Midlife FULFILLED podcast

Udemy

# THRIVING
# in Midlife

## Survey Results on Fulfillment Across Key Life Pillars

# Thriving in Midlife Report

The **Thriving in Midlife Report** offers comprehensive insights into the fulfillment priorities of individuals aged 40 and above across the five key pillars of: **Health, Fitness, Career, Relationships,** and **Legacy**. The survey was conducted in collaboration with **Udemy**, and sought to explore how midlife respondents perceive and pursue fulfillment in these areas, providing valuable data to inform strategies for optimizing their goals and well-being.

The survey was distributed online in **May 2024** and gathered responses from **530 individuals** across seven English-speaking countries, with the majority of participants residing in the **United States, Canada,** and **Britain**. This diverse sample offers a broad perspective on midlife fulfillment, reflecting varied cultural and socioeconomic backgrounds.

While the survey was designed to capture a wide range of experiences, not all questions were mandatory, resulting in some response counts being less than 530. This approach allowed respondents to selectively engage with questions most relevant to their personal experiences and priorities.

The **margin of error** for the survey is **±4.3%**, providing a reliable measure of the data's accuracy and representativeness within the sampled population.

The primary takeaway from the survey is to offer actionable insights into the fulfillment priorities of individuals over 40, guiding considerations and strategies for enhancing their goals and overall satisfaction across the critical areas of their lives. This report serves as a valuable resource for individuals and organizations to  understand the diverse needs and aspirations of midlife individuals, supporting efforts to foster their personal and professional growth.

# Table of Contents

# Executive Summary

## The Pursuit of Midlife Fulfillment: A Critical Journey

In today's fast-paced and ever-evolving world, the pursuit of fulfillment in midlife is not just a personal aspiration but a critical factor influencing both individual well-being and organizational success. The Midlife Fulfillment Survey, conducted in collaboration with Udemy, sheds light on the priorities and experiences of individuals over 40 across five essential pillars: Health, Fitness, Career, Relationships, and Legacy.

# The Five Pillars of Midlife Fulfillment

We focus on these five pillars—**Health, Fitness, Career, Relationships, and Legacy**—because they collectively encompass the key aspects of a well-rounded and fulfilling life. Each pillar represents a crucial area that significantly influences overall fulfillment during midlife. Addressing these areas holistically can lead to a more balanced and meaningful life. The Midlife Fulfilled Podcast features conversations about these five pillars.

Back to Table of Contents

# Purpose and Significance of the Report

The overarching purpose of this report is to explore what fulfillment means for individuals in midlife and how it impacts their lives and work environments. By understanding fulfillment across the five pillars, organizations can better support their employees, leading to increased satisfaction, productivity, and retention. For individuals, this knowledge serves as a guide to identify areas needing attention and improvement, ultimately moving closer to a more fulfilled life. For organizations, this insight not only enhances employee well-being but also drives organizational success through a more engaged and motivated workforce.

# Key Findings

The survey's findings reveal where respondents feel the most and least fulfilled, providing actionable insights for improvement. Here's a summary of the fulfillment levels across each pillar:

## Health Pillar

> **High Fulfillment** (70-100%)
> **65.7%** feel highly fulfilled, indicating effective health management.

> **Moderate Fulfillment** (50-60%)
> **23.0%** feel moderately fulfilled.

> **Low Fulfillment** (0-40%)
> **11.3%** experience significant health challenges.

**FULFILLED IN HEALTH**



## Fitness Pillar

**FULFILLED IN FITNESS**
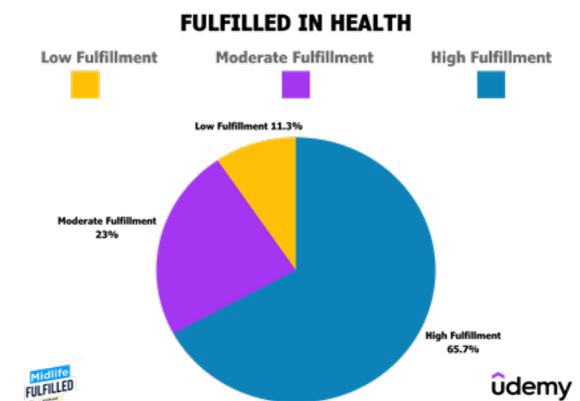


> **High Fulfillment** (70-100%)
> **47.3%** are highly satisfied with their fitness.

> **Moderate Fulfillment** (50-60%)
> **23.9%** report moderate fulfillment.

> **Low Fulfillment** (0-40%)
> **28.8%** face notable fitness challenges.
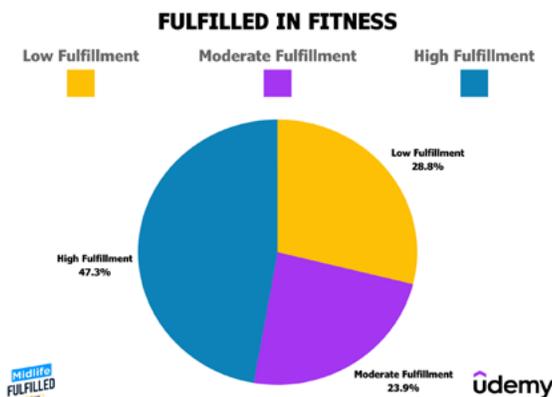
# Career Pillar

> **High Fulfillment** (70-100%)
> **61.2%** express high satisfaction with their careers.

> **Moderate Fulfillment** (50-60%)
> **24.2%** feel moderately fulfilled.

> **Low Fulfillment** (0-40%)
> **12.7%** are dissatisfied, indicating career challenges or misalignments.

**FULFILLED IN CAREER**

Low Fulfillment   Moderate Fulfillment   High Fulfillment

Low Fulfillment 12.7%
High Fulfillment 61.2%
Moderate Fulfillment 24.2%

**FULFILLED IN RELATIONSHIPS**

Low Fulfillment   Moderate Fulfillment   High Fulfillment

Low Fulfillment 10.1%
High Fulfillment 70%
Moderate Fulfillment 17.7%
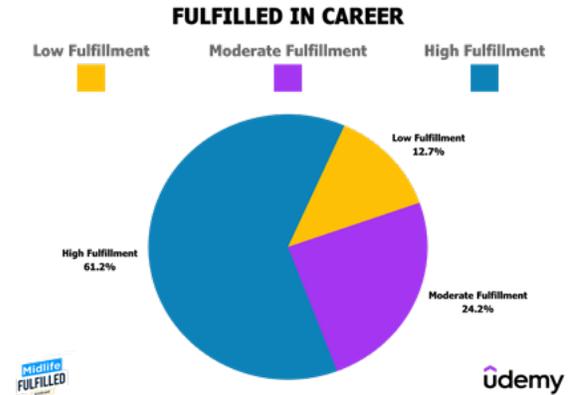
# Relationships Pillar

> **High Fulfillment** (70-100%)
> **70.0%** feel highly satisfied with their relationships.

> **Moderate Fulfillment** (50-60%)
> **17.7%** report moderate satisfaction.

> **Low Fulfillment** (0-40%)
> **10.1%** indicates significant challenges in relationships.
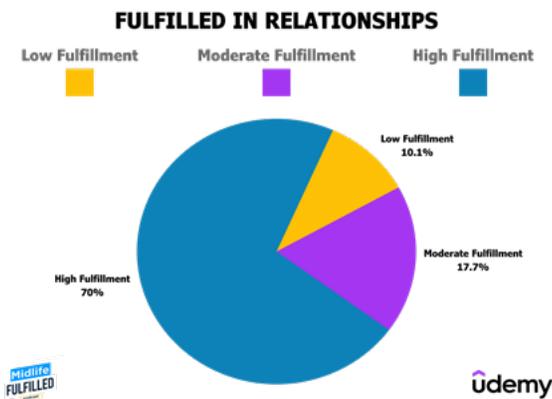
# Legacy Pillar

> **High Fulfillment** (70-100%)
> **53.0%** feel positive about their legacy.

> **Moderate Fulfillment** (50-60%)
> **26.8%** have moderate fulfillment.

> **Low Fulfillment** (0-40%)
> **20.2%** face challenges in legacy-building.

**FULFILLED IN LEGACY**

Low Fulfillment   Moderate Fulfillment   High Fulfillment

Low Fulfillment 20.2%
High Fulfillment 53%
Moderate Fulfillment 26.8%
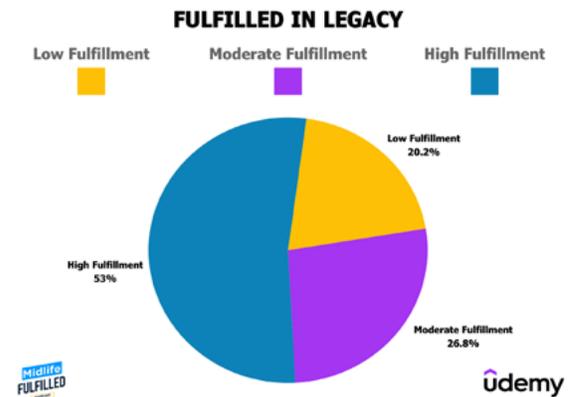
# Notable Findings

## Fitness and Legacy Challenges

Midlife individuals, particularly those in their 50s and 60s, experience high satisfaction in relationships (**70.0%** high fulfillment), health (**65.7%** high fulfillment), and career (**61.2%** high fulfillment), reflecting strong personal connections, well-being, and professional achievements. However, fitness (**47.3%** high fulfillment, **28.8%** low fulfillment) and legacy-building (**53.0%** high fulfillment, **20.3%** low fulfillment) pose more significant challenges, indicating areas for growth and reflection.

## Fulfillment vs. Happiness

Respondents might perceive fulfillment as offering a more lasting and profound impact on their well-being than happiness, which can be fleeting. This is evidenced by the fact that **79.2%** of respondents would choose to be fulfilled over happy. Fulfillment is likely associated with achieving personal goals, creating a legacy (**53.0%** high fulfillment), and fostering meaningful relationships (**70.0%** high fulfillment), aligning closely with respondents' priorities across the five pillars.

# Personal and Professional Growth

There is a significant correlation between the respondents' commitment to personal and professional growth. The data reveals that **57.2%** of respondents are actively prioritizing personal growth, and **54.3%** are similarly focused on professional growth. Additionally, **39.2%** are moderately working on personal development, closely aligning with the **36.4%** moderately engaged in professional growth. This correlation suggests that those who are dedicated to improving their personal lives are often equally committed to advancing their professional careers, reflecting a holistic approach to development.

# Physical and Mental Health

A combined **87%** of midlife respondents are actively or moderately committed to improving their mental health, with **40.8%** actively prioritizing it and **46.2%** moderately engaged. The correlation between the intentions to improve physical and mental health among midlife respondents reveals a comprehensive approach to well-being, where **93.2%** are committed to enhancing physical health, and **87%** are focused on mental health improvement.

## Commitment to Skills Development

A strong commitment to skills development among midlife respondents is evident, with **78.5%** actively working to learn new professional skills. Additionally, **49.0%** are focused on technical skills, **40.0%** on communication skills, and **39.7%** on creative skills, highlighting the diverse areas of interest for skills enhancement. This dedication to continuous learning is critical for career progression and personal growth.

## Career Satisfaction and Change

The majority of respondents (**74.5%**) are content with their current careers, suggesting alignment between their professional roles and personal aspirations. However, **20.8%** are not in their desired career, indicating potential dissatisfaction or aspirations for career transition, sometimes referred to as the "midlife career crisis."

## Intergenerational Collaboration

The vast majority of respondents regularly engage and collaborate with younger generations in the workplace (**77.5%**). This high level of engagement indicates a strong commitment to intergenerational collaboration, suggesting that midlife respondents value the input and perspectives of younger colleagues.

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today to learn how a custom report can elevate your team's fulfillment and reduce turnover while boosting loyalty and engagement.

# Evidence-Based Implications for Organizations

Organizations should recognize the importance of supporting midlife employees through targeted strategies.

## Implement Holistic Wellness Programs

A study by McKinsey & Company found that good holistic health, encompassing physical, mental, emotional, and social well-being, is a better predictor of employee performance than just happiness or engagement. Additionally, it reduces burnout and allows employees to work productively for longer durations [1].

# Offer Flexible Work Arrangements

Research by Society for Human Resource Management (SHRM) indicates that offering flexible work schedules like remote work or compressed workweeks can boost employee morale and satisfaction. This allows workers to manage personal commitments alongside work, leading to better focus and productivity during work hours [2].

# Invest in Skills Development

Udemy's research shows organizations that shift to skills-based talent management saw benefits like encouraging continuous learning and skills development (40%) and enhanced opportunities for career advancement based on merit (28%). [3]

# Foster Intergenerational Collaboration

While data specifically on workers over 40 is limited, fostering collaboration between generations can be mutually beneficial. An article published by the Center for Creative Leadership suggests that knowledge sharing between younger and older workers can lead to innovation and improved problem-solving [4].

# Connect to Legacy and Purpose Initiatives

While still an emerging area of research, a report by Forbes suggests that initiatives connecting employees to the company's purpose allow them to contribute their experience resulting in increased employee satisfaction and retention, especially for older workers nearing retirement [5].

# Implications for Individuals

For individuals, the insights from this report highlight the importance of proactive engagement in personal development.

## Invest in Continuous Education

Engage in lifelong learning and skill development to remain competitive and fulfilled in one's career. This can include pursuing new certifications, attending workshops, or enrolling in courses that align with personal and professional goals.

## Focus on Health and Fitness

Prioritize health and fitness to maintain energy and vitality. Develop a consistent exercise routine, seek regular medical check-ups, and adopt a balanced diet to support long-term health and well-being.

## Continue to Build Relationships

Cultivate strong personal and professional relationships to enhance social support and satisfaction. Invest time in nurturing existing relationships and be open to building new connections.

## Engage in Legacy Planning

Reflect on and plan for the legacy one wants to leave, ensuring it aligns with personal values and aspirations. Consider engaging in activities that contribute to long-term impact, such as mentoring, volunteering, and supporting meaningful causes.

## Prioritize Work-Life Balance

Strive for a healthy work-life balance to reduce stress and improve overall quality of life. Set boundaries, prioritize tasks, and make time for relaxation and leisure activities.

# Guiding Through the Report

This report provides a visual chart of each survey response, followed by insights. It aims to guide readers through the complexities of midlife fulfillment, offering a narrative that underscores the importance of addressing diverse needs across different life stages. By providing data and insights, we hope to make the journey through this report informative, engaging, and actionable.

# Conclusion

Understanding and addressing midlife fulfillment is crucial for both individuals and organizations. By focusing on the five essential pillars, this report provides a roadmap for achieving a balanced and satisfying midlife. The insights and recommendations offered here are intended to support a holistic approach to personal and professional growth, fostering a sense of fulfillment and well-being in midlife and beyond. When individuals achieve greater fulfillment across these pillars, the positive impact extends beyond the personal and professional realms, contributing to a more vibrant, resilient, and engaged society. Fulfilled individuals are more likely to participate actively in their communities, support their peers, and contribute to societal well-being, creating a ripple effect that enhances the quality of life for everyone.

## Citations

[1] World Economic Forum: What's 'Holistic Health' and How Does it Relate to Improved Performance at Work?

[2] SHRM: Managing Work Arrangements

[3] Workplace 2.0: The Promise of the Skills-Based Organization

[4] Center for Creative Leadership: Tactics for Leading Across Generations

[5] Forbes: Beyond Burnout: Embracing Holistic Wellbeing In The Workplace

# Age Distribution of Participants

**CURRENT AGE BY DECADE**

40s    50s    60s    Other

Other
11.3%

50s
39.1%

60s
26.4%

40s
23.2%
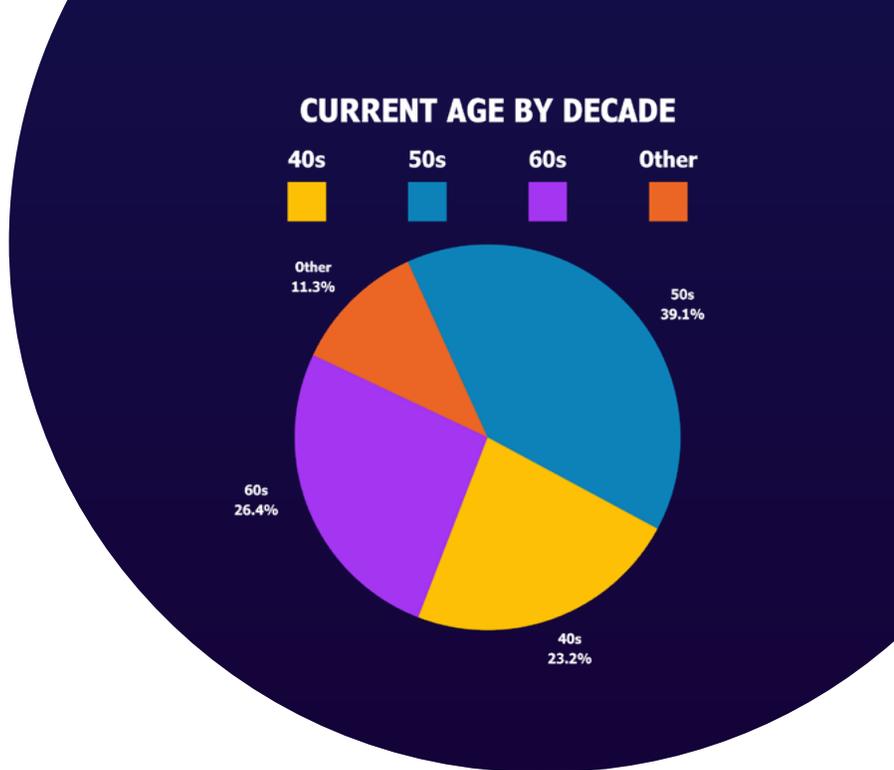
## Insights: High-Level Trends Among Age Groups

KEY TOPICS OF INTEREST

### 50s (39.1% of Respondents)

> **Career and Legacy**
> Likely focused on career achievements and planning for retirement. Topics around legacy building, financial planning, and career transitioning are pertinent.

> **Health**
> Emphasis on maintaining health and fitness as they age.

> **Relationships**
> May be experiencing changes in family dynamics, such as children leaving home or caring for aging parents.

# 60s (26.4% of Respondents)

> **Retirement Planning**
Interest in financial stability, retirement activities, and ways to stay engaged post-retirement.

> **Health**
Increased focus on health maintenance and managing age-related health concerns.

> **Relationships**
Importance of maintaining and nurturing personal relationships and social connections.

# 40s (23.2% of Respondents)

> **Career Development**
Balancing career growth with family responsibilities, seeking work-life balance.

> **Health and Fitness**
Growing awareness of the need for health and fitness as they age.

> **Personal Growth**
Interest in personal development and self-improvement, possibly starting to plan for future financial security.

# Primary Residence of Participants

**CURRENT PRIMARY RESIDENCE**

U.S | Canada | United Kingdom | India | Australia/New Zealand | Africa



- Other 11.7%
- African Continent 1.7%
- Australia / New Zealand 2.6%
- India 4.9%
- United Kingdom 4.9%
- Canada 5.3%
- United States 68.9%
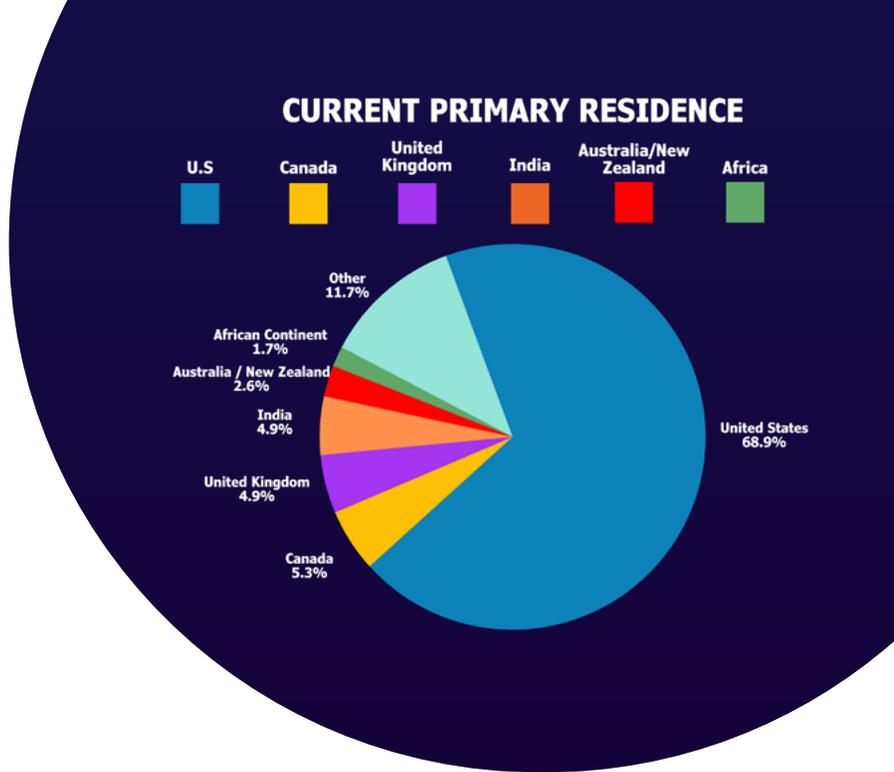
## Survey Distribution

The survey was distributed to respondents in English-language only. The distribution of respondents by primary residence highlights a predominant interest from the U.S. **(68.9%)**, complemented by notable participation from other English-speaking and international regions. This diversity suggests that while midlife fulfillment themes have universal appeal, they are also shaped by regional and cultural contexts. Insights from this data indicate varied priorities and challenges faced by individuals in different parts of the world, reflecting the complexity and multifaceted nature of midlife fulfillment across different societies.

# Gender of Respondents



**RESPONDENTS' GENDER**

Male    Female    No Answer

Prefer Not To Answer
.5%
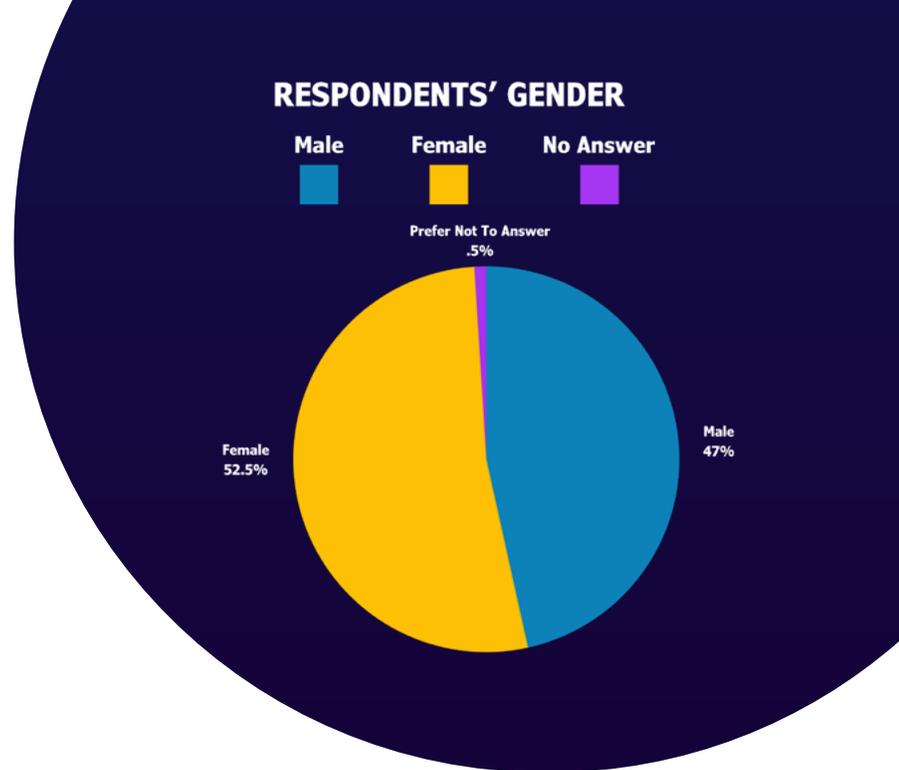
Female
52.5%

Male
47%

> **Female Majority**
> With women slightly outnumbering men among the respondents 52.5% to 47.0%, there could be nuanced differences in how each gender approaches midlife challenges and fulfillment. This may reflect varying societal roles, expectations, and experiences related to gender.

