

**Character Strength Virtues, Mental Wellbeing and Life Satisfaction in
two Generations of Pakistan**



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**Character Strength Virtues, Mental Well Being and Life Satisfaction in two Generations of
Pakistan**

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Research Completion Certificate

Certificate that the research work contained in this research titled "Character Strength Virtues, Mental Wellbeing and Life Satisfaction in two Generations of Pakistan" has been carried out and completed by **Ms. Haleem Sadia, Student ID: SP17-BPY-007**; Student BS Psychology, session (2017-2021) under my supervision. This study is an independent research work and carried out under given instruction and consideration.

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This research is dedicated to Allah who has given me the ability to do it, my beloved father, and my mother, they always supported me and have faith in me and Dr. Muneeba Shakil my supervisor.

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Abstract

The present study was carried out to determine differences between character strengths virtues, mental wellbeing, and life satisfaction among two generations (Y & Z) of Pakistan. It was also aimed to determine gender difference among the three mentioned aspects within a generation. It was hypothesized that i) There will be significant differences in character strength virtues, mental well-being and life satisfaction of generation Y and Z; and ii) There will be significant gender differences in character strength virtues, mental well-being and life satisfaction of generation Y and Z. The sample included 198 participants of generation Y (101 male & 97 female, $M_{age} = 32.33$, $SD = 2.40$) with age range 29-37 years and 201 participants of generation Z (81 men & 120 women, $M_{age} = 21.41$, $SD = 1.99$) with age range 16-24 selected through random sampling via online data collection and was recruited from different universities of Lahore, Pakistan. Participants responded to the Global Assessment of Character Strengths-24 (McGrath, 2017), Warwick Edinburgh Mental Wellbeing (Braunholtz et al., 2007), and The Satisfaction with Life Scales (Diener et al., 1985). Results indicated that the differences between character strength virtues, mental well-being, and life satisfaction between the two generations were statistically significant. Findings suggest that generation Y is better than generation Z in all the mentioned aspects and further revealed significant gender differences in terms of mental well-being among both generations. Men's mental well-being from both generation y and generation z was found to be better than females of their generation.

Keywords: character strengths virtues, mental well-being, life satisfaction, generation y, generation Z

Chapter-1

Introduction

The Humanist Psychology Movement, which began in 1950, emphasized the importance of personality development and true individual characteristics. Slowly, the campaign sought to change the focus of study from learning the negative side of human behavior to recognizing positive facets. The area of "positive psychology" emerged from this perspective with the concepts of individual happiness and character potencies. Positive psychology's core concerns include character strengths and positive outcomes, such as a healthier lifestyle (McCullough & Snyder, 2000; Seligman, 2002).

Character Strengths

Character strengths are the positive traits reviewed in an individual's thoughts, feelings, and behaviors. Such attributes can be determined as personality differences and exist in degrees (Schwartz & Wright, 1994). These are the 24-character strengths, which are as follows:

- 1) Creativity: When an individual is seen as an intellectual and imaginative individual who can view, do, or make products beneficial and develop new and innovative solutions to the problems and be profitable.
- 2) Curiosity: A person is an inventor, discoverer, and adventurer who seeks novelty and is always involved in new ventures, concepts, and individuals, and is willing to try new things.
- 3) Judgment/Critical Thinking: People with this character's strength are analytical and examine things from all sides. When making important decisions, a person tries to consider all the facts and not leap to conclusions.

- 4) Love of Learning: People regularly look for new possibilities and always figure out ways to strengthen their ideas and expertise because they are very passionate about knowledge building.
- 5) Perspective/Wisdom: People learn from their mistakes and consider the "big picture" view on life. Some also look to them for excellent counsel, and they guide others to make sense of the community.
- 6) Bravery/Courage: People are dealing with challenges, anxieties, and defeat obstacles. In the face of pain or turmoil, or inner conflict, people do not withdraw and stand up for what is right.
- 7) Perseverance: People finish what they start and keep right on going when they have a target in their mind and try to conquer all the barriers and challenges.
- 8) Honesty: People tell the truth, even when it hurts, because they have high integrity and authenticity. People take responsibility for their actions and present themselves to others in a sincere way.
- 9) Zest: People are excited about life, are very productive and enthusiastic, and use their resources to the best capacity.
- 10) Love: People seem genuine and warm to everyone else. They communicate affection and are also open to other people's affection. They enjoy being familiar and connected to everyone else.
- 11) Kindness: People help and care for others and do good things for others. People are compassionate, generous, and giving.

- 12) Social Intelligence: A individual is responsible for careful attention to surrounding critical variations and other people's feelings and has a clear idea of what works people 'tick'. An individual in any public setting knows how and when to talk and do things.
- 13) Teamwork: People seem loyal to the group and are members of communities and teams that are inclusive and participative, have a severe attitude towards the community, and always contribute.
- 14) Fairness: People who do not allow personal opinions bias their choices about anyone else, and they remain convinced in fair and equal opportunities for all. They always address individuals the way they would like to be addressed.
- 15) Leadership: A person prefers to lead than to follow and positively influence those whom a person is leading. For the team and society's mutual advantage, people are better at coordinating and taking on the role.
- 16) Forgiveness/Mercy: Often, people offer another chance to and do not become revengeful or bitter and always acknowledge others' weaknesses. People readily let go of hurt after others are hurting them.
- 17) Humility/Modesty: Individuals who do not view themselves as even more unique and meaningful than many others. Individuals acknowledge their flaws and allow their successes to talk about them. People view their goodness, but they end up concentrating on others for praise.
- 18) Prudence: People are careful not to take undue risks because they are wisely cautious, playful, and conscientious. People do not do things that they would probably regret in the future.

- 19) Self-Regulation: People are quite careful and structured, and their addictions and unhealthy behaviors are handled. People manage their impulses and emotions and stay calm and relaxed under pressure.
- 20) Appreciation of Beauty & Excellence: People see and appreciate the elegance and greatness surrounding them, often entirely disbelief-struck by the elegance, magnificence, or role in supporting they encounter, frequently overwhelming them with admiration.
- 21) Gratitude: In some instances, individuals do not take the positive things that occur in their lives for granted and continuously experience and express gratitude and appear to feel grateful.
- 22) Hope: People expect the best to happen and remain optimistic. People seem to believe in a bright future and strive for it and look for different ways to achieve their aims.
- 23) Humor: A person with this character strength loves to make people smile and laugh with his playful and jolly nature. The sense of fun of an individual allows him to interact closely with others and liven up stressful circumstances with humor or laughs.
- 24) Spirituality/Sense of Meaning: People carry a collection of values, form their actions by those values and beliefs, and give a feeling of protection, empathy, and intent. Whether or not these views are religious and how their lives are part of that more extensive and critical world.

The talents and abilities of an individual are different from his character strengths. Therefore, distinguishing character strengths from knowledge and skills is essential. As per Chris Peterson, character strengths are less biologically conditioned, such as modesty and interpersonal skills, compared to gifts and skills, such as agility, proficiency, athleticism, or artistic ability. Concrete consequences (fame, wealth) were also more likely to be associated with talents and abilities than

character strengths, and individuals might ruin them. On the other hand, Peterson argued that character strengths are frequently discarded, such as either using or not using empathy, emotional wisdom, or faith, but frequently ruined. Character strengths are specific attributes that are perfect the way. The character strengths appear positioned with ideals but are very different from them at the same moment. Character strengths are characteristic attributes, while standards primarily focus on spiritual, social, and democratic facets.

Besides, character strengths are all those optimistic personality traits that help develop an individual, differentiating a person from all other people in terms of their different and unique principles and practices. The cognitive methods, components, or processes that describe the attributes are also character strengths. In other terms, they are distinctive paths for showing one of the virtues of another.

