

BRIEFING

IF 3609 June 1, 2015

# GROWING UP ISN'T WHAT IT USED TO BE: Society and an emerging new concept of adulthood

### **CONTEXT & DYNAMICS**

While Peter Pan might have wanted to never grow up, some otherwise age-appropriate individuals are having trouble entering anything like a traditional adulthood. For decades, society has been slowly erecting higher and higher barriers along the pathway to adulthood, to the point that no clear pathway to a socially prescribed adulthood exists. In that historical context, individuals are reassessing and revaluing traditional adulthood, ultimately giving rise to what could be called a New Adulthood. Some curious twists in that new-adult model have become clear lately: (1) Be Responsible, Postpone Responsibility; (2) Less Is Not Just More, It's Freedom; (3) Immaturity Is Innovative; and (4) Adulthood? There's an App for That. Whereas the older adulthood happened "all at once," when some signature event took place – for instance, marriage, military service, graduating and the like – the New Adulthood seems to emerge over an extended period of time, requiring the individual to acquire coping skills slowly.

Adulthood, particularly for my generation... is dead. -Sady Doyle, writer

I am convinced that most people do not grow up – I think what we do is mostly grow old. -Maya Angelou, poet, writer

You're only young once, but you can be immature your whole life. -Ogden Nash, poet, humorist

## **OPPORTUNITIES**

- Anyone providing services that suit the needs and desires of the new adult will find a market (e.g., rentals, sharing services, services and facilities for outsourced chores, services for outsourced decision-making and freelance hiring companies).
- Creativity and play are important to the new adult, and they could open new horizons for innovation.
- Financial services that offer plans for debt reduction and even avoidance could find a market.

### RISKS

- Stresses in the workplace between those holding to the traditional concept of adulthood and those expressing something else could create productivity problems.
- Ignoring the emergence of a new adulthood could lead companies to miss out on superior talent.
- With the new adult favoring risk-taking in leisure activities but risk-avoidance at work, company growth could slow and insurance costs increase.
- Housing and banking markets might be forced to cut back expectations for growth.



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## A New Peter Pan?

In 1904, when Scottish playwright James M. Barrie was watching the first performances of his new play, Peter Pan, or the Boy Who Wouldn't Grow Up, he likely had no idea what kind of hold the fictional character would have on later generations. The story has survived several novelizations and musicals as well as several extensively rewritten dramas. In fact, this year, fully eleven decades later, it seems to be experiencing a kind of cultural resurrection. Last December, NBC presented an adapted version of the Peter Pan musical. Earlier this year, "Peter Pan," the ballet, reached the stage, and the traditional storyline got an update with the issuance of a new film, entitled Peter and Wendy and the Broadway production Finding Neverland, which tells how Barrie came to discover the story. And all of these productions

seem to serve as momentum for a new major motion picture, due this coming fall, entitled simply *Pan*, starring Hugh Jackman and purporting to tell how Peter became the boy who never wanted to grow up.

The growing appeal of a boyhood-clinging youth in this era of digital technology, with its easy access to all manner of content, might seem curious. Yet the confusion about and fear of adults that marked Peter's personality has a certain resonance with contemporary society, and the new technology is part of the reason for that confusion and fear. What does it mean to have so many young, digitally adept individuals creating networks, systems and services (*e.g.*, social media sites and apps) that are restructuring and managing society, while so-called mature adults are mostly adapting to the new conditions? Contemporary realities are raising fundamental questions about social roles and personal behavior, asking specifically: What does it mean to be an adult?

During its long tenure as a story about childhood, fantasy and Neverland, *Peter Pan's* themes and characters evolved, reaching their most extended iteration in the film *Hook* (1991). In that version, Peter has left his childhood behind and become a miserable, grumpy investment



banker - in other words. contemptible adult the he never wanted to be. Author Susan Neiman, who has studied the evolution of the Peter Pan story, put the evolving image of adulthood as depicted the various versions in in perspective: "At the beginning of the twentieth century, growing up looked merely dreary; by the end, it looked positively pathetic." (Chronicle Review, 5/8/15)

The various contemporary iterations of the traditional Peter Pan story and a wave of books dealing with issues of contemporary adulthood, from *The Death of the Grown-Up: How* 

America's Arrested Development Is Bringing Down Western Civilization (2008) to Why Grow Up? Subversive Thoughts for an Infantile Age (2014), suggest that society is experiencing some kind of acculturation crisis, one that involves, among other things, confusion over the attributes of adulthood and the seeming continuity of what was once called adolescence into older ages, if not for a whole life. Society's seemingly endless indulgence of nostalgia, which is currently affixed to the 1970s, when economic realities first challenged the traditional version of adulthood, is further, if subtle, evidence of the difficulty many people are having settling into maturity and adulthood.