> **Close Gender Ratio**
> The near parity in gender distribution suggests that midlife fulfillment is a significant concern for both men and women, though their areas of focus might differ slightly. It underscores the universality of midlife issues across genders, even if specific concerns and priorities vary.

> **Small Non-Disclosure Segment**
> The minimal percentage of respondents who prefer not to disclose their gender likely indicates that most participants feel comfortable sharing this information.

Overall, the gender distribution in the survey reveals a broad interest in midlife fulfillment topics across both genders, with slightly more participation from women. This balance helps in understanding the diverse perspectives and challenges faced by men and women during midlife, contributing to a comprehensive view of midlife fulfillment.

# Health Pillar Fulfillment



**FULFILLED IN HEALTH**

Low Fulfillment    Moderate Fulfillment    High Fulfillment

Low Fulfillment 11.3%

Moderate Fulfillment 23%

High Fulfillment 65.7%
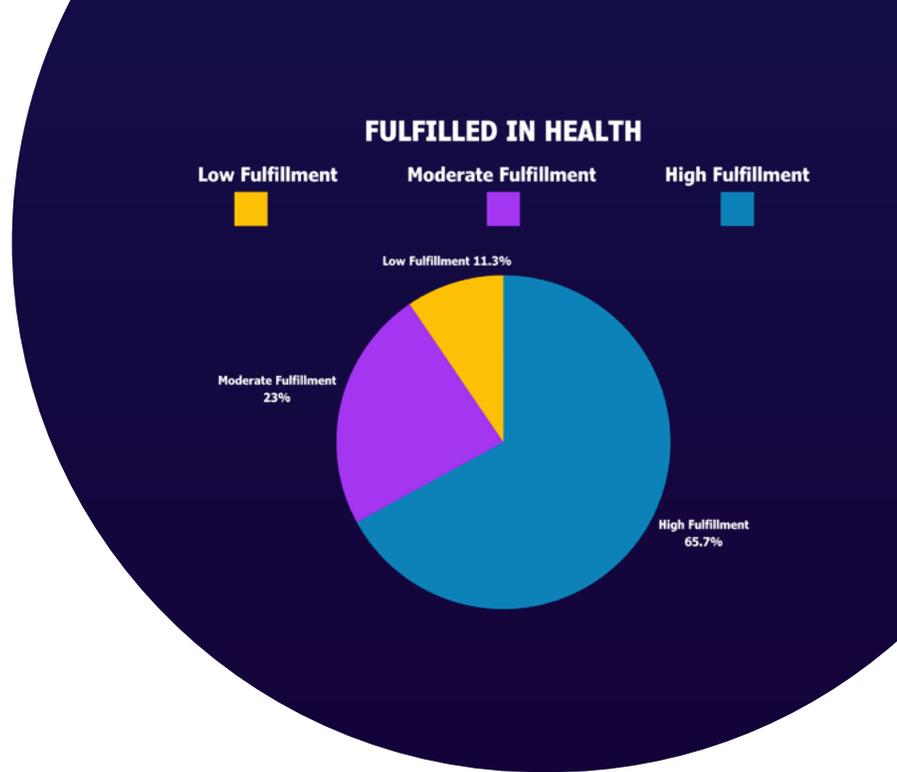
## Implications for Individuals

The data highlights the varying levels of health fulfillment among individuals, providing valuable insights into personal health management. Specifically, **65.7%** of respondents report high fulfillment, **23%** report moderate fulfillment, and **11.3%** report low fulfillment in their health pillar.

For individuals, understanding their health fulfillment status is crucial for identifying areas that need attention and improvement. Those in the high fulfillment category can continue to build on their effective health practices, ensuring they maintain their well-being. Individuals with moderate fulfillment should focus on setting specific health goals and seeking resources to address their challenges, while those with low fulfillment might benefit from consulting healthcare professionals to develop personalized health plans. By actively engaging in health improvement activities, individuals can enhance their quality of life, increase their resilience, and achieve a greater sense of fulfillment.

# Implications for Organizations

The distribution of health fulfillment levels provides a comprehensive view of how respondents perceive their health status and well-being. While most respondents report moderate to high fulfillment **(88.7%)**, reflecting a positive outlook on health, a small percentage **(11.3%)** faces significant health challenges. This highlights the importance of targeted health interventions and support to help those struggling with health issues improve their overall well-being.

By addressing the diverse health needs of their employees, organizations can create a supportive environment that enhances overall well-being and productivity. Implementing health and wellness strategies not only helps those facing health challenges but also reinforces a strong culture that benefits all employees.

# Fitness Pillar Fulfillment

**FULFILLED IN FITNESS**

Low Fulfillment · Moderate Fulfillment · High Fulfillment



Low Fulfillment 28.8%

High Fulfillment 47.3%

Moderate Fulfillment 23.9%
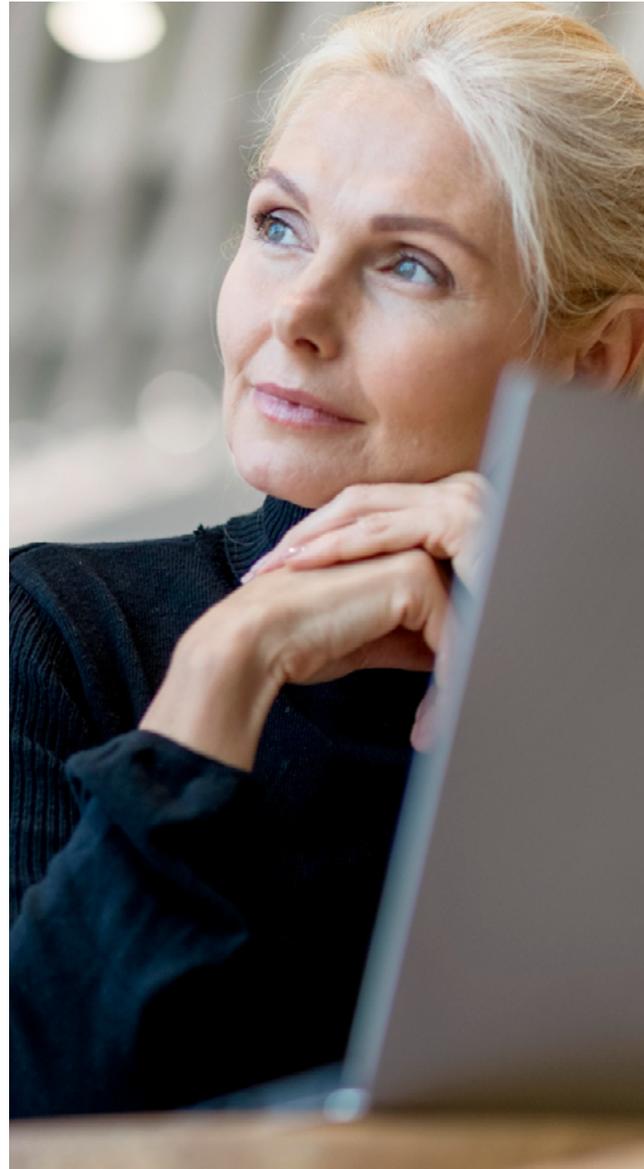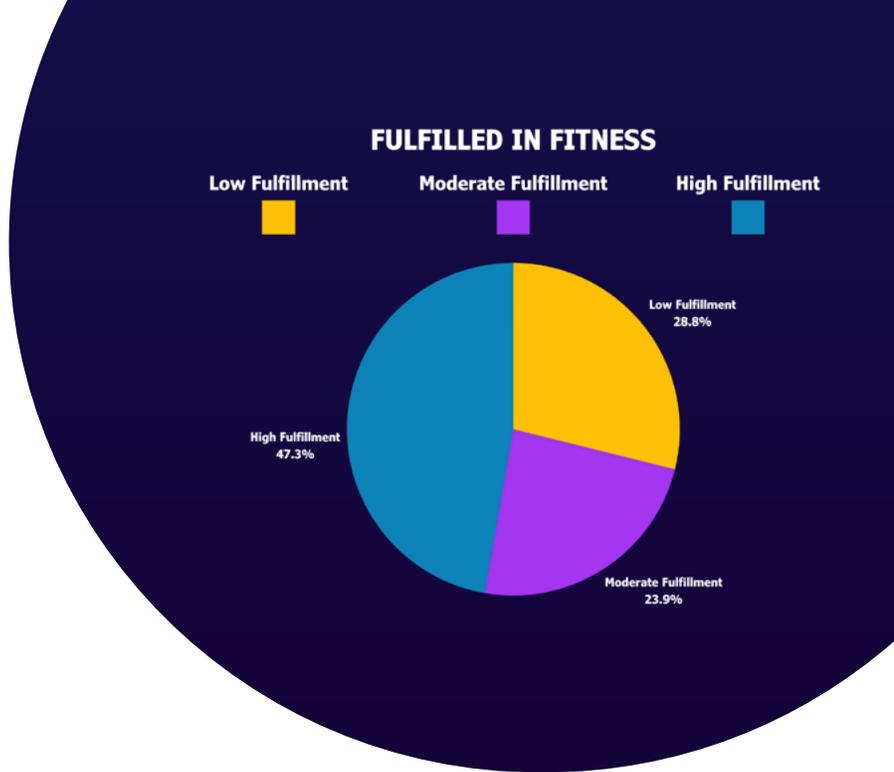
## Contrast Between Fitness and Health Fulfillment

### Low Fulfillment in Fitness vs. Health

> **Fitness**
> 28.8% report low fulfillment.

> **Health**
> 11.3% report low fulfillment.

> **Contrast**
> The considerable gap suggests that while many individuals may feel their overall health is satisfactory, they struggle to maintain fitness routines or achieve desired fitness levels.

# Implications for Individuals

## Recognize the Importance of Fitness

> **Health vs. Fitness**
> Understanding that while general health can be maintained through various means, physical fitness requires committed efforts and routines.

> **Goal Setting**
> Individuals should set realistic and achievable fitness goals to improve their fulfillment levels.

## Identify Barriers

> **Challenges**
> Determine what is hindering fitness progress, such as lack of time, resources, motivation, or knowledge.

> **Solutions**
> Seek solutions like time management strategies, home workouts, fitness apps, accountability buddy or professional guidance from trainers.

## Incorporate Enjoyable Activities

> **Variety and Enjoyment**
> Engage in physical activities that are enjoyable to increase consistency and fulfillment. This could include sports, dance, hiking, or group fitness classes.
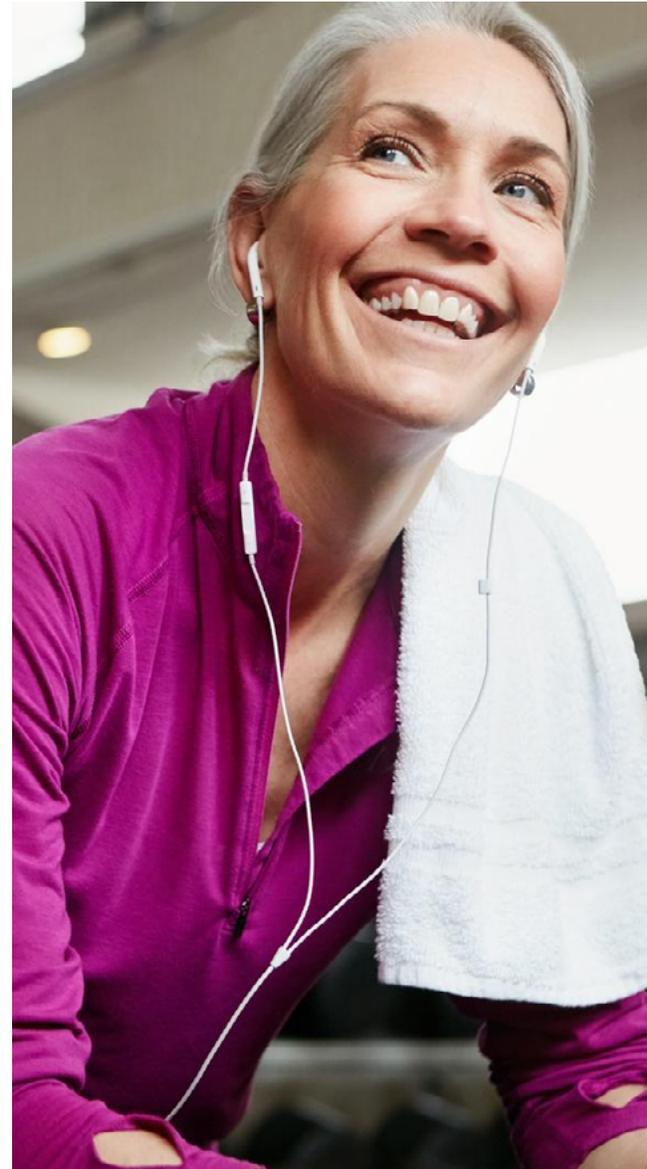
# Implications for Organizations

## Promote Workplace Wellness Programs

> **Fitness Initiatives**
> Implement programs that encourage physical activity, such as on-site gyms, fitness challenges, or subsidized gym memberships.

> **Flexible Schedules**
> Offer flexible work schedules to allow employees time for physical activity.

## Provide Resources and Support

> **Educational Workshops**
> Conduct workshops on fitness, nutrition, and overall well-being.

> **Mental Health Support**
> Recognize the connection between physical activity and mental health, and provide comprehensive support.

## Create a Culture of Wellness

> **Leadership Involvement**
> Encourage leaders to model healthy behaviors and participate in fitness initiatives.

> **Community Building**
> Foster a sense of community through group fitness activities, creating a supportive environment that promotes physical well-being.

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# Career Pillar Fulfillment



**FULFILLED IN CAREER**

Low Fulfillment · Moderate Fulfillment · High Fulfillment

Low Fulfillment 12.7%
Moderate Fulfillment 24.2%
High Fulfillment 61.2%
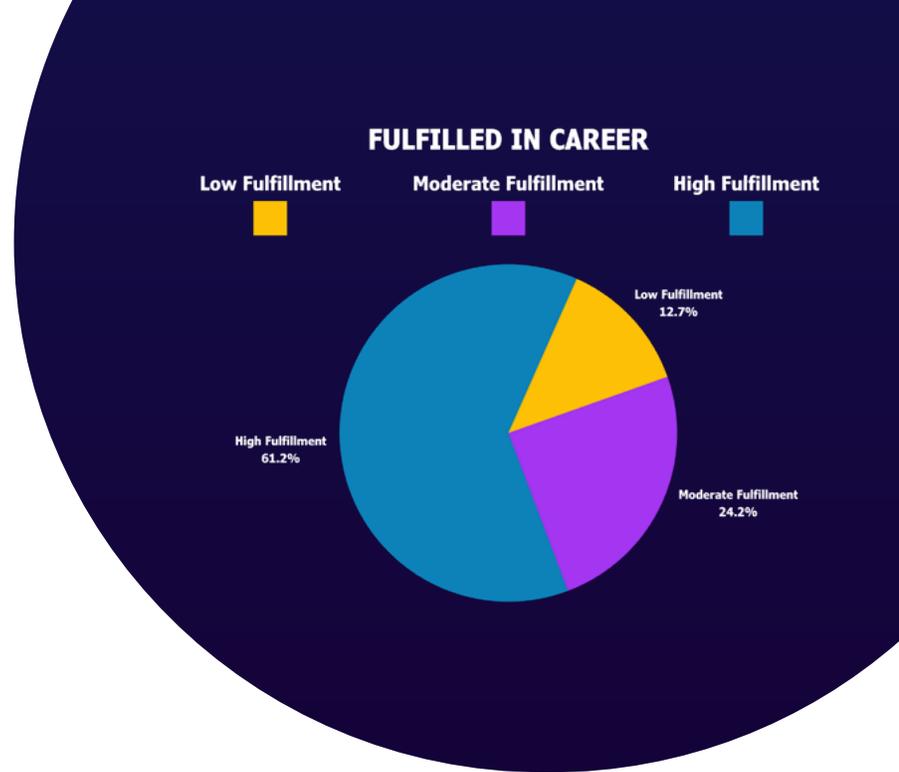
## Implications for Individuals

### Pursue Career Development Opportunities

> Individuals with high career fulfillment should continue seeking opportunities for growth and leadership to maintain their satisfaction.

> Those with moderate fulfillment should identify specific goals or areas for improvement and seek professional development opportunities, such as additional training or mentoring.

> Individuals experiencing low fulfillment should consider evaluating their career paths, seeking new opportunities, or making career changes that align better with their passions and skills.

### Work-Life Balance

> Regularly assess work-life balance and make adjustments to ensure that career demands do not negatively impact personal life and well-being.

> Implement strategies such as time management, delegation, and setting boundaries to improve work-life balance.

### Networking and Mentorship

> Actively engage in networking to expand professional connections and seek mentorship for career guidance and support.

# Implications for Organizations

## Enhance Career Development Programs

> Offer robust training and development programs to help employees advance their careers and achieve higher levels of fulfillment.

> Implement mentorship programs to provide guidance and support for employees at all career stages.

## Foster a Positive Work Environment

> Recognize and reward employees' achievements to boost morale and job satisfaction.

> Establish regular feedback mechanisms to understand employees' needs and address any concerns promptly.

## Support Work-Life Balance

> Provide flexible work arrangements, such as remote work options and flexible hours, to help employees maintain a healthy work-life balance.

> Implement wellness programs that address both physical and mental health to support overall well-being.

# Contrast with Other Survey Findings

## Health Fulfillment

> The chart shows a lower percentage of respondents reporting high fulfillment in their careers **(61.2%)** compared to those with high fulfillment in health **(65.7%)**. This indicates that while many respondents feel successful and satisfied in their health, there is still room for improvement in their career.

> Organizations should consider integrating health and wellness initiatives within career development programs to support overall well-being.

## Fitness Fulfillment

> There is a notable difference between the high fulfillment levels in career **(61.2%)** and fitness **(47.3%)**. This suggests that while respondents may prioritize career success, they might be struggling to maintain fitness routines.

> Encourage employees to balance their professional ambitions with physical health by promoting fitness and wellness programs.

# Relationships Pillar Fulfillment

**FULFILLED IN RELATIONSHIPS**

Low Fulfillment  Moderate Fulfillment  High Fulfillment

Low Fulfillment
10.1%

Moderate Fulfillment
17.7%

High Fulfillment
70%

## Implications for Individuals

### Strengthen Social Connections

> **High Fulfillment (70-100%)**
>
> Continue nurturing strong relationships and maintaining positive social interactions to sustain high levels of fulfillment. For instance, the data indicates that **70%** of respondents report fulfillment in their relationships between 70% and 100%. These individuals should continue engaging in activities that reinforce their social bonds and contribute to their relationship satisfaction.

> **Moderate Fulfillment (50-60%)**
>
> Identify areas where relationships can be improved, such as communication skills or spending more quality time with loved ones. According to the data, **9.8%** of respondents feel 60% fulfilled, and **7.9%** feel 50% fulfilled in their relationships. These individuals might benefit from setting specific goals to enhance their interactions and deepen their connections.

> **Low Fulfillment (0-40%)**
>
> Seek to understand the root causes of dissatisfaction in relationships and take proactive steps to build or mend connections. For example, **3%** of respondents report only 30% fulfillment, and **4.3%** report 40% fulfillment. This may include seeking professional counseling or engaging in community activities to expand social networks and improve relationship satisfaction.
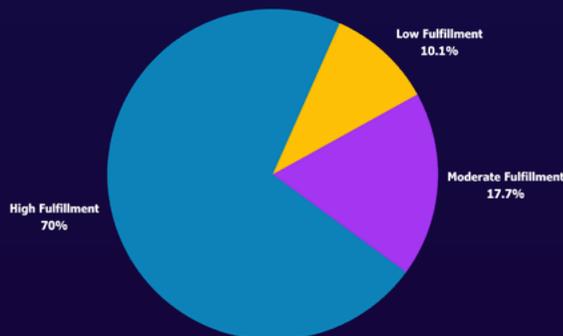
# Work on Communication Skills

> **Effective Communication**
> Developing and enhancing communication skills can improve relationship quality and fulfillment. This includes active listening, expressing emotions clearly, and resolving conflicts constructively.

# Balance Relationships with Other Life Pillars

> **Integration**
> Ensure that relationships are balanced with other aspects of life such as career, health, and personal interests. Strive for a holistic approach to well-being that includes strong social ties.

# Implications for Organizations

## Promote Work-Life Balance

> **Policies**
> Implement policies that support a healthy work-life balance, allowing employees to dedicate time to their personal relationships.

> **Programs**
> Offer programs that encourage social interactions among employees, such as team-building activities, family-friendly events, and social clubs.

## Foster a Supportive Work Environment

> **Community**
> Create a work environment that fosters a sense of community and belonging. Encourage collaboration, teamwork, and social connections among employees.

> **Counseling**
> Provide access to support systems such as employee assistance programs (EAPs) that offer counseling and resources for relationship issues.

## Encourage Employee Well-being

> **Holistic Wellness Programs**
> Develop wellness programs that address not only physical and mental health but also social well-being. Encourage participation in activities that build strong relationships, both within and outside the workplace.

# Contrast with Other Survey Findings

## Health Fulfillment

> The high fulfillment rate in relationships **(70.0%)** is comparable to the high fulfillment rate in health **(65.7%)**, suggesting that respondents value and are generally satisfied with their personal relationships and overall health.

> Organizations can leverage this insight to promote initiatives that integrate social well-being with health programs, recognizing the interconnectedness of these aspects of life.

## Career Fulfillment

> The high fulfillment rate in relationships **(70.0%)** is higher than the high fulfillment rate in careers **(61.2%)**. This indicates that while professional fulfillment is important, personal relationships play a crucial role in overall life satisfaction.

