Appendix A

Methods

The material provided below describes the participants of the study as well as methods used to elicit their diverse perspectives. Appendix A describes the participants and the methods, and Appendices B, C, and D include the questionnaires specifically designed for each of the major stakeholders: emerging and young adults, parents, and employers.

Participants

The major stakeholders—two cohorts of emerging and young adults representing diverse socioeconomic backgrounds, parents, and employers—were selected for the purpose of gaining a richer, more textured understanding of the range of experiences and perspectives regarding the developmental period of emerging and young adulthood. Tables describing the characteristics of the two cohorts of emerging and young adults are presented, followed by tables describing the baseline characteristics of parent and employer participants. Table A.1 describes the characteristics of the total sample of emerging and young adults, whereas Tables A.2 and A.3 describe the characteristics of the affluent and less affluent (public university graduates), respectively. Tables A.4 and A.5 describe parents of emerging and young adults and employers of emerging and young adults.

<table>
<thead>
<tr>
<th>Variable</th>
<th>n (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>28.9 (SD = 3.5)</td>
</tr>
<tr>
<td>Sex</td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>32.8</td>
</tr>
<tr>
<td>Female</td>
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<td>African American</td>
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<tr>
<td>Mixed race</td>
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(Continued)
<table>
<thead>
<tr>
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<th>n (%)</th>
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<tr>
<td>Professional degree</td>
<td>9.4</td>
</tr>
<tr>
<td>Religion</td>
<td></td>
</tr>
<tr>
<td>Christian—practicing</td>
<td>34.4</td>
</tr>
<tr>
<td>Christian—not practicing</td>
<td>34.4</td>
</tr>
<tr>
<td>Jewish—practicing</td>
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</tr>
<tr>
<td>Spiritual</td>
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<td>Atheist</td>
<td>12.5</td>
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<td>Agnostic</td>
<td>1.6</td>
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<td>Marital status</td>
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<td>Married</td>
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<tr>
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<td>Rent (alone)</td>
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<td>Rent (with family)</td>
<td>7.8</td>
</tr>
<tr>
<td>Rent (with girlfriend/boyfriend)</td>
<td>6.2</td>
</tr>
<tr>
<td>Rent (with roommates)</td>
<td>14.1</td>
</tr>
<tr>
<td>With parents</td>
<td>14.1</td>
</tr>
<tr>
<td>Other</td>
<td>1.6</td>
</tr>
<tr>
<td>Employment</td>
<td></td>
</tr>
<tr>
<td>Full time</td>
<td>79.7</td>
</tr>
<tr>
<td>Part time</td>
<td>7.8</td>
</tr>
<tr>
<td>Unemployed</td>
<td>6.2</td>
</tr>
<tr>
<td>Other</td>
<td>6.2</td>
</tr>
<tr>
<td>Income</td>
<td></td>
</tr>
<tr>
<td>$0–5000</td>
<td>7.8</td>
</tr>
<tr>
<td>$5000–10,000</td>
<td>4.7</td>
</tr>
<tr>
<td>$15,001–20,000</td>
<td>3.1</td>
</tr>
<tr>
<td>$20,001–30,000</td>
<td>6.2</td>
</tr>
<tr>
<td>$30,001–40,000</td>
<td>20.4</td>
</tr>
<tr>
<td>$40,001–50,000</td>
<td>18.7</td>
</tr>
<tr>
<td>$50,001–60,000</td>
<td>7.8</td>
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<td>$60,001–75,000</td>
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<td>$75,001–100,000</td>
<td>4.7</td>
</tr>
<tr>
<td>Over $100,000</td>
<td>9.7</td>
</tr>
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</table>

*Mean (standard deviation).
### Table A.2. Characteristics of affluent sample of emerging and young adults (N = 31)