Given the cultural dominance of youth culture in America, whether in the baby boomers' youthful exuberance for "sex, drugs and rock 'n' roll" or in the millennials' digitalized excitement for "there's an app for that" – and all the clothing and musical styles that have accompanied all youthful generations – the image of adulthood is left to seem, if not "pathetic," as Neiman's interpretation of recent Peter Pan stories claims, then at least not very appealing...or even more importantly, not very helpful. As one young observer concluded, "Growing up has lost its allure," and as another added,

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"Nobody knows how to be a grown-up anymore...Arrested development is not only the norm, but quite possibly the ideal." Historian Steven Mintz put those sentiments in a society-wide perspective by suggesting, "**There is no longer a clear script for adulthood.**" (*New York Times*, 9/11/14 and 9/23/14)

The old concept of adulthood is not the only anachronism in the mix. Much of what has happened in the past few decades has disassembled the ladder that once marked the way to adulthood. In a highly globalized, digitally integrated and routinely transgressive world, what constitutes adult behavior, and what differentiates the youthful from the mature? Individuals are confused about how society is evolving, uncertain as to the direction society is taking and unsure of their own identity and how they fit into the larger, revolutionary era in which they live. How can one become an adult in a world so lacking in clarity? (see inThought 3/31/14)



## **Undermining Adulthood**

Adulthood, which is, itself, a modern term (womanhood and manhood were the terms used before, and related to biological phases), is essentially a socially defined status, and following the Second World War, it seemed so easily understood. A person reached a certain age, attained a certain level of education, started a career, enjoyed financial stability through employee benefits, got married, bought a house, bought life insurance, had children and grew old, all the while hoping for, and for the most part, enjoying a rising standard of living. Somewhere along that powerfully persuasive path of life, something happened that switched off one's fascination with and preference for "childish things" and switched on the ability to take responsibility, think for the self, and work. Perhaps that something was military service, an academic diploma, wedding vows, a mortgage contract

or one's own flesh and blood asleep in a crib. Such an encounter could happen at a rather early age. For instance, in 1960, half of all American women were wed before they could legally buy a drink.

Whenever that moment occurred, the adolescent became an adult, as historian Steven Mintz In a highly globalized, digitally integrated and routinely transgressive world, what constitutes adult behavior, and what differentiates the youthful from the mature?

characterized the process, "all at once." (*Chronicle Review*, 4/3/15)

Critics began pounding away at this middleclass "conformist" pathway, with sociologist Paul Goodman actually entitling one of his popular books *Growing Up Absurd* (1960). But in the 1970s, society and the economy disrupted the historical journey from youth to adulthood. The military draft ended, steadily increasing salaries faded into history, housing prices increased faster than salaries, marriage became a more difficult financial and social condition (divorces doubled between the mid-1960s and the mid-1970s), and

children became extremely expensive to raise to maturity (with expenses on average surpassing \$250,000, not counting college costs, according to the latest estimate from the Census Bureau). Indeed, the middle class, which most benefitted from the old concept of adulthood, has seemingly started to disappear, with just 51 percent of Americans this year saying they are middle or uppermiddle class, down from 63 percent in 2000. The triggers of the "all at once" adulthood were sliding away, forcing a change in how individuals self-identify and obscuring the once-clear image of adulthood (see **IF 3403** and **inF 902**; *Gallup*, 4/28/15; *Chronicle Review*, 4/3/15). New communications technologies have further undermined the mid-century concept of adulthood, offering an entirely new way of operating in the world, a new way of socializing and interacting with other people, a new way to avoid the triggers to traditional adulthood, and in an odd twist, a new way for unemployed and underemployed workers to avoid feeling isolated from society. These served as significant distractions

from the traditional tasks associated with adulthood.