> Organizations can encourage employees to balance career ambitions with maintaining strong personal relationships. This can be achieved through flexible work arrangements and promoting a culture that values work-life balance.
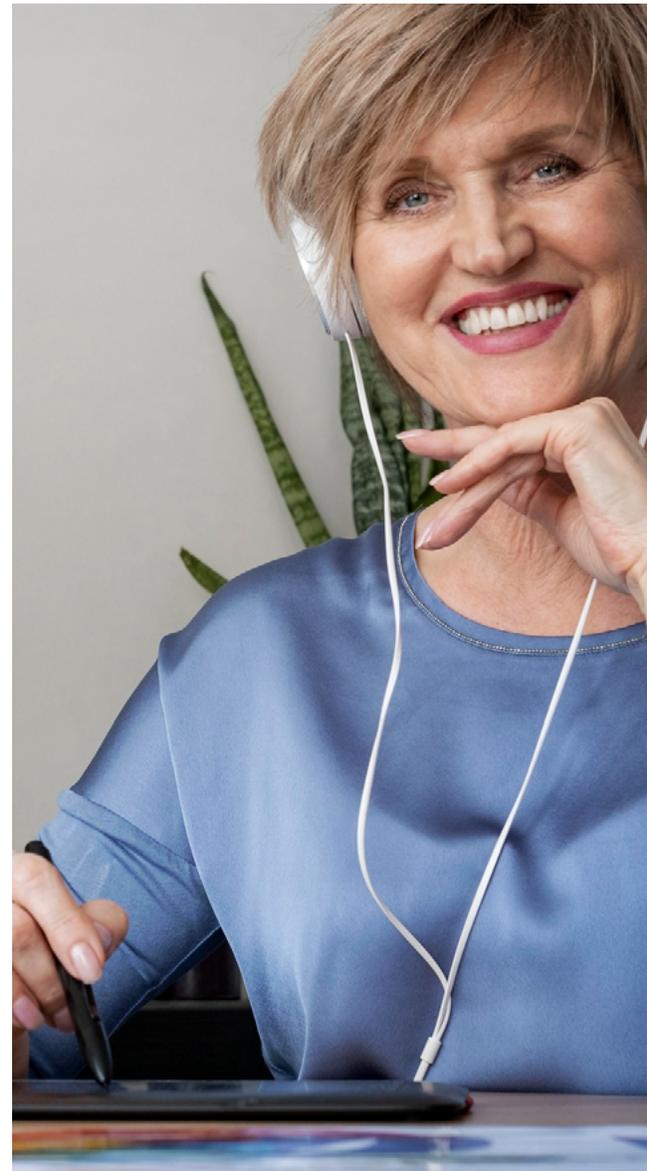
# Legacy Pillar Fulfillment

**FULFILLED IN LEGACY**

Low Fulfillment ◼ Moderate Fulfillment ◼ High Fulfillment ◼

Low Fulfillment 20.2%

High Fulfillment 53%

Moderate Fulfillment 26.8%
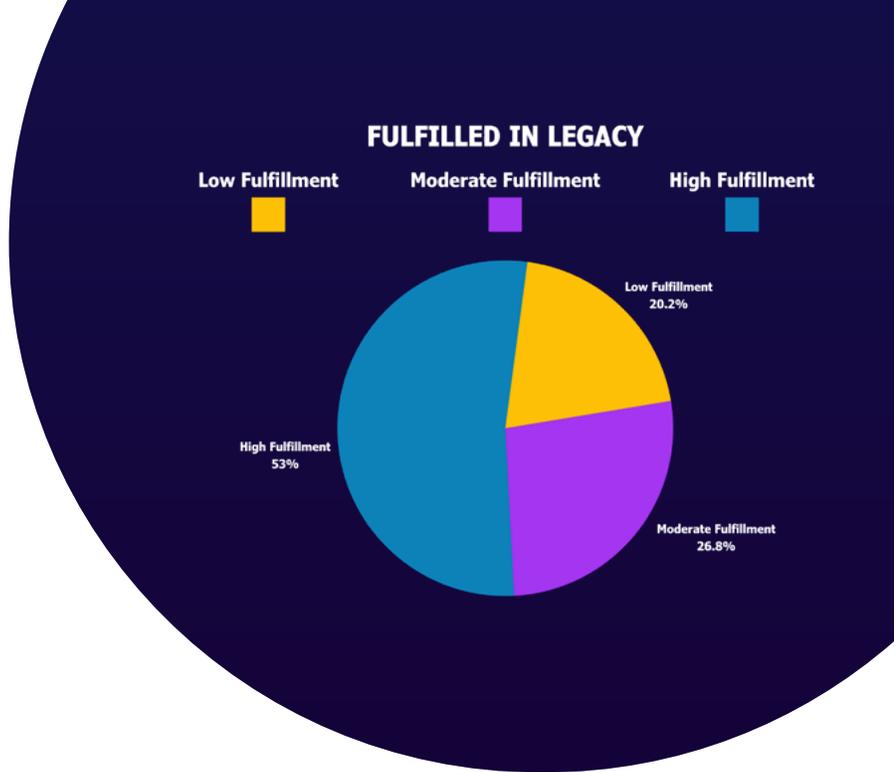
## Implications for Individuals

### Reflect on Legacy Goals

> **High Fulfillment (70-100%)**
> For the **53.0%** of respondents who feel highly fulfilled in their legacy pillar, it is essential to continue pursuing and expanding legacy goals to maintain this high fulfillment. Consider mentoring others and sharing experiences to amplify impact.

> **Moderate Fulfillment (50-60%)**
> The **26.8%** who experience moderate fulfillment should identify specific areas where further contributions can be made to enhance legacy fulfillment. Setting new goals and milestones can help achieve a greater impact.

> **Low Fulfillment (0-40%)**
> The **20.2%** of respondents who feel low fulfillment in their legacy should reflect on personal values and what legacy means to them. Consider starting new projects, volunteering, or engaging in community activities to build a meaningful legacy.

# Seek Feedback and Guidance

> **Community and Mentorship**
Engage with mentors, peers, and community members to gain insights and feedback on legacy-building efforts. Collaborate on initiatives that align with shared values and goals.

# Balance Legacy with Other Life Aspects

> **Holistic Approach**
Ensure that efforts to build a legacy are balanced with other aspects of life, such as career, relationships, and personal well-being. Strive for a fulfilling and balanced life overall.

# Implications for Organizations

## Encourage Legacy-Building Initiatives

> **Corporate Social Responsibility (CSR)**
> Implement and promote CSR programs that allow employees to contribute to meaningful causes and community projects.

> **Volunteering Opportunities**
> Offer and encourage volunteering opportunities that align with the values and interests of employees.

## Recognize and Celebrate Contributions

> **Recognition Programs**
> Establish recognition programs to celebrate employees' contributions to legacy-building efforts, both within and outside the organization.

> **Storytelling**
> Share stories of employees' impact and legacy-building efforts to inspire others and foster a culture of giving back.

## Support Personal Growth and Fulfillment

> **Professional Development**
> Provide resources and opportunities for professional development that align with employees' legacy goals, such as leadership training and community engagement workshops.

> **Wellness Programs**
> Implement wellness programs that support holistic well-being, helping employees balance their legacy efforts with other life aspects.

# Contrast with Other Survey Findings

## Health Fulfillment

> The high fulfillment rate in legacy **(53.0%)** is lower than in health **(65.7%)**, suggesting that while many respondents feel good about their health, fewer feel equally fulfilled in their legacy-building efforts.

> This highlights the importance of providing support and resources to help individuals enhance their legacy-building efforts, potentially integrating health and wellness initiatives with community impact programs.

## Career Fulfillment

> The high fulfillment rate in legacy **(53.0%)** is also lower than in career **(61.2%)**. This indicates that while career achievements are a significant source of fulfillment, legacy-building is an area where many individuals feel they have more to achieve.

> Organizations can help bridge this gap by linking career development with opportunities for legacy-building, such as through mentorship programs and CSR initiatives.

# Five Pillars Aggregate Insights Considering Age Groups

In the journey towards midlife fulfillment, individuals navigate a complex landscape marked by diverse experiences across five crucial pillars: Health, Fitness, Career, Relationships, and Legacy. Understanding how these pillars interact and evolve with age provides valuable context for comprehending the multifaceted nature of fulfillment during midlife.

This section delves into the aggregate insights of these pillars, examining the variations in fulfillment levels among different age groups and shedding light on the unique challenges and opportunities that arise as individuals progress through their 30s, 40s, 50s, 60s, and beyond.

The analysis begins by exploring Health and Fitness, highlighting the contrast between high health fulfillment in younger age groups and the challenges older respondents face in maintaining fitness. It then transitions to Career, illustrating how professional growth and legacy concerns shape fulfillment for those in their prime working years, and how retirement and reflection influence those in their later years. The discussion on Relationships emphasizes the strength of personal connections during active family and community engagement, and the shifting dynamics as life transitions occur. Finally, the focus on Legacy underscores the planning and assessment phases that define how individuals perceive their lasting impact on the world.

By examining these insights, we gain a comprehensive understanding of how midlife fulfillment is influenced by age-related factors, offering a nuanced perspective on the pursuit of a balanced and meaningful life during midlife.

# Health and Fitness

## 30s to 50s

> **High Fulfillment in Health**
> High fulfillment in health **(65.7%)** aligns well with the active and preventive health management seen in these age groups. Respondents in their 30s to 50s may be experiencing higher fulfillment in health due to a focus on maintaining good health habits, managing stress, and addressing midlife health challenges early.

> **Moderate to Low Fulfillment in Fitness**
> Despite good health, these age groups may have lower fitness fulfillment **(47.3%)** due to challenges balancing fitness with career and family responsibilities. Fitness often declines with age if not actively maintained, which is reflected in moderate to low fulfillment levels.

## 60s and 70s

> **Health Decline Impact**
> There's an abundance of literature from sources including The Mayo Clinic indicating that individuals in their 60s and 70s may experience declining health, impacting their fulfillment levels. This age-related decline in physical capabilities could explain lower fitness fulfillment despite efforts to maintain health.

> **Focus on Maintenance**
> The focus may shift from fitness improvement to maintenance and managing health conditions, reflecting moderate health fulfillment as they cope with aging challenges.

# Career

## 30s to 50s

> **Career Growth**
> High fulfillment in career **(61.2%)** among respondents in their 30s to 50s is likely due to career growth, peak professional achievement, and opportunities for advancement. These age groups are often focused on career progression, which aligns with higher career fulfillment.

> **Emerging Legacy Concerns**
> For respondents in their 50s, there is an increasing focus on legacy **(53.0% fulfillment)**. As they reach the latter stages of their careers, they start considering the long-term impact of their professional achievements on their legacy.

## 60s and Beyond

> **Transition and Reflection**
> Respondents in their 60s and 70s may transition from active careers to retirement, impacting career fulfillment. Satisfaction in this pillar might decrease if the transition is challenging or if there are difficulties in finding purpose post-retirement.

> **Legacy Fulfillment**
> This age group may have mixed feelings about legacy fulfillment as they reflect on their life achievements and contributions. Lower legacy fulfillment might indicate uncertainties about their impact or unfinished legacy goals. Higher legacy fulfillment may reflect ambitious aspirations to have an impact on people or causes with special meaning to them.

# Relationships

## 30s to 50s

> **Strong Personal Connections**
High fulfillment in relationships (70.0%) is often seen in these age groups due to active engagement in family, friendships, houses of worship and community. Relationship fulfillment might be influenced by support systems, active parenting, and strong social networks.

> **Dynamic Family Roles**
Balancing family roles and responsibilities, particularly for those in their 40s and 50s, can contribute to strong personal connections, reinforcing high relationship fulfillment.

## 60s and Beyond

> **Shifting Dynamics**
As respondents age, relationship dynamics change, with potential challenges in maintaining connections as they experience life transitions such as retirement or loss of loved ones. Moderate to low relationship fulfillment may reflect these challenges in adapting to new social roles.

# Legacy and Life Reflection

## 40s to 50s

> **Planning Phase**
> Respondents in their 40s and 50s may actively start planning for their legacy, contributing to moderate legacy fulfillment. They might be focusing on financial planning, mentoring, or leaving a personal impact, yet feel there's still more to accomplish.

> **Professional to Personal Transition**
> This age group often transitions from professional achievements to personal legacy goals, seeking fulfillment beyond career success.

## 60s and Beyond

> **Legacy Assessment**
> Respondents in their 60s and beyond are likely assessing and consolidating their legacy. High fulfillment in legacy might reflect satisfaction with their contributions, while low fulfillment could indicate unrealized goals or concerns about their lasting impact.

# Most Pillar Improvement Focus



**IMPROVEMENT PRIORITIES AMONG THE FIVE PILLARS**

Health   Fitness   Career   Relationships   Legacy

Legacy 12.1%
Health 34.1%
Relationships 12%
Career 30.1%
Fitness 35.9%

## Implications for Individuals

Survey respondents were invited to select as many choices as they want.

## Prioritize Holistic Well-Being

> **Health and Fitness**
> Given the high focus on health and fitness with a dominant combined **70%**, individuals should adopt a holistic approach to well-being, integrating regular physical activity, healthy eating, and stress management practices.

> **Career Development**
> Individuals seeking to improve their career pillar **(30.1%)** should continue pursuing professional growth through skill development, networking, and exploring new opportunities. Balance career aspirations with other life priorities to maintain overall fulfillment.

> **Strengthen Relationships**
> Just **12%** indicate a focus on improving relationships. Those individuals should dedicate time and effort to nurturing personal relationships, which are crucial for emotional support and social well-being. Engage in activities that foster connection with family, friends, and community.

> **Meaningful Legacy**
> Although only **12.1%** are currently focused on investing in legacy-building efforts, they can enhance one's sense of contribution and ensure that their values, knowledge, and positive influence endure, ultimately enriching both their own lives and the lives of others.

# Implications for Organizations

## Support Employee Well-Being

> **Wellness Programs**
> Implement comprehensive wellness programs that address physical, mental, and emotional health. Provide resources and incentives for employees to engage in healthy behaviors.

> **Flexible Work Arrangements**
> Offer flexible work schedules and remote work options to help employees balance career demands with personal life, promoting overall fulfillment.

## Career Development Opportunities

> **Professional Growth**
> Provide opportunities for career advancement, continuous learning, and skill development. Encourage employees to set and pursue professional goals aligned with their aspirations.

> **Mentorship and Support**
> Establish mentorship programs to support career growth and provide guidance, helping employees navigate career challenges and achieve fulfillment.

## Foster a Positive Work Environment

> **Workplace Culture**
> Cultivate a supportive and inclusive workplace culture that values employee well-being and fosters strong relationships. Encourage teamwork, collaboration, and social engagement.

> **Recognition and Rewards**
> Recognize and reward employees' contributions and achievements, reinforcing a sense of purpose and fulfillment in their work.

# Contrast with Other Survey Findings

## Health and Fitness Fulfillment

> The high priority on health **(34.1%)** and fitness **(35.9%)** improvement aligns with the fulfillment levels previously reported in these areas. In earlier data, **65.7%** of respondents felt highly fulfilled in health, but only **47.3%** felt the same about their fitness. This contrast highlights that while many feel good about their health, there is a notable gap in fitness fulfillment, driving a focus on improvement.

> **Implication**
> Organizations should prioritize health and fitness initiatives, providing support and resources such as wellness programs, fitness facilities, and health education to help employees achieve their wellness goals and close the fulfillment gap in fitness.

## Career and Legacy Fulfillment

> The emphasis on career improvement **(30.1%)** in contrast with the high career fulfillment reported earlier, where **61.2%** of respondents expressed high career satisfaction suggests career fulfillment goals are high. However, the lower focus on legacy **(12.1%)** compared to career indicates that legacy-building is seen as a secondary priority, possibly addressed later in life or during significant career transitions.

> **Implication**
> Encourage employees to integrate legacy-building efforts into their career development. Highlight the long-term impact of their professional contributions and provide opportunities for mentorship, community involvement, and projects that align with personal values, thus promoting a holistic approach to career and legacy fulfillment.

# Happy or Fulfilled - Choose One



**CHOICE: HAPPY OR FULFILLED?**

Happy    Fulfilled

Happy
20.8%

Fulfilled
79.2%

## Preference for Fulfillment

### Definition of Fulfillment vs. Happiness

> **Fulfillment**
> Generally seen as a deeper, more enduring sense of satisfaction and purpose derived from meaningful activities, achievements, and contributions. A significant **79.2%** of respondents would choose to be totally fulfilled over being totally happy.

> **Happiness**
> Often viewed as a temporary emotional state characterized by pleasure, joy, and contentment. Only **20.8%** of respondents would prefer to be totally happy if they had to choose between happiness and fulfillment.

# Correlation with Age Groups

## Younger Age Groups (30s to 50s)

> **Career and Legacy Focus**
> Younger respondents (30s to 50s) may prioritize fulfillment as they seek to build and achieve career goals, establish their legacy, and foster long-term relationships.

> **Developmental Stage**
> This age group might be more focused on long-term achievements and personal growth, which align more closely with fulfillment than with transient happiness.

## Older Age Groups (60s and Beyond)

> **Reflection and Legacy**
> Older respondents (60s and beyond) might prefer fulfillment as they reflect on their lives and seek to consolidate their achievements into a meaningful legacy. Fulfillment can provide a sense of closure and purpose as they transition out of active careers and focus on their contributions.

> **Sustained Contentment**
> With shifting priorities from active achievement to reflection, older individuals might find deeper satisfaction in fulfillment, which encompasses their lifelong accomplishments and relationships.fulfillment.

# Happiness Preference Across Ages

> **Smaller Preference**
Those who prefer happiness might prioritize immediate emotional well-being or be in life stages where current happiness outweighs long-term fulfillment considerations. This could include respondents who value the quality of life, emotional balance, or who have already achieved significant fulfillment and now seek to enjoy their current state.

# The Relationship Between Fulfillment and the Five Pillars

> **Health and Fitness**
Fulfillment in health and fitness may relate to achieving and maintaining long-term health and well-being rather than just experiencing immediate pleasure or happiness.

> **Career and Legacy**
Fulfillment in career and legacy may correlate with achieving professional goals and creating a lasting impact, which aligns with respondents' preference for fulfillment over temporary happiness.

> **Relationships**
Fulfillment in relationships might reflect the deeper satisfaction derived from meaningful personal connections rather than the transient joy of interactions.

# UNLOCK
## the Secrets to a Fulfilling Midlife

**Fabulous show**
ccapano

★★★★★

Love the message Bernie is sharing that life is all about living and being fulfilled! He has a great way of digging deeper with his guest and identify where true transformation can happen.

Listen to the Midlife Fulfilled Podcast, where we dive deep into the five pillars of a truly fulfilling life. Whether you're looking to reignite your career, improve your health, re-ignite your fitness motivation, strengthen relationships, or build a lasting legacy, we've got you covered.

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# Are You Thriving or Just Surviving in Midlife? Discover the Path to True Fulfillment!

@bernieborges

# Intention to Grow Personally

**INTENTION TO GROW AND DEVELOP PERSONALLY**

No Intention    Moderate Intention    High Intention

Not Working On It
3.6%

Actively Working On It
57.2%

Moderately Working On It
39.2%

## General Commitment to Personal Growth

### High Priority on Personal Growth (57.2%)

The largest group is actively working on personal growth as a priority. This indicates a strong commitment to continuous self-improvement and development.

This group is likely to engage in activities that enhance their skills, knowledge, health, and overall well-being, reflecting a proactive approach to achieving fulfillment in their lives.

### Moderate Engagement (39.2%)

A significant portion is moderately working on personal development. They are likely balancing personal growth with other responsibilities and might engage in self-improvement activities as opportunities arise.

This group is committed to growth but may not always prioritize it, possibly due to competing demands or resource limitations.

# Minimal Engagement (3.6%)

> **Career and Legacy Focus**
> Younger respondents (30s to 50s) may prioritize fulfillment as they seek to build and achieve career goals, establish their legacy, and foster long-term relationships.

> **Developmental Stage**
> This age group might be more focused on long-term achievements and personal growth, which align more closely with fulfillment than with transient happiness.

# Correlation with Age Groups

## Younger Age Groups (30s to 50s)

> **Actively Working on It**
Respondents in their 30s to 50s are likely driving the high engagement in personal growth. These age groups are actively managing careers, family, and health, aligning with the need for continuous self-improvement to meet their evolving life goals.

> **Career and Family Balance**
They are likely balancing personal growth with professional and family responsibilities, reflecting the high priority on development but also moderate engagement for some.

## Older Age Groups (60s and Beyond)

> **Reflective Growth**
Respondents in their 60s and beyond may be more moderately engaged in personal growth as they reflect on their achievements and focus on maintaining their well-being and legacy. This age group might prioritize personal reflection and consolidation over active self-improvement.

> **Minimal Growth Focus**
Some older respondents might also be in the small percentage not working on personal growth, possibly due to contentment with their life's accomplishments or reduced focus on active development.

# Alignment with Fulfillment in Life Pillars

## Health and Fitness

> **High Engagement**
> Respondents actively working on personal growth are likely to report higher fulfillment in health and fitness, as they invest time and effort into maintaining and improving their physical well-being.

> **Moderate and Minimal Engagement**
> Those moderately or not engaged in personal growth may face challenges in achieving high fulfillment in health and fitness, potentially due to competing priorities or a lack of focus on these areas.

## Career and Legacy

> **Career Development**
> Active engagement in personal growth correlates with high career fulfillment, reflecting ongoing efforts to achieve professional milestones and align career achievements with legacy goals.

> **Legacy Focus**
> Older respondents might align their personal growth efforts with legacy-building, even if not actively engaged in new development, reflecting a focus on solidifying their contributions and impact.

## Relationships

> **Positive Relationships**
> Active personal growth is likely to enhance fulfillment in relationships as respondents invest in improving their social and family connections, contributing to overall well-being.

> **Stable but Unchanging**
> Moderate and minimal engagement might lead to stable but unchanging relationship dynamics, reflecting less focus on enhancing these connections.

# Intention to Grow Professionally



**INTENTION TO GROW AND DEVELOP PROFESSIONALLY**

Actively Working On It
Moderately Working On It
Not Working On It

Not Working On It 9.2%
Actively Working On It 54.3%
Moderately Working On It 36.4%

## General Commitment to Professional Growth

### High Priority on Professional Growth (54.3%)

The largest group is actively prioritizing professional growth. This indicates a strong commitment to advancing their careers, acquiring new skills, and achieving professional milestones.

This group is likely engaged in ongoing learning, seeking new opportunities, and actively working towards career progression or transition, reflecting a proactive approach to professional development.

## Moderate Engagement (36.4%)

A significant portion is moderately working on their professional development. They may be balancing career growth with other responsibilities or focusing on professional development as opportunities arise.

This group is committed to professional growth but may not prioritize it consistently, possibly due to workload, personal responsibilities, or resource constraints.

## Minimal Engagement (9.2%)

A small percentage of respondents is not focused on professional growth. This may indicate satisfaction with their current career status or barriers preventing active engagement in professional development.

This group may be nearing retirement, experiencing contentment with their career achievements, or facing challenges such as lack of motivation or opportunities for growth.

# Correlation with Age Groups

## Younger Age Groups (30s to 50s)

> **Actively Working on It**
> Respondents in their 30s to 50s may be driving much of the high engagement **(54.3%)** in professional growth. These age groups are typically in active career stages, seeking advancement, transitioning roles, or expanding their skill sets to meet career goals.

> **Career Advancement**
> They are typically focused on climbing the career ladder, exploring new opportunities, and achieving professional milestones, aligning with the need for continuous professional development.

## Older Age Groups (60s and Beyond)

> **Reflective Growth**
> Respondents in their 60s and beyond may show varied levels of commitment to professional growth. Some may still be actively working on it, especially if they are considering second careers or consulting roles.

> **Transition or Maintenance**
> Older respondents might also represent the group not focused on professional growth, reflecting contentment with their career achievements, transitioning into retirement, or focusing on legacy and personal fulfillment.

# Alignment with Fulfillment in Life Pillars

## Career and Legacy

> **Career Development**
The active engagement in professional growth aligns with high fulfillment in the career pillar, as respondents seek to advance, achieve, and transition in their professional lives.

> **Legacy Building**
Older respondents might integrate their professional development efforts with legacy-building, focusing on mentoring, consulting, or leaving a lasting impact in their field.

## Health and Fitness

> **Work-Life Balance**
Those actively working on professional growth need to balance their career ambitions with health and fitness goals, indicating a holistic approach to midlife fulfillment.

> **Moderate Engagement**
Respondents moderately engaged in professional growth may better balance work and health, avoiding burnout while still progressing in their careers.

## Relationships

> **Support Systems**
Active professional growth is likely supported by strong relationships that provide emotional and practical support, enabling respondents to pursue their career goals effectively.

> **Personal Connections**
Those not working on professional growth may focus more on personal connections and relationships, reflecting a shift in priorities towards maintaining a balanced life.

# Intention to Improve Physical Health

**INTENTION TO IMPROVE PHYSICAL HEALTH**

Actively Working On It

Moderately Working On It

Not Working On It

Not Working On It
6.8%

Actively Working On It
49.4%

Moderately Working On It
43.8%

## General Commitment to Physical Health Improvement

### High Priority on Physical Health (49.4%)

The largest group is actively working on improving their physical health. This indicates a strong commitment to maintaining and enhancing physical well-being.