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<td>Sex</td>
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<tr>
<td>Male</td>
<td>35.5</td>
</tr>
<tr>
<td>Female</td>
<td>64.5</td>
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<tr>
<td>Ethnicity</td>
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<td>Mixed race</td>
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<td>Other</td>
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<tr>
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<td>Graduate degree</td>
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<tr>
<td>Professional degree</td>
<td>12.9</td>
</tr>
<tr>
<td>Religion</td>
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</tr>
<tr>
<td>Christian—practicing</td>
<td>22.6</td>
</tr>
<tr>
<td>Catholic—not practicing</td>
<td>29.0</td>
</tr>
<tr>
<td>Jewish</td>
<td>32.4</td>
</tr>
<tr>
<td>Spiritual</td>
<td>3.2</td>
</tr>
<tr>
<td>Atheist</td>
<td>9.7</td>
</tr>
<tr>
<td>Agnostic</td>
<td>3.2</td>
</tr>
<tr>
<td>Marital status</td>
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<tr>
<td>Single</td>
<td>71.0</td>
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<tr>
<td>Married with children</td>
<td>3.2</td>
</tr>
<tr>
<td>Living arrangement</td>
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</tr>
<tr>
<td>Home owner</td>
<td>29.0</td>
</tr>
<tr>
<td>Rent (alone)</td>
<td>22.6</td>
</tr>
<tr>
<td>Rent (with family)</td>
<td>6.4</td>
</tr>
<tr>
<td>Rent (with girlfriend/boyfriend)</td>
<td>6.4</td>
</tr>
<tr>
<td>Rent (with roommates)</td>
<td>19.3</td>
</tr>
<tr>
<td>With parents</td>
<td>12.9</td>
</tr>
<tr>
<td>Other</td>
<td>3.2</td>
</tr>
<tr>
<td>Employment</td>
<td></td>
</tr>
<tr>
<td>Full time</td>
<td>77.4</td>
</tr>
<tr>
<td>Part time</td>
<td>9.7</td>
</tr>
<tr>
<td>Unemployed</td>
<td>9.7</td>
</tr>
<tr>
<td>Other</td>
<td>3.2</td>
</tr>
<tr>
<td>Income</td>
<td></td>
</tr>
<tr>
<td>$0–5000</td>
<td>9.7</td>
</tr>
<tr>
<td>$5000–10,000</td>
<td>3.2</td>
</tr>
<tr>
<td>$15,001–20,000</td>
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(Continued)
### Table A.2. (Continued)

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<tr>
<td>$50,001–60,000$</td>
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<td>25.8</td>
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<tr>
<td>$75,001–100,000$</td>
<td>6.4</td>
</tr>
<tr>
<td>Over $100,000$</td>
<td>12.9</td>
</tr>
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</table>

*Mean (standard deviation).

### Table A.3. Characteristics of sample of emerging and young adult graduates of public university ($N = 33$)

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<th>Variable</th>
<th>$n$ (%)</th>
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<td>Sex</td>
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</tr>
<tr>
<td>Male</td>
<td>30.3</td>
</tr>
<tr>
<td>Female</td>
<td>69.7</td>
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<tr>
<td>Ethnicity</td>
<td></td>
</tr>
<tr>
<td>African American</td>
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</tr>
<tr>
<td>Mixed race</td>
<td>6.1</td>
</tr>
<tr>
<td>White</td>
<td>63.6</td>
</tr>
<tr>
<td>Other</td>
<td>18.2</td>
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<td>Educational level</td>
<td></td>
</tr>
<tr>
<td>College degree</td>
<td>100</td>
</tr>
<tr>
<td>Graduate degree</td>
<td>42.4</td>
</tr>
<tr>
<td>Professional degree</td>
<td>6.1</td>
</tr>
<tr>
<td>Religion</td>
<td></td>
</tr>
<tr>
<td>Christian—practicing</td>
<td>48.5</td>
</tr>
<tr>
<td>Christian—not practicing</td>
<td>36.4</td>
</tr>
<tr>
<td>Atheist</td>
<td>15.1</td>
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<td>Marital status</td>
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<td>Married</td>
<td>45.4</td>
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<tr>
<td>Single</td>
<td>54.5</td>
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<td>27.3</td>
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<tr>
<td>Single with children</td>
<td>9.1</td>
</tr>
<tr>
<td>Living arrangement</td>
<td></td>
</tr>
<tr>
<td>Home owner</td>
<td>48.5</td>
</tr>
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<td>6.1</td>
</tr>
<tr>
<td>Rent (with roommates)</td>
<td>9.1</td>
</tr>
<tr>
<td>Rent (with family)</td>
<td>9.1</td>
</tr>
<tr>
<td>Rent (alone)</td>
<td>12.1</td>
</tr>
<tr>
<td>With parents</td>
<td>15.1</td>
</tr>
<tr>
<td>Employment</td>
<td></td>
</tr>
<tr>
<td>Full time</td>
<td>81.8</td>
</tr>
<tr>
<td>Part time</td>
<td>6.1</td>
</tr>
<tr>
<td>Unemployed</td>
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</tr>
<tr>
<td>Other</td>
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(Continued)
### Table A.3. (Continued)

