

Stress and anxiety loom large around the globe for youngest generations

Deloitte Global's 2020 Millennial Survey reveals millennial and Gen Z workers are struggling. Employers should prioritize mental health by providing their people with support and resources, addressing work-related stress, and working to eliminate the lingering stigma around mental health. Otherwise, economies and societies will suffer.

Feeling anxious or stressed? Yes, most of the time

48% of Gen Zs and 44% of millennials

feel anxious or stressed all or most of the time.



Stress for **women** compared to **men** was seven percentage points higher among millennials (47% to 40%) and 11 points higher among Gen Zs (53% to 42%).



With 48% of Gen Zs and 44% of millennials ranking mental health as their first or second priority in life, identifying and addressing the causes of stress and anxiety in these generations is crucial for business leaders.

What's weighing on young peoples' minds?

Millennials and Gen Z are stressed by a number of factors, ranging from family, their financial future, and job prospects.

Among the 44% of millennials

who said they are regularly stressed, 45% say the welfare of their families contributes a lot to their feelings of anxiety or stress—as do their longer-term financial futures, job/career prospects, and day-to-day finances.

Job and career prospects (41%) and **school/education (39%)** contributed a lot to feelings of stress or anxiety for Gen Zs.



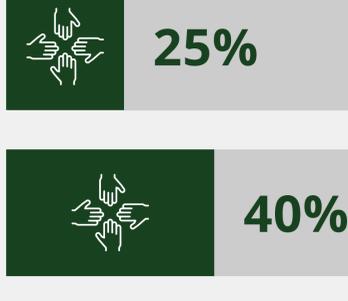
Identifying sources of work-related stress

The inability to balance life and work is often cited as a contributor to poor mental health, as is the inability to be one's authentic self.



In terms of workplace-specific issues, among respondents who said they'd like to leave their employers within the next two years, **nearly a quarter (23%) of millennials and 15% of Gen Zs** gave poor work/life balance as a reason for wanting to depart.

Despite the focus on diversity in the workplace over the past few years, **more than a quarter** of millennials who feel regularly stressed said the inability to be their true, authentic selves contributed "a lot" to their anxiety. **Another 40%** said this contributed "a little."



Employees are uncomfortable disclosing their mental health issues with their employers



Nearly half of millennials and 54% of Gen Zs who called off work due to stress or anxiety have given different reasons for taking time off – with women even less likely than men to admit to taking a stress-related absence.