This group likely engages in regular exercise, balanced nutrition, and preventive health measures, reflecting a proactive approach to achieving and maintaining optimal physical health.
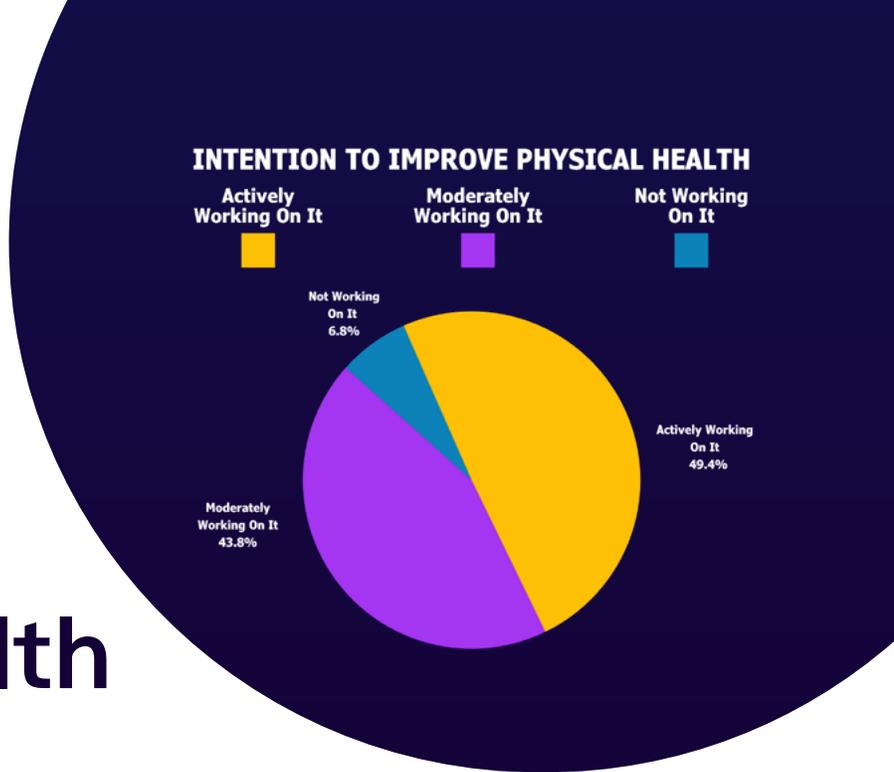
# Moderate Engagement (43.8%)

A significant portion is moderately focused on improving their physical health, balancing it with other life responsibilities.

This group may participate in physical health activities as time and resources allow, showing commitment but not always as a primary focus. They might be integrating physical health improvements into their existing routines or lifestyle.

# Minimal Engagement (6.8%)

A small percentage is not currently working on improving their physical health, indicating either satisfaction with their current state or barriers preventing active engagement.

This group might face challenges such as lack of time, motivation, or resources, or may feel that their current physical health is adequate and does not require immediate attention.

# Correlation with Age Groups

## Younger Age Groups (30s to 50s)

> **Active Engagement**
Respondents in their 30s to 50s are likely driving the high engagement in improving physical health. These age groups might prioritize physical health to manage the demands of their careers, family responsibilities, and active lifestyles.

> **Preventive Focus**
Younger respondents may focus on preventive measures and active fitness routines to ensure long-term health and well-being.

## Older Age Groups (60s and Beyond)

> **Reflective Engagement**
Older respondents may show varied levels of commitment to improving physical health. Some may actively work on it to manage age-related health issues and maintain quality of life.

> **Maintenance Plan**
Others might be less focused on improvement, reflecting a maintenance approach where the goal is to preserve existing health levels rather than actively enhancing them.

# Alignment with Fulfillment in Life Pillars

## Health and Fitness

> **Direct Correlation**
Active commitment to improving physical health aligns with higher fulfillment in health and fitness pillars, indicating that proactive health management contributes positively to overall life satisfaction.

> **Moderate and Minimal Engagement**
Respondents who are moderately or not working on physical health might face lower fulfillment in these areas, reflecting the impact of less consistent or absent health improvement efforts.

## Career and Relationships

> **Balanced Life**
Those actively engaged in physical health improvement are likely to experience benefits in career and relationships due to increased energy, reduced stress, and better overall well-being.

> **Resource Allocation**
Moderate engagement suggests that respondents balance physical health with career and personal relationships, reflecting a holistic approach to life management.

## Legacy

> **Health as Part of Legacy**
Respondents focused on physical health improvement might view their well-being as part of their legacy, aiming to remain active and engaged in their communities and families.

# Intention to Improve Mental Health



**INTENTION TO IMPROVE MENTAL HEALTH**

Actively Working On It

Moderately Working On It

Not Working On It

Not Working On It 13.0%

Moderately Working On It 46.2%

Actively Working On It 40.8%

## General Commitment to Mental Health Improvement

### High Priority on Mental Health (40.8%)

A significant portion of respondents are actively working on improving their mental health, reflecting a strong commitment to maintaining and enhancing mental well-being.

This group likely engages in activities such as mindfulness, therapy, stress management, and self-care practices to support their mental health, indicating a proactive approach to achieving mental well-being.
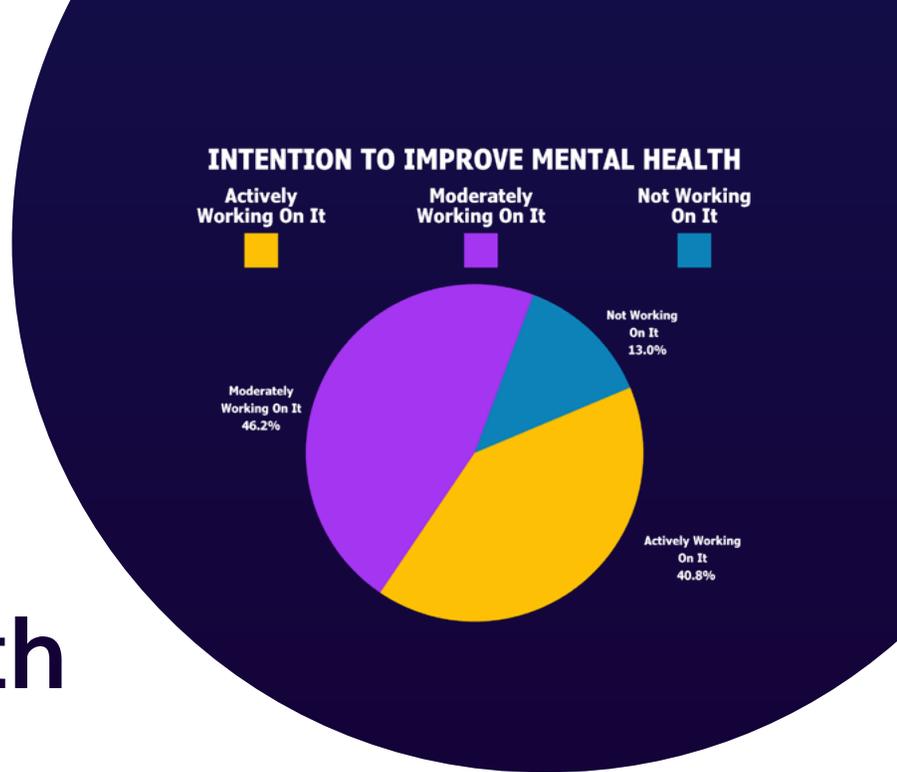
## Moderate Engagement (46.2%)

The largest segment is moderately working on their mental health, balancing it with other aspects of their lives.

This group may incorporate mental health improvement into their routines as time and resources allow, showing commitment but not always prioritizing it. They might engage in occasional mental health practices or seek support as needed.

## Minimal Engagement (13.0%)

A notable percentage is not focused on improving their mental health, indicating either satisfaction with their current mental state or barriers preventing active engagement.

This group might face challenges such as lack of awareness, resources, or motivation, or may feel that their mental health does not currently require significant attention.
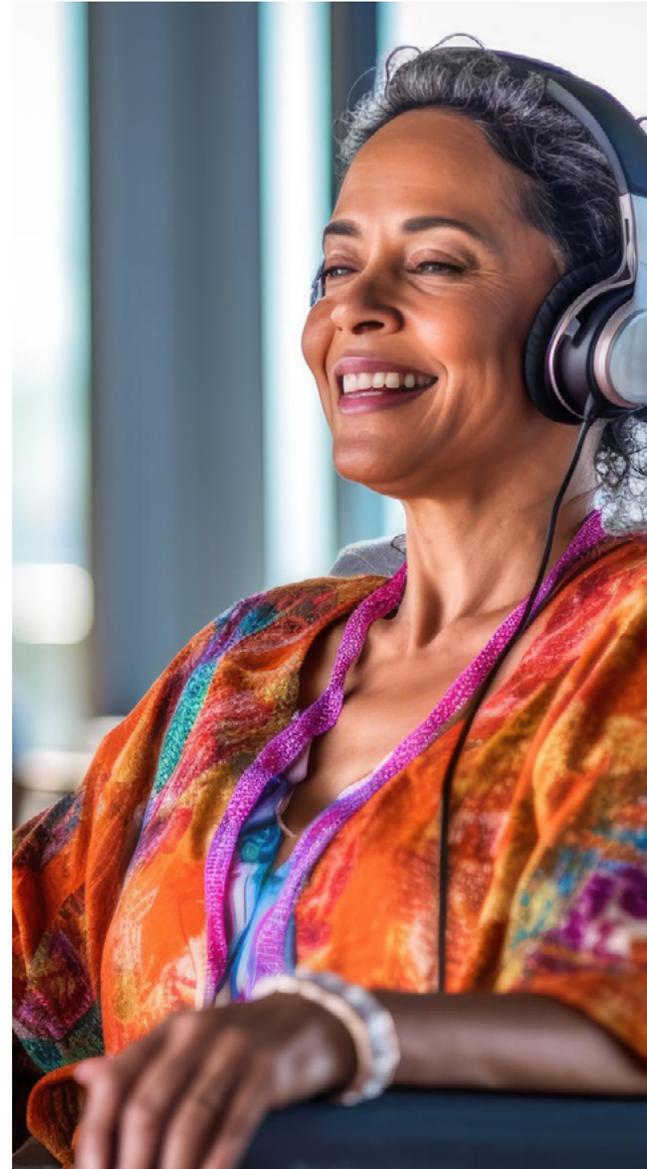
# Correlation with Age Groups

## Younger Age Groups (30s to 50s)

> **Active and Moderate Engagement**
Respondents in their 30s to 50s are likely driving the high and moderate engagement in mental health improvement. These age groups might prioritize mental health to manage stress from careers, family responsibilities, and life transitions.

> **Preventive and Reactive Measures**
Younger respondents may focus on preventive mental health practices or react to specific stressors, balancing proactive and responsive strategies to support their mental well-being.

## Older Age Groups (60s and Beyond)

> **Reflective and Maintenance Approach**
Older respondents may show varied levels of commitment to mental health improvement, reflecting a mix of proactive engagement and maintenance strategies to preserve mental well-being in later life.

> **Transition and Reflection**
Older respondents might focus on mental health as they transition into retirement or reflect on their life achievements, seeking to maintain a positive mental state during these changes.

# Alignment with Fulfillment in Life Pillars

## Health and Fitness

> **Integrated Approach**
Those actively working on mental health are likely to experience higher fulfillment in health and fitness pillars due to the integrated benefits of mental well-being on physical health and overall life satisfaction.

> **Balance Challenges**
Moderate engagement in mental health might reflect a balance with other life responsibilities, leading to varied fulfillment in health and fitness based on available time and resources.

## Career and Relationships

> **Stress Management**
Active focus on mental health improvement aligns with higher fulfillment in career and relationships, as managing stress and maintaining mental resilience contribute to better professional and personal interactions.

> **Support Systems**
Those not working on mental health might rely on stable career and relationship dynamics, but could face challenges in handling stress or adapting to changes.

## Legacy

> **Emotional Reflection**
Respondents focused on mental health improvement may consider the emotional aspects of their legacy, aiming to leave behind a positive impact and maintain strong personal connections.

**INTENTION TO IMPROVE FITNESS**

Actively Working On It
Moderately Working On It
Not Working On It

Not Working On It 10.8%
Actively Working On It 44.3%
Moderately Working On It 44.9%

# Intention to Improve Fitness

## General Commitment to Fitness Improvement

### High Priority on Fitness (44.3%)

A substantial portion of respondents are actively working on improving their fitness, indicating a strong commitment to maintaining or enhancing physical conditioning.

This group likely engages in regular exercise routines, strength training, cardio workouts, and other fitness activities, reflecting a proactive approach to achieving optimal physical fitness.
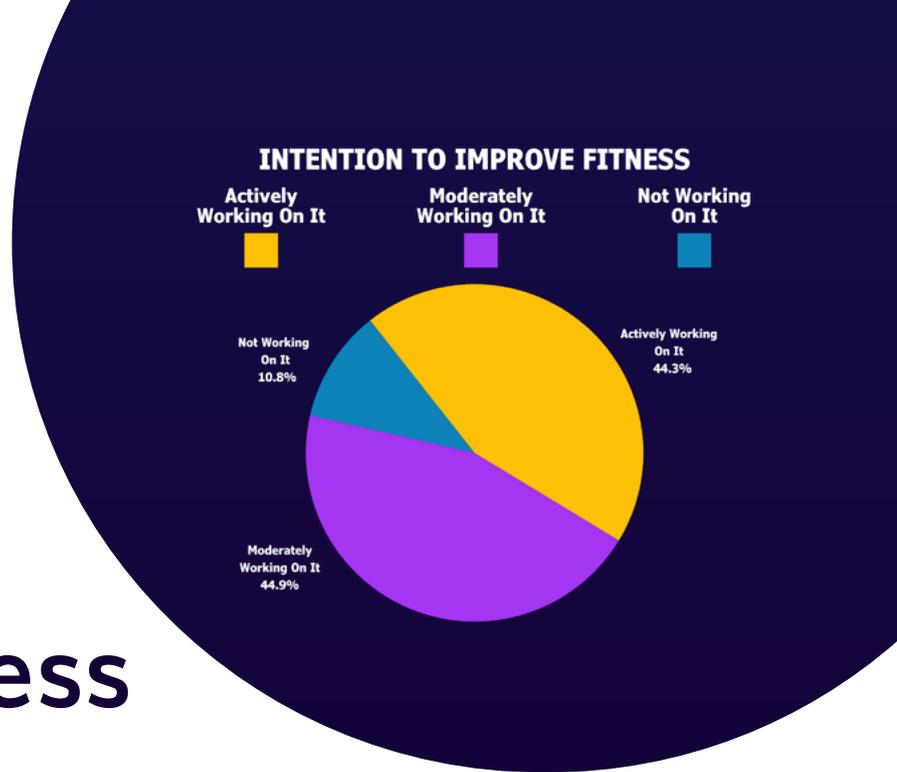
## Moderate Engagement (44.9%)

The largest segment is moderately working on their fitness, balancing fitness improvement with other life responsibilities.

This group may integrate fitness activities into their routine as time and resources allow, showing commitment but not always as a primary focus. They might participate in regular but less intensive fitness activities or seek balance between fitness and other aspects of their lives.

## Minimal Engagement (10.8%)

A notable percentage is not focused on improving their fitness, indicating either satisfaction with their current state or barriers preventing active engagement.

This group might face challenges such as lack of time, motivation, or resources, or may feel their current fitness level is sufficient and does not require immediate attention.

# Correlation with Age Groups

## Younger Age Groups (30s to 50s)

> **Active Engagement**
Respondents in their 30s to 50s are likely driving the [high engagement in fitness improvement](). These age groups may prioritize fitness to manage the demands of their careers, family responsibilities, and active lifestyles.

> **Preventive Focus**
Younger respondents may focus on maintaining or improving fitness to ensure long-term physical health and vitality, integrating fitness into their daily routines.

## Older Age Groups (60s and Beyond)

> **Reflective and Maintenance Approach**
Older respondents may show varied levels of commitment to fitness improvement. Some may actively work on fitness to manage age-related physical decline and maintain quality of life.

> **Maintenance Phase**
Others might focus on maintenance rather than improvement, aiming to preserve existing fitness levels rather than actively enhancing them.

# Alignment with Fulfillment in Life Pillars

## Health and Fitness

> **Direct Correlation**
Active commitment to improving fitness aligns with higher fulfillment in health and fitness pillars, indicating that proactive fitness management contributes positively to overall physical health and life satisfaction.

> **Balance Challenges**
Moderate engagement in fitness might reflect a balance with other life responsibilities, leading to varied fulfillment in health and fitness based on available time and resources.

## Career and Relationships

> **Work-Life Balance**
Those actively engaged in fitness improvement are likely to experience benefits in career and relationships due to increased energy, reduced stress, and better overall physical health.

> **Resource Allocation**
Moderate engagement suggests that respondents balance fitness with career and personal relationships, reflecting a holistic approach to life management.

## Legacy

> **Active Lifestyle**
Respondents focused on fitness improvement may view their physical fitness as part of their legacy, aiming to remain active and engaged in their communities and families.

# Intention to Improve Relationships



**INTENTION TO IMPROVE RELATIONSHIPS**

Actively Working On It

Moderately Working On It

Not Working On It

Not Working On It
14.2%

Moderately Working On It
50.9%

Actively Working On It
34.9%

## General Commitment to Relationship Improvement

### Moderate Engagement (50.9%)

The largest group is moderately working on improving their relationships, indicating a balanced approach to relationship enhancement alongside other life responsibilities.

This group may integrate relationship-building activities into their routine as opportunities arise, reflecting a commitment to nurturing their relationships without making it the sole focus. They might engage in periodic efforts to connect with family, friends, and colleagues.
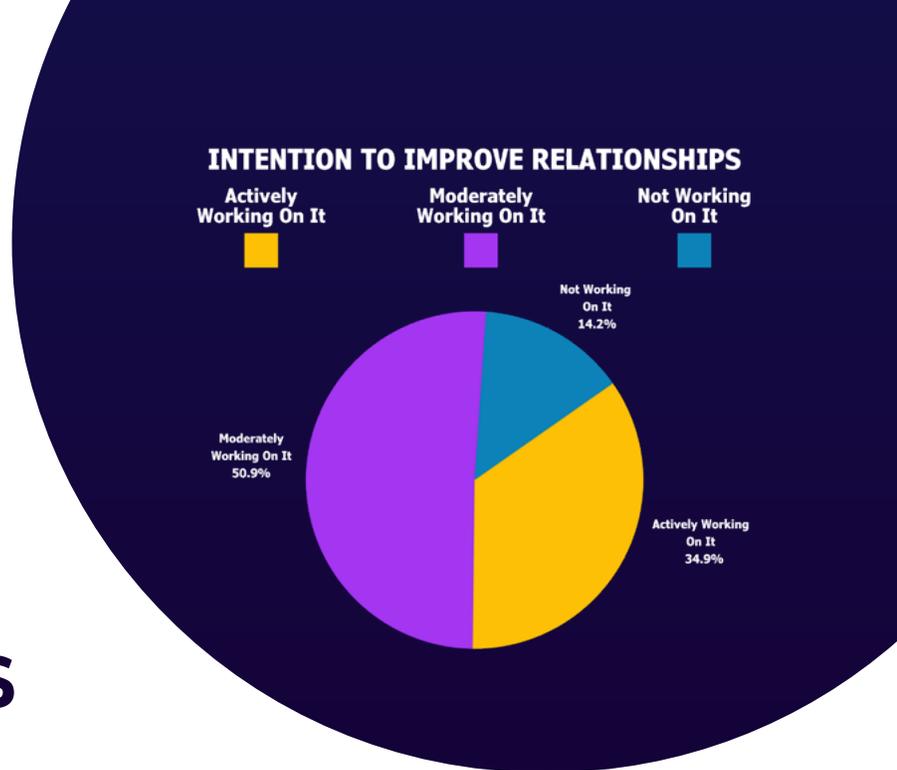
# High Priority on Relationship Improvement (34.9%)

A substantial portion of respondents are actively prioritizing relationship improvement, indicating a strong commitment to enhancing personal and social connections.

This group likely engages in regular efforts to strengthen their relationships, such as spending quality time with loved ones and friends, resolving conflicts, and building deeper connections, reflecting a proactive approach to relationship management.

# Minimal Engagement (14.2%)

A notable percentage is not focused on improving their relationships, indicating either satisfaction with their current state or barriers preventing active engagement.

This group might face challenges such as lack of time, motivation, or resources, or may feel their current relationships are adequate and do not require immediate attention.

# Correlation with Age Groups

## Younger Age Groups (30s to 50s)

> **Balancing Act**
> Respondents in their 30s to 50s may be driving the moderate engagement in relationship improvement. These age groups might prioritize relationships alongside managing careers and family responsibilities, seeking to maintain a balance between personal connections and other life demands.

> **Dynamic Roles**
> Younger respondents may focus on building and nurturing family and professional relationships, reflecting their active roles in both personal and work environments.

## Older Age Groups (60s and Beyond)

> **Reflective Approach**
> Older respondents may show varied levels of commitment to relationship improvement, balancing maintenance of existing relationships with building new ones.

> **Transition and Reflection**
> This age group might focus on sustaining long-standing relationships or reflect on their social connections, adapting to changes such as retirement or loss of loved ones.

# Alignment with Fulfillment in Life Pillars

## Relationships

> **Direct Correlation**
The focus on improving relationships aligns with higher fulfillment in the relationships pillar, indicating that proactive relationship management contributes positively to overall life satisfaction.

> **Balance Challenges**
Moderate engagement in relationship improvement might reflect a balance with other responsibilities, leading to varied fulfillment in relationships based on available time and resources.

## Health and Fitness

> **Social Support**
Those actively working on relationships are likely to experience benefits in health and fitness due to the positive impact of strong social support and emotional well-being on physical health.

> **Holistic View**
Moderate engagement suggests a balanced approach, integrating relationship improvement with other aspects of health and well-being.

## Career and Legacy

> **Work-Life Balance**
Active focus on relationships can enhance career and legacy fulfillment by providing emotional stability and support, contributing to a more balanced and fulfilling life.

> **Support Networks**
Those not focusing on relationship improvement might rely on stable career and legacy dynamics but could face challenges in adapting to social changes.

# Intention to Define Legacy

**INTENTION TO DEFINE LEGACY**

Actively Working On It ■ (yellow)    Moderately Working On It ■ (purple)    Not Working On It ■ (blue)

Actively Working On It 23.8%

Moderately Working On It 42.5%

Not Working On It 33.8%
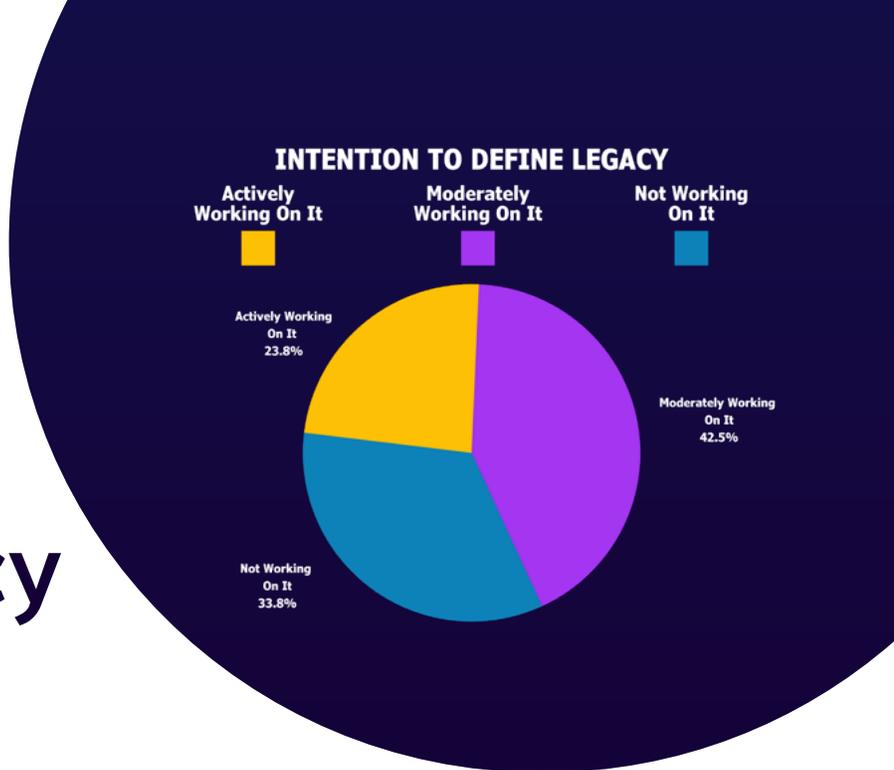
## General Commitment to Defining Legacy

### Moderate Engagement (42.5%)

The largest group is moderately working on defining their legacy, balancing it with other life activities.

This group may reflect on their contributions and achievements periodically, integrating legacy considerations into their overall life goals but without making it the central focus. They might engage in legacy-building activities like mentoring, community involvement, or setting long-term personal goals.