Virtues

Worldwide, moral philosophers and religious thinkers valued the virtues, which are the individual's central characteristics and moral excellence. Virtue is a characteristic or attribute that is nearly positive and provides a basis for morality and a better character. Six central virtues such as wisdom, courage, humanity, justice, temperance, and transcendence were defined, followed by extensive historical studies. Virtues are also seen as universal characteristics that are likely founded on genetics via an evolutionary mechanism that chooses the best characteristics to solve the most critical task. Personal virtues are those characteristics that foster the greatness of the community and people. In other terms, by directing what is right and resisting what is terrible, virtue is defined as a behavior that demonstrates strong values. The virtue of humility, for instance, can be obtained by abilities like curiosity, enjoyment of learning, open-mindedness, imagination, and life perspective. The twenty-four strengths were categorized and defined as follows under their corresponding merits:

- **Wisdom and knowledge** (Imagination, passion, transparency, learning excitement, insight)
- **Courage** (Heroism, dedication, honesty, resilience),
- **Humanity** (Empathy, affection, social wisdom)
- **Justice** (Citizen status, justice, management)
- **Temperance** (Reconciliation and kindness, piousness/graciousness, sound judgment)
- **Transcendence** (Elegance and perfection appreciation, thankful, faith, fun, devotion)

Character Strength Virtues and Mental Well-Being

Seligman claimed that people ought to identify their particular "signature strengths" and use them to promote satisfaction and well-being in their private lives. The two essential perspectives regarding well-being are presented and accepted in the literature of Positive Psychology. It includes the hedonistic approach, which highlights the enjoyment and describes well-being because of experiencing satisfaction and avoiding pain, and the eudemonic approach. The said emphasizes significance and self-realization and specifies well-being based on the degree to which an individual operates thoroughly (Ryan & Deci, 2000; Keyes et al., 2002). Individual wellness and mental wellness have evolved due to these various theories' empirical, conceptual framework. The hedonistic perspective is analogous to subjective well-being, whereas mental well-being is comparable to eudemonic perception. In general, subjective well-being is defined as satisfaction, comfort, and a relative decrease of issues. On either side, psychological well-being relates to difficulties, efforts, personal progress, and enhancement efforts (Waterman, 1993).

Besides, the psychological functioning, life-satisfaction, and capacity of an individual to establish and meaningful connections of collective gain are linked to his mental wellness.

The tendency to retain a view of worth, self-approval, self-improvement, meaning in existence, and self-esteem is characterized by psychological well-being. Able to stay psychologically sound seems to be more important than mental disorder prevention and cure. (Ryan & Deci, 2001). The theory of psychological well-being explained that a person's psychological well-being relies on his optimistic functioning in some areas of his life. Individuals must have a healthy relationship with others to achieve psychological well-being, be victorious over the community, embrace themselves and their history, have a vision and purpose in life, have self-improvement, and the confidence to make decisions (Özen, 2005). Psychological well-being plays a large part in the theories of individuality and growth, both tentatively and accurately. Mental wellness defines the relationship between a person and life ambitions, knowledge of his ability, the nature of his connection with anyone, and what he thinks for his personal goals (Ryff & Keyes, 1995).

Life Satisfaction

Life satisfaction is conceptualized, depending on his or her own established criteria, as the personal or intellectual opinion of a person's well-being and life value. Life satisfaction evaluations reflect the psychological aspects of individual wellness, or the condition usually stated to as pleasure (Diener, 1984). In today's world, the gap between generations is rapidly growing, and the standards for satisfying life are also changing for each generation according to their beliefs and preferences.

Generations

Generations as a cohort are described by certain features inherent in most individuals of that generation born in 20 to 22 years. These generational cohorts provide a resource for the study throughout shifts in opinions. These resources can offer a chance to explain how the life

cycle and mortality phenomenon connect with distinct formative experiences such as global events and technical, financial, and cultural changes to influence people's perception of things. Although at quite a particular time, old and young adults may vary in their opinions, the generational cohorts help to determine how older people today feel about a specific issue once they were younger, and to explain how the trend of opinions may vary among cohorts (Dimock, 2019).

The generational cohort from the Silent Generation to Generation Z are as follows (KASASA, 2019)

- Silent Generation (1928-1943)
- Boomers Baby (1944-1964)
- Generation X (1965-1979)
- Generation Y or Millennials (1980-1994)
- Generation Z (1995-2015)

The generation gap in Pakistan is growing day by day in the form of discrepancies in generational attitudes that inevitably result in a lower understanding. Every generation seems to have its expectations, needs, beliefs, and insights. Millennials were born in 1980 and after, whereas Generation Z is those born in 1995 or after. In previous generations, the gaps tended to be longer. Someone born in the early 1960s through the 1970s is seen as Generation X – making it a multigenerational generation. Generation Z is those young people that were born after 1995. There are two things about millennials – and Generation Z in Pakistan (Zaidi, 2018). First, the generational shift that marks the distinctions between older folks and younger ones are not the product of deliberate choices. Generation X did not choose to privilege hard

work and self-earning by doing time in the trenches. That is just how the world worked before.

Moreover, the newer generation, millennials, and especially Generation Z, did not choose to have a sense of entitlement about voice and opportunity; they too are a product of the circumstance into which they were born. At the heart of these differences is no choice, but technology and economics. Second, entitlement and high expectations are the features of both Millennials and Generation Z. Every generation complains about the one that follows them. Generation Z is said to crib too much and wants too much, too fast (Zaidi, 2018).

The characteristics of Pakistani millennials are exceptionally well educated and far more progressive than previous generations. Millennials still realize some inherent flaws prevailing amongst them in the country, which are selfishness and narcissism. Nearly one-fourth of millennials in Pakistan appreciated and respected ideals and customs traced back by the previous people. They, too, are determined more about the significance of the newer generations of handing on certain practices. However, nearly half the participants talk about social problems and are not scared to express their thoughts, even though their views are against such standards or perceptions of society. Many millennials recognize that societal expectations can disrupt personal satisfaction or development. Also, nearly a third of millennials do not like to lead their lives in fear of surrounding views and social norms, as they strive to achieve in their manner. On either hand, a small number of them consider rituals as barriers to their nation's development (Sattar & Gain, 2018).

Concerning the qualities of Pakistani millennials, they mostly focus on their diets rather than staying active whenever it happens to preserve their well-being. Females in Pakistan do not hold a strong stance regarding reservations/acceptance of online security

measures. The attitudes among men appear to be more divided, with nearly half of them raising worries about exploiting their private data. Simultaneously, the other half looks at the value of companies getting access to this information simultaneously (Abdulsattar & Gain, 2018). Members of Generation Z have a higher processing capacity with more complexity and more sophistication than middle-aged men. Following this, the world has gotten tighter, smaller, sharper, with better resolution, better internet speed, better awareness about carbohydrates, and better medical facilities available every year. Moreover, in less than two decades, the changes they have seen are substantially more in absolute quantity and in magnitude than what their elders saw in their first two decades on the planet (Khan, 2018).

Generation Z participants are being introduced to the internet, social media, e-commerce, and smartphone devices from an early age. That is why they are known as true digital natives. This environment has created a generation of hypercognitive people who have no problem with gathering and comparing new multiple data sources and combining digital and intangible interactions. With multiple personalities, Generation Z is more stable than every other generation that follows it. In this generation, one had to have been lucky enough to be multilingual, or multicultural, to enjoy the full range of benefits of the multiple identities. As technology has changed, today's youth has been able to exercise a range of identities with greater ease than ever before. Generation Z has no romantic inclinations toward the state's concept, central authority, or coherent identities attuned to textbooks from the 1970s, 1980s, or even the 1990s. It is not that ideology is dead. It is that when it comes to nonsense, Generation Z spits more regularly than it swallows.