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<tr>
<td>$0–5000</td>
<td>6.1</td>
</tr>
<tr>
<td>$5000–10,000</td>
<td>6.1</td>
</tr>
<tr>
<td>$15,001–20,000</td>
<td>3.0</td>
</tr>
<tr>
<td>$20,001–30,000</td>
<td>12.1</td>
</tr>
<tr>
<td>$30,001–40,000</td>
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<tr>
<td>$75,001–100,000</td>
<td>3.0</td>
</tr>
<tr>
<td>Over $100,000</td>
<td>6.1</td>
</tr>
</tbody>
</table>

*Mean (standard deviation).

### Table A.4. Characteristics of parents (N = 30)

<table>
<thead>
<tr>
<th>Variable</th>
<th>n (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age</strong>&lt;sup&gt;a&lt;/sup&gt;</td>
<td>57.6 (SD = 4.3)</td>
</tr>
<tr>
<td><strong>Sex</strong></td>
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<td>Male</td>
<td>20.0</td>
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<tr>
<td>Female</td>
<td>80.0</td>
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<tr>
<td>Mixed race</td>
<td>10.0</td>
</tr>
<tr>
<td>Other</td>
<td>3.3</td>
</tr>
<tr>
<td>White</td>
<td>86.7</td>
</tr>
<tr>
<td><strong>Educational level</strong></td>
<td></td>
</tr>
<tr>
<td>Less than college</td>
<td>3.3</td>
</tr>
<tr>
<td>College degree</td>
<td>96.7</td>
</tr>
<tr>
<td>Graduate degree</td>
<td>46.7</td>
</tr>
<tr>
<td>Post secondary degree</td>
<td>13.3</td>
</tr>
<tr>
<td>Professional degree</td>
<td>13.3</td>
</tr>
<tr>
<td><strong>Religion</strong></td>
<td></td>
</tr>
<tr>
<td>Christian—practicing</td>
<td>26.6</td>
</tr>
<tr>
<td>Christian—not practicing</td>
<td>23.3</td>
</tr>
<tr>
<td>Jewish—practicing</td>
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</tr>
<tr>
<td>Jewish—not practicing</td>
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</tr>
<tr>
<td>Atheist</td>
<td>6.7</td>
</tr>
<tr>
<td><strong>Civil Status</strong></td>
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</tr>
<tr>
<td>Divorced</td>
<td>10.0</td>
</tr>
<tr>
<td>Married</td>
<td>86.7</td>
</tr>
<tr>
<td>Single</td>
<td>3.3</td>
</tr>
<tr>
<td><strong>Number of children</strong>&lt;sup&gt;a&lt;/sup&gt;</td>
<td>2.3 (SD = 0.8)</td>
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<tr>
<td>Admin/clerical</td>
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</tr>
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<sup>a</sup>Mean (standard deviation).
### Table A.4. (Continued)