# High Priority on Legacy (23.8%)

A significant portion of respondents are actively prioritizing the definition of their legacy, indicating a strong commitment to ensuring their life has a lasting impact on others.

This group likely engages in deliberate efforts to shape their legacy through significant personal, professional, or community contributions. They might be actively involved in legacy planning, such as financial planning, writing memoirs, or participating in charitable organizations.

# Minimal Engagement (33.8%)

A notable percentage is not focused on defining their legacy, indicating either satisfaction with their current state, lack of concern about legacy, or barriers preventing engagement.

This group might feel that defining their legacy is either not a priority at this stage or may face challenges such as lack of clarity, motivation, or resources to actively pursue legacy-related activities.

# Correlation with Age Groups

## Younger Age Groups (30s to 50s)

> **Moderate Engagement**
> Respondents in their 30s to 50s may be driving the moderate engagement in defining their legacy. These age groups might be balancing legacy-building with active career and family responsibilities, reflecting on their long-term impact while focusing on immediate achievements.

> **Future Planning**
> Younger respondents may integrate legacy considerations into their broader life planning, setting the stage for future contributions and impact.

## Older Age Groups (60s and Beyond)

> **Active Focus and Reflection**
> Older respondents may show varied levels of commitment to defining their legacy, with some actively working on it as they reflect on their life's achievements and plan for their lasting impact.

> **Transition Phase**
> This age group might prioritize legacy planning as they transition into retirement or reflect on their life's contributions, aiming to consolidate and formalize their legacy.

# Alignment with Fulfillment in Life Pillars

## Career and Legacy

> **Legacy Building**
> Those actively working on their legacy are likely to experience higher fulfillment in the career and legacy pillars, as they align their professional achievements with their long-term goals and contributions.

> **Career Integration**
> Moderate engagement in legacy might reflect integration with ongoing career activities, balancing immediate professional responsibilities with long-term legacy planning.

## Health and Relationships

> **Supportive Networks**
> Strong relationships and good health can support legacy-building efforts, providing the emotional and physical resources needed to pursue meaningful legacy activities.

> **Holistic Approach**
> Those not focusing on legacy might prioritize health and relationships, relying on these aspects to provide satisfaction and fulfillment without a formal legacy plan.

## Fitness and Mental Health

> **Balanced Life**
> Actively working on legacy might correlate with efforts to maintain fitness and mental health, ensuring they have the vitality and clarity to pursue legacy goals.

> **Integrated Focus**
> Moderate engagement in legacy can complement ongoing fitness and mental health activities, reflecting a balanced approach to life management.

# Career Diversity in Midlife



**EMPLOYMENT TYPE STATUS**

Work For A Business | Self-Employed | Own And Operate A Business | Retired | Not Applicable

- Self-Employed 27.5%
- Own And Operate A Business 14.0%
- Work For A Business 50.6%
- Retired 4.7%
- Not Applicable 3.2%
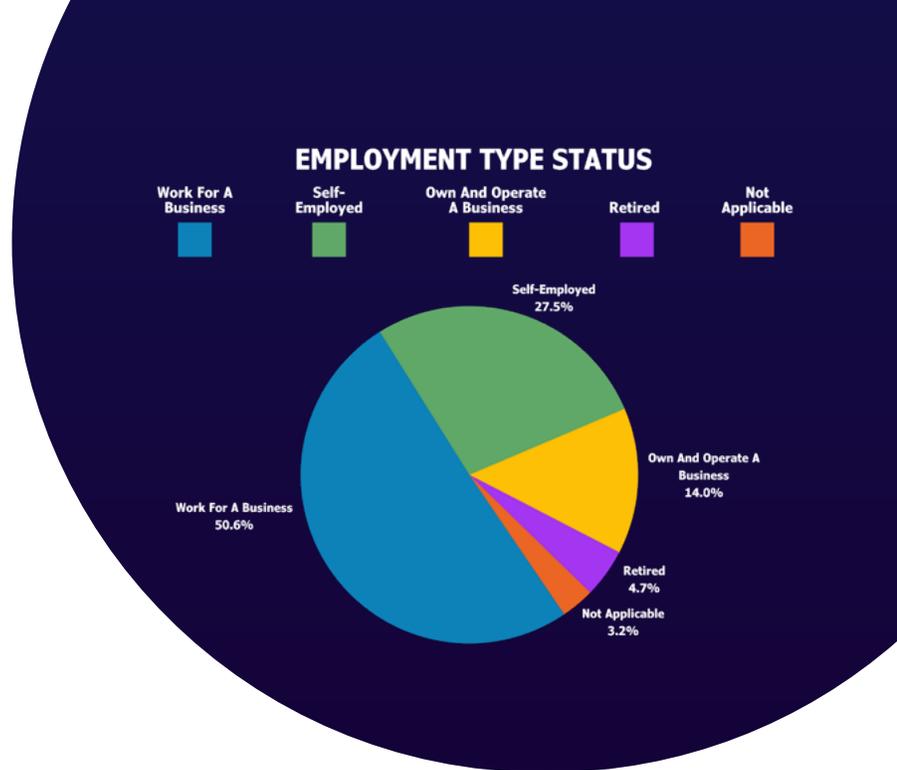
## Traditional Employment (50.6%)

The largest group of respondents works for a business, reflecting traditional employment structures where individuals are employed by an organization.

This group is likely engaged in various professional roles within businesses, contributing to a structured work environment with defined career paths and organizational goals.

## Independent Work (27.5% Self-Employed)

A significant portion of respondents are self-employed, indicating a trend toward independent work arrangements.

This group may be involved in freelancing, consulting, or other forms of independent work, reflecting a desire for flexibility, autonomy, and control over their professional lives.

# Entrepreneurship (14.0%)

A notable segment owns and operates their own business, indicating entrepreneurial endeavors.

These respondents are likely involved in building and managing their businesses, reflecting a commitment to entrepreneurial ventures and the associated challenges and rewards.

# Retirement (4.7%)

A smaller group is retired, having transitioned out of active work.

These respondents are likely focusing on personal pursuits, legacy, and maintaining their well-being after a full career. They may also be involved in part-time work, volunteering, or other activities post-retirement.

# Not Applicable (3.2%)

A small percentage does not fit into the standard career categories, potentially indicating transitional phases or non-traditional career paths.

This group may include individuals between jobs, taking career breaks, or engaging in non-career-focused activities.

# Correlation with Career Fulfillment and Intentions

## Career and Legacy

> **Structured Growth**
> Those working for businesses may experience higher career fulfillment through structured growth paths and organizational support, aligning their career development with legacy-building within their professional context.

> **Independent and Entrepreneurial Satisfaction**
> Self-employed individuals and business owners might find fulfillment through autonomy and personal achievement, aligning their professional efforts with their personal goals and values.

## Health and Relationships

> **Work-Life Balance**
> Traditional employees might balance structured work with health and relationship commitments, while self-employed and business owners may integrate work with personal life more flexibly but face challenges in managing boundaries.

> **Retirement Focus**
> Retirees might shift focus from career to health and relationships, reflecting a change in priorities toward personal well-being and social connections.

## Professional and Personal Growth

> **Development Opportunities**
> Employees and business owners may actively engage in professional growth through their roles, while self-employed individuals seek personal growth through independent work and entrepreneurial activities.

> **Reflective Growth**
> Retirees might engage in personal reflection and legacy-building rather than active professional growth.

# Trends and Implications

## Working for a Business

> **Majority Preference**
>
> Reflects the continued relevance of traditional employment in providing stability, structured career paths, and professional growth opportunities.

> **Fulfillment and Security**
>
> Likely correlates with a focus on career fulfillment within organizational settings and security through employment benefits.

## Self-Employment and Entrepreneurship

> **Increasing Trends**
>
> Indicates a significant interest in flexible, independent work arrangements and entrepreneurial ventures, aligning with desires for autonomy and self-determined career paths.

> **Challenges and Rewards**
>
> These respondents might face unique challenges related to income stability, work-life balance, and business management but gain satisfaction from personal achievement and control.

## Retirement

> **Transition Phase**
>
> Reflects a shift from active work to personal pursuits, with implications for how respondents manage their legacy, health, and relationships post-career.

**CURRENT CAREER SATISFACTION**

Yes      No      Not Applicable

Not Applicable
4.7%

No
20.8%

Yes
74.5%

# Current Career Satisfaction
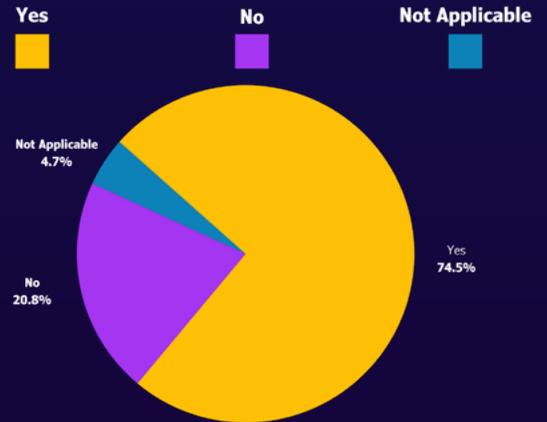
## General Career Satisfaction

### High Career Satisfaction (74.5%)

The majority of respondents are content with their current career, suggesting alignment between their professional roles and personal aspirations.

This high level of satisfaction indicates that many respondents have found fulfillment in their careers, whether through traditional employment, self-employment, or business ownership. They likely experience alignment between their work and their personal goals and values, contributing positively to their overall life satisfaction.

# Desire for Change (20.8%)

A significant minority of respondents are not in the career they want to be in, indicating potential dissatisfaction or aspirations for career transition. This is sometimes referred to as the "midlife career crisis."

This group may be seeking new opportunities, career changes, or professional growth to better align their careers with their personal goals. Factors contributing to this dissatisfaction could include a mismatch between career expectations and reality, lack of growth opportunities, or evolving interests and priorities.

# Not Applicable (4.7%)

A small percentage finds the question not applicable, reflecting unique or transitional career circumstances.

This group might include individuals who are between jobs, exploring new career paths, or engaged in non-career-focused activities, indicating a diverse range of professional situations outside conventional career categories.
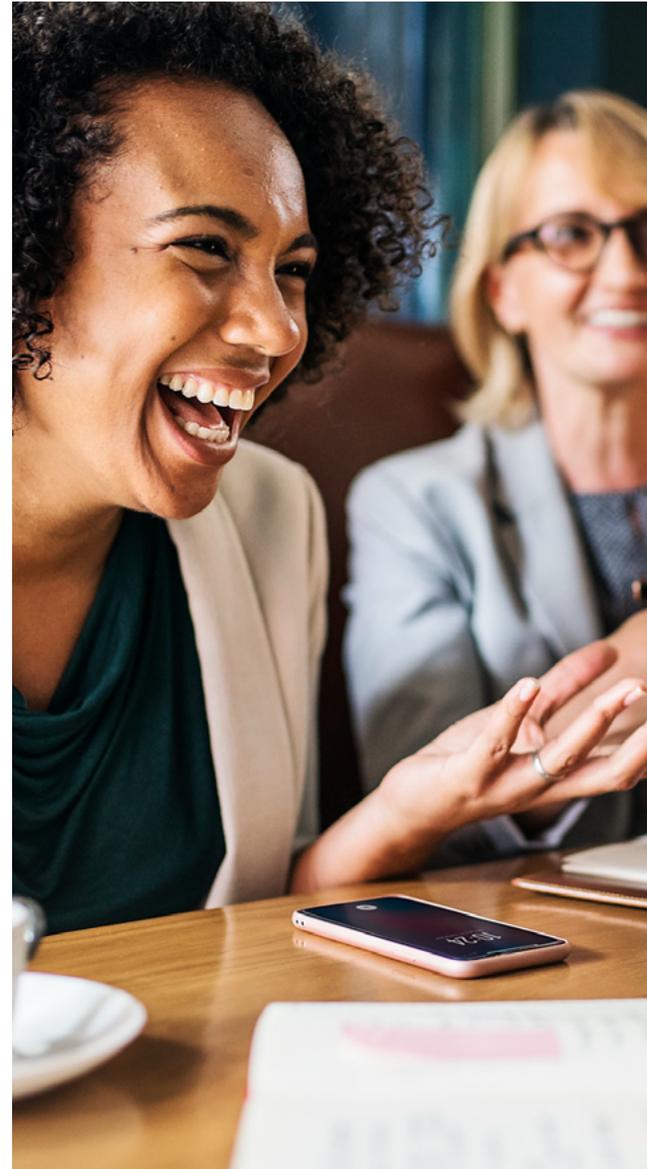
# Correlation with Career Paths and Intentions

## Traditional Employment, Self-Employment, and Business Ownership

> **Alignment with Career Satisfaction**
> The high satisfaction rate suggests that respondents in traditional employment, self-employment, or business ownership roles generally find these career paths fulfilling, aligning with their professional and personal goals.

> **Career Fulfillment**
> Those content with their careers likely experience fulfillment through structured roles, autonomy, or entrepreneurial achievements, depending on their career type.

## Desire for Career Transition

> **Reasons for Dissatisfaction**
> Respondents not satisfied with their careers might face challenges such as lack of advancement, job dissatisfaction, or a desire for a career that better fits their evolving goals and values.

> **Potential Transitions**
> This group may seek career development opportunities, additional education, or a shift to roles that provide greater fulfillment, indicating a dynamic approach to career satisfaction and alignment.

## Retirement and Transitional Phases

> **Non-Traditional Paths**
> The "Not Applicable" category may include retirees, those in career transitions, or exploring non-traditional career paths, reflecting a broader range of professional experiences and goals.

# Alignment with Fulfillment in Life Pillars

## Career and Legacy

> **Career Fulfillment**
High career satisfaction aligns with fulfillment in the career pillar, reflecting a strong sense of professional achievement and alignment with personal goals.

> **Legacy Planning**
Those satisfied with their careers may also feel positive about their legacy, as their professional contributions align with their long-term impact and goals.

## Health and Relationships

> **Work-Life Balance**
Career satisfaction likely contributes to a better work-life balance, positively impacting health and relationships by reducing stress and increasing overall life satisfaction.

> **Supportive Networks**
Those dissatisfied with their careers might experience challenges in health and relationships due to career-related stress or dissatisfaction, underscoring the importance of finding a fulfilling career path.

## Fitness and Mental Health

> **Positive Impact**
Satisfied respondents likely benefit from improved mental health and fitness due to the positive effects of career fulfillment on overall well-being.

> **Seeking Balance**
Those not satisfied may seek improvements in fitness and mental health as part of their broader efforts to achieve life satisfaction, potentially through career changes or personal growth.

**CURRENT INTENT TO CHANGE CAREER PATH**

Actively Pursuing · Open To It · No Intention · Retired or Planning · N/A

I'm Open To It 18.7%
Actively Pursuing 13.2%
No Intention 19.6%
Not Applicable 41.5%
Retired or Planning 7.0%

# Plans to Change Careers

## General Intentions Toward Career Change

### Not Applicable (41.5%)

The largest group finds the question not applicable, likely indicating they are already in their desired career or the question does not align with their current career status.

This suggests that many respondents are content with their current career status or are in roles that do not necessitate a change, reflecting stability or satisfaction in their professional lives.

### No Intention to Change (19.6%)

A notable portion of respondents do not intend to change their career, despite not being in their desired career.

This group might be satisfied with aspects of their current role or face barriers to change such as financial constraints, lack of opportunities, or personal preferences that outweigh the desire for a different career.

## Openness to Change (18.7%)

A significant segment is open to changing their career, showing flexibility and a willingness to explore new opportunities.

These respondents are likely considering potential career transitions but are not actively pursuing them. They may be waiting for the right opportunity or contemplating their options without immediate action.

## Active Pursuit of Change (13.2%)

A smaller but determined group is actively pursuing a career change to align with their desired career.

This indicates proactive efforts to achieve career satisfaction, such as seeking new roles, additional education, or professional development. These respondents are actively engaged in transitioning to a career that better fits their aspirations and goals.

## Retirement Plans (7.0%)

A small portion is retired or planning to retire, reflecting a transition out of active career pursuits.

These respondents are focusing on life post-career, including personal interests, legacy, and maintaining well-being, rather than pursuing new career opportunities.

# Correlation with Career Satisfaction and Intentions

## Current Career Status

> **Alignment**
> Those finding the question not applicable are likely satisfied with their current career status, aligning with the majority (74.5%) who reported being in the career they want to be in the previous question.

> **Stability**
> This reflects stability and contentment in their professional roles, minimizing the need for career change or transition.

## Desire for Change

> **Exploration vs. Action**
> The distribution between openness to change **(18.7%)** and active pursuit **(13.2%)** highlights a balance between those considering change and those taking concrete steps towards a new career.

> **Challenges and Opportunities**
> Respondents not intending to change **(19.6%)** may face challenges such as lack of career development resources or personal preferences that limit their career transition options, indicating satisfaction with current roles despite potential misalignment with their ideal career.

## Retirement Transition

> **Life Phase**
> Those retired or planning to retire **(7.0%)** are transitioning out of active careers, focusing on personal well-being and legacy, which reflects their stage in life rather than dissatisfaction with their career.

# Alignment with Fulfillment in Life Pillars

## Career and Legacy

> **Career Satisfaction**
Those content with their current career or not seeking change likely experience higher fulfillment in the career pillar, aligning their roles with personal goals and legacy considerations.

> **Transition Planning**
Those pursuing or open to career change might be seeking alignment with their long-term goals and aspirations, aiming to improve fulfillment in the career pillar.

## Health and Relationships

> **Work-Life Integration**
Respondents considering or pursuing career changes might integrate these decisions with their health and relationship priorities, seeking a balanced approach to professional and personal life.

> **Retirement Focus**
Those retiring are likely prioritizing health and relationships over career advancement, reflecting a shift in focus towards maintaining well-being and personal connections.

## Mental Health

> **Impact Change**
Active career pursuits and openness to change can positively impact mental health by reducing dissatisfaction and enhancing engagement with fulfilling roles, while those content or not intending to change might experience stability and reduced stress from their current roles.

# How Valued In the Workplace



**HOW VALUED IN THE WORKPLACE**

Valued For My Skills · Valued For My Experience · Valued For My Skills and Experience · Valued For Reasons Other Than My Experience · Not Applicable

- Valued For Reasons Other Than My Experience Or Skills 6.2%
- Not Applicable 12.6%
- Valued For My Skills And Experience 69.4%
- Valued For My Skills 3.4%
- Valued For My Experience 8.3%

## Comprehensive Value Recognition

### Skills and Experience (69.4%)

The majority of respondents feel valued for both their skills and experience, indicating a recognition of their holistic contributions to the workplace.

This suggests that these respondents are seen as well-rounded professionals whose comprehensive abilities and accumulated knowledge are appreciated. They likely experience higher job satisfaction and engagement due to this broad-based recognition.

### Not Applicable (12.6%)

A notable percentage finds the question not applicable, indicating a lack of current career engagement or a different context where traditional workplace value metrics do not apply.

This group might include retirees, those in non-traditional roles, or individuals not currently active in the workforce, reflecting varied professional circumstances.
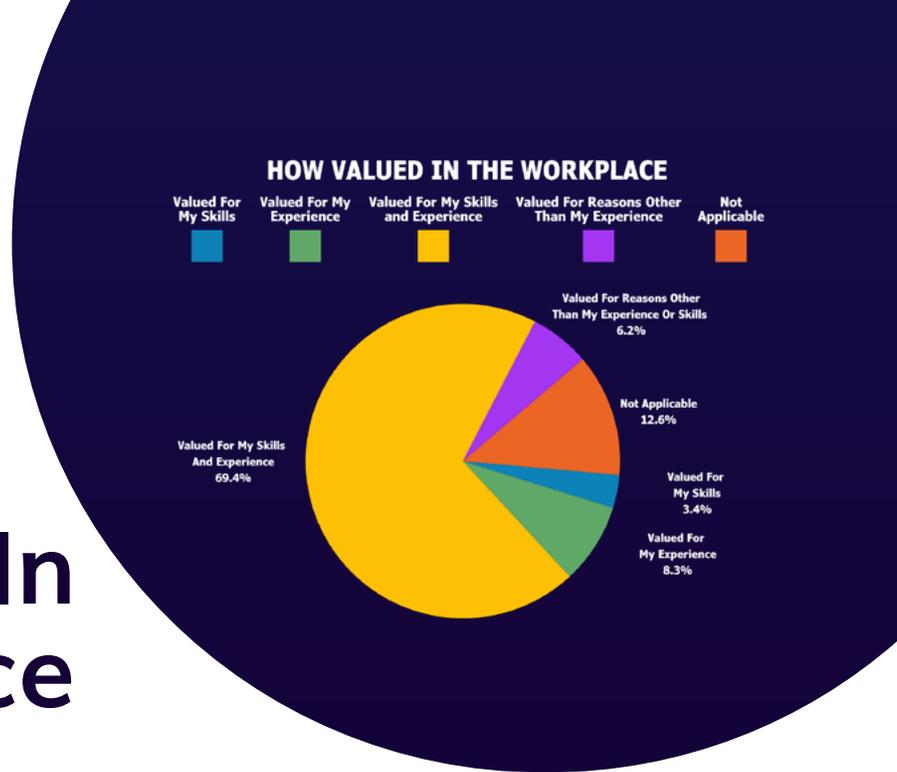
# Experience (8.3%)

A smaller segment feels valued primarily for their experience, reflecting recognition of their long-term contributions and accumulated knowledge.

These respondents might be seen as valuable for their historical knowledge and understanding of the industry or organization. This can reflect a respect for tenure and past achievements, contributing to their professional identity.

# Other Attributes (6.2%)

A smaller portion feels valued for reasons other than skills or experience, such as personality traits, leadership qualities, or interpersonal abilities.

These respondents might be appreciated for their soft skills, cultural fit, or contributions to workplace morale, highlighting the diverse ways value can be recognized beyond traditional metrics.

# Skills (3.4%)

A small group feels valued for their specific skills, indicating recognition of their expertise or technical abilities.

This suggests that these respondents are appreciated for their specialized competencies, potentially contributing to roles that require specific technical or creative skills. They might be engaged in roles where their unique skill set is a critical asset.

# Correlation with Career Paths and Satisfaction

## Current Career Satisfaction

> **Holistic Recognition**
> Those who feel valued for both skills and experience likely experience high career satisfaction and alignment with their professional roles. This recognition aligns with their overall career fulfillment and positive workplace experiences.

> **Experience and Skills**
> Respondents valued primarily for experience or skills might find fulfillment in specialized or leadership roles where their specific contributions are crucial to their professional identity.

## Professional Development

> **Diverse Value Recognition**
> The diverse ways in which respondents feel valued highlight the importance of recognizing both hard and soft skills in professional development and career growth.

> **Unique Contributions**
> Those valued for other attributes might focus on leveraging their unique qualities in their roles, enhancing team dynamics and workplace culture.

## Career Transition and Reflection

> **Transitional Phases**
> The "Not Applicable" group may be in transitional phases or non-traditional roles, reflecting a broader spectrum of professional experiences and the evolving nature of career value recognition.

# Alignment with Fulfillment in Life Pillars

## Career and Legacy

> **Comprehensive Value**
Feeling valued for both skills and experience aligns with higher fulfillment in the career pillar, reflecting a strong sense of professional achievement and alignment with personal goals and legacy.

> **Experience and Skills**
Recognition for experience or skills contributes to career satisfaction and legacy-building, emphasizing the importance of long-term contributions and specialized competencies.

## Health and Relationships

> **Work-Life Balance**
Comprehensive recognition likely contributes to a positive work-life balance, impacting health and relationships positively by enhancing job satisfaction and reducing stress.