Generation Z participants are quite confident with making decisions instead of asking their parents or guardians like past generations with any of these preferences. This generation

makes fast decisions regarding buying items because of the dramatic increase in e-commerce and online purchases. Generation Z had many variations than any other generation of Pakistan before them. They were too inclined to have working mothers, upbringing by a single parent, having guardians/parents who interacted separately from their families, and living in a city (Khan, 2018).

Generation Z comprises 32% of the world's population of seven billion in 2019, making headway of the millennial generation and overtaking them by numbers, which might adjust for a 31.5% portion, relying on United Nations data Bloomberg research, while using 2000/2001 as the cohort division. Marketers and brands should transform their marketing strategies as Generation Z is taking center stage (PAS, 2020). Societies worldwide are struggling with how to deal with their versions of Generation Z. Millennials, unbeknownst to them, are now old enough to be part of the establishment. This might be the saving grace for organizations and governments all around the world. Without the small numbers of brilliant millennials with penetrated power centers that privilege experience over competence, the world may well be even more of a worrying mess than it is today. We should continue to be worried, but our worries need to be anchored in a few realities that may cause optimism (Khan, 2018).

The shifts in our societal norms bring a significant change in generations and family relationships, mental well-being, strengths, and generations' attitudes. Generation Y is currently featuring in the workforce. Generation z is known as one of the most autonomous employees. The company they perform in is concerned with ethical behavior and social responsibility. Millennials have established outsourcing data. They should be allowed to build their strategies instead of just being told directly what else to do. However, Millennials are not

as involved in collaboration as other cohorts because of their extroverted personality.

Whenever it comes to professional advancement, millennials are anxious as 49 % are willing to quit within two years when they believe their abilities are not being improved. Generation Z participants are the most experienced in any generation's technology since they can acquire new technologies faster than other workers. Also, as this generation is incredibly competitive, two-thirds of Generation Z claim their life aims to reach the top of their career. Unlike every other generation, Generation Z can multi-task, utilizing up to five displays at once, as they become described as the 'always on' generation. The most prominent character strength of Generation Z is creativity. They are very creative and multitaskers.

Generation Y is also described as more critical than its ancestors, preferring a pragmatic view of Generation Y's utopianism. Generation Z does not know a world without social networks and widely available technology. This may lead them significantly relying on technical solutions for any issues.

Operational Definitions

Virtues

Virtues are described as the essential values revered by moral philosophers and theological thinkers around the world. Following exhaustive historical research, six key virtues have been defined: intellect, courage, compassion, righteousness, temperance, and perfection. In this explanation, virtues are fundamental traits that can be founded on biology in an evolutionary system that chooses the best attributes to solve the most critical chores at hand (Peterson & Seligman, 2000).

Character strengths

Character strengths are those positive individual attributes that cause an individual to grow into something that makes him or her different from another individual in terms of his or her distinct beliefs and values. Character strengths are also psychological components, processes, or mechanisms that describe goodness. In other words, there are different ways to display one or the other of the virtues. For example, the virtue of knowledge can be accomplished through strengths such as passion, love of learning, open-mindedness, creativity, and what we call intuition, with a large image of life (Peterson & Seligman, 2004). As Seligman (2004) points out, people must then identify their own "signature strengths" and use them in their personal lives to promote peace and well-being.

Mental well-being

Mental well-being refers to a person's internal functioning, life satisfaction, and ability to develop and maintain mutually beneficial relationships. Psychological well-being includes having a sense of autonomy, self-acceptance, spiritual growth, meaning of life and self-esteem. Emotionally healthy means more than healing or preventing mental illness (Ryan & Deci, 2001).

Life satisfaction

Life satisfaction refers to an individual's judgment of well-being and quality of life on the basis of their preferred parameters. Life satisfaction evaluations are a perceptual aspect of mental well-being or perception commonly referred to as pleasure (Diener, 1984).

Objectives of the Study

This study's main objective is to determine differences between character strengths virtues, mental well-being, and life satisfaction of two generations (generation Y & generation Z) of Pakistan.

It is further aimed to:

- Determine the gender differences among variables in two generations (generation y & generation z) of Pakistan.

Chapter-2

Literature Review

This part of the thesis comprised a literature review on the association of character strength virtues, mental well-being, and life satisfaction. Previous studies help identify and establish the direction of current and previous trends in under examination phenomenon.

Wagner et al. (2018) discussed the interlinked between happiness and character strengths from a critical systematic perspective. Against Seligman's PERMA model (2011), which comprises five thriving and suitable dimensions, including both individual and blissful components, Wagner et al. (2018) revealed the constant associations of character strengths with diverse facets of happiness in a sample of over 5000 participants. The later life contentment and how much these improvements are related to life contentment and the strengths of character related to older persons (e.g., departure or being widowed) were highlighted by Baumann et al. (2018). The writers assume that character strengths may provide an initial idea for strength-based intrusion strategies to preserve, reinforce, or avert a decline in life contentment in afterward life. Gander et al. (2018) discovered the constancy and flexibility of character strengths and their healthy relationships in a longitudinal sample of more than 1700 individuals. Their results offer a strong foundation for intrusion training investigating the rise of human charisma and healthy strengths.

Peterson and Park (2011) have found in longitudinal research that character strengths lead to personal growth, emotional and physical wellness, contentment with life, and career satisfaction. Ruch et al. (2007) discovered a positive association of strong character with life contentment in many studies in German-speaking nations.

Park et al. (2004), in several kinds of research, have recognized five-character traits such as confidence, excitement, thankfulness, interest, and affection as the most closely associated with life contentment. Littman et al. (2017) named these five attributes "happiness strengths." Park et al. (2004) extra acknowledged the five-character strengths such as modesty, creativity, judgment, admiration of beauty and fineness, and affection of knowledge less connected with life contentment. Few studies have revealed that actualization strengths such as spirituality, hope, humor, admiration of beauty, and perfection are the strongest predictors of life satisfaction and hopefulness. Proyer et al. (2011) discover that optimism and faith are the most significant predictors of upcoming life contentment in continuous to the most solid correlations between the assets of happiness and life satisfaction. Some longitudinal studies have revealed the potential to increase wellness through character strength intrusions and concentrated on the connection between character strengths and SWB. The connection between characters' attributes and the three ways to contentment, such as purpose, dedication, and enjoyment, is observed by Peterson et al. (2007). It is discovered that the strengths of character associated with Religiousness, perseverance, hope, curiosity, enthusiasm, and perspective were strongly associated with commitment, hope, enthusiasm, collective maturity, humor, and passion for the SWB facet of enjoyment.

In 2013, Proyer et al., observed that strengths are correlated with individual physical activity behaviors and results by examining the abilities of 24 characters as a group. Multiple health habits were associated with all character strengths, excluding modesty and religion, including opioid control, cardio-respiratory fitness, and overall perceived health. Seligman et al. (2006) showed that those with a history of bodily disorder, whether massive in bravery, kindness, and laughter, have a diminished toll on life satisfaction.

A variety of findings have reported common correlations between kids and teenagers. Chaves and colleagues examined a sample of children with life-threatening conditions, suggesting that more essential benefits and strength of character (gratitude and love) projected positive life satisfaction improvements over time. Leontopoulou and colleagues in 2012 have shown that suitable physical and mental fitness is closely linked to and successfully predicted various dimensions of well-being and strength of character. Park et al. (2004) also presented experimental data that "the higher the given strength, the greater the satisfaction with life." In most subsequent studies through distinct cultures, it should be noted that optimism, passion, appreciation, affection, and interest are the most solid forecasters of life satisfaction. In no small degree, the results have shown conjunction and resemblance in the relationship between the qualities of personality and life's happiness. Good associations between the potencies of character and the positive impact (PA) have also been shown by literature. Ruch and Martínez-Martí (2014) discovered that the attributes of zeal, laughter, loyalty, hope, and affection have resulted in the strongest association with PA, while modesty, religiosity, enjoyment of attractiveness and perfection, farsightedness and open-mindedness have not been shown.

