Cross-cultural conceptualisation of human flourishing among emerging adults from four countries

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Abstract

This study explores how emerging adults in Nigeria, India, Uganda and the US conceptualise human flourishing across cultural boundaries. The goal of the study is to comprehend how people's perceptions and aspirations for flourishing during the transitional stage of emerging adulthood are influenced by cultural values, norms, and socioeconomic conditions. This study aims to capture the variety and depth of experiences among emerging adults in each country using a qualitative method. 66 (sixty-six) participants aged 18 to 29 were interviewed after obtaining their consent at different sessions using recording tools to gather information from them. Thematic analysis was utilised to analyse the data. The result showed the multi-faceted nature of the conceptualisation of what human flourishing is among emerging adults from Nigeria, India, Uganda and the USA. Flourishing was conceptualised as self-fulfilment and personal growth; happiness, satisfaction and enjoyment; progress, success and accomplishment; wellbeing and balance; relationship and social support; development and growth in various aspects; financial stability and basic needs; purpose and meaning. Also, self-reliance and opportunity readiness, personal values and relationships, networking and learning from others, and education and continuous learning were some of the ways to flourish among the emerging adults in the different countries. The research revealed knowledge on the ways that human flourishing varies among cultures, enabling the development of culturally aware interventions and policies that promote emerging adults' holistic growth and well-being around the world.

Keywords: Conceptualisation, Cross-culture, Emerging adults, Human flourishing

Introduction

Human flourishing as a concept has received significant attention among contemporary researchers (Bada, Bingea, Namutebi, &Arora, 2026; Seligman, 2012), predominantly as it has to do with humans navigating through the complexities of modern life. A study by Nur'aini and Mulyana (2024) showed that human flourishing incorporates an individual state of well-being portrayed through their realisation of potential, meaningful social connections, and a sense of purpose. The emerging adult stage of development is marked by significant changes across the domains of a human life, which include exploration, identity formation, and transition into greater responsibilities. However, understanding how these transitions are expressed across various cultural contexts is of great importance (Spišáková & Raczova, 2020).

Virk et al (2024) reported that many young adults encounter barriers that obstruct their ability to thrive; these barriers can include high unemployment rates, limited access to quality education, and socio-economic instability. These challenges can lead to feelings of anxiety, depression, and a weakened sense of purpose, ultimately affecting their overall well-being and life satisfaction.

Several existing studies on flourishing suggest that predictors of flourishing vary across various cultures and populations (Fink, 2014; Venning et al., 2013; Huppert & So, 2013; Keyes, 2002). Different cultures have different conceptions of human flourishing in the varied terrain of developing adulthood, which reflects distinct socio-cultural settings and value systems. This research explores emerging adults' cross-cultural perspectives on human flourishing in Nigeria, India, Uganda, and the USA. It is important to comprehend these viewpoints since the transitional stage of emerging adulthood is defined by self-discovery, identity construction, and the pursuit of well-being (Bada & Obisesan, 2023; Yuen et. al., 2019). The transitional period between late adolescence and mid-twenties is known as emerging adulthood and is characterised by major changes in relationships, employment, and education (Arnett, 2000). People struggle with issues of identity, agency, and purpose during

this transition period. However, there are cultural norms, beliefs, and socioeconomic circumstances that have significant impacts on the definition and pursuit of flourishing.

Cross-cultural context of flourishing

Nigeria, a multicultural country in West Africa, is known for its collectivist culture, which places a high value on interpersonal relationships, particularly those with family and the community (Adeyemi & Aluko, 2023). Upholding traditional values, preserving peace in the community, and meeting societal expectations can all be connected to the idea of flourishing. The East African nation of Uganda has strong communal ideals and connections, which is indicative of a collectivist perspective like to that of Nigeria. In this context, promoting social cohesiveness, upholding cultural traditions, and contributing to the welfare of the community can all be considered aspects of human flourishing.