> **Supportive Networks**
Diverse recognition for skills, experience, or other attributes supports a fulfilling career environment that integrates well with personal relationships and well-being.
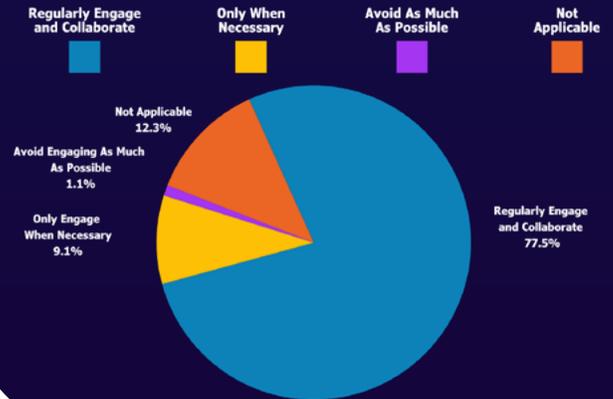
## Mental Health

> **Positive Impact**
Feeling valued in the workplace, especially for holistic contributions, positively impacts mental health by fostering a sense of belonging, accomplishment, and recognition.

> **Career Identity**
Recognition for specific attributes contributes to a strong professional identity and personal fulfillment, aligning with mental health and well-being.

# Engaging With Younger Generations in the Workplace



**ENGAGING WITH YOUNGER GENERATIONS IN THE WORKPLACE**

Regularly Engage and Collaborate
Only When Necessary
Avoid As Much As Possible
Not Applicable

Not Applicable 12.3%

Avoid Engaging As Much As Possible 1.1%

Only Engage When Necessary 9.1%

Regularly Engage and Collaborate 77.5%

## Predominant Collaboration with Younger Generations

### Regular Engagement (77.5%)

The vast majority of respondents regularly engage and collaborate with younger generations in the workplace.

This high level of engagement indicates a strong commitment to intergenerational collaboration, suggesting that midlife respondents value the input and perspectives of younger colleagues. It reflects a willingness to share knowledge, mentor, and learn from younger generations, fostering a collaborative and inclusive work environment.

### Necessary Engagement (9.1%)

A smaller segment engages with younger generations only when necessary.

This group might prefer limited interaction due to differing work styles, generational gaps, or specific role requirements. They might collaborate on a need-to basis without actively seeking out intergenerational engagement, possibly reflecting a more reserved or role-specific approach to workplace interactions.

# Not Applicable (12.3%)

A notable percentage finds the question not applicable, possibly indicating they do not interact with younger generations due to their work environment or career phase.

This group might include individuals who are retired, self-employed without younger colleagues, or working in settings where interaction with younger generations is minimal or non-existent. It reflects diverse professional contexts where intergenerational engagement is not a factor.

# Avoidance (1.1%)

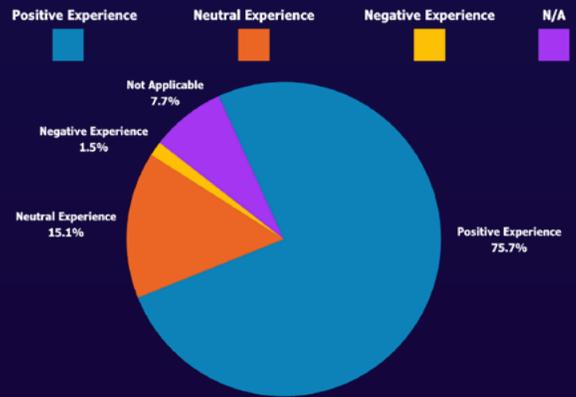A very small group avoids engaging with younger generations whenever possible.

This indicates potential challenges or discomfort with intergenerational interactions, which might stem from generational differences, communication barriers, or personal preferences. This group might prefer to work independently or within their generational cohort, reflecting a need for tailored strategies to foster better engagement.

**ATTITUDE ABOUT ENGAGING WITH YOUNGER GENERATIONS IN THE WORKPLACE**

Positive Experience · Neutral Experience · Negative Experience · N/A

Not Applicable 7.7%
Negative Experience 1.5%
Neutral Experience 15.1%
Positive Experience 75.7%

# Attitude About Engaging With Younger Generations in Workplace

## Predominant Positive Engagement

### Positive Experience (75.7%)

The vast majority of respondents report that engaging with younger generations in the workplace is a positive experience.

This high percentage reflects a strong appreciation for the interactions and collaborations with younger colleagues. Positive experiences likely include benefits such as fresh perspectives, innovative ideas, learning opportunities, and mentoring dynamics. Respondents may find value in the diversity of thought, energy, and adaptability that younger generations bring to the workplace.

# Neutral Experience (15.1%)

A significant portion describes their experience as neutral.

These respondents might have routine or transactional interactions with younger generations, neither particularly beneficial nor problematic. This neutral stance could reflect a professional, yet limited engagement that does not significantly impact their overall workplace experience.

# Not Applicable (7.7%)

A notable segment finds the question not applicable, indicating they may not engage with younger generations due to their work environment or career phase.

This group might include individuals who are retired, self-employed without younger colleagues, or working in settings where interaction with younger generations is minimal or irrelevant. It reflects diverse professional contexts where intergenerational engagement is not a factor.

# Negative Experience (1.5%)

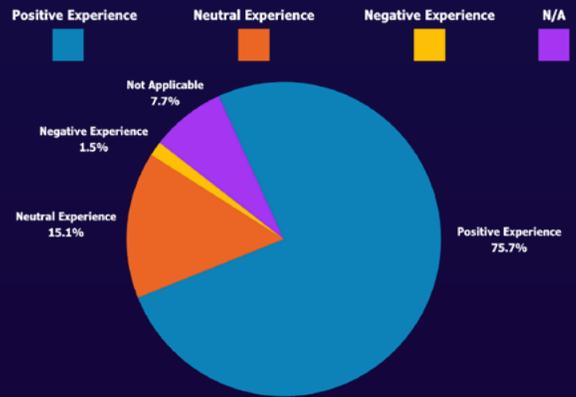A very small group reports engaging with younger generations as a negative experience.

This small group indicates potential challenges such as generational conflicts, communication issues, or differences in work styles and values. These respondents might find the interactions with younger colleagues to be stressful or unproductive, reflecting areas for improvement in intergenerational collaboration.

# Frequency of Engaging With Younger Generations in Workplace



**ATTITUDE ABOUT ENGAGING WITH YOUNGER GENERATIONS IN THE WORKPLACE**

Positive Experience | Neutral Experience | Negative Experience | N/A

Not Applicable 7.7%
Negative Experience 1.5%
Neutral Experience 15.1%
Positive Experience 75.7%

## Predominant Positive Engagement

### Regular Engagement (63.0%)

The majority of respondents regularly engage with younger generations as part of their daily work routine.

This high level of regular engagement suggests that intergenerational collaboration is an integral part of the workplace dynamics for these respondents. It indicates ongoing interaction, knowledge sharing, and collaboration with younger colleagues. Regular engagement likely enhances teamwork, mentorship opportunities, and fosters a culture of inclusivity and continuous learning within the workplace.

### Occasional Engagement (25.3%)

A significant portion engages with younger generations occasionally, typically when specific projects or tasks require it.

These respondents engage in targeted, project-based interactions, collaborating with younger generations as needed. This suggests a more situational approach to intergenerational engagement, where interactions are driven by project demands rather than routine daily activities. This can still provide valuable collaborative experiences and knowledge exchange during specific tasks.

# Not Applicable (8.9%)

A notable percentage finds the question not applicable, indicating minimal interaction with younger generations due to their work environment or career phase.

This group might include individuals who are retired, self-employed without younger colleagues, or working in settings where interaction with younger generations is minimal. It reflects diverse professional contexts where regular engagement with younger generations is not relevant or necessary.

# Rare Engagement (2.8%)

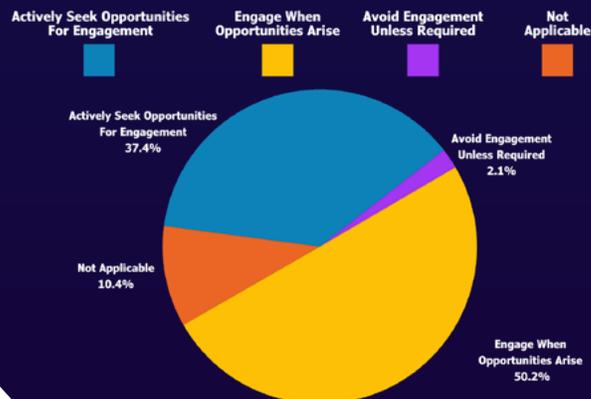A very small group engages with younger generations rarely, only when absolutely necessary.

This indicates limited interaction, possibly due to preferences for working independently, generational differences, or specific roles that do not require regular collaboration with younger colleagues. These respondents might prefer minimal engagement, potentially due to differing work styles or communication preferences.

# Intention to Engage With Younger Generations in Workplace



**INTENTION TO ENGAGE WITH YOUNGER GENERATIONS IN THE WORKPLACE**

Actively Seek Opportunities For Engagement — Engage When Opportunities Arise — Avoid Engagement Unless Required — Not Applicable

Actively Seek Opportunities For Engagement 37.4%
Avoid Engagement Unless Required 2.1%
Not Applicable 10.4%
Engage When Opportunities Arise 50.2%

## General Trends in Seeking Engagement Opportunities

### Opportunistic Engagement (50.2%)

The largest segment engages with younger generations when opportunities arise but does not actively seek them out.

These respondents engage in intergenerational interactions as appropriate or when opportunities naturally present themselves. They may participate in collaborative efforts or learning experiences based on situational needs rather than actively seeking engagement. This balanced approach reflects flexibility and openness to collaboration without a strong proactive emphasis.

### Active Engagement (37.4%)

A significant portion of respondents actively seek out opportunities to engage with younger generations.

These respondents show a proactive approach toward intergenerational engagement. They likely recognize the benefits of interacting with younger colleagues, such as gaining fresh perspectives, mentoring opportunities, and fostering collaboration. Their frequent engagement suggests they value continuous learning and knowledge exchange, which can enhance workplace dynamics and personal development.

# Not Applicable (10.4%)

A notable percentage finds the question not applicable, indicating minimal interaction with younger generations due to their work environment or career phase.

This group likely includes retirees, those in roles without younger colleagues, or individuals in professional contexts where intergenerational engagement is not relevant. It reflects diverse work situations where seeking out engagement opportunities is not a priority or possibility.

# Rare Engagement (2.1%)

A very small group avoids engagement unless required.

This group indicates limited proactive engagement, potentially due to preferences for working independently, generational differences, or specific roles that do not emphasize collaboration with younger colleagues. They might prefer minimal interaction, reflecting personal or role-specific dynamics that limit intergenerational engagement.

**HOW YOUNGER TALENT IS VALUED IN THE WORKPLACE**

Greatly Valued · Moderately Valued · No Value · Not Applicable

- Not Applicable 9.2%
- Little/Not Valued 1.7%
- Greatly Valued 58.7%
- Moderately Valued 30.4%
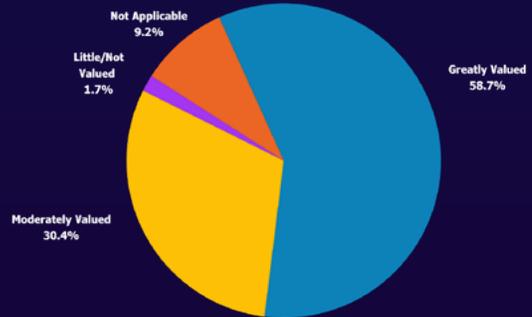
# How Younger Talent is Valued in the Workplace

## Predominant High Valuation of Younger Talent

### Essential to Success (58.7%)

The majority of respondents greatly value the talent of younger generations as essential to their workplace's success.

This high valuation suggests that midlife respondents understand and respect the unique skills and perspectives that younger generations bring, fostering a collaborative and forward-thinking work environment.

### Moderate Recognition (30.4%)

A significant portion recognizes the benefits of younger talent and moderately values it.

This moderate valuation reflects a balanced view that values younger talent but integrates it with existing expertise.

# Not Applicable (9.2%)

A notable percentage finds the question not applicable, indicating minimal interaction with younger generations due to their work environment or career phase.

This group reflects diverse work situations where the evaluation of younger talent is not a priority or possibility.

# Low Valuation (1.7%)

A very small group sees little to no value in the talent of younger generations.

These respondents might prefer traditional methods or see younger generations as lacking in experience, reflecting areas for potential improvement in understanding and integrating diverse talents within the workplace.

**HOW YOUNGER TALENT IS VALUED IN THE WORKPLACE**

Greatly Valued — Moderately Valued — No Value — Not Applicable

Not Applicable 9.2%
Little/Not Valued 1.7%
Greatly Valued 58.7%
Moderately Valued 30.4%
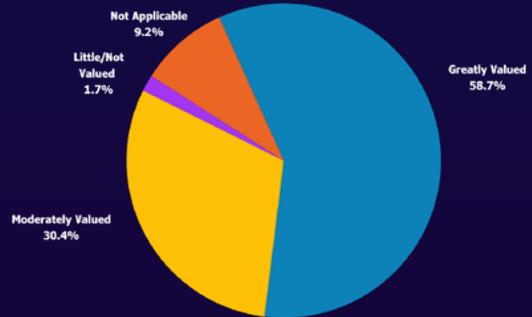
# Importance of Collaboration With Younger Generations in the Workplace

## Predominant Valuation of Collaboration

### Extremely Important (56.2%)

The majority of respondents view collaboration with younger generations as extremely important for achieving workplace goals.

Respondents likely value the fresh ideas, diverse perspectives, technological skills, and adaptability that younger colleagues bring. It indicates a high level of appreciation for the contributions of younger generations to achieving strategic objectives and organizational growth.

# Somewhat Important (29.4%)

A significant portion considers collaboration with younger generations to be somewhat important.

These respondents appreciate the value younger generations add but balance it with the contributions of more experienced team members and other elements of organizational effectiveness, reflecting a balanced approach that integrates younger talent with established practices and expertise.

# Not Applicable (10.0%)

A notable percentage finds the question not applicable, indicating minimal interaction with younger generations due to their work environment or career phase.

This group likely includes retirees, those in roles without younger colleagues, or individuals in professional contexts where the interaction with younger generations is not relevant.

# Not Important (4.3%)

A small group believes that collaboration with younger generations is not important for achieving workplace goals.

These respondents might prefer traditional methods or see younger generations as lacking necessary experience or relevance to their specific workplace goals. This view reflects potential areas for improving intergenerational understanding and recognizing the evolving nature of collaborative efforts in the workplace.

# Intergenerational Relationship Efficacies in the Workplace

The previous six questions examined in the survey provide critical insights into the dynamics and perceptions of **intergenerational relationships in the workplace**. Following is a high-level summary that captures the essence of the respondents' views on collaboration, engagement, and the value of younger workers.

## Value of Younger Generations' Talent

A strong majority of midlife respondents **(58.7%)** consider the talent of younger generations essential to workplace success, recognizing their contributions as critical for innovation, problem-solving, and achieving strategic objectives. Another **30.4%** moderately value this talent, reflecting a balanced appreciation that integrates new skills with established expertise.

There is widespread recognition of the significant role that younger colleagues play in driving organizational growth and success, emphasizing a trend toward valuing fresh perspectives and modern skillsets alongside traditional experience.

## Importance of Collaboration for Workplace Goals

Over half **(56.2%)** of respondents view collaboration with younger generations as extremely important for achieving workplace goals, with **29.4%** finding it somewhat important. This highlights a strong consensus on the necessity of intergenerational collaboration for effective teamwork and organizational adaptability.

The importance placed on collaboration underscores the need for fostering intergenerational teamwork as a core strategy for meeting evolving market demands and achieving long-term business success.

# Frequency of Engagement

A majority of respondents **(63.0%)** regularly engage with younger generations as part of their daily work routine, indicating that such interactions are embedded into the fabric of their professional lives. Meanwhile, **25.3%** engage occasionally based on project needs, and only a small fraction **(2.8%)** engage rarely.

Regular and consistent engagement with younger colleagues is a prevalent practice, suggesting that midlife workers recognize the practical benefits of integrating younger talent into daily operations and project-specific collaborations.

# Proactivity in Seeking Engagement Opportunities

A substantial portion of respondents **(37.4%)** actively seek opportunities to engage with younger generations, while the largest segment **(50.2%)** engages when opportunities naturally arise. This indicates a mix of proactive and reactive approaches to intergenerational engagement.

While many midlife workers are proactive in seeking engagement opportunities, a significant number prefer a more situational approach, reflecting varied levels of initiative in fostering intergenerational relationships depending on individual and role-specific factors.

# Perception of Engagement Experience

A majority **(75.7%)** report positive experiences when engaging with younger generations, suggesting that such interactions are largely beneficial and contribute positively to workplace dynamics. Only a small minority **(1.5%)** view these engagements negatively.

Positive engagement experiences reinforce the value of intergenerational interactions, highlighting that most midlife workers find these relationships enriching and conducive to a supportive and collaborative work environment.

# Key Takeaways

## Strong Appreciation for Younger Talent

There is a broad recognition among midlife workers of the critical contributions made by younger generations. Their skills, perspectives, and adaptability are highly valued, positioning them as essential partners in achieving workplace success.

## High Valuation of Collaboration

Collaboration with younger generations is widely regarded as vital for achieving organizational goals. This underscores the importance of fostering effective teamwork and leveraging diverse talents to drive innovation and adapt to changing market needs.

## Embedded Engagement Practices

Regular engagement with younger colleagues is a common practice, with many respondents integrating such interactions into their daily routines. This reflects a cultural shift towards inclusive and dynamic work environments that thrive on intergenerational collaboration.

## Varied Levels of Proactivity

While a significant number of midlife workers are proactive in seeking engagement opportunities, many prefer to engage as opportunities arise naturally. This indicates a balance between proactive and reactive approaches to building intergenerational relationships.

## Positive Intergenerational Experiences

Most respondents report positive experiences with younger generations, reinforcing the benefits of these interactions. Positive engagement contributes to a collaborative and supportive workplace culture, enhancing job satisfaction and professional growth.

# Actionable Steps for Organizations to Consider

## Foster an Inclusive Culture

> **Implement Cross-Generational Programs**
> Develop mentorship and reverse-mentorship programs that facilitate knowledge exchange between generations.

> **Encourage Collaboration**
> Create opportunities for joint projects and team activities that require contributions from both younger and midlife employees, enhancing mutual respect and understanding.

## Promote and Enable Continuous Learning

> **Provide Training and Development**
> Offer professional development programs that cater to diverse age groups, focusing on skills relevant to both younger and midlife employees.

> **Support Career Growth**
> Encourage lifelong learning and skill development to help employees adapt to evolving job roles and market demands.

## Enhance Communication

> **Facilitate Open Dialogue**
> Encourage open and respectful communication channels that allow employees of all ages to share ideas and feedback freely.

> **Leverage Technology**
> Utilize collaborative tools that bridge generational gaps and facilitate seamless interaction and teamwork.

# Recognize Contributions

> **Celebrate Achievements**
> Acknowledge and reward contributions from all generations, highlighting the value of diverse perspectives and skills in achieving organizational goals.

> **Promote Equitable Recognition**
> Ensure that recognition programs reflect the contributions of both younger and midlife employees, fostering a sense of inclusivity and fairness.

# Address Challenges

> **Resolve Conflicts**
> Implement conflict resolution strategies that address generational misunderstandings and promote a cohesive work environment.

> **Adapt Work Styles**
> Recognize and accommodate different work styles and preferences, creating a flexible environment that supports intergenerational harmony.

# Intergenerational Dynamics Summary

The survey results underscore the critical role of intergenerational relationships in the workplace, highlighting the importance of collaboration, regular engagement, and positive interactions with younger generations. To optimize the efficacy of these dynamics, organizations should foster an inclusive culture, promote and enable continuous learning, enhance communication, recognize contributions, and address challenges. By doing so, they can leverage the unique strengths of each generation, driving innovation, enhancing workplace satisfaction, and achieving long-term organizational success.

# Current Role in Career

**CURRENT ROLE IN CAREER**

Lead A Division or Entire Business | Manager of Managers | Manager of Individual Contributors | Individual Contributor | Not Applicable

Lead A Division or Entire Business
27.2%

Manager of Managers
6.4%

Manager of Individual Contributors
20.9%

Individual Contributor
33.4%

Not Applicable
12.1%
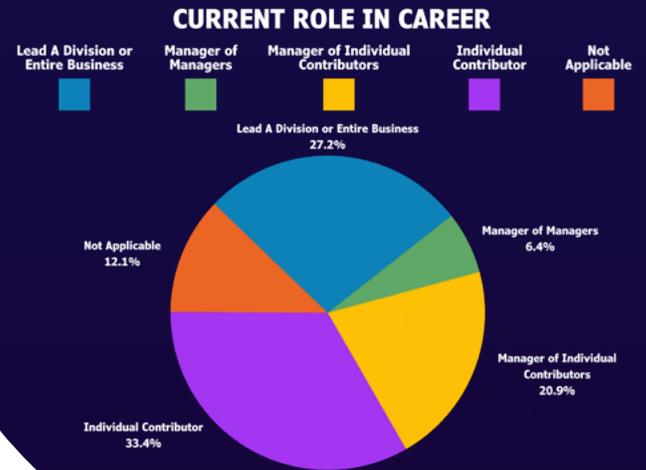
## Prevalence of Individual Contributors

### Individual Contributors (33.4%)

> **Overview**
>
> The largest segment identifies as individual contributors, reflecting a significant portion of respondents who primarily focus on executing specific tasks and responsibilities without managerial duties.

> **Implications**
>
> This suggests that many midlife workers are in specialized roles where their expertise and individual efforts are highly valued. They likely contribute through direct actions and outputs, providing specific skills and knowledge critical to their organizations' operations.

# Leadership and Management Roles

## Division or Business Leaders (27.2%)

> **Overview**

A substantial portion leads divisions or entire businesses, indicating significant leadership responsibilities among midlife respondents.

> **Implications**

These respondents are likely involved in strategic decision-making, overseeing large teams or departments, and driving organizational goals. Their roles encompass broad management functions, and they are pivotal in shaping the direction and success of their organizations.

## Managers of Individual Contributors (20.9%)

> **Overview**

A significant group manages individual contributors, reflecting mid-level management roles focused on overseeing teams and ensuring the effective execution of tasks and projects.

> **Implications**

These managers play a crucial role in guiding and supporting their teams, balancing leadership responsibilities with a hands-on approach to managing workflows and team dynamics.

# Not Applicable (12.1%)

> **Overview**

A notable segment finds the question not applicable, indicating they may not currently be employed, are self-employed, or are in roles that do not fit the provided categories.

> **Implications**

This diversity reflects varied career stages and situations, including possible retirement, self-employment, consultancy, or other unique career paths that fall outside traditional roles.

# Managers of Managers (6.4%)

> **Overview**

A smaller group manages other managers, indicating roles that involve higher-level oversight and coordination across multiple teams or departments.

> **Implications**

These respondents are likely engaged in more complex management functions, such as aligning departmental strategies, fostering collaboration between teams, and implementing organizational policies at a broader scale.

# Correlations with Workplace Dynamics and Intergenerational Relationships

## Role Diversity and Engagement

> **Career Role Influence**
> The diversity in roles highlights how different career paths influence engagement with younger generations. Leaders and managers are more likely to drive and foster intergenerational collaboration, while individual contributors may engage more through direct project work and peer interactions.

> **Strategic Impact**
> Those in leadership and managerial roles may have a broader strategic influence on creating and nurturing intergenerational relationships, implementing policies, and fostering a culture that values collaboration across age groups.

# Leadership and Collaboration

> **Decision-Making Power**
Leaders and managers play a crucial role in setting the tone for intergenerational engagement, creating opportunities for mentorship, and encouraging diverse perspectives in decision-making processes.

> **Mentorship Roles**
Managers and leaders often serve as mentors, guiding younger generations and leveraging their experience to support the development of emerging talent within their teams or organizations.

# Individual Contributors

> **Expertise and Skill Application**
Individual contributors are likely to engage through their specialized skills, contributing to team efforts and collaborating with younger colleagues on specific tasks and projects. Their interactions may focus more on peer-level collaboration and direct contributions rather than strategic oversight.