Lavy and Littman-Ovadia (2012) have recommended that confidence, curiosity, passion, love of learning, and wisdom were the five attributes most strongly and positively linked with PA, while humility, forgiveness, and spirituality were the least connected. Lavy (2012) has found that those with the most negative associations are optimism, interest, passion, affection, and self-regulation. Those with the lowest negative associations were competence, humility, creativity, bravery, and prudence. Another recent study has also looked

at the association between character strengths and other personal wellness factors such as career satisfaction, pleasure, and life features.

Hausler et al. (2017) explored the distinct associations between individual potencies and two kinds of well-being, i.e., SWB and PWB. It is observed that the potencies of optimism, passion, curiosity, appreciation, and compassion were typically correlated with PWB and SWB. The 24 strengths of character usually displayed more significant correlations with PWB than with SWB. According to Seligman and Csikszentmihalyi (2000), it helps individuals practice a feeling of contentment and ends in a sustaining life through the practice and habituation of their character strengths. Likewise, the use of character traits proposed by Peterson and Seligman (2004) is associated with an understanding of self with strength and honesty.

The supportive association between strength use and well-being has been shown by cross-section and longitudinal literature by Proctor et al. (2011). In a representative study of Swiss adults, Ruch and Martínez-Martí (2014) addressed all 24 character and happiness strengths in various age units. Character strengths of optimism, passion, laughter, appreciation, and enjoyment of learning in the aged age groups in their surveys (47-57 years of age) have demonstrated the strongest correlation with life satisfaction. Empirical research suggests that a higher level of well-being is closely related to the endorsement of character strengths. Peterson et al. (2007) found in a Swiss survey that the virtues most closely associated with life contentment were zeal, perseverance, hope, and love. The fifth role was occupied by social intelligence, perspective, and curiosity. Ruch et al. (2007) also found that the five attributes with the maximum positive correlation with life satisfaction in one more Swiss study were optimism, passion, affection, curiosity, and perseverance.

Overall, much of the study focused on SWB as a general measure of well-being (especially life satisfaction) and, to a lesser extent, on features of PWB (for instance, connotation or commitment) while addressing their relationship through individual potencies. The outcomes suggest that specific character potencies are farther significant than others (e.g., optimism, enthusiasm, appreciation, interest, and affection).

Theory of Character Strengths and its Background

Most conventional and modern psychology is worried about individuals' flaws or "negative psychology" such as fear, depression, etc. Positive psychology centers on the proper working of human beings. Instead of stressing pessimistic, constructive psychology, it allows people to learn and understand better. A healthy life can be accomplished by recognizing and promoting our potencies rather than fixing shortcomings. The first psychologist suggests the theory of personality and works towards "promoting character and virtue;" Gordon (, 1949). Seligman (2004) thinks that an individual's personality is crucial to the examination of human behavior. Power analysis has a wide variety of theoretical traditions. One of the most analytically determined theories is Seligman's hypothesis, which was based on Allport's work.

Humanistic Psychology and Coaching Psychology are closely related to Constructive Psychology. A person-center approach was inspired by humanistic psychology. In order to establish healthy attitudes, it is necessary to have practical experience in peripheral authenticity. People may find ways to gain cooperative social fulfillment (power) or communicate with the outside world, contributing to self-realization. There is a vast fusion of strengths and core virtues through time, place, and culture. These strengths and values have been developed and practiced long before positive psychology. Clear parallels exist between the psychology of faith and the approach to positive thinking focused on power, empathy,

kindness, mercy, compassion, honesty, and gratitude. Plato suggests that the perfect location's four core values are wisdom, courage, consciousness, and justice. Bravery, equality, prudence, humanity, knowledge, and enlightenment are specifically described or conceptually inferred in Buddhist and Hindu cultures.

The theory of 24 Character Strengths appeared from the research of Seligman and his colleagues, among others. They also understood the six virtues' pervasiveness acknowledged by varied cultural and religious cultures: knowledge and wisdom, bravery, compassion and morality, righteousness, temperance, belief, and enlightenment. Two principles are fundamental to the Character Strengths Theory that are virtues and strengths. They were drawn up from a detailed analysis and study of world collection in several areas, such as neuroscience, adolescent growth, structural studies, and psychology. The Categorization of Character Strengths and Virtues is the most determined endeavor from positive psychology self-consciously pursued. (Seligman et al., 2004). We usually regard it as an ability or opportunity for successful action when we think of a specific human power. Similarly, character attributes are collections of positive qualities or skills that provide a given task with reliable results. The most acceptable potentials we have as human beings (VIA Institute) are often claimed to be. Eventually, strengths are dimensional attributes - individuals, rather than a careful range of few, have a degree of most if not all of these strengths.

Strengths are known to be, to some degree, partly inherited, even hereditary. Environmental aspects are most affected by love, humor, humility, and cooperation. Strengths appear to be constant over time, but they will shift due to some life experiences. Character Strengths were also presented to be contingent on age and gender. Women typically scored

higher on all strengths (except humor) than men. Older individuals scored more on knowledge and wisdom. Interest was also linked with age.

As stated by VIA Institute, understanding the potencies of our character is a strong awareness. It helps us to realize what is right with us vs. our flaws and cultivate them. They are also said to substantially affect our choices, behavior, and desires, whether or not one is aware of them. Finally, it should offer the most generous rewards and satisfaction to communicate them in job environments or groups and close relationships.

Summary

The above literature documented how character strength virtues promote mental well-being and how they contribute to life satisfaction. In the light of all above research, there is an association between character strength virtues, mental well-being, and life satisfaction. The current study also reveals the association and differences between character strength virtues, mental well-being, and life satisfaction among two generations (Gen Y & Gen Z) of Pakistan.

Rationale and significance of the study

Based on indigenous research, it seems very clear that past studies in the Pakistani context did not explore much about the positive aspects of human beings that contribute to their well-being and life satisfaction, especially in two different generations of Pakistan. On the other hand, internationally, it has widely examined and researched the association between character strength virtues, mental well-being, life satisfaction, and other life aspects that promote well-being. Further, the present research is a unique addition and contribution to the previous results and explained how these determine differences between character strengths, mental well-being, and life satisfaction of two generations (generation Y & generation Z) of Pakistan. Also, the following points highlight the importance of the study.

- The rationale for conducting the study is to fill the knowledge gap.
- In today's world, with a rapidly growing gap between generations, there is a dire need to determine the positive aspects of human behavior and its mental well-being.
- Empirical work focusing on the associations between character strength virtues and mental well-being is important because these factors contribute to two generations' life satisfaction.
- Furthermore, this area is not studied concerning Pakistani culture as the studies are usually conducted in western countries. Therefore, this area needs to be explored concerning Pakistani culture.

Hypotheses

Centered by the reviewed information, the undermentioned hypotheses were formulated:

- There will be significant differences in character strength virtues, mental well-being, and life satisfaction of generation y and generation z.
- There will be significant gender differences in character strength virtues, mental well-being, and generation Y's life satisfaction of generation y and generation z.

Chapter-3

Method

Research Design

In the current study, the cross-sectional study design determines differences between character strengths, virtues, mental well-being, and life satisfaction of two generations (generation y & generation z) of Pakistan.