One of the key elements of the old adult model was an ability to focus, to avoid distractions and to maintain attention to the task at hand. As numerous studies have shown, digital technology has created more distractions, many of them especially alluring and demanding, and made sustaining any task for very long increasingly difficult.

On the surface, the elimination of the trigger events for adulthood and the aggressive new communications technologies seemed to nurture a systematic infantilizing of the young and old alike.

To take one example from the research of Glenn Wilson, professor of psychology at Gresham College, London: In a situation that demands concentration, just knowing that one's smartphone harbors a new email or text – not even checking it, just seeing the blinking light indicating

that a new message is there temporarily lowers the owner's IQ by 10 points. Nicholas Carr, in his Pulitzer-Prize-finalist book, The Shallows (2010), characterized the Internet as "an interruption system. It seizes our attention only to scramble it." Society seems to have created technologies that have made the midcentury concept of adulthood nearly impossible to attain. Spring/15; (Utne Reader, Guardian Weekly, 2/6/15)

On the surface, the elimination of the trigger events for adulthood and the aggressive new communications technologies seemed to nurture a systematic infantilizing of the young and old alike. And as



a result, behavior among those of sufficient age to be traditional adults did start to shift. Nominal adults started reading books written for the young (*e.g.*, the Harry Potter series; The Hunger Games trilogy); listening to music intended for teeny-boppers (*e.g.*, One Direction); watching movies based on children's comic books (*e.g.*, *Spiderman*, *Superman* and *Batman*); attending conferences wearing costumes of their favorite comic-book characters (62,000

attended last year's Dragon Con) or heading to the Nevada desert for something called the Burning Man festival, a kind of week-long adult camp, where campers create an artificial but pleasant community with activities ranging from biking to dance parties and water-gun fights (69,000 attended in 2014); tuning in to children's television shows (*e.g., Pretty Little Liars* and *Doctor Who*) and making the number-one scheduled television program *Big Bang Theory*, which depicts the life of young adults who have advanced

degrees and responsible jobs, yet are emotionally stunted, have childish habits and are socially inept; and finally, buying and playing a wide range of video games, helping make that industry larger than Hollywood's movie business. And the above examples do not even

And the above examples do not even start to capture society's obsession with the instant gratification granted by smartphones, as well as the many distractions (*e.g.*, apps) that such devices deliver. "Our belief in putting aside childish things," explained millennial writer Sady Doyle, speaking for her generation, "has decayed, as we've given up the idea that childhood and adulthood are separate spheres, with separate sources of fun." (*In These Times*, 11/14; *Economist*, 9/6/14)

Like the recent surfacing of several iterations of the Peter Pan story, the appearance of these events and perspectives suggests that the old concept of adulthood is losing its hold on society, and that could just be the latest stage in a long historical flow of shifting age-defined roles. In the mid-twentieth century, childhood was allowed to continue post-puberty (once a sign of adulthood) into something called teenage years, attitudes of which were apparently allowed to continue under the name adolescence and then even into something called post-adolescence, all of which postponed adulthood further into the future. And now the whole concept of adulthood is getting scrambled.

The appearance of activities and distractions that seem infantile by comparison to activities associated with young-adult ages from the past (at least, that is the way the old adulthood would view it) are actually birthing pains, so to speak, of a New Adulthood, one fitted to the culture, economy and realities of contemporary society.



"And exactly how is the peanut-butter-and-jelly prepared?"

◆ The typical 18- to 34-year-old makes \$2,000 less each year, inflation adjusted, than the same age group did in 1980. Meanwhile, those things that once triggered adulthood – home, office, car, and children – have all gotten more expensive.

◆ The share of Americans who own homes has fallen from 69.2 percent in 2004 to 63.7 percent in the first quarter of this year. More specifically, the firsttime homeowners' share of the overall American home market has dropped from a past average of 40 percent to 30 percent now. Historically, housing comprised 60 percent of middle-class wealth.

• Even though the millennials now comprise the largest share of American workers, about half of 2013 and 2014 college graduates say they are underemployed, suggesting that while that generation might have jobs, they likely do not have careers.