# Non-Traditional Roles

> **Flexibility and Adaptability**
Those in non-traditional or "not applicable" roles may engage with younger generations in less conventional ways, such as through freelance work, consultancy, or advisory roles, bringing unique perspectives and experiences to their interactions.
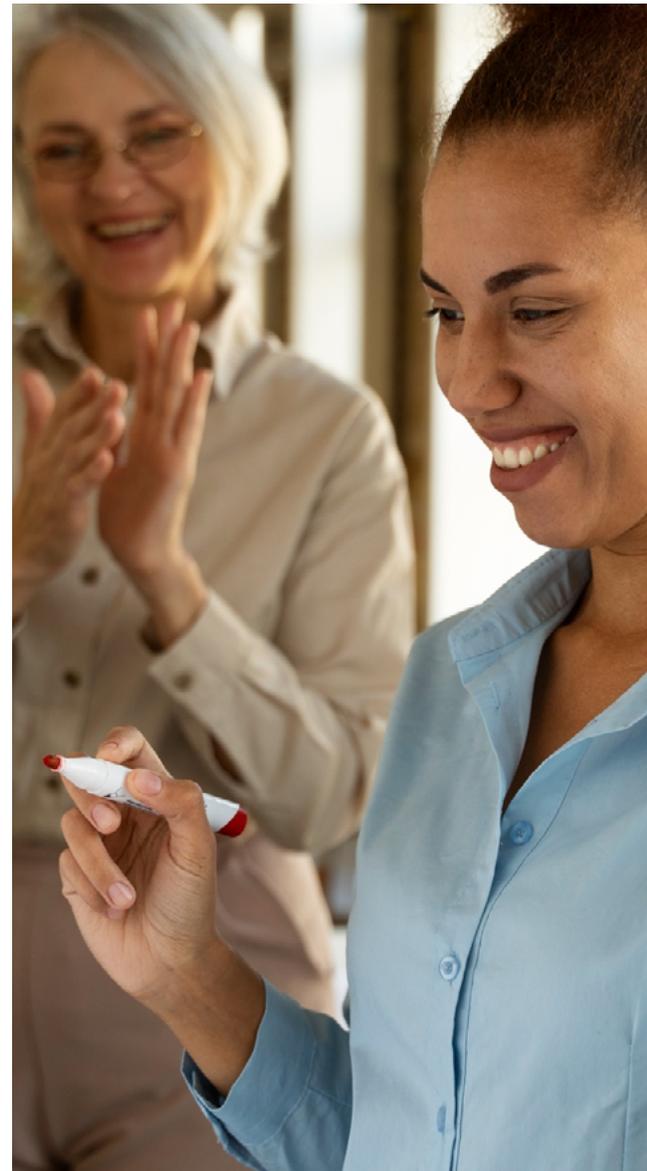
# Actionable Steps for Organizations to Consider

## Tailor Engagement Strategies

> **Role-Specific Initiatives**
> Develop engagement strategies that cater to different career roles, ensuring that both individual contributors and leaders have opportunities to interact with younger generations in ways that align with their responsibilities and career paths.

## Leverage Leadership Influence

> **Encourage Leadership**
> Empower leaders and managers to foster intergenerational collaboration through mentorship programs, team-building activities, and inclusive decision-making processes that involve diverse age groups.

## Support Individual Contributors

> **Facilitate Collaboration**
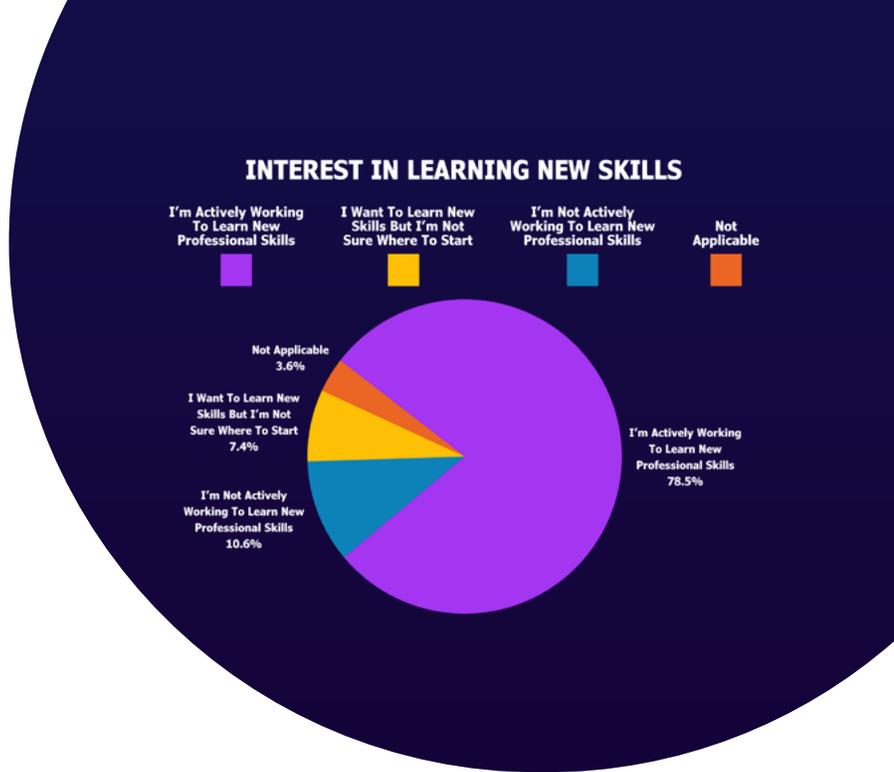> Create platforms and opportunities for individual contributors to share their expertise with younger colleagues, encouraging knowledge exchange and peer-level collaboration.

## Recognize Diverse Paths

> **Accommodate Non-Traditional Roles**
> Acknowledge and support those in non-traditional or self-defined roles by offering flexible engagement opportunities that suit their unique career contexts and preferences.

# Priority of New Skills to Learn

**INTEREST IN LEARNING NEW SKILLS**

I'm Actively Working To Learn New Professional Skills

I Want To Learn New Skills But I'm Not Sure Where To Start

I'm Not Actively Working To Learn New Professional Skills

Not Applicable

Not Applicable
3.6%

I Want To Learn New Skills But I'm Not Sure Where To Start
7.4%

I'm Not Actively Working To Learn New Professional Skills
10.6%

I'm Actively Working To Learn New Professional Skills
78.5%

## Dominance of Active Skill Development

### Active Skill Learners (78.5%)

The vast majority of respondents are actively working to learn new professional skills.

This indicates a strong commitment to continuous professional development among midlife workers. This group likely values personal growth and adaptability, contributing positively to their career progression and organizational success.

# Correlations with Career Roles and Workplace Dynamics

## Active Skill Development and Career Advancement

› **Leadership Readiness**
Those actively engaged in learning new skills are more likely better prepared for leadership roles and career advancement, demonstrating a commitment to continuous improvement and staying ahead of industry changes.

› **Adaptability and Growth**
Active learners are likely more adaptable to new technologies, methodologies, and market demands, enhancing their value within their organizations and increasing their potential for career progression.

## Challenges for Non-Active Learners

› **Stagnation Risk**
Non-active learners may face challenges adapting to new industry trends or job requirements, potentially limiting their career growth and effectiveness in evolving roles.

› **Need for Support**
Organizations can support these individuals by identifying barriers to learning and providing resources, time, and motivation to re-engage them in professional development.

# Guidance for Uncertain Starters

> **Structured Learning Paths**
> Those unsure where to start with skill development need clear guidance, structured learning programs, and mentorship to help them begin their journey.

> **Encouraging Initiatives**
> Providing accessible and well-defined learning opportunities can transform their willingness into action, enhancing their skillsets and career readiness.

# Recognition of Non-Applicable Roles

> **Diverse Career Contexts**
> The "Not Applicable" group likely includes retirees, those in static skill roles, or unique career paths where learning new skills is less relevant. Tailored engagement strategies can address their specific needs and contexts.

# Limited Engagement in Skill Learning

## Non-Active Learners (10.6%)

A smaller segment is not actively working to learn new skills.

These respondents may feel content with their current skill levels or face barriers such as time constraints, lack of motivation, or limited access to learning opportunities.

# Uncertainty in Beginning Skill Development

## Uncertain Starters (7.4%)

A notable group wants to learn new skills but is unsure where to start.

This group's willingness to learn indicates a positive attitude towards skill development, but they may need guidance and support to begin. They might benefit from structured learning paths, mentorship, or access to resources that provide clear starting points for their learning journey.

# Non-Applicable Segment

## Not Applicable (3.6%)

A small portion finds the question not applicable, possibly indicating they are not in a role where skill development is relevant or they are not currently employed.

This reflects diverse career contexts, such as retirement, self-employment, or roles with minimal emphasis on new skill acquisition.

# Actionable Steps for Organizations to Consider

## Foster Continuous Learning

› **Encourage Active Engagement**
Create a culture that values continuous learning, providing resources, time, and incentives for employees to pursue new skills proactively.

## Address Learning Barriers

› **Support Non-Active Learners**
Identify and address barriers to learning, offering flexible, accessible training options to encourage those not actively learning to engage more actively.

## Provide Clear Guidance

› **Guide Uncertain Learners**
Offer structured learning paths, mentorship, and resources to help those unsure where to start with skill development, making the process approachable and actionable.

## Recognize Diverse Needs

› **Accommodate Different Career Stages**
Tailor learning initiatives to the diverse career stages and roles of employees, recognizing that some may have different or minimal learning needs.

# Current Activity as a Mentor

**CURRENT ROLE AS A MENTOR**

Current Mentor To An Older Colleague

Current Mentor To A Younger Colleague

Current Reverse Mentoring With A Colleague

Not Applicable

Current Mentor To An Older Colleague 3.8%

Current Mentor To A Younger Colleague 46.8%

Not Applicable 40.0%

Current Reverse Mentoring With A Colleague 9.4%

## Prevalence of Mentoring Younger Colleagues

### Mentoring Younger Colleagues (46.8%)

Nearly half of the respondents are mentoring younger colleagues, indicating a strong involvement in traditional mentoring roles.

These midlife workers likely leverage their experience and knowledge to help younger colleagues navigate career challenges, develop skills, and achieve their professional goals. This active participation underscores the value placed on intergenerational knowledge transfer and the role of mentorship in fostering a collaborative and supportive work environment.
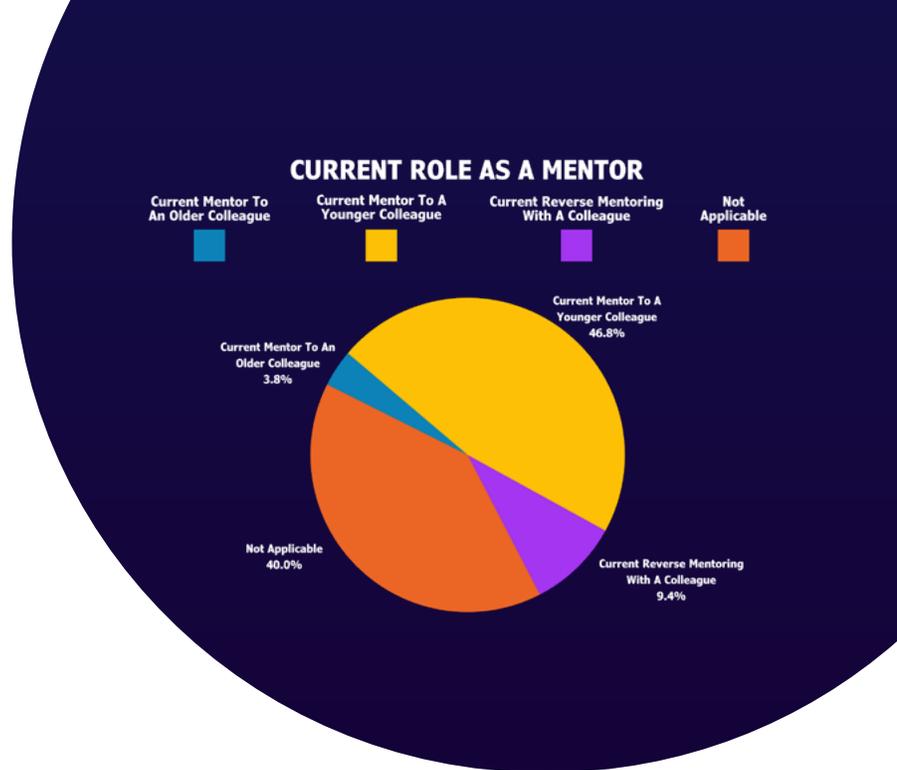
# Limited Engagement in Reverse Mentoring

## Reverse Mentoring (9.4%)

A smaller segment is engaged in reverse mentoring, where younger colleagues provide mentorship.

While less common, reverse mentoring highlights a growing recognition of the value that younger colleagues can offer through fresh perspectives, technological savvy, and new approaches to problem-solving. This arrangement can enhance learning and adaptability for midlife workers, fostering a culture of mutual growth and respect across generations.

# Minimal Mentoring of Older Colleagues

## Mentoring Older Colleagues (3.8%)

A minor segment is mentoring older colleagues.

This less frequent occurrence suggests that while traditional upward mentoring is prevalent, the reverse, where midlife respondents mentor older colleagues, is relatively uncommon. This dynamic may be more situational and could involve specific expertise or roles where younger generations lead or have specialized knowledge that benefits older colleagues.

# Significant Non-Applicability

## Not Applicable (40.0%)

A notable portion finds mentoring not applicable.

This group likely includes respondents who are not currently in roles that involve mentoring. This indicates a varied career landscape with roles and stages that either do not require or facilitate mentoring.

# Correlations with Career Roles and Workplace Dynamics

## Traditional Mentoring and Knowledge Transfer

> **Role as Mentors**
> Those actively mentoring younger colleagues are often in leadership or experienced roles where their guidance and expertise are valuable. This involvement supports the professional development of younger colleagues and contributes to building a skilled and knowledgeable workforce.

## Reverse Mentoring and Adaptability

> **Mutual Learning**
> Engagement in reverse mentoring reflects openness to learning from younger colleagues, enhancing adaptability and incorporating contemporary skills and perspectives. It fosters a two-way learning environment where both parties benefit from shared knowledge.

# Actionable Steps for Organizations to Consider

## Foster Traditional and Reverse Mentoring

> **Encourage Mentorship Programs**
> Develop and support mentorship programs that facilitate both traditional and reverse mentoring, allowing for mutual learning and knowledge exchange across generations.

## Address Barriers to Mentoring

> **Providing Opportunities**
> Identify and address barriers that prevent participation in mentoring, offering flexible and inclusive programs that cater to diverse career stages and roles.

## Recognize Diverse Mentorship Needs

> **Tailor Mentorship Initiatives**
> Customize mentoring initiatives to reflect the diverse needs and contexts of employees, ensuring that both traditional and reverse mentoring relationships are supported and valued.
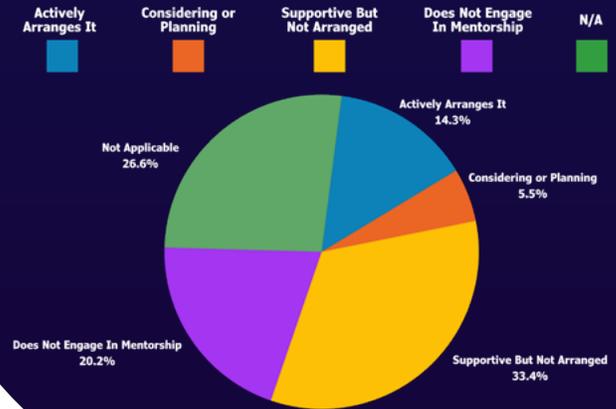
## Promote a Culture of Learning

> **Facilitate Knowledge Sharing**
> Foster a culture that values continuous learning and knowledge sharing, encouraging employees to engage in both mentoring and reverse mentoring to enhance professional growth and organizational adaptability.

# Commitment to Mentor / Mentee Relationships



**CURRENT WORKPLACE COMMITMENT TO MENTOR RELATIONSHIPS**

- Actively Arranges It
- Considering or Planning
- Supportive But Not Arranged
- Does Not Engage In Mentorship
- N/A

Actively Arranges It 14.3%
Considering or Planning 5.5%
Supportive But Not Arranged 33.4%
Does Not Engage In Mentorship 20.2%
Not Applicable 26.6%

## Informal Mentorship Support

### Supportive but Not Arranged (33.4%)

The largest group reports that while their workplace supports mentor/mentee relationships, these are not formally arranged.

Employees may find opportunities for mentorship through personal initiative or informal networks, reflecting a flexible but unstructured approach to mentoring across age groups.

## Formal Mentorship Initiatives

### Actively Arranges It (14.3%)

A smaller segment reports active facilitation of mentorship by their workplace.

Formal mentorship programs can provide clear frameworks and support for knowledge transfer, skill development, and career growth, benefiting both mentors and mentees through structured guidance and opportunities.

## Considering or Planning (5.5%)

A minor portion indicates that their workplace is considering or planning to facilitate mentoring relationships.

This indicates an awareness of the need for structured support and the potential for future initiatives to formalize mentoring practices.

# Lack of Mentorship Engagement

## Does Not Engage in Mentorship (20.2%)

A notable group reports that their workplace does not engage in any form of mentorship.

Lack of engagement may be due to organizational culture, resource constraints, or a lack of awareness of the benefits of mentoring. This presents an area for potential improvement in fostering intergenerational collaboration.

# Diverse Career Contexts

## Not Applicable (26.6%)

A significant portion finds mentoring across age groups not applicable to their workplace.

This reflects varied career contexts where mentoring may not be relevant, such as small businesses, freelance work, or career stages where formal mentoring is less pertinent.

# Correlations with Workplace Dynamics and Intergenerational Relationships

## Informal Support and Employee Initiative

> **Organic Mentorship**
> In workplaces that are supportive but do not arrange mentorship, relationships likely develop organically through employee initiative. This flexibility allows for personal connections but may miss the benefits of structured programs, such as consistency, inclusivity, and alignment with organizational goals.

## Formal Programs and Structured Growth

> **Proactive Facilitation**
> Workplaces that actively arrange mentorship relationships demonstrate a commitment to structured growth and development. These programs can enhance professional development, foster stronger intergenerational ties, and support organizational succession planning.

## Non-Engagement and Missed Opportunities

> **Barriers to Mentoring**
> Workplaces that do not engage in mentorship may miss opportunities for skill transfer, employee development, and fostering a collaborative culture. Addressing barriers and promoting the value of mentorship could enhance workplace dynamics and employee satisfaction.

## Exploring Mentorship Potential
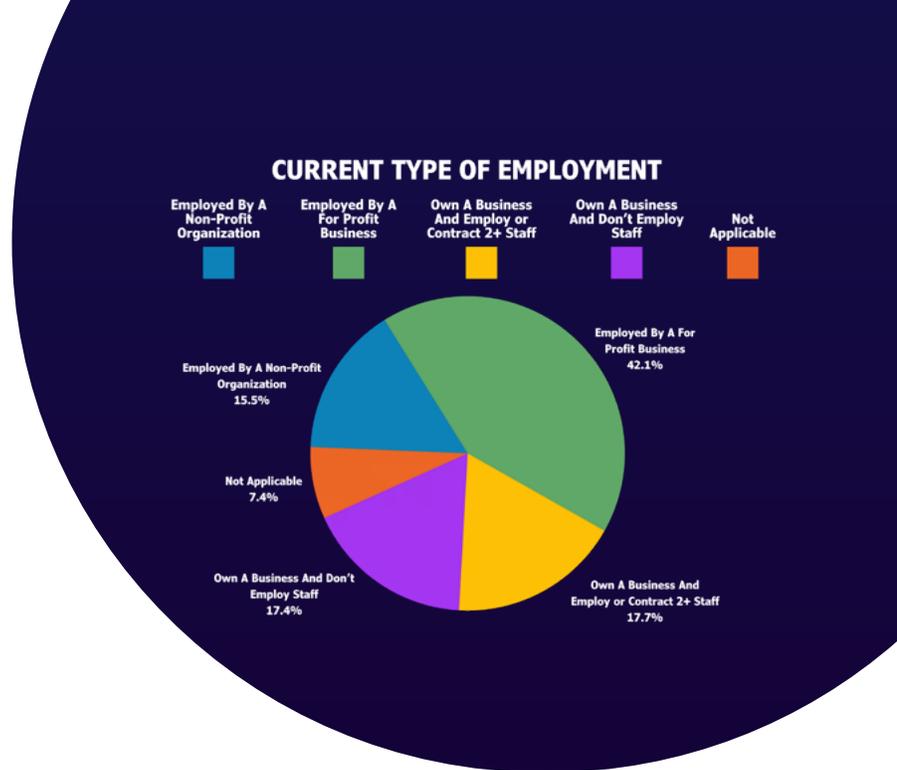
> **Future Planning**
> Organizations considering or planning mentorship programs are recognizing the potential benefits and exploring ways to implement effective strategies. This proactive approach can lead to the development of formal structures that support intergenerational relationships and knowledge sharing.

# Actionable Steps for Organizations to Consider

> **Develop Structured Programs**
> Implement formal mentorship programs that facilitate mentor/mentee relationships across age groups, providing clear guidelines, objectives, and support for participants.

> **Foster Organic Mentorship**
> While formal programs are valuable, also support informal mentorship by creating environments where employees feel encouraged to seek out and develop mentoring relationships on their own.

> **Promote Mentorship Benefits**
> Educate organizations about the benefits of mentorship and provide resources to overcome barriers, highlighting how mentoring can enhance professional growth, intergenerational collaboration, and organizational success.

> **Explore Mentorship Strategies**
> For organizations considering or planning mentorship, develop pilot programs or initiatives to test and refine strategies, ensuring they meet the needs of both mentors and mentees.

# Type of Business Owned or Employed

**CURRENT TYPE OF EMPLOYMENT**

Employed By A Non-Profit Organization

Employed By A For Profit Business

Own A Business And Employ or Contract 2+ Staff

Own A Business And Don't Employ Staff

Not Applicable

Employed By A Non-Profit Organization
15.5%

Employed By A For Profit Business
42.1%

Not Applicable
7.4%

Own A Business And Don't Employ Staff
17.4%

Own A Business And Employ or Contract 2+ Staff
17.7%

## Employment in For-Profit Businesses

### For-Profit Employment (42.1%)

The largest group is employed by for-profit businesses.

These respondents are likely engaged in roles that align with organizational goals for revenue growth, market competitiveness, and operational efficiency. The diversity in roles can range from individual contributors to leadership positions within various sectors.

### Business Owners with Staff (17.7%)

A notable segment owns businesses and employs or contracts two or more staff.

These respondents are entrepreneurs or business owners responsible for managing operations and staff, indicating a higher level of responsibility and involvement in business management.

# Sole Proprietors (17.4%)

A comparable portion owns businesses but operates without any staff.

Their focus is on individual efforts and managing all aspects of their business operations personally, which can offer flexibility but also require a broad skill set to handle diverse business functions.

# Non-Profit Employment (15.5%)

A significant group works for non-profit organizations.

These respondents are engaged in mission-driven work that may focus on social impact, community service, or charitable activities rather than profit generation. Their roles likely involve contributing to the organization's mission, fundraising, program management, community outreach and running the operation.

# Not Applicable (7.4%)

A smaller portion finds the question not applicable, reflecting diverse employment contexts.

This group may include retirees, those in transition between jobs, freelancers, or individuals in unique career situations that do not fit the provided categories.

# Actionable Steps for Organizations to Consider

## Support Corporate Employees

> **Provide Career Development**
Offer training, career progression opportunities, and support for skill development to enhance employee satisfaction and performance in for-profit environments.

## Facilitate Entrepreneurial Growth

> **Offer Resources for Business Owners**
Provide resources, networking opportunities, and guidance for business owners to help them manage and grow their enterprises effectively, whether they employ staff or operate independently.