Participant and Sampling Strategy

The sample included 198 participants of generation Y (101 male & 97 female, $M_{age} = 32.33$, $SD = 2.40$) with age range 29-37 years and 201 participants of generation Z (81 men & 120 women, $M_{age} = 21.41$, $SD = 1.99$) with age range 16-24. The sample was selected through random sampling via online data collection and recruited from different Lahore universities, Pakistan. To control the effect of confounding variables, some inclusion and exclusion criteria were also drawn.

Inclusion and Exclusion Criteria

In the current study, only those participants were recruited (a) whose date of birth was between (1980-1994) for generation Y and (1995-2015) for generation Z, (b) only university teachers were selected from generation Y falling in the mentioned years of birth and from generation Z both college and university students were recruited. The participants who had any mental and physical illness were excluded from the study.

Demographic characteristics of participants (N=399)

Variables	Generation Y (n=198)		Generation Z (n= 201)	
	Frequency	Percent	Frequency	Percent
Gender				
Female	97	49.0	120	59.7
Male	101	51.0	81	40.3
Education				
Undergraduate	10	5.1	170	84.6
Graduate	147	74.2	28	13.9
Post-Graduate	41	20.7	3	1.5
Marital Status				
Single	60	30.3	183	91.0
Married	131	66.2	15	7.5
Divorced	5	2.5	3	1.5
Widow	2	1.0	0	0
Family Setup				
Joint	83	41.9	60	29.9
Nuclear	115	58.1	141	70.1
Birth Order				
First Born	42	21.2	49	24.4
Middle Born	98	49.5	105	52.2
Last Born	58	29.3	47	23.4
Monthly Family Income				
10,000 to 20,000	6	1.5	6	3.0
20, 000 to 30,000	8	2.0	8	4.0
30,000 to 50,000	77	19.3	69	34.3
50,000 to 1 lac	193	48.4	75	37.3
1 lac to 2 lac	84	21.1	31	15.4
2 lacs to 3 lacs	23	5.8	8	4.0
3 lacs to 5 lacs	4	1.0	1	.5
5 lacs to10 lacs	2	.5	1	.5
10 lac and above	2	.5	2	1.0

Measures

Informed consent form

The study's objective is stated in the informed consent form, and the participants are asked to participate willingly in the study. It also includes a signed consent of the participant to take part in the study.

Demographic information form

It contains essential details of the participants, age, date of birth, gender, academic qualifications, marital status, family setup, residential area/city, birth order, occupation, monthly family income, and any psychological and medical problems.

The Global Assessment of Character Strengths- 24

The Global Character Strength Assessment-24 (GACS-24) is a single-item assessment for each Character Strength, using the usual and seamless elements of The Global Character Strength Assessment (GACS-72). The mean association with Values in Action Inventory of Strength (VIA-IS-R) is .61 and with behavioral criteria is .43, and its average internal consistency (estimated using commonalities) is .78 (McGrath, 2017).

The Warwick Edinburgh Mental Wellbeing Scale

It is a 14-item mental well-being continuum that includes personal well-being and social functioning, where all elements are statistically described and facets of good mental well-being are explored. The scale is scored by summing up the answers to each item replied in a 5-point Likert scale. The rating is 14 for the minimum scale, and the limit is 70. The scale is being validated to be used in the UK for those aged 16 and over. The authentication contained all surveys of the student and general population and focus groups (Braunholtz et al., 2007).

The Satisfaction with Life Scale

To measure contentment with the respondent's life as a whole, satisfaction with the Life Scale (SWLS) was created. The scale would not measure happiness in areas of life, such as health or economics, but encourages participants to combine and weigh these fields in whatever way they choose. A 5-point scale intended to measure overall cognitive evaluations of one's satisfaction with life (not a measure of either positive or negative affect). Participants indicate that they firmly disagree with each of the five subjects using a 7-point scale ranging from 7 to 1 to the degree to which they approve or disagree (Diener et al., 1985).

Procedure

Data was collected online via google form because of the ongoing COVID-19 pandemic. The google form had five parts, including Informed consent, demographic information, The Global Assessment of Character Strengths-24, The Warwick Edinburgh Mental Wellbeing Scale, and The Satisfaction with life scale. After clicking on the link, the participants were led to the informed consent section, where the nature and purpose of the study were explained, and they were requested for their consent of participation. Another part of the study collected demographic information, and the rest three parts were based on the mentioned questionnaire to which the participants responded.

Ethical Considerations

Study participants were briefed about the objective of the study and provide all possible ethical considerations. Participants were informed about the study's purpose and were informed that their provided information would be kept private and used only for the study

purpose. At any time, participants would have the option to withdraw from participation. The scales taken for the study will be used after ensuring their permission is granted by authors.

Statistical Analysis

The analysis was performed on IBM SPSS for Windows, Version 24. The demographic characteristics of the participants were analyzed through descriptive statistics. The study's inferential statistical analysis includes analysis of variance (ANOVA) to determine the differences between study variables.

Chapter – 4

Results

Table 1

Descriptive statistics of One – Way Analysis of Variance of character strength, mental well-being, and life satisfaction between two generations (Y and Z) of Pakistan (N=400)

		95% Confidence							
		Interval for Mean							
		N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound	Minimum	Maximum
Character Strength	Generation Y	198	121.28	10.06	.71	119.88	122.69	26.00	155.00
	Generation Z	201	113.99	15.28	1.08	111.87	116.12	51.00	161.00
	Total	399	117.61	13.45	.67	116.29	118.94	26.00	161.00
Mental Well Being	Generation Y	197	51.95	5.44	.39	51.18	52.71	29.00	61.00
	Generation Z	193	48.06	7.61	.55	46.98	49.14	25.00	62.00
	Total	390	50.02	6.88	.35	49.34	50.71	25.00	62.00
Life Satisfaction	Generation Y	198	26.35	3.12	.22	25.91	26.78	15.00	33.00
	Generation Z	201	22.65	5.41	.38	21.89	23.40	11.00	35.00
	Total	399	24.48	4.79	.24	24.01	24.95	11.00	35.00

Table 2

One – Way Analysis of Variance of character strength, mental well-being, and life satisfaction between two generations (Y and Z) of Pakistan (N=400).

		SS	df	MS	F	Sig.
Character Strength	Between Groups	5304.97	1	5304.98	31.59	.000
	Within Groups	66663.59	397	167.92		
	Total	71968.56	398			
Mental Well Being	Between Groups	1476.93	1	1476.93	33.86	.000
	Within Groups	16921.87	388	43.61		
	Total	18398.79	389			
Life Satisfaction	Between Groups	1366.77	1	1366.77	69.77	.000
	Within Groups	7776.87	397	19.59		
	Total	9143.64	398			

Tables show that the differences between character strength, mental well-being, and life satisfaction between the two generations are statistically significant. The differences in character strength ($F= 31.59, p<.05$), Mental Well Being ($F= 33.86, p<.05$), and Life Satisfaction ($F= 69.77, p>.05$) indicate that generation Y is better than Generation Z in all the mentioned aspects.