On the other hand, individualism is prevalent and self-expression, liberty, and personal success are frequently valued in the United States. In this perspective, achieving one's potential, pursuing personal objectives, and feeling subjectively well-off are all possible indicators of human flourishing (Arnett, 2000).

India is a varied country in South Asia with a mixture of individualistic and collectivist beliefs that differ according to location and socioeconomic class. In India, a person may flourish if they meet their social obligations, succeed in their academic and professional endeavours, and preserve family unity. Notwithstanding these cultural differences, developing adults in many contexts could have similar goals for self-governance, fulfilling relationships, and a sense of direction. However, due to the interaction of culture, socioeconomic circumstances, and personal experiences, there will likely be differences in the routes to achieving thriving and the variables affecting well-being.

According to Logan et al (2023), understanding the dissimilarities in the perception and orientation of human flourishing across the chosen nations will not only augment the academic treatise regarding human flourishing but also provide tangible insights for future researchers, educators, and mental health professionals aiming to support the well-being of emerging adults globally.

This study, therefore, explore the concept and view of human flourishing among emerging adults in the selected countries (Nigeria, India, Uganda and the USA). Each of the chosen countries offers unique perspectives shaped by historical contexts, societal values, and individual experiences. Taking Nigeria into cognisance, the interplay between tradition and contemporary state exerts a significant influence on the young adults' aspirations and well-being (Adebara, 2023). In the context of America, individualism and the pursuit of personal success dominate (Grossmann & Santos, 2016), while in India, a blend of collectivism and ancestral expectations plays a pivotal role (Verma, 2020). Lastly, Uganda also presents a unique lens through which researchers can examine the desires and struggles of its youth (Lubaale, 2019).

Emerging adulthood and positive psychology

While many emerging adults encounter challenging and stressful circumstances that can impede their flourishing and development, particularly those from economically disadvantaged backgrounds (Cooper & Stewart, 2021), Lo-oh (2019) noted a growing body of evidence suggesting that this life stage can also be marked by positive growth. The author emphasised that Positive Psychology provides a fresh perspective on the emotional and social development of emerging adults, shifting the focus from risks to research that highlights positive personal resources.

The PERMA model proposed by Seligman (2012) is important to issues relating to emerging adults, and, Leontopoulou (2020) related to positive youth development. It consists of five components that define and assess well-being: (1) positive emotions (the experience of positive feelings); (2) engagement (the state of focus and flow in activities); (3) relationships (the experience of positive interpersonal connections); (4) meaning (a sense of purpose in life); and (5) accomplishments (the act of setting and achieving goals). The initials of these components form the acronym PERMA. In the application of the PERMA Model, positive emotions are prime indicators to emerging adult flourishing, and these include hope, love, interest, as well as gratitude. When emerging adults can integrate these into their daily life and visualise the future, it will promote resilience (Tugade & Fredrickson, 2004). Emerging adults are ready to spend time with people they love, and this is one of the ways to build

positive emotions (Kok et al., 2013). Emotion is the feeling of the moment with full concentration and focus on the task at hand (Seligman, 2012). It is possible for emerging adults to participate in activities they really love and lose track of time when engaging in such activities (Bonaiuto et al., 2016), as well as observing nature and things around them (Petersen et al., 2021).

Positive relationship in the PERMA model refers to the feeling of being loved and valued by others (Seligman, 2012), and because emerging adults are humans and social creatures, relationships are evidence of this, particularly in their age category. They respond enthusiastically to those in close, intimate relationships with them (Siedlecki et al., 2014). Meaning and sense of value are internal human qualities, as this helps emerging adults to focus on what is really important during challenging times (Seligman, 2012). Most of the time, emerging adults get involved in causes that matter most to them (Tang et al., 2022). Accomplishment, according to Seligman (2012), is said to be the act of setting and achieving a goal that can make an individual look at their life with a sense of pride. Emerging adults tend to flourish when their accomplishment is tied to their passion and goals, therefore, the goals should be SMART, i.e. specific, measurable, achievable, realistic and time-bound (Falecki et al., 2018).

