

# ARTICLE OF ELEARNINGNEWS

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## The "Quarter-Life Crisis" emerges from LinkedIn

*What is the "Quarter-Life Crisis"? How to solve it with training and e-Learning?*

A recent survey on LinkedIn shows that more and more people are going through the "Quarter-Life Crisis". Unlike the midlife crisis, which is often associated with restlessness for one's own life at age 50, the Quarter-Life Crisis is a matter of career advancement and about 75% of people among the 25 and 33 years go through it.

The [LinkedIn study](#), conducted by Censuswide from 31 October to 3 November 2017, involved 6,014 respondents aged between 25 and 33 years, living in the USA, UK, India and Australia.

61% of respondents say that the search for a job that excites them is the main cause of the Quarter-Life Crisis. Another reason is the comparison with peers perceived as more performing: "Almost half (48%) says that this comparison has caused them anxiety and this has more impact in the female sample than the male (51% compared to 41%)."

### **Early Career Pivoting**

The LinkedIn study on millennials shows that a high percentage of young people change jobs to deal with the Quarter-Life Crisis. "More than a third (36%) have completely changed their careers, moving to new sectors and roles."

### **Millennial workers seek support**

More than half of the respondents would like career advice, but do not know where to find it. Similarly, 43% of respondents would like a mentor, but do not believe they have the right contacts to find one.

### **Solving the crisis with flexible learning**

According to Etherington, LinkedIn's study does not consider the link between the millennial life-threatening crisis and the increase in e-learning training.

If the classic middle-aged crisis is accompanied by remedies designed to distract the mind from the waning youth (from new lovers to showy sports cars), the Quarter-Life Crisis is not about the loss of youth, but rather the need to reach the adult age and, as a result, it is not surprising that additional training and education can be the key remedies.

Although no study has directly traced yet the link between the Quarter-Life Crisis and the increase in education and training offerings in e-Learning, there are strong reasons to believe that this new type of crisis may be one of the many factors that give rise to at the MOOC. As [reported in 2016](#), the average training user (in e-Learning) on career is a person 30 years old, with about 7 years of work behind and who is trying to start a new career, usually with the aim of increasing their earning potential.

For employers worried about the cost of millennial job-hopper, the answer could be: instead of letting millennial workers look for opportunities elsewhere to overcome the Quarter-Life Crisis, start offering them training in the workplace.

As a 2016 Gallup study found, 59% of millennials say that opportunities to learn and grow are extremely important when choosing a new job. In contrast, only 44% of the X generation and 41% of baby boomers are driven by the growth of skills in the labour market.

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