Table 3

Descriptive statistics of One – Way Analysis of Variance of character strength virtues between two generations (Y and Z) of Pakistan (N=400)

Character Strength Virtues	Generations	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean			
						Lower Bound	Upper Bound	Minimum	Maximum
Wisdom and Knowledge	Generation Y	198	24.95	2.86	.20	24.55	25.35	5.00	30.00
	Generation Z	201	23.55	3.71	.26	23.03	24.06	10.00	31.00
Courage	Generation Y	198	20.14	2.09	.15	19.84	20.43	6.00	25.00
	Generation Z	201	18.87	2.96	.21	18.46	19.28	8.00	28.00
Humanity	Generation Y	198	15.36	1.60	.11	15.13	15.58	3.00	21.00
	Generation Z	201	14.63	2.38	.17	14.30	14.96	6.00	21.00
Justice	Generation Y	198	15.08	1.41	.10	14.89	15.28	3.00	20.00
	Generation Z	201	14.20	2.57	.18	13.84	14.55	5.00	21.00
Temperance	Generation Y	198	19.96	1.92	.14	19.69	20.23	4.00	28.00
	Generation Z	201	18.83	3.18	.22	18.39	19.28	8.00	28.00
Transcendence	Generation Y	198	25.79	2.66	.19	25.42	26.16	5.00	34.00
	Generation Z	201	23.91	4.13	.29	23.34	24.48	10.00	35.00

Table 4

One – Way Analysis of Variance of character strength virtues between two generations (Y and Z) of Pakistan (N=400)

Character Strength Virtues		Sum of Squares	df	Mean Square	F	Sig.
Wisdom n Knowledge	Between Groups	197.54	1	197.54	17.98	.000
	Within Groups	4360.39	397	10.98		
	Total	4557.93	398			
Courage	Between Groups	159.79	1	159.79	24.27	.000
	Within Groups	2613.95	397	6.58		
	Total	2773.75	398			
Humanity	Between Groups	52.68	1	52.68	12.78	.000
	Within Groups	1636.30	397	4.12		
	Total	1688.98	398			
Justice	Between Groups	78.45	1	78.45	18.13	.000
	Within Groups	1717.58	397	4.33		
	Total	1796.03	398			
Temperance	Between Groups	125.96	1	125.96	18.16	.000
	Within Groups	2753.26	397	6.93		
	Total	2879.22	398			
Transcendence	Between Groups	353.47	1	353.47	29.22	.000
	Within Groups	4800.90	397	12.09		
	Total	5154.37	398			

Tables show that the differences between character strength virtues between the two generations are statistically significant where Wisdom and knowledge (F= 17.98, $p < .05$), courage (F=24.27, $p < .05$), humanity (F=12.78, $p > .05$), justice (F=18.13, $p > .05$), temperance (F=18.16, $p > .05$) and Transcendence (F=29.22, $p > .05$) is found to be higher in generation Y than Generation Z.

Table 5

Mean main effect differences of character strengths virtues, mental wellbeing, and life satisfaction between men and women of both generations.

Measures		Main effect		
		Generation Groups		λ
		Generation Y	Generation Z	
		<i>M (SD)</i>	<i>M (SD)</i>	
Character Strength	Female	121.68 (8.64)	113.70 (13.92)	.459
	Male	120.87 (11.33)	114.79 (15.77)	
Mental Well-being	Female	51.16 (5.74)	46.12 (7.34)	.020
	Male	52.71 (5.05)	50.73 (7.19)	
Life Satisfaction	Female	26.07 (3.10)	21.81 (4.88)	.151
	Male	26.57 (3.11)	23.58 (5.80)	

The table shows that males' mental well-being from both generation Y and generation Z is better than females from their generation.

Chapter-5

Discussion

The present study aimed at investigating the differences between character strengths virtues, mental well-being, and life satisfaction of two generations (generation Y & generation Z) of Pakistan. Many studies have been conducted on character strength virtues, mental well-being, and life satisfaction. Gander et al. (2018) studied the constancy and flexibility of character strengths and mental well-being. Their results offer a meaningful outline for intervention research exploring the promotion of human character qualities and well-being. Furthermore, the character strengths correlated with life satisfaction were established by Park et al. (2004). Some studies have found that the best predictors of life fulfillment are transcendence strengths in general, i.e., appreciation of beauty and perfection, gratitude, optimism, laughter, and spirituality (Weber et al., 2013).

The current study's findings suggest significant differences in character strength virtues, mental well-being, and life satisfaction of generation y and generation z. Moreover, findings suggest significant gender differences in character strength virtues, mental well-being, and participants' life satisfaction within their generation. Firstly, the hypothesis, i.e., the difference between character strength, mental well-being, and life satisfaction between the two generations, is statistically significant. The differences in character strength ($F=31.59, p<.05$), mental well-being ($F=33.86, p<.05$), and life satisfaction ($F=69.77, p>.05$) indicate that generation Y is better than generation Z in all the mentioned aspects. Moreover, the differences between character strength virtues between the two generations are statistically significant where wisdom and knowledge ($F=17.98, p<.05$), courage ($F=24.27, p<.05$),

humanity ($F=12.78$, $p<.05$), justice ($F=18.16$, $p<.05$) and transcendence ($F=29.22$, $p<.05$) is found to be higher in generation Y than generation Z.

As the generation Z is born right at their hands with smartphones. In very different times than in past decades, this generation has grown up and therefore has very different lives and aspirations for the future. Roughly 52 percent of the population of Pakistan is under the age of 25. Generation Z in Pakistan was born, like their counterparts around the world, into a world dominated by technology, the internet, and social media. This generation of users has a lot quicker capacity than any other generation to retrieve data (Jamal, 2020).

On the other hand, millennials (generation Y) have traits that vary from generation Z.

Generation Y managed to turn their hobbies into employment or start their businesses.

However, generation Z is more focused on technology, investing more than 3 hours outside of school-related events on technology. Comparative to millennials, they have much novelty at their fingertips as people from Generation Z grow up with five screens or more in their lives, spend more time on a broader spectrum of applications, and connect almost strictly using technology social media. Social networking is a crucial factor in developing the anxiety that primarily infects Generation Z (Twenge, 2020). Twenge (2020) also added that since 2011, the rates of teen depression and suicide have risen due to their worst mental health, and their phones have resulted in this deterioration in their mental health. According to him, generation z teens have more free time than generation y teens have had, not less than that, but they spend their time alone and, on their computer, or mobile phone in their home, which often made them distressed.

According to a National Institute of Substance Addiction study, teenagers who spend more time on screen networking habits than average-about four hours are more likely to be

depressed. It is more likely that people who spend less time than usual on non-screen television habits will be content (Twenge, 2018). Mostly because of the turbulent periods in which they grow up, Generation Z tends to be less focused on social rights and less anxious about humanity's future and are concerned more about their future. These aspects are subject to transition, though, as this generation ages. Moreover, Generation Z feels unhappy that they have seen so much of the human race, and they have seen so little of the world. Overuse of the Internet as an addiction to the internet can lead to people becoming very unhappy, affecting their mental health. On the other hand, social networking often makes the person ignore their desires, adjust to convenience, and even desensitize them to terrible news (Twenge, 2020).

Another factor that might be contributing to lower mental well-being, character strengths and life satisfaction in generation Z is lack of socialization. Social networking has given Generation Z an intense virtual link to the world around them, but they are still the loneliest, somehow. According to the research, generation Z (adults aged 18-22) is considered the loneliest cohort and continues to be in lower shape than elder cohorts (Cigna, 2018). Literature also suggests that generation Z has unhealthy dietary patterns, which determines the frequent fluctuations in mood. With this point, there is a lack of physical fitness in generation z as they less often engage in any healthy physical activity, which improves the level of dopamine in the brain (Ejigu, 2018). One other factor affecting all three aspects mentioned above in Generation Z is that they live in a miserable economic age. Globalization is a disruptive threat that has made matters for this generation worse, including poor life decisions, crushing debts, and constant lack of opportunity (Ejigu, 2018). Generation Z lives in a world with a changing environment where higher standards of beauty, Instagram, Snapchat, and YouTube have built too much pressure and competition to maintain their appearances and

social status. Because of the stigma associated with mental well-being, generation Z does not talk about their mental health. Often anyone with mental health issues is considered an anomaly, and embarrassment is attached to discussing one's emotions (Ejigu, 2018).

According to the Mind Share Partners report (2020), young people may be more aware of what is wrong with them, but they are reluctant to talk about it at work. They are concerned about optics and shame and therefore set aside their desires and well-being for too long. They then hit a point where it is no longer possible to simultaneously handle their mental health and adequate functionality.