◆ The number of unemployed men between the ages of 25 and 54 tripled from the 1960s, reaching 16 percent last year.

♦ Since 2007, those working part-time involuntarily increased from 4.6 million to 7.2 million.

◆ By one estimate, the U.S. economy has 10 million men without jobs but has only 4.8 million jobs of any kind available.

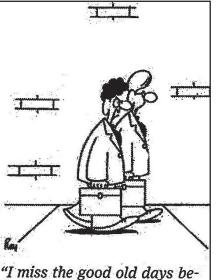
(Investors Business Daily, 4/23/15; Bloomberg BusinessWeek, 5/11/15; Washington Post, 4/30/15; CNN Money, 5/12/15)

Jobs, salaries, steady promotions and company benefits once provided some of the triggers to adulthood, and their disappearance or lessening effect are making

## Adulthood and Society

In the past, individuals moving into adulthood and accepting the dictates of that role shaped society, especially in household development and work fulfillment. Now, the dictates of society's own inventions are shaping a new role and new perspectives of adulthood. This reversal in the dynamic between adult and society has created some curious priorities.

**Be Responsible by Postponing Responsibility** – The economy has required and new technology has enabled young adults to postpone the kinds of responsibilities associated with maturity and older adults to shift away from adding new responsibilities. Consider the realities that the one-time traditional adults now face:



"I miss the good old days before I became embroiled in making a living."

traditional adulthood difficult to attain. Philippe Bourgois, a University of Pennsylvania anthropologist who studies the unemployed, noted. "When the legal, entry-level economy isn't providing a wage that allows someone a convincing and realistic option to become an adult – to go out and get married and form a household – it demoralizes them...." (New York Times, 12/11/14)

The new adult has responded to these difficulties with an answer: Put off undertaking responsibilities that require financial stability and long-

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term planning. The birthrate among women between the ages of 20 and 24 reached an all-time low last year, and millennial women are now the slowest generation in American history to have children. The mean age of mothers having their first child reached 25.8 in 2012, up from 21.4 in 1970. Parenting calls for responsible decisions around childrearing, such as clear concepts of discipline,

organization, planning and attentiveness; the absence of such responsibilities postpones the need to convert those concepts into habits, and it also grants a certain amount of permissiveness to the adult role.

The pattern among young women, according to sociologists, is to have

fewer children and to have them later. In one area, such a postponing of parenthood has a long-term upside for older women should they eventually form a family. Delaying motherhood for one year increases the mother's career earnings by nine percent, her work experience by six percent and her average wage by three percent. In short, for women, postponing traditional measures of adulthood can increase wealth later. (*Bloomberg*, 9/16/14)

Less Isn't Just More, It's Freedom - As consumers, the new adults seem conflicted. Thev have had access to lots of stuff and enjoyed it during their own youth, yet the cleaning out of desks and homes that digital technology encourages ("Who needs books; can just download them") seems to be tilting them away from all that stuff, especially when money becomes an issue. They seem to be experiencing a kind of liberation brought on by the ability to feel just

The new adult seems to think that fewer of these items and fewer possessions in general, would make a better life.

toys. As early as 30 years ago, Americans started spending more than half of their incomes on "non-necessities." Today's average household has 248 garments and 29 pairs of shoes, and adds 64 pieces of clothing and seven pairs of shoes each year. Children in the U.S. comprise 3.1 percent of the world's kid population, yet Americans account for 40 percent of all toys sold. One result of

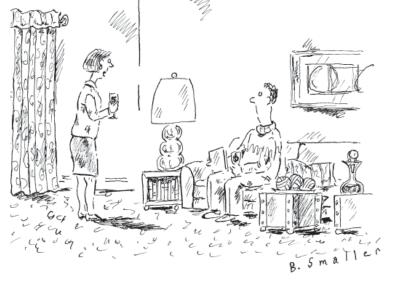
> that consumer splurge has been the fact that 87 percent of the country's 48,500 self-storage units are full, supplying that industry with \$24 billion in revenue in 2013, twice as much as the NFL. (*Time*, 3/23/15)

> The new adult seems to think that fewer of these items and fewer possessions, in general, wouldmakeabetterlife.Forinstance, 1-800-GOT-JUNK, a firm that hauls away household possessions that owners now consider "junk," started in 2002 with \$7.5 million in revenue and grew to \$106 million in revenues by 2012.