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<td>20.0</td>
</tr>
<tr>
<td>Nonprofit—social services</td>
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</tr>
<tr>
<td>Information technology</td>
<td>3.3</td>
</tr>
<tr>
<td>Media</td>
<td>3.3</td>
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<td>Pharmaceutical</td>
<td>3.3</td>
</tr>
<tr>
<td>Science</td>
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<tr>
<td>Real estate</td>
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<tr>
<td>Retired</td>
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</tr>
<tr>
<td>Unemployed</td>
<td>10.0</td>
</tr>
<tr>
<td>Income</td>
<td></td>
</tr>
<tr>
<td>$0–5000</td>
<td>6.7</td>
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<tr>
<td>$10,001–15,000</td>
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<td>10.0</td>
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<tr>
<td>$40,001–50,000</td>
<td>3.3</td>
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<tr>
<td>$50,001–60,000</td>
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<tr>
<td>$75,001–100,000</td>
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</tr>
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</table>

*Mean (standard deviation).

### Table A.5. Characteristics of employers (N = 30)

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<td>3.3</td>
</tr>
<tr>
<td>College degree</td>
<td>96.7</td>
</tr>
<tr>
<td>Graduate degree</td>
<td>40.0</td>
</tr>
<tr>
<td>Post secondary degree</td>
<td>10.0</td>
</tr>
<tr>
<td>Professional degree</td>
<td>16.7</td>
</tr>
<tr>
<td>Religion</td>
<td></td>
</tr>
<tr>
<td>Christian—practicing</td>
<td>50.0</td>
</tr>
<tr>
<td>Christian—not practicing</td>
<td>3.3</td>
</tr>
<tr>
<td>Jewish</td>
<td>33.3</td>
</tr>
<tr>
<td>Agnostic</td>
<td>3.3</td>
</tr>
<tr>
<td>Atheist</td>
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</tr>
<tr>
<td>Greek Orthodox</td>
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<tr>
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<td>Divorced</td>
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(Continued)
Table A.5. (Continued)

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<tr>
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<td>Advertising</td>
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<td>Cosmetology</td>
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<tr>
<td>Education</td>
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<tr>
<td>Engineering</td>
<td>3.3</td>
</tr>
<tr>
<td>Government</td>
<td>3.3</td>
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<td>Healthcare</td>
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</tr>
<tr>
<td>Medical/dental practitioners</td>
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<tr>
<td>RN/nurse management</td>
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</tr>
<tr>
<td>Mental health</td>
<td>10.0</td>
</tr>
<tr>
<td>Nonprofit-social services</td>
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<tr>
<td>Biomedical</td>
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<tr>
<td>Information technology</td>
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<td>Legal</td>
<td>6.7</td>
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<tr>
<td>Management</td>
<td>6.7</td>
</tr>
<tr>
<td>Marketing</td>
<td>10.0</td>
</tr>
<tr>
<td>Media</td>
<td>3.3</td>
</tr>
<tr>
<td>Retail</td>
<td>3.3</td>
</tr>
<tr>
<td>Sports</td>
<td>3.3</td>
</tr>
<tr>
<td>Number of supervisees*</td>
<td>18.9 (SD = 17.6)</td>
</tr>
<tr>
<td>Income</td>
<td></td>
</tr>
<tr>
<td>$40,001–50,000</td>
<td>6.7</td>
</tr>
<tr>
<td>$50,001–60,000</td>
<td>6.7</td>
</tr>
<tr>
<td>$60,001–75,000</td>
<td>20.0</td>
</tr>
<tr>
<td>$75,001–100,000</td>
<td>16.7</td>
</tr>
<tr>
<td>Over $100,000</td>
<td>50.0</td>
</tr>
</tbody>
</table>

*Mean (standard deviation).

Procedures

Two cohorts of emerging and young adults were interviewed by phone: (1) 33 individuals attending a public university in the northeast whose mission, in part, is to serve first-generation college graduates; and (2) 31 individuals who spent a majority of their childhood in affluent suburban towns located in the northeast. In addition, 30 parents of individuals ranging in age from 25 to 35, and 30 employers were interviewed. Employers, also located in the northeast, supervised a minimum of five emerging and young adults within the past three years.

