



Mather
institute

SUPPORTING SOCIAL WELLNESS AT WORK ACROSS GENERATIONS

RESEARCH-BASED OUTCOMES FROM THE GEN XPERIENCE A FIVE-YEAR JOURNEY INTO THE LIVES OF GENERATION X

ACTIONABLE INSIGHTS TO IMPROVE ENGAGEMENT, PRODUCTIVITY, AND RETENTION

WHY SOCIAL WELLNESS AT WORK MATTERS

Social connection at work is more than a “nice to have.” It’s linked to employee engagement, productivity, and retention.

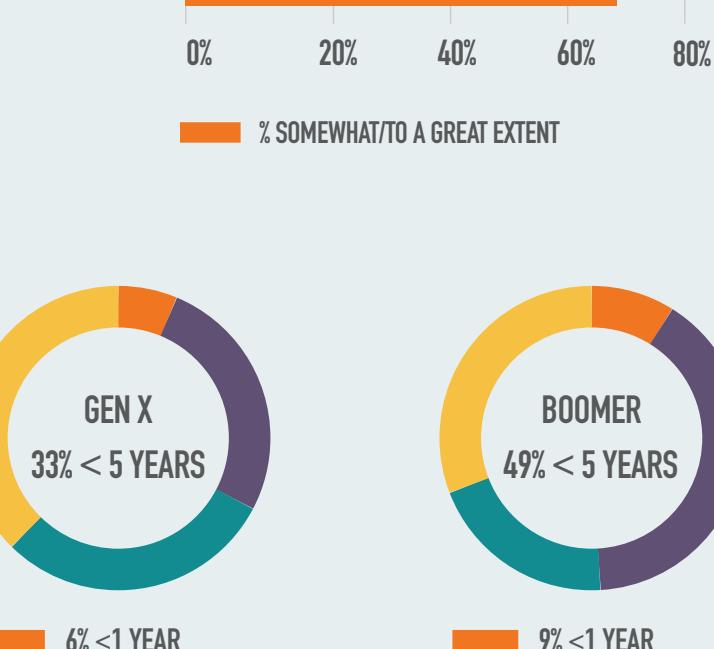
WHAT PERCENT OF EACH GENERATION FEELS LONELY DURING WORK?

45% GEN Z **33%** MILLENNIAL **22%** GEN X

14-15%
BOOMERS

American Psychological Association, 2024

DO YOU AGREE YOUR WORKPLACE SHOULD SUPPORT YOUR SOCIAL WELLNESS?



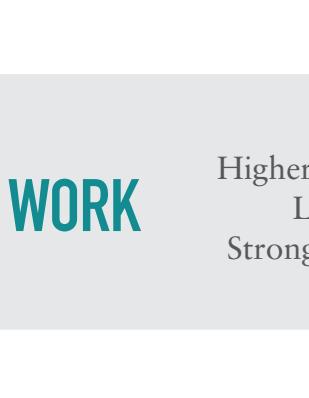
HOW LONG EACH GENERATION INTENDS TO STAY WITH THEIR CURRENT EMPLOYER



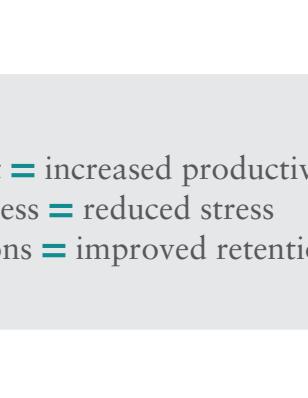
11% <1 YEAR
52% 1 TO <5 YEARS
21% 5 TO <10 YEARS
15% 10+ YEARS



5% <1 YEAR
33% 1 TO <5 YEARS
33% 5 TO <10 YEARS
29% 10+ YEARS



6% <1 YEAR
27% 1 TO <5 YEARS
29% 5 TO <10 YEARS
38% 10+ YEARS



9% <1 YEAR
40% 1 TO <5 YEARS
20% 5 TO <10 YEARS
31% 10+ YEARS

IMPACT OF POSITIVE SOCIAL WELLNESS AT WORK

Higher engagement = increased productivity

Lower loneliness = reduced stress

Stronger connections = improved retention

SOCIAL WELLNESS LOOKS DIFFERENT BY GENERATION

GEN Z

Younger workers prioritize belonging and connection as foundational—not optional.

WHAT THEY VALUE:

- Flexibility and autonomy
- Job security
- Work-life balance
- Inclusion and belonging
- Purpose-driven culture

MILLENNIALS

Social wellness is closely tied to how supported employees feel by leadership.

WHAT THEY VALUE:

- Flexibility and autonomy
- Multigenerational collaboration
- Technology
- Purpose-driven culture
- Job security

GEN X

Gen X often serves as the bridge in a multigenerational workplace.

WHAT THEY VALUE:

- Flexibility
- Opportunities for advancement
- Recognition of experience
- Opportunities to mentor and mediate other generations
- Support for current life stage

BOOMERS

Inclusion at every career stage strengthens culture for all employees.

WHAT THEY VALUE:

- Respect and inclusion
- Purpose and legacy
- Resources for next stage of life
- Face-to-face communication
- Work-life balance

MULTIGENERATIONAL CONNECTION IS THE ORGANIZATIONAL ADVANTAGE

When generations connect, organizations benefit from stronger culture, shared learning, and greater engagement.

70%+

60%+

68%+

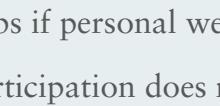
70%+ of respondents enjoy learning from different generations.

60%+ of respondents say multigenerational collaboration enhances their work experience.

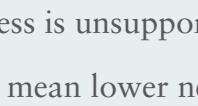
68%+ of respondents say a multigenerational team leads to more innovation and solutions.

GEN X: THE BRIDGE GENERATION

Gen Xers are natural bridges in the workplace—uniquely equipped to connect generations, reduce stress, and foster collaboration. Too often, this strength is overlooked.



BRIDGE CONNECTORS



TECHNOLOGY ADOPTERS



COLLABORATION FACILITATORS

WHAT EMPLOYERS CAN DO

Social wellness is a shared responsibility—and a strategic opportunity.

ACTIONABLE TAKEAWAYS

- Design flexible wellness strategies that go beyond perks
- Create intentional opportunities for social connection
- Address generational stereotypes directly
- Train managers to foster inclusive, connected teams
- Measure engagement and belonging—not just participation

REMEMBER: PARTICIPATION DOES NOT EQUAL IMPACT

Gen Xers are less likely to participate in formal workplace wellness programs than younger generations.

Millennials (61%) and Gen Zers (59%) are more likely to change jobs if personal wellness is unsupported.

Lower participation does not mean lower need—Gen X may engage in wellness through flexibility, autonomy, and informal connection rather than programs.

DOWNLOAD THE FULL REPORT!
MATHERINSTITUTE.COM/GEN-XPERIENCE-YEAR-3/