This past year, its aggregated revenues surpassed the \$1 billion mark, all for dumping once-valued stuff. Evidently, clearing out all those items has caught hold, even if the things are not junked. Marie Kondo's *The Life-Changing Magic of Tidying Up*, which reached bestseller lists in February, encourages readers to throw away anything they own that does not spark joy. Meanwhile, new online services, such as Yerdle, facilitate individuals giving away

possessions to others. In addition, Goodwill reports it has been inundated with contributions in the past several years. (*Time*, 2/9/15 and 3/23/15)

Having less stuff encourages new adults to optimize the utility of what they do have and to be more resourceful in that utilization. That reality has given rise to the so-called sharing economy. Making what the individual owns available to others (to rent or share) leads to having access things to the individual does not own that others own and want

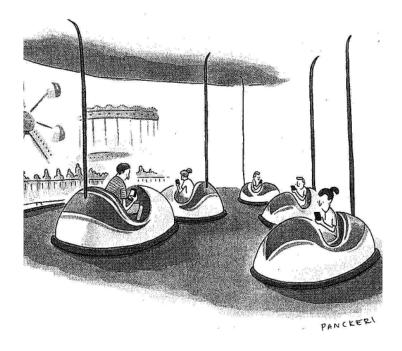


"I'm not against bringing children into this world—just into this apartment."

fine foregoing ownership of so many possessions.

The abundant society that emerged after the Second World War filled most middle-class homes with new things: appliances, furniture, clothes and plenty of to rent or share. Rent the Runway, for instance, enables customers to wear expensive designer dresses without buying them. Relay Rides, Lyft, Hotel Tonight, Parking Panda, Tradesy, Wimdu, Feastly, TaskRabbit, Peerby and hundreds of other enterprises help individuals to access services and products they do not own and to offer what they do own to others. (*Time*, 2/9/15)

With fewer possessions and greater access to digital resources, new adults can be more flexible in behavior and activities, more portable in living quarters and more protean in self-concept, most of which enables them to focus more on personal experiences during leisure time (see **IF 3315**).



**Immaturity Is Innovative** – Of late, society in general has become enamored of the idea of innovation – innovative processes, innovative products and services, innovative lifestyles and innovative design. For the most part, true innovation requires more creativity, and creativity one way or another involves some variation on play. And when it comes to play, the geniuses in the

field are...the very young. And so, the new adult lets his or her inner child out...often. Here are a couple examples of how play has become a component of the new adult's life.

◆ Secret Garden, a coloring book for adults, had a prepublication sales estimate of 16,000 copies, but as of this spring, it had sold more than 1.4 million volumes since it reached bookshelves in 2013. In March of this

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year, it reached the top slot on Amazon's bestseller list. The follow-up edition, *Enchanted Forest*, which was just released, sold more than 226,000 copies in its opening run. The books' creator, Johana Basford, explained, "Each page can transport you back to a gentler time of life." To extend the model of adults doing children's "work," Basford will soon issue a line of wallpaper, encouraging adults to color on their home's walls. Other publishers are rushing books into print, and the trend has spread to France, where Hachette publishers released an adult coloring book, entitled *Art Thérapie.* (*New York Times*, 3/30/15)

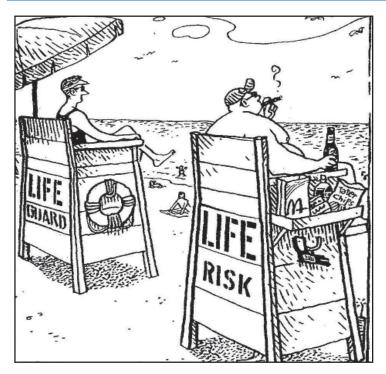
◆ Online games continue to expand their appeal across a wider swath of people of all ages, and recently, a steady stream of new game rooms has opened to bring individuals together, often playing as many as 60 "classic" games, such as Ms. Pac-Man and Donkey Kong, multiple pinball-machine games, as well as newer online games. Coin-operated game rooms have opened in San Diego, New York, Los Angeles, Des Moines, New Orleans, Colorado Springs, Louisville, Portland (OR) and elsewhere. The Las Vegas venue attracts 1,000 customers per night, most of them in their thirties and forties. A few years ago, a Donkey Kong cabinet cost roughly \$600, but the market price now is closer to \$2,500. (*Bloomberg BusinessWeek*, 4/6/15)

New adults might be interested in exploring different forms of expression by adopting children's "work" and playing youthful games, but they seem to be less interested in launching new forms of work that might involve risks.