Emerging and young adult participants, 25 to 35 years of age, were randomly selected from a list of graduates provided by the alumni office of a public university. Participants were contacted by mail and/or e-mail, informed of the purpose of the
research, and if interested were asked to contact the researcher. A phone interview was scheduled at a mutually convenient time. Participation in the interview process occurred only after the individual read the information sheet provided, and gave his or her consent. The average time needed to complete the phone interview for each of the stakeholders was 60 minutes. A convenience sample of 31 graduates, 25 to 35 years of age, served as a comparison group. Graduates were recruited from advertisements appearing in preselected affluent towns located in the northeast, or via recommendations of the participants. The towns were selected based on public information available regarding average single-family tax bills. Participants were asked to contact the researcher, and once contact was made, the same procedure as described above was followed.

The convenience sample of 30 parents was recruited from advertisements appearing in preselected affluent towns in the northeast, or via recommendations of the parent participants. The same procedure as described above was followed. The sample of employers was a convenience sample, recruited from the researcher’s professional contacts. In order to qualify as an employer, the individual was required to be in a managerial position, supervising a minimum of five individuals ranging in age from 25 to 35 within the past three years. Effort was made by the author to interview employers representing a diversity of work contexts (e.g., size of company, area of expertise).

The responses of all the constituents—college graduates, parents, and employers—were confidential. All of the participants were informed that their participation was voluntary, and that they could withdraw from the study at any time. They were also informed that identifying information would be altered to ensure anonymity.

The narrative data were analyzed following the principles of phenomenological psychology (Camic, Rhodes, & Yardley, 2003; Giorgi, 1985) and grounded theory (Glasser & Strauss, 1967; Henwood & Pigeon, 1992, 1995; Strauss & Corbin, 1998). Specifically, both grounded theory and phenomenological psychology emphasize the meaning an individual gives to his or her experience and thus attempt to understand participants’ experiences on their own terms. This approach emphasizes the importance of lived experience as a valuable and legitimate source of data (Giorgi, 1985). The strength of using this type of qualitative research approach is that the richness and complexity of an individual’s lived experience is emphasized. In addition to examining the meaning and context of lived experience via qualitative analysis, limited quantitative analysis was used to complement and enhance the data obtained. For example, each of the participants was asked to rate levels of satisfaction in their professional lives on a Likert scale.

The author wanted to understand participants’ experiences in their own terms. Thus, in attempting to explore and capture the experiences of individual participants, the author and her graduate assistant, a seasoned mental health professional, reviewed each protocol in order to identify themes that emerged from the narrative data. Unclear responses, as well as any disagreements over category inclusion were addressed in the following way. The data were reviewed, and responses were included in a given category if both of the reviewers felt confident that it was the
most appropriate category match. Interview questions appear in Appendices B, C, and D, respectively.

References


Appendix B
Emerging and Young Adult Questionnaire

1. Age: ______________
2. Gender □ Female □ Male
3. Ethnicity: ________________
4 a. Education: _______________
   b. Education of parents:
   c. Growing up, did you view yourself as working class, middle class, upper class, or a variation of the above?
5. Religion: ________________
6. Employment

□ Part-time □ Full-time □ Unemployed □ Self-employed
□ Other ________________

7. Current Job: _______________
8. Duration: _______________
9. Current Income

□ 0–$5000 □ $5000–10,000 □ $10,001–15,000
□ $15,001–20,000 □ $20,001–30,000 □ $30,001–40,000
□ $40,001–50,000 □ $50,001–60,000 □ $60,001–75,000
□ $75,001–100,000 □ over $100,000

10. Previous Employment: _______________

________________________________________________________________________
11. Duration: _______________

________________________________________________________________________
12. Past Income: _______________

________________________________________________________________________
13. Relationship Status

□ Single □ Married □ Divorced □ Widowed □ Engaged
□ Involved □ Cohabitating □ Separated monogamously

