The impact of the pandemic hit millennials and Gen Zs hard. But this did not lead to an increase in uncertainty and pessimism as one might expect. Millennials and Gen Zs are resilient and they see this moment in time as a chance to reset. They aren't just hoping for a better world to emerge after the pandemic, they want to lead the change.

Stress levels are down ...

During the pandemic, stress levels have fallen slightly, with younger folks spending more time with family and less time commuting in busy public places on public trains and subways, and a general elevation of life satisfaction.

... but mental health is still a critical issue.

80% of pulse survey respondents said their organizations provided them tools to address mental health. But nearly two-thirds worry it will be less of a priority as work-from-home becomes the norm. Because of the impact of the pandemic, an increase in uneasiness and pessimism as one might expect.

Climate change is a top concern for millennials and Gen Zs.

Even as the pandemic unfolded around the world, this concern remained constant.

Millennials who were candid about their absences were 1 in 3 who took time off of work in the past year because of stress. Millennials who were candid about their absences were 3 times as likely to say their organization provided mental health support.

The pandemic has brought an even stronger sense of individual responsibility.

While long-term finances are a top cause of stress, more than half of millennials and 43% of Gen Zs say that they could cope if they unexpectedly received a large bill.

Employers get high marks for their pandemic responses, but business must do more for society

Despite positive reactions to business and government pandemic responses, overall, millennials and Gen Zs do not believe business has taken greater actions to have a positive impact on society—down 10 points from their registration before the pandemic.

See The Deloitte Global Millennial Survey 2020 for more information.
www.deloitte.com/millennialsurvey