◆ From 1977 to 2011, the number of U.S. start-up companies declined by roughly 28 percent, and factoring in the increased size of the working-age population, the decline was closer to

50 percent. In 2011, start-ups represented just 8.2 percent of all U.S. companies, down from 16.5 percent in 1977. (*San Francisco Chronicle*, 9/19/14)

This risk-averse attitude, however, does not extend to personal experiences, as the amount of adventure vacations – zip-lines, ballooning, skydiving, rock climbing and physically challenging trips – has increased by 65 percent in the past few years. (*New York Times*, 9/30/15)



Adulthood? There's an App for That – German philosopher Immanuel Kant (1724-1804) defined enlightenment – which in his lexicon was similar to what we now call adulthood – as reason's emancipation from immaturity. For him, individuals prefer immaturity because it is easier, mostly because things are done for children, and immaturity allows that avoidance of responsibilities to continue. "If I have a book that thinks for me, a pastor who acts as my conscience, a physician who prescribes my diet, and so on – then I have no need to exert myself. I have no need to think, if only I can pay; others will take care of that disagreeable business for me." (*Chronicle Review*, 5/8/15)

Poor Immanuel! He could not have imagined what could be done for him with digital technology. He could have let machines bank for him, call transportation for him, tell him what roads to take, order food, answer his questions (whether religious, political or social), identify songs he might hear and people he might see, entertain him beyond his wildest imagination, tell him what a book says, keep his schedule and remind him when and where his meetings would take place, transmit his image to that meeting so he would not need to go, and even send an instant message to someone without having to speak with them. "I have no need to think, if only I can pay," indeed (see **inThought 9/10/14**; *Economist*, 1/3/15).

Just look at what the German thinker could have used to avoid his "maturity" had he only had an Internet connection: SpoonRocket prepares and delivers "home cooked" meals; Digit manages customers' finances, enabling them to save roughly five percent of their income each month (painlessly, it is said); Shyp picks up, packages and ships small boxes, such as gifts, for individuals; Washio picks up, washes and returns folded laundry; Parking Panda finds vacant parking spaces; Relay Rides locates an available car and driver; Handy can locate a laborer to do work around the house; and other on-demand employment services, such as Medicast, for medical services, and CloudCounsel for legal services, let professionals work when they want and take leisure time as they prefer. The list of services that can outsource adult duties is extensive – and growing. (*New York Times*, 9/26/14; *Verge*, 2/19/15; *Economist*, 1/3/15)



"Oh, there's your problem—twenty years of resentment at having to do the dishes."

The relationship between the new adult and communications technology is the most fraught of all the new conditions surrounding the updated version of adulthood. The mid-century adult sought to develop critical capabilities and goals, such as concentration, memory, knowledge and, it was hoped, wisdom, But the new adult now seeks "enlightenment" by developing critical capabilities and goals, such as managing distractions, navigating digital processes, outsourcing chores and decisions and, it is hoped, sustaining communications with friends and followers of all kinds (see **inThought 4/15/13**).

Much of what the New Adulthood conceptualizes is the pursuit of something better, a context we have called From a Better Living to a Better Life. As economic and cultural realities shift, more and more individuals are turning away from focusing intensely on increasing their wealth and standard of living to focusing on things like meaning and more pleasurable activities. Unless they are very engaging, work and careers are losing their importance to new adults. This shift from enduring stresses because of a quest to improve the quantity of

life has made personal experiences, fun, relationships and meaning more important parts of the quest to improve the quality of life. The New Adulthood seems to support that transition (see **IF 3516**).