14. If you have ever been married, how many times? ________________
15. Do you have children? □ Yes  □ No  If yes, how many? ________
   How old? ________
16. Living arrangement
   □ Rent Alone  □ Rent with roommates  □ Home owner
   □ With parents  □ With other family  Other ________

1. Tell me a little about your work life.
   a) On a scale from one (least satisfied) to ten (most satisfied), how satisfied are you?
   b) What needs to happen to increase your level of satisfaction?
2. What did you expect your work life to be like and what is it actually like?
   a) To what degree is your work life meeting your expectations?
   b) How is it not meeting your expectations?
   c) How would you rewrite the story of your career to date if you could?
3. a) What did you expect your personal life to be like and what is it actually like?
   b) How is it not meeting your expectations?
   c) How would you rewrite the story of your personal life to date if you could?
4. a) Where do you expect to be 10 years from now in your work life and personal life?
   b) What are your short-term goals?
5. If you had to describe your work life in terms of a metaphor, what metaphor describes it best?
6. If you had to describe your personal life in terms of a metaphor, what metaphor describes it best?
7. a) The average person has 8.2, 8.6 jobs by the age of 32, how do you understand that?
   b) Perhaps this seemingly homogeneous group with an average of 8.2 or 8.6 jobs, can be broken down to several groups; can you lend any insights regarding how they came to have 8.2 jobs and what motivates them.
8. a) Are we living in a time like no other in terms of the world of work? Please explain.
   b) Are we living in a time like no other in terms of relationships and people in their 20s and early 30s? Please explain.
9. In terms of the world of work, who seems to be doing well under these conditions? Who seems to be suffering?
10. What coping strategies serve you best under these times?
11. In terms of your work history, what led you make the choices that you did?
    What did the decision-making process look like?
12. In terms of your work life, what are some of life lessons that you have learned?
13. If you had to give advice to someone about to embark on his or her career path, what would you tell him or her?
14. a) How do your parents understand and perceive your choices around work and your personal life?
b) How are their views the same/different from yours in terms of how one conducts himself/herself around work and relationships?
c) How do your employers view people in their 20s and their early 30s and their approach to the world of work? How are their views the same/different from yours?
15. Is there a quarter-life crisis and if so, how do you understand it?
16. a) Individuals in their 20s and early 30s have been described as self-absorbed and narcissistic. What are your thoughts about these labels?
b) Individuals in their 20s and early 30s have been viewed by some as delayed in terms of developmental markers such as establishing a career or establishing key relationships. Can you respond to this observation?
17. Individuals in their teens have been described as very pressured with many expectations imposed on them. On the other hand, we have a cohort of individuals in their 20s delaying their adulthood in terms of markers we associate with adulthood. How do you reconcile this?
18. a) How do you think people in their 20s and their early 30s (and you specifically) negotiate their/your friendships differently from your parents? Similarities and differences you observe?
b) Do you have adequate social supports? Please elaborate.
19. a) How do you think individuals in their 20s and early 30s (and you specifically) negotiate their/your most intimate relationships differently from your parents (their generation)?
b) Can you tell me about your plans for your career and personal life. (Do you see long-term commitment, marriage, children in your future and how do you see yourself adapting to the diverse roles you will be assuming?)
20. Given all the choices available to you, how do you decide on what it is you want to do professionally and personally?
21. a) To date, what do you find most difficult about living and negotiating these times? What do you find most satisfying about living and negotiating these times?
b) What provides you with a sense of hope about your generation? What nurtures that hope?
c) What provides you with a sense of despair about your generation. Please explain.
22. a) These times have been described as uncertain. Can you comment on how one best navigates in uncertain times and observations you have made regarding individuals in their 20s and 30s and dealing with uncertainty.
b) How do you deal with uncertainty in your life?
23. Given the choices available, how does one best navigate an abundance of choices available to individuals in their 20s and early 30s? Observations you
have made regarding individuals in their 20s and early 30s and how do they deal with choice? What seems to be helpful and not helpful?
24. Do you think class and race informs this discussion and if so can you respond?
25. Any additional information you would like to share that captures the experiences of individuals trying to navigate their 20s and early 30s?
Appendix C
Parent Questionnaire