According to the American Psychological Association (2018), Generation Z's analysis is least likely to rely on excellent or outstanding emotional well-being. According to a report conducted in the Journal of Pathological Psychology, the prevalence of depression among 14- to 17-year-olds rose by more than 60% between 2009 and 2017. Between the ages of 12 to 13 (47%) and 18 to 21 (46%), growth was almost as steep, and the pace almost doubled between the ages of 20 to 21. Simultaneously, 37 percent of Generation Z reported seeking support from a mental health provider more than any other generation. The report's findings suggest that mental well-being and life satisfaction are low among Generation Z adults (McDonal, 2020).

Character strengths virtues like knowledge and wisdom, courage, humanity, justice, and transcendence are higher in generation Y. These potencies contribute to their mental well-being and increased life satisfaction. Generation Y value family and friends and always meet them in person and spend quality time with them. Millennials grew up in a far more globalized and empowered country, many of which are in communities of multiple distinct ethnic groups. They grew up with different viewpoints and a high degree of respect for disparities. It is very

typical to encounter Millennials who genuinely welcome differences and profit much from their open-mindedness. Millennials can comprehend the technology and use applications to get their jobs done. Their use of smartphones and software lets them accomplish their assignments quickly and seamlessly. For instance, the extent of technological competence varies within the community (the late 90s vs. the early 80s), but Millennials are usually familiar with and are relaxed with technology (Impraise, 2020). Findings suggest that 82% of HR professionals agree that Generation Y workers can execute tasks quicker than older personnel using mobile devices and applications. Their technical sense makes multi-tasking possible for them (Cisco, 2014).

Generation Y's enthusiasm for innovation and his desire to quickly grasp and implement new techniques are remarkable. Indeed, this is the most significant strength because they are open to new knowledge. Millennials are involved; they can be very productive in multi-tasking. Faced with global problems such as economic crisis and climate change, they are driven to pursue ingenuity in their decision-making, ideas, and working habits. They are innovating to overcome the challenges they face, and they are not afraid to find new solutions. Millennials are relational, and their ability to communicate pushes them to work environments that promote collaboration. They like to be engaged and connected. They perform together as teams, and they have a propensity to interact consistently and honestly. Having a substantial degree of respect towards discrepancies, they are more likely to consider other views and to be able to test new approaches.

Generation Y is very well educated; they have the opportunity and the ability to learn of ideas using the platform they have positively (Impraise, 2020).

Generation Y uses the strengths of day-to-day tasks, and these strengths allow them to deal successfully with any problematic situation. Exercising the character strengths in everyday life fosters contentment and well-being in generation Y. This generation emphasizes information and continuous learning. They are not stuck in one way of working, and they are curious to learn and improve. With this kind of reasoning, they seem to learn quickly, get a more in-depth view of phenomena, and remember more. Recent literature on character strengths concluded individuals who routinely follow their remarkable phenotype of character strengths in everyday life tasks, vocations, partnerships, tension, hardship would improve lifelong satisfaction and mental well-being (Seligman, 2002). According to research, 49% of millennials find their mental health to be "good" or "excellent" as they feel more relaxed and learn about their mental health, removing shame while seeking behavioral health services (Impraise, 2020).

Secondly, this study's findings also revealed that men's' mental well-being from both generation y and generation z is better than females from their generation. In Pakistan, women have excessive pressure and responsibilities and have a lack of health facilities. Due to conventional upbringing and societal pressure, women are more prone to mental health issues. In Pakistan, social perceptions and traditions and traditional rituals (Karo Kari, marriage transactions, dowry, etc.) play a critical role in women's lower mental health than men. Ethnic and religious disputes, along with degrading attitudes to women, the expanded household structure, and the part of in-laws in women's everyday lives are significant issues and stressors. Such activities in Pakistan have contributed to women's intense marginalization in many aspects of life, which has had an adverse psychological effect (Niaz, 2004).

In the early 1990s, an extensive search at the Jinnah Post Graduate Medical Center in Karachi, Pakistan, showed that twice as many women had psychological care as men. Most of these women were between the ages of 20 and mid-40 (Naem, 1990). In the Northwest Frontier Province of Pakistan, a study on stress and psychiatric problems found an occurrence of depressive symptoms of 46% in women, compared to 15% in men (Mumford et al., 1996). In the last 50 years, the assumption has been that each generation will do better than the previous generation. Generation Z is the first generation, where it is not necessarily true, as a whole Generation Z is among the most educated ever. However, the road to success is still less straightforward and transparent, as Flower (2020) reported that it is evident that there were winners and losers for older generations. Now there is too much competition in generation Z, trapped by technology and others' expectations. Generation Z is watching the entire world without moving away from the computer, so they are rarely impressed by the world, and they have so many options that nothing is ever enough for them. Generation Z can talk to thousands of people online, so talking to anyone in real life starts to feel pointless. They are taught to expect convenience, so they have no determination. When something is not easy, they give up on it, and then they are called lazy and irresponsible. Generation Z is perpetually unsatisfied in life. If they want to look up at this Earth's magnificent sky rather than down at their screens, Generation Z is going to be much happier and happy with their lives (Ejigu, 2018). On the other hand, Stroschein (2020) reported that generation Y often seem to be open-minded and environmentally aware, have an unshakeable conviction that they will make a positive impact globally, and are continually looking for new opportunities.

In the end, all generations can turn out to be just right because these inconsistencies are the result of seismic cultural and technological changes. The challenge is building a mental

health framework, so these generations do not fall apart in the meantime. In short, generation Z grows further away from nature; they become unhappy as they are in a more bizarre world. Humans are supposed to be active, go outside and enjoy the sunshine as sunlight helps boost happiness. Men and women are not supposed to act outside of their natural roles. Technology is a double-edged sword because it simultaneously makes things unique, but it is also new to us, making these changes hard to deal properly (Mcmaster, 2020).

Conclusion

Generation Z consists of half of Pakistan's population. Therefore, being a massive part of the country's population, this generation's mental health is essential for its bright future. This research serves as a baseline by providing knowledge and insight into mental well-being. Life satisfaction related to generation Y and generation Z. Literature suggests that the character strengths virtues have been explored with different variables with different populations and age groups. However, this research was brought out to establish the difference between character strength virtues, mental well-being, and life satisfaction among two generations (generation Y and generation Z) of Pakistan. The study concluded that generation Y is better at character strengths virtues, mental well-being, and life satisfaction than generation Z. Furthermore, character strength virtues are higher in generation Y than generation Z. Having a character strength cannot contribute to the mental well-being of an individual. However, its utilization and practice in daily life can significantly impact an individual's mental well-being and life satisfaction.

The research results will provide awareness about how the mental well-being of generation Z is deteriorating, which is very alarming. Seminars can be conducted to spread awareness on the importance of mental health and the factors that affect individuals' mental

health like technology, social media, unhealthy diet habits, higher beauty standards, and too much competitive environment. The study provides little information about the factors associated with mental well-being and life satisfaction among both generations.

This study will help understand how and why generation Z lacks mental well-being and life satisfaction in their lives irrespective of having character strengths virtues, and what can be done to help generation Z promote wellness. This research can also help health psychologists, and clinical psychologists conduct awareness and counseling sessions concerning positive psychology and its importance and the utilization of character strengths in daily lives that will ultimately help people enhance their wellness.

