to less than \$75,000	15%	15%
\$75,000 to less than \$100,000	12%	11%
\$100,000 to less than \$125,000	11%*	8%
\$125,000 to less than \$150,000	8%*	6%
\$150,000 to less than \$175,000	10%*	6%
\$175,000 to less than \$200,000	7%*	4%
\$200,000 or more	11%*	7%

Respondent Characteristics	Generation X	Baby Boomers
Sexual Orientation		
Bisexual	3%	2%
Gay or lesbian	3%	3%
Heterosexual or straight	94%	95%
A sexual orientation not listed here	1%	1%
Marital Status		
Never married	18%*	13%
Partnered/Married	64%*	57%
Separated/Divorced	15%	21%*
Widowed	3%	9%*
Education Level		
Less than 9th grade	<1%	<1%
Some high school (no diploma)	1%	1%
High school graduate or GED	28%	32%*
Associate's degree	17%	21%*
Bachelor's degree	30%	28%
Master's degree	22%*	15%
Doctorate or professional degree	3%	4%
Employment Status		
Employed full-time	64%*	21%
Employed part-time	10%	10%
Unemployed and looking for work	6%*	4%
Unemployed and not looking for work	2%	1%
Student	1%*	<1%
Retired	5%	58%*
Homemaker	8%*	3%
Unpaid caregiver	1%*	<1%
Unable to work	6%	5%

*Indicates significantly greater proportion compared to the other group.

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