1. Age: ______________
2. Gender □ Female □ Male
3. Ethnicity: ______________
4. Education: ______________
5. Religion: ______________
6. Employment
   □ Part-time □ Full-time □ Unemployed □ Self-employed
   □ Other ______
7. Current Job: ______________
8. Duration: ______________
9. Current Income
   □ 0–$5000 □ $5000–10,000 □ $10,001–15,000
   □ $15,001–20,000 □ $20,001–30,000 □ $30,001–40,000
   □ $40,001–50,000 □ $50,001–60,000 □ $60,001–75,000
   □ $75,001–100,000 □ over $100,000
10. Relationship Status
    □ Single □ Married □ Divorced □ Widowed □ Engaged
    □ Involved □ Cohabitating □ Separated monogamously
11. How many children do you have? ______
    How old? __________________________
12. Child's current job: ______________
13. Child's current relationship status: ______
14. Child's current living arrangement
    □ Rent alone □ Rent with roommates □ Home owner
    □ With parents □ With other family □ Other ______

1. Tell me a little bit about your work life if applicable. How satisfied are you?
   a) On a scale from one (least satisfied) to ten (most satisfied) how satisfied are you?
2. What did you expect your child’s work life to look like and what is it actually like?
   a) How is your child’s work life meeting his or her expectations? Your expectations?
   b) How is it not meeting his or her expectations? Your expectations?
   c) Is there anything about your child’s career path that you would rewrite? What would you keep exactly as is?
   d) Is there anything about your child’s personal path that you would rewrite if you could? What would you keep exactly as is?
3. Where do you expect him or her to be ten years from now in his or her work life? What did you expect for your child’s personal life?
4. a) If you were to describe your child’s work life in terms of a metaphor, what metaphor describes it best?
   b) If you were to describe your child’s personal life in terms of a metaphor, what metaphor describes it best?
5. The average person has 8.2, 8.6 jobs by the age of 32, how do you understand that?
6. a) Are we living in a time like no other in terms of the world of work? Please explain.
   b) Are we living in a time like no other in terms of relationships and people in their 20s? Please explain.
7. Who seems to be doing well under these conditions in terms of the world of work and in terms of one’s personal life? Which seems to be suffering?
8. What coping strategies serve one best under these times?
9. a) In terms of your parenting your child in his or her 20s and early 30s, what are some of life lessons that you have learned?
   b) If you had to give advice to a parent about to embark on parenting a young adult in his or her 20s or early 30s, what would you tell them?
10. If you had to describe major similarities and differences in the way you and your child view the world what would they be? Please explain.
11. Is there a quarter-life crisis and if so, how do they understand it?
12. How do you think employers are viewing individuals in their 20s and early 30s?
13. a) People in their 20s and early 30s have been described as self-absorbed and narcissistic. What are your thoughts about these labels?
   b) People in their 20s and early 30s have been viewed by some as delayed in terms of developmental markers such as establishing a career and establishing key relationships. Please respond.
   c) Individuals in their teens have been described as much pressured with many expectations imposed on them. On the other hand, we have a cohort of individuals in their 20s and early 30s delaying their adulthood in terms of markers we associate with adulthood. How do you reconcile this?
14. a) If you had the chance to do it all over again, how would you parent differently? How would you keep things exactly the same?
   b) In assessing your generation and how they have parented, what do you view as their overall strengths and overall weaknesses?
c) In assessing your child’s generation how do you think they will parent? What will be their strengths and weaknesses? What will they mirror? What will they change in terms of their parenting the next generation?

15. What pressing questions do you have as a parent of an adult in their 20s or 30s?

16. a) Describe a scenario that challenged you as a parent of someone in their 20s or 30s. What were the issues?

b) How did you go about trying to figure things out.