## Enhance Non-Profit Roles

> **Support Mission-Driven Work**
Offer professional development, volunteer engagement, and community partnerships to enhance the impact and effectiveness of employees in non-profit organizations.
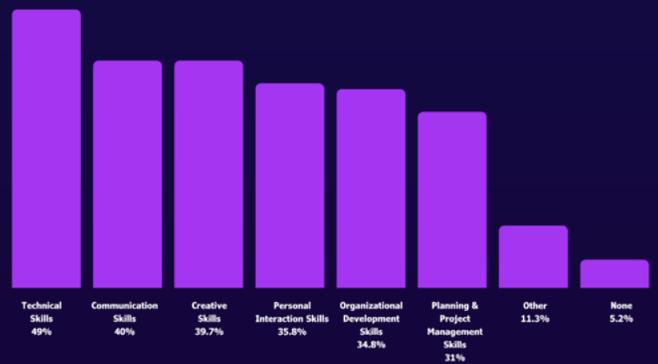
## Recognize Diverse Career Needs

> **Accommodate Non-Traditional Careers**
Tailor support and resources to meet the needs of those in diverse or non-traditional career paths, recognizing the unique challenges and opportunities they face.

# Career Skills of Interest to Advance

**AREAS OF SKILLS DEVELOPMENT FOCUS**

Technical Skills 49% · Communication Skills 40% · Creative Skills 39.7% · Personal Interaction Skills 35.8% · Organizational Development Skills 34.8% · Planning & Project Management Skills 31% · Other 11.3% · None 5.2%

## Emphasis on Technical Skills

### Technical Skills (49.0%)

Nearly half of the respondents are focused on developing technical skills.

Respondents likely aim to enhance their digital literacy, software proficiency, or technical expertise relevant to their industry.

### Communication Skills (40.0%)

A significant portion emphasizes improving communication skills.

Respondents are likely aiming to improve their ability to convey ideas, engage with stakeholders, and build strong professional relationships.

# Interest in Creative and Personal Interaction Skills

## Creative Skills (39.7%)

A comparable group is interested in developing creative skills.

Respondents likely seek to enhance their ability to generate ideas, approach challenges with creativity, and contribute to projects that require innovative solutions.

## Personal Interaction Skills (35.8%)

A substantial number focus on improving personal interaction skills.

Respondents likely aim to enhance their interpersonal skills to improve relationships with colleagues, clients, and other stakeholders.
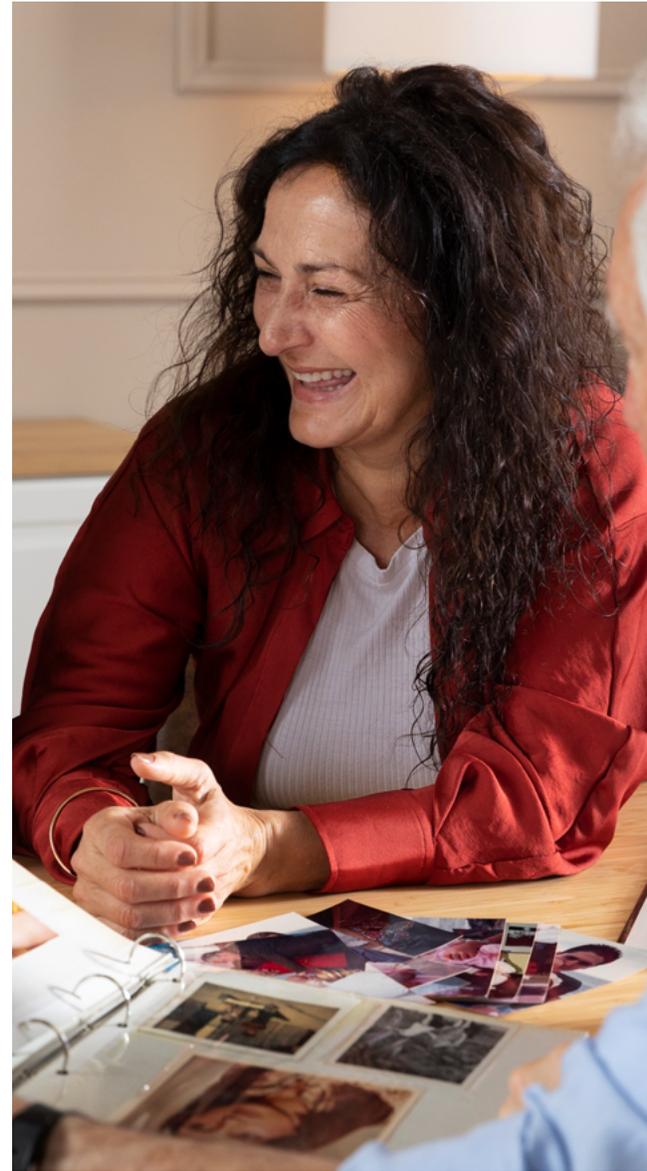
# Focus on Organizational Development and Project Management

## Organizational Development Skills (34.8%)

A notable portion focuses on organizational development skills.

Respondents likely aim to enhance their ability to lead organizational initiatives, support change processes, and contribute to overall organizational effectiveness.

## Planning and Project Management (31.0%)

A significant group is interested in planning and project management skills.

Respondents likely aim to improve their ability to lead projects, optimize workflows, and ensure successful outcomes.

## Other (11.3%)

A smaller segment indicated focus on areas not listed in the survey.

These respondents may be pursuing specialized skills relevant to their specific career paths or personal interests.

## None of the Above (5.2%)

A minor portion indicated no focus on learning or skill development in the provided categories.

This suggests that a small group may feel satisfied with their current skill levels, lack the motivation for further development, or face barriers that prevent them from focusing on skill enhancement.

# Actionable Steps for Organizations to Consider

## Support Technical and Communication Skills Development

> **Provide Training Programs**
> Offer comprehensive training programs focused on enhancing technical and communication skills, addressing the most significant areas of interest among respondents.

## Foster Creative and Interpersonal Skills

> **Encourage Innovation**
> Create opportunities for employees to develop creative and personal interaction skills through workshops, collaborative projects, and team-building activities.

## Enhance Organizational Development and Project Management
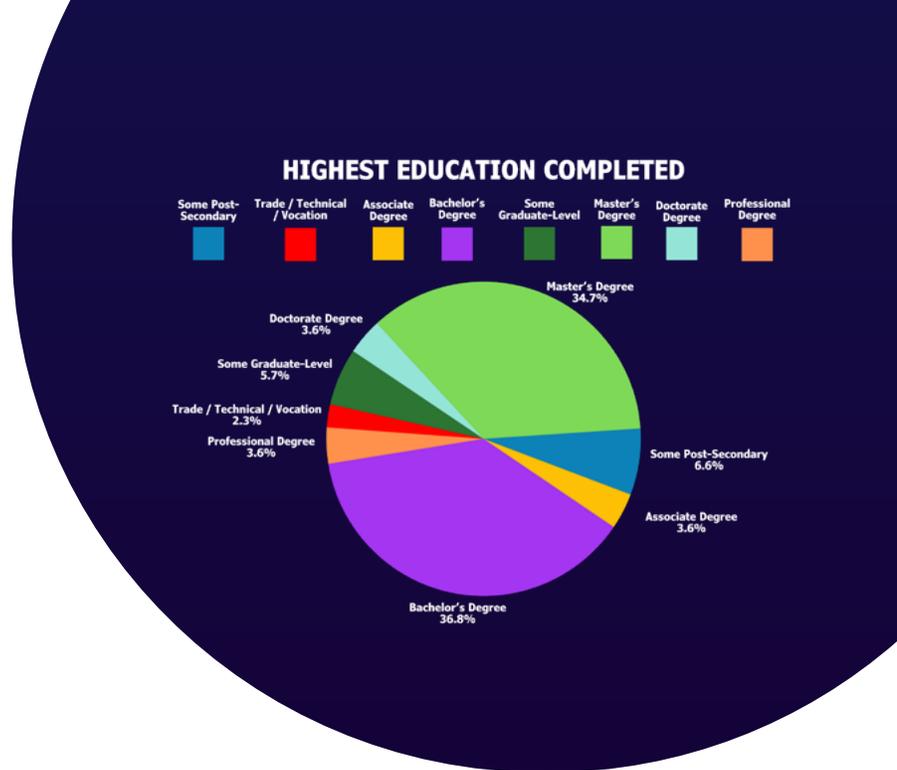
> **Offer Leadership Development**
> Provide resources and training in organizational development and project management to support employees in leading initiatives and optimizing processes.

## Recognize Diverse Learning Needs

> **Tailor Training Options**
> Develop training options that cater to diverse learning needs, including niche skills indicated by the "Other" category, and support those who may face barriers to skill development.

# Highest Education Completed



**HIGHEST EDUCATION COMPLETED**

Some Post-Secondary | Trade / Technical / Vocation | Associate Degree | Bachelor's Degree | Some Graduate-Level | Master's Degree | Doctorate Degree | Professional Degree

Master's Degree 34.7%
Doctorate Degree 3.6%
Some Graduate-Level 5.7%
Trade / Technical / Vocation 2.3%
Professional Degree 3.6%
Bachelor's Degree 36.8%
Some Post-Secondary 6.6%
Associate Degree 3.6%

## Predominance of Higher Education

### Bachelor's Degree (36.8%)

The largest segment has completed a bachelor's degree.

This indicates a high level of undergraduate education among respondents, reflecting a strong foundation in various fields and disciplines. Bachelor's degree holders likely engage in a wide range of professional roles, contributing to their fields with a solid educational background.

### Master's Degree (34.7%)

A substantial portion has completed a master's degree.

This high percentage of master's degree holders underscores the importance of advanced education for midlife respondents. It reflects a commitment to specialized knowledge and skills beyond the undergraduate level, likely leading to greater expertise in specific areas and higher professional qualifications.

# Some Post-Secondary (6.6%)

A smaller group has some post-secondary education without completing a degree.

This segment reflects individuals who have engaged in higher education but did not complete a formal degree. They may possess valuable skills and knowledge from their post-secondary experiences, contributing to their professional capabilities and personal development. Their educational background might include various certifications or incomplete degree programs.

# Some Graduate-Level Education (5.7%)

A notable group has engaged in graduate-level education but has not completed a degree.

They likely possess advanced knowledge and skills in their fields, enhancing their professional competencies despite not holding a formal graduate degree. Their partial graduate education may reflect ongoing professional development or specific career-related learning objectives.

# Minor Representation of Associate, Professional, and Doctorate Degrees

## Associate Degree (3.6%)

A minor portion holds an associate degree.

Associate degree holders represent a group with a focus on vocational or technical training, often leading to careers in specific trades or technical fields. This level of education provides practical skills and foundational knowledge for various professional roles.

## Professional Degree (3.6%)

A minor portion has attained a professional degree, such as law or medicine.

Professional degree holders reflect specialized education in fields requiring rigorous professional training and certification. They likely occupy roles in professions such as law, medicine, or other areas requiring formal professional qualifications and expertise.

## Doctorate Degree (3.6%)

A minor portion holds a doctorate degree.

Doctorate degree holders represent the highest level of academic achievement, likely engaging in research, academia, or highly specialized professional roles. This group possesses advanced expertise and contributes significantly to their fields through research, teaching, or advanced practice.

# Limited Representation of Trade, Technical, and Vocational Education

## Trade/Technical/Vocational Education (2.3%)

A small group has completed trade, technical, or vocational education.

This segment reflects individuals with practical and applied skills gained through specialized training programs. They likely engage in skilled trades or technical professions, contributing to industries requiring hands-on expertise and practical knowledge.

# Actionable Steps for Organizations to Consider

## Support Continuous Education

> **Provide Educational Opportunities**
> Offer opportunities for ongoing education and professional development, including support for advanced degrees, certifications, and specialized training programs.

## Recognize Diverse Educational Backgrounds

> **Value All Levels of Education**
> Acknowledge and value the contributions of employees with diverse educational backgrounds, including those with associate degrees, vocational training, and advanced academic qualifications. Consider alternate methods of skills validation to ensure the contributions of all educational backgrounds are recognized, such as certification exams or badging credentials.

## Promote Graduate-Level Learning

> **Encourage Graduate Studies**
> Encourage employees to pursue graduate-level education, providing support through tuition assistance, flexible schedules, and resources for advanced learning.

## Leverage Expertise of Advanced Degree Holders

> **Utilize Specialized Knowledge**
> Leverage the expertise of employees with professional and doctorate degrees by involving them in research, leadership roles, and specialized projects that benefit from their advanced knowledge.

# Most Frequently Used Social Media Platforms

Facebook 60.4% | LinkedIn 54% | Instagram 43.8% | X 13.7%
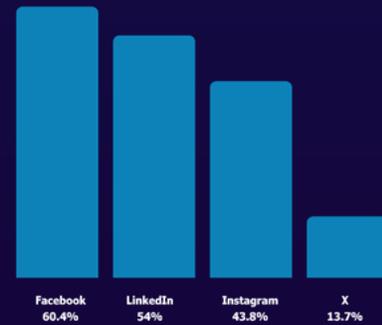
## Isolated Total Percentages for Each Platform

This question invited respondents to select their most frequently used social networks. Therefore, the percentages do not sum to 100.

> **Facebook (60.4%)**

> **LinkedIn (54.0%)**

> **Instagram (43.8%)**

> **X (13.7%)**

# Predominance of Facebook, LinkedIn, and Instagram

## Facebook (60.4%)

The most frequently used social media platform, either alone or in combination.

Facebook's widespread use indicates its importance for personal connections, community engagement, and sharing updates among midlife respondents. It is likely a key platform for maintaining social relationships, participating in groups, and following news and events.

## LinkedIn (54.0%)

Widely used for professional networking and career development.

Respondents likely use LinkedIn to maintain professional connections, seek job opportunities, and share or consume business-related content.

## Instagram (43.8%)

Frequently used for visual content and social interaction.

Respondents likely use Instagram for personal engagement, inspiration, and creative expression.

# Respondents Free Form Comments

Respondents were offered the option of adding a free form comment to this question: Is there anything else you'd like to share about your fulfillment journey in your current stage of life?

The responses to this question reveal a diverse array of experiences, challenges, and perspectives. Here are key highlights and common sentiments:

# Themes and Sentiments

## Career and Financial Concerns

> **Career Transitions**
Many respondents are navigating or contemplating significant career changes, often prompted by layoffs, retirement, or a desire for greater fulfillment.

> **Financial Constraints**
Financial limitations are a barrier for some, preventing them from pursuing desired careers or further education.

> **Job Satisfaction**
There is notable dissatisfaction with corporate environments, where individuals feel undervalued or replaced easily. A longing for autonomy and respect is evident.

# Fulfillment and Personal Growth

> **Personal Development**
> Respondents emphasize the importance of aligning actions with personal values and passions to achieve fulfillment.

> **Spirituality and Faith**
> Spiritual growth and faith play significant roles in many lives, contributing to a sense of purpose and fulfillment.

> **Balancing Pillars**
> Achieving balance among health, fitness, career, relationships, and legacy is a challenge, with some feeling that focusing on one area leads to neglect in others.

# Retirement and Post-Career Activities

> **Retirement Dynamics**
> Retirement brings mixed feelings; while some find new passions, others struggle with a lack of mental engagement or a need to continue working due to economic pressures.

> **Volunteer Work**
> Engaging in volunteer activities or advisory roles provides fulfillment for some retirees, offering a sense of purpose and contribution.

# Impact of Societal and Structural Factors

> **Healthcare**
> Access to health insurance and national healthcare systems is seen as critical to enabling early retirement and pursuing passions.

> **Age Discrimination**
> Ageism in the job market and workplace is a concern, with some feeling forced into early retirement or unable to secure fulfilling roles.

# Mental Health and Well-Being

> **Mental Health Struggles**
Several respondents report challenges with mental health, including depression, especially when professional roles are unfulfilling or highly stressful.

> **Living in the Moment**
There's a shared sentiment about the difficulty of staying present and overcoming regrets from the past or anxieties about the future.

# Advice and Reflections

> **Advice on Fulfillment**
Respondents suggest taking risks, aligning work with personal passions, and not being afraid to make significant life changes to avoid regrets.

> **Ongoing Fulfillment**
Fulfillment is seen as fluid and evolving, requiring continuous adaptation and a mindset that embraces change and personal growth.

These findings suggest that midlife fulfillment encompasses a complex interplay of career satisfaction, financial stability, personal values, spirituality, and mental health. The pursuit of balance and personal alignment appears central to the experiences of those surveyed.

# Expanded Dimensions of Midlife Pillars

In exploring additional elements of the core five pillars—Health, Fitness, Career, Relationships, and Legacy—there are other dimensions that significantly contribute to a holistic sense of midlife fulfillment.

These dimensions play a critical role in enriching and supporting the main pillars, offering an expanded framework for understanding and achieving fulfillment in midlife. These dimensions interact with and enhance the primary pillars, addressing the varied and evolving needs of individuals over 40, and providing a more nuanced view of their pursuit of a balanced, fulfilling life. A breakdown of these dimensions follow.

# Financial Planning and Security

> **Relevance**
> Financial stability and planning are critical components of midlife fulfillment, influencing decisions related to retirement, investments, and legacy building.

## Considerations

> **Savings and Investment Strategies**
> Understanding how midlifers manage savings and investments can provide insights into their financial preparedness.

> **Retirement Planning**
> Examining retirement readiness and strategies can highlight gaps or strengths in financial planning.

> **Debt Management**
> Analysis of debt levels and management practices could reveal challenges or success factors in achieving financial security.

# Mental and Emotional Well-Being

> **Relevance**
> Mental and emotional health are vital for overall well-being and can impact fulfillment across all pillars, including relationships, career, and health.

## Considerations

> **Stress Management**
> Exploring how midlifers cope with stress and anxiety can provide insights into their mental resilience.

> **Emotional Support Systems**
> Understanding the role of family, friends, and professional support in maintaining mental health.

> **Work-Life Balance**
> Examining how individuals balance professional demands with personal life can reveal stressors and coping mechanisms.

# Lifelong Learning and Skill Development

> **Relevance**
> Continuous learning is essential for personal and professional growth, particularly for those considering career transitions or seeking to stay competitive in their fields.

## Considerations

> **Learning Preferences**
> Investigating preferred learning methods and subjects of interest can inform educational programs and initiatives.

> **Impact of Education on Career Mobility**
> Analyzing how additional education or training influences career advancement and satisfaction.

> **Access to Learning Resources**
> Understanding barriers to education, such as time, cost, or access to quality resources, can highlight areas for support.

# Social and Community Engagement

> **Relevance**
> Engagement in social and community activities can enhance a sense of belonging and purpose, contributing to overall fulfillment.

## Considerations

> **Volunteerism**
> Exploring the extent of participation in volunteer activities and its impact on fulfillment.

> **Community Involvement**
> Analyzing engagement in local community organizations or events and its correlation with fulfillment.

> **Social Networks**
> Understanding the role of social networks in providing support and enhancing life satisfaction.

# Technology and Digital Literacy

> **Relevance**
> Digital literacy and technology use can impact career opportunities, social interactions, and access to information and services.

## Considerations

> **Technology Use in Daily Life**
> Examining how midlifers use technology for personal, professional, and social purposes.

> **Barriers to Digital Literacy**
> Identifying challenges in adopting new technologies and accessing digital resources.

> **Impact on Career and Social Life**
> Understanding how digital literacy affects career development and social connections.

# Health Care Access and Quality

> **Relevance**
> Access to quality healthcare services is crucial for maintaining health and managing age-related conditions.

## Considerations

> **Healthcare Services Utilization**
> Analyzing patterns of healthcare usage and satisfaction with healthcare services.

> **Preventive Health Practices**
> Exploring the adoption of preventive health measures and their impact on overall health.

> **Healthcare Disparities**
> Investigating disparities in healthcare access and outcomes among different demographic groups.

# Intergenerational Dynamics and Family Roles

> **Relevance**
> Family dynamics and intergenerational relationships can influence fulfillment in relationships and legacy planning.

## Considerations

> **Caring for Aging Parents**
> Examining the challenges and rewards of caring for elderly family members.

> **Support for Younger Generations**
> Analyzing the involvement in supporting children or grandchildren and its impact on fulfillment.

> **Family Conflict Resolution**
> Understanding how midlifers navigate and resolve family conflicts.

# Housing and Living Arrangements

> **Relevance**
> Housing stability and living arrangements can significantly impact quality of life, particularly in terms of comfort, safety, and financial security.

## Considerations

> **Home Ownership vs. Renting**
> Exploring preferences and challenges related to homeownership versus renting.

> **Living with Family**
> Analyzing the dynamics of multigenerational households or living with extended family.

> **Downsizing or Relocation**
> Understanding decisions related to downsizing or relocating, particularly in retirement.

# Travel and Leisure Activities

> **Relevance**
> Travel and leisure activities contribute to personal fulfillment, offering opportunities for relaxation, exploration, and cultural enrichment.

## Considerations

> **Travel Preferences**
> Investigating travel habits and preferences among midlifers.

> **Leisure Pursuits**
> Analyzing participation in hobbies, sports, and other leisure activities.

> **Impact on Well-being**
> Understanding the role of travel and leisure in enhancing overall life satisfaction.

# Environmental and Ethical Considerations

> **Relevance**
> Concerns about the environment and ethical consumption are increasingly influencing lifestyle choices and fulfillment.

## Considerations

> **Sustainability Practices**
> Exploring the adoption of environmentally sustainable practices and their impact on fulfillment.

> **Ethical Consumption**
> Analyzing preferences for ethical and sustainable products and services.

> **Community and Environmental Activism**
> Understanding engagement in environmental or ethical causes and its effect on personal satisfaction.

# Spirituality and Religious Conviction

> **Relevance**
> Spirituality and religious conviction can play a significant role in providing a sense of purpose, community, and inner peace, contributing to overall fulfillment.

## Considerations

> **Spiritual Practices**
> Exploring the role of spiritual practices, such as meditation, prayer, or attending religious services, in enhancing mental and emotional well-being.

> **Community and Belonging**
> Understanding how participation in religious or spiritual communities can provide social support and a sense of belonging.

> **Moral and Ethical Framework**
> Examining how spiritual or religious beliefs influence decision-making, ethical considerations, and a sense of legacy.

Exploring these areas—financial planning, mental well-being, lifelong learning, social engagement, digital literacy, healthcare access, intergenerational dynamics, housing, travel, environmental ethics, and spirituality—enhances our understanding of midlife fulfillment. Financial stability underpins contentment, while mental health, continuous learning, and community involvement enrich personal and professional lives. Proficiency in technology and access to quality healthcare are crucial for navigating modern challenges. Family roles, housing stability, travel, and ethical living add depth to the midlife experience. Addressing these diverse aspects fosters a balanced, fulfilling life beyond 40, integrating varied needs and aspirations for a comprehensive approach to well-being.

# Closing Thought

Reflecting on the findings of the 2024 Midlife Fulfilled Survey, it is evident that midlife is a stage rich with opportunity and growth. Individuals over 40 are actively seeking fulfillment across the five life pillars—**Health, Fitness, Career, Relationships, and Legacy**—demonstrating a dynamic blend of resilience, ambition, and introspection.

This research highlights not only the varied paths to achieving personal and professional fulfillment but also the shared drive among respondents to enhance their well-being and leave a meaningful impact. The pursuit of fulfillment transcends mere aspiration; it is a testament to the enduring spirit of reinvention and the unyielding quest for a balanced, enriched life.

Whether refining skills, nurturing relationships, or advancing careers, these insights reveal a collective journey toward thriving in midlife. Let this serve as an inspiring reminder that each day holds the promise of new beginnings, deeper connections, and the power to shape a fulfilling future.

May this report offer inspiration for individuals over 40 and organizations with a workforce inclusive of this age demographic to embrace this phase with optimism and a sense of purpose, knowing that their endeavors contribute to a vibrant, fulfilled life story—one that continues to evolve and inspire.

# Acknowledgments and Copyright Notice

## Acknowledgments

We extend our deepest gratitude to the following for their invaluable contributions to the **Thriving in Midlife Report**:

We extend our deepest gratitude to the following for their invaluable contributions to the **Midlife Fulfilled Report**:

- **Udemy** for their partnership and support in the survey and report creation process.

- All **530 respondents** who generously shared their time and insights, making this report possible.

- Our talented **design team** who creatively laid out the report in a friendly and engaging experience.

- Our **digital agency team** for chart creation.

- **Brian Piper** for guidance in data analysis and interpretation for this report.

- Images sources courtesy of **Freepik Premium**.

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