Limitations and Future Suggestions

The researchers have attempted to proceed in the best possible way. However, different barriers were encountered. It is essential to overcome a few limitations of research. The present study cannot be generalized to the entire population because of both generations' limited sample size. The sample size of each generation is approximately 200. During the Covid-19 times, data collection was the most challenging part of this research work as people were resistant or not much serious about filling any online forms. It was impossible to visit Universities and collect data from students directly because all institutes were closed throughout the year. Due to these limitations, data could not have been proportionately collected. Otherwise, results could have been generalizable if the sample size increased. Another limitation for this research is the lack of authentic responses from the participants as most of the people were facing the disturbing phase of their lives due to Covid-19. Mostly, participants did not find it interesting to fill the online form as they reported boredom even though it just required their 10-15 minutes. Researchers' physical absence can also be a

limitation for this research because not a single participant asked anything even if they got confused regarding the scales' items. The researchers were mocked and bashed for asking participants to fill and forward the online form. There can be individual differences that can lead to a lack of desired responses. There was not much research work done on positive psychology and this topic in Pakistan. This is probably the first research which is comparing two generations.

This study revealed that exciting findings give insight into the mental well-being and life satisfaction of two generations (generation Y and generation Z). If such variables are explored in the future, it will help health and clinical psychologists. It would help them design appropriate interventions to prevent mental health issues in newer generations.

As a future endeavor, other demographic characteristics, such as work status, can also be added to existing research variables. Future studies might use this study variable to explore counseling and therapy seeking behavior in both generations. Different populations can also be included in the study, like the difference in character strengths, mental well-being, and life satisfaction can be studied across work. Nonworking groups of both generations and the difference between character strengths, mental well-being, and life satisfaction can also be studied in the workplace using both generations. It can help clinical psychologists and health psychologists to help people from different perspectives. It can also help professionals at the workplace level recruit the right individual for the desired post by looking at their character or signature strengths. It also sets the way for character building services to encourage well-being and prevent the prevalence of mental disease in educational facilities for young people.

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APPENDIX A
PERMISSION LETTER



**COMSATS University, Islamabad,
Lahore Campus**

Defence Road, Off Raiwind Road, Lahore.

Ph: 042-111-001-007 Ext. 872

Department of Humanities

Dated: 24- 05-2020

To Whom It May Concern

Subject: Permission for Data Collection

Respected Sir/Madam,

I Dr. Muneeba Shakil, (Assistant Professor, Psychology), Department of Humanities, COMSATS University, Lahore Campus asserts that Ms. Haleema Sadia is conducting a research under my supervision (as a part of her BS Psychology final project). The Study is Entitled “Character Strengths Virtues, Mental Well-being and Life Satisfaction in two Generations of Pakistan”. For this purpose, she needs to collect data online. It is ensured that all acquired information will be kept confidential and collected raw data will be used for research purpose only. Kindly give her permission for the same. I will be very grateful to you.

Regards,

Research Supervisor

Dr. Muneeba Shakil
Assistant Professor
Department of Humanities
CUI, Lahore Campus

In-Charge Humanities

Dr. Shameem Fatima
Assistant Professor
Department of Humanities
CUI, Lahore Campus

APPENDIX B
CONSENT FORM

Introduction to Participants and Informed Consent Form

I am conducting a research on “**Character Strengths Virtues, Mental Well-being and Life Satisfaction in Two Generations of Pakistan.**” You are invited to participate in the study.

Your participation in the study would be completely voluntary. If you are interested in participation you would be required to complete the following questionnaires:

- (1) Demographic information form
- (2) The Global Assessment Of Character Strengths- 24
- (3) The Warwick Edinburgh Mental Wellbeing Scale
- (4) The Satisfaction With Life Scale

The questionnaires will take about 10 to 15 minute to complete. Please follow the direction at the beginning of instrument and fill them out completely.

Consent

I have read and understood the introduction to participants and inform consent form. I agree to participate in the present study.

Participant Name: -----

-

Signature: ----- Date: -----

Researcher

Haleema Sadia
BS (Psychology)
Phone # 033566033244

APPENDIX C

DEMOGRAPHIC INFORMATION FORM

Demographic Information Form

Name(optional) _____ Date of birth(year) _____

Age _____ Gender: i) Male ii) Female

Academic Qualification: i) Undergraduate ii) Graduate iii) Post-graduate

Marital Status: I) Single ii) Married iii) Divorced Iv) Widow

Family Set-up: i) Joint ii) Nuclear

Birth Order: i) First. ii) Middle iii) Last

Residential Area _____

Occupation/Profession _____

Monthly Income of Family: i) 10-20,000 ii) 20-30,000 iii) 30-50,00

iv) 50-1 lakh v) 1 lakh-2 lakh vi) 2 lakh-3 lakh vii) 3 lakh-5 lakhs

viii) 5 lakh-10 lakh xi) 10 lakh and above

Do you have any diagnosed psychological disorder?

I) Yes

II) No

APPENDIX D

THE GLOBAL ASSESSMENT OF CHARACTER STRENGTHS- 24

Instructions: This questionnaire asks you to describe aspect of your personality. Put an X in the box in each row that best describes you. Be as honest as you can.

	Very Strongly Disagree	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Very Strongly Agree
It is natural and effortless for me to express my Creativity strength.							
It is natural and effortless for me to express my Curiosity strength.							
It is natural and effortless for me to express my Judgment/Critical Thinking strength.							
It is natural and effortless for me to express my Love of Learning strength.							
It is natural and effortless for me to express my Perspective/Wisdom strength.							
It is natural and effortless for me to express my Bravery/Courage strength.							
It is natural and effortless for me to express my Perseverance strength.							
It is natural and effortless for me to express my Honesty strength.							
It is natural and effortless for me to express my Zest strength.							
It is natural and effortless for me to express my Love strength.							
It is natural and effortless for me to express my Kindness strength.							

It is natural and effortless for me to express my Social Intelligence strength.							
It is natural and effortless for me to express my Teamwork strength.							
It is natural and effortless for me to express my Fairness strength.							
It is natural and effortless for me to express my Leadership strength.							
It is natural and effortless for me to express my Forgiveness/Mercy strength.							
It is natural and effortless for me to express my Humility/Modesty strength.							
It is natural and effortless for me to express my Prudence strength.							
It is natural and effortless for me to express my Self-Regulation strength.							
It is natural and effortless for me to express my Appreciation of Beauty & Excellence strength.							
It is natural and effortless for me to express my Gratitude strength.							
It is natural and effortless for me to express my Hope strength.							
It is natural and effortless for me to express my Humor strength.							
It is natural and effortless for me to express my Spirituality/Sense of Meaning.							

APPENDIX E

THE WARWICK EDINBURGH MENTAL

WELLBEING SCALE

Instructions: Below are some statements about feelings and thoughts. Please tick the box that best describes your experience of each over the last 2 weeks.

	None of the time	Rarely	Some of the time	Often	All of the time
I've been feeling optimistic about the future.					
I've been feeling useful.					
I've been feeling relaxed.					
I've been feeling interested in other people.					
I've had energy to spare.					
I've been dealing with problems well.					
I've been thinking clearly.					
I've been feeling good about myself.					
I've been feeling close to other people.					
I've been feeling confident.					
I've been able to make up my own mind about things.					
I've been feeling loved.					
I've been interested in new things.					
I've been feeling cheerful.					

APPENDIX F

THE SATISFACTION WITH LIFE SCALE

Instructions: Below are five statements that you may agree or disagree with. Using the 1 - 7 scale below, indicate your agreement with each item by placing the appropriate number on the line preceding that item. Please be open and honest in your responding.

	Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	Strongly agree
In most ways my life is close to my ideal.							
The conditions of my life are excellent.							
I am satisfied with my life.							
So far I have gotten the important things I want in life.							

If I could live my life over, I would change almost nothing.							
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APPENDIX G
PLAGIARISM REPORT



COMSATS University Islamabad Lahore Campus

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Title	Character strength virtues, mental wellbeing and life satisfaction among two generations of Pakistan
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