17. The following are some questions that parents of individuals in their 20s have.

What are your thoughts?

a) How do I define my new role? What are my responsibilities? What should my child’s responsibilities be with the goal of moving my child toward independent life?

b) What does being a good parent look like for this developmental period?

c) How much support—instrumental, emotional, financial—should I provide? How much of a safety net should I provide?

d) How do I ensure and reinforce mature responsible behavior in my child? At what point do I say you’re an adult, you need to be on your own?

18. To date,

a) What provides you with a sense of hope about your child’s generation? What nurtures that hope? Please explain.

b) What provides you with a sense of despair about your child’s generation? Please explain.

19. Any additional information you would like to share?
Appendix D
Employer Questionnaire

1. Age: ______________
2. Gender   □ Female   □ Male
3. Religion: ______________
4. Education: _______________
5. Current Job: ______________
6. Duration: _______________
7. Current Income
   □ 0–$5000   □ $5000–10,000   □ $10,001–15,000
   □ $15,001–20,000   □ $20,001–30,000   □ $30,001–40,000
   □ $40,001–50,000   □ $50,001–60,000   □ $60,001–75,000
   □ $75,001–100,000   □ over $100,000
8. Number of people you supervise: ______________
9. Relationship Status
   □ Single   □ Married   □ Divorced   □ Widowed   □ Engaged
   □ Involved   □ Cohabitating   □ Separated
   monogamously
10. Do you have children?   □ Yes   □ No
    If yes, how many? __________
    How old? ______________

1. Tell me a little about your work life.
   a) On a scale from one (least satisfied) to ten (most satisfied), how satisfied are you?
   b) How satisfied are you?
2. To what degree is your work life meeting your expectations?
   a) How is it not meeting your expectations?
3. If you had to describe your work life in terms of a metaphor, what metaphor describes it best?
4. a) The average person has 8.2, 8.6 jobs by the age of 32, how do you understand that?
b) Perhaps this seemingly homogeneous group with an average of 8.2 or 8.6 jobs, can be broken down to several groups; can you lend any insights regarding how they came to have 8.2 jobs and what motivates them?
5. a) Are we living in a time like no other in terms of the world of work? Please explain.
b) Are we living in a time like no other in terms of personal relationships? Please explain.
6. Who seems to be doing well under these conditions and who seems to be suffering?
7. What coping strategies serve someone in their 20s best in these times?
8. What are some of life lessons that many people in their 20s and early 30s need to learn?
9. If you had to give advice to someone about to embark on his or her career path, what would you tell him or her?
10. Is there a quarter-life crisis and if so, how do they understand it?
11. a) People in their 20s and early 30s have been described as self-absorbed and narcissistic. What are your thoughts about these labels?
b) People in their 20s and early 30s have been viewed by some as delayed in terms of developmental markers such as establishing a career, establishing key relationships. Can you respond to this observation?
12. The current generation has been described as very pressured with many expectations imposed on them. We have, on the other hand, a cohort of individuals in their 20s and early 30s delaying their adulthood in terms of markers we associate with adulthood. How do you reconcile this?
13. Do you think people in their 20s and early 30s negotiate their friendships differently? If so, how?
14. a) These times have been described as uncertain. Can you comment on how one best navigates in uncertain times and observations you have made regarding individuals in their 20s and early 30s and dealing with uncertainty.
b) How do you deal with uncertainty in your life?
15. Given the choices available, how does one best navigate an abundance of choices available to individuals in their 20s? Observations you have made regarding individuals in their 20s and dealing with choice?
16. It has been observed that mentoring is difficult for individuals in their 20s to procure. How do you understand it and what recommendation(s) can you offer to people in their 20s regarding mentoring?
17. To date,
a) What provides you with a sense of hope about your employees’ generation (25 to 35 years of age)? What nurtures that hope? Please explain.
b) What provides you with a sense of despair about your employees’ generation (25 to 35 years of age)? Please explain.
18. Any additional information you would like to share?
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