New Adulthood, New Maturity

While the many Peter Pan stories fret over youths wanting to remain youths because adulthood seems so...well, boorish, a reverse Peter Pan condition has struck Sady Doyle, the millennialgeneration writer cited above. After she read an essay by A. O. Scott bemoaning the death of adulthood in popular culture, she wrote: "I actually found myself crying because my life had contained so few of the rites of passage I'd once envisioned as constituting 'adulthood.' I don't have kids, or a retirement plan, or real estate....Like Peter Pan in reverse, I found myself cursing the fact that I **couldn't** grow up."

After further assessing her reality, Doyle realizes something that all post-adolescents come to know by experience: "Adulthood isn't an inevitability. It's an ideal," and it "evaporated just as people my age were supposed to be walking through the door...[a] legacy of the Great Recession of 2008." As noted above, societal realities that have been undermining the old adulthood predated the Great Recession and have been chipping away at the adult edifice for decades. As a result, most cohorts, not just millennials, have simply lost interest in the old adult model, growing distraught in Doyle's case but mostly growing tired of the demands. Although frustrated by the barriers placed before her financially and socially, Doyle, like many of her generation, remains optimistic. "If the old adulthood is dead, there's still a chance that we can create a new one: something that recognizes the cultural limbo in which we exist, the absurdly abbreviated childhoods and prolonged adolescences we all endure, and still grants some special safety and respect to youth, and some special desirability to experience and maturity. We can't grow up to be

I have no need to think, if only I can pay.

our parents. But we can still grow up. And that's the one good thing I can pull from this: No matter what adulthood looks like, once we've adapted, it will look new." (*In These Times*, 9/23/13)

Our observations suggest that a New Adulthood is emerging, one reflective of the realities that comprise contemporary society. Adulthood, which once resulted from several triggers to push the individual into adulthood "all at once," now emerges over time with pieces of adult life getting picked-up here and there from experience. So far, we have noticed

several preferences, attributes and behaviors of the New Adulthood. They include:

### The New Adulthood



GROWING UP ISN'T WHAT IT USED TO BE: SOCIETY AND AN EMERGING NEW CONCEPT OF ADULTHOOD

An overall shift from focusing on a better living to a better life Access over assets; process over products; experience overall Adept at managing distractions, navigating digital processes, outsourcing decisions and sustaining communications (getting less patient and more confident as a result) Risk-avoidance in the workplace (and financial activities) Debt perceived as a burden, not as an opportunity A focus on freeing up disposable income Fewer obligations for longer periods Risk-taking in personal activities

Smaller financial wherewithal

Flexibility and Mobility More freelance work Optimizing resources

Smaller living spaces Later parenthood Resourcefulness Fewer children More renting More singles Simplicity

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In *Why Grow Up*? philosopher Susan Neiman offers this broad definition of adulthood. "What we rarely receive is a picture of adulthood that represents it as the ideal it should be: the ability to see, confront

and navigate the gap between the way the world is and the way it should be, without ever giving up on either one." The emerging New Adulthood seems to be doing that.

#### Some of our previous looks at this topic:

- **IF 3603** The Right Mix: Consumers and Companies Seek a More Effective Blend of Digital and Physical Activities, 2/6/15
- **IF 3516** A Better Living or a Better Life? Individuals Shift Personal Priorities and Start Redoing an Economy, 10/29/14
- inThought Digital Made Me Do It: A Quasi Cost-benefit Analysis of a Few Effects of Digital Technology, 9/10/14
- inThought Coming Apart...and Piecing Things Together Anew: Society at a Critical Moment in Rethinking Its Vision, 3/31/14
- inF 902 There's a Lot Resting on Equities: Risks in an Economy Driven by the Top 20 Percent, 2/28/14
- **IF 3418** "What's the Matter with Kids Today?" Young Adults, the Bleeding Edge of Big-Shift Realities, 10/25/13
- **IF 3415** Banjos, Bow Ties and Bicycles: Breaking Free of Constraints and Finding New Hope, 9/9/13
- **inThought** Digital Capabilities Take (You) Over: Disintermediating Human Thought and Experience, 4/15/13
- **IF 3403** The Big Shift Plays Out: A Restructuring Economy and Its Effects, 2/11/13
- IF 3315 A New Values Hierarchy Emerges: Consumers' Behavior Reveals a Reset of Priorities, 7/13/12