Theoretical Framework

Hofstede's Cultural Dimensions Theory

The concept of human flourishing is complex and has been studied from a range of theoretical angles, representing many philosophical and cultural traditions. Hofstede's Cultural Dimensions Theory provides a lens through which researchers can understand how diverse cultural values can have a significant influence on the perception and understanding of human flourishing. The dimensions of individualism versus collectivism, power distance, uncertainty avoidance, masculinity versus femininity, long-term versus short-term orientation, and indulgence versus restraint can be instrumental in analysing the varying definitions of flourishing among emerging adults in the four countries (Żemojtel-Piotrowska & Piotrowski, 2023). Taking into cognizance countries of interest, in the USA, a highly individualistic society, flourishing may be perceived to have an influence on personal

achievement and self-actualisation. However, in Nigeria and India, where collectivist value is predominant, flourishing may be considered as being related to community involvement, family relationships, and social accord.

Bronfenbrenner's Ecological Systems Theory

Bronfenbrenner's theory accentuates how an individual's multiple ecological systems influence and shape their development. These systems incorporate individual, family, community, and societal factors. Hence, the usefulness of this framework lies in its relevance to examining how these various systems interact to impact their perception and understanding of human flourishing in emerging adults (Guy-Evans, 2024). For example, in Uganda, the influence of local community structures, educational systems, and economic conditions can significantly impact young adults and hinder their opportunities for personal and professional growth. Contrarily, the individualistic and modest nature of America may nurture different paths to flourishing by stressing personal achievement over collective ties.

Erikson's Psychosocial Development theory

Erikson's theory is a unique and major theory in the domain of developmental psychology. However, the theory can also be implored particularly the stage of Identity vs. Role Confusion, which is vital in understanding the developmental challenges faced by emerging adults. This stage, according to Erickson is depicted by the pursuit of personal identity and the struggle to establish a sense of self within the context of societal expectations (Ragelienė, 2016). For example, In Nigeria and India, cultural norms and family expectations play a pivotal role in the decision-making of an individual across spheres and domains of life. Hence, emerging adults in this country may experience unique pressure from family members and society, which in turn shapes their identity formation and consequently, their understanding and conceptualization of human flourishing. Contrarily, in America, emerging adults might wrestle with a variety of identity options available for exploration, leading to different pathways toward wants, needs and self-actualisation.

Diverse cultural perspectives on flourishing and well-being are shaped by a multitude of circumstances, such as historical settings, cultural values, and societal standards. Analysing

cultural differences in notions of flourishing and well-being exposes the many ways people view and pursue a happy existence in various cultural contexts.

Literature Review

In Nigeria, social interactions and community values are frequently intricately linked to well-being and flourishing (Adebara, 2023; Bada et. al., 2023; Yuen et. al., 2019). In Nigerian culture, the importance of family, community, and interconnection is highly valued. As a result, people might consider upholding harmonious relationships, living up to social norms, and making contributions to the community's welfare as crucial elements of well-being. Nigerians' concept of flourishing is also greatly influenced by their spiritual beliefs and religious practices, since many get their sense of meaning and purpose from their faith and spiritual ties (Bada, Bingea, Namutebi, &Arora, 2026). As posited by Oluwadele et al (2023), narrowing the focus to Nigeria, a nation characterised by rich cultural diversity and complex social structures, the concept of human flourishing takes on a unique dimension. Emerging adults in Nigeria face a variety of distinct challenges, which range from economic instability, educational barriers, and societal expectations (Ayantunji, 2023).

Individualism and personal autonomy are fundamental to American culture and shape the way that Americans view success and well-being. The pursuit of happiness, self-expression, and personal success is highly valued in American society. As a result, people may value things like money, prosperity, professional achievement, and personal fulfilment as indicators of flourishing (Grossmann and Santos, 2016). As a paradigm for comprehending and fostering flourishing, positive psychology has gained popularity in American society due to its emphasis on personal strengths and subjective well-being (Bada, Bingea, Namutebi, &Arora, 2026).

Ugandans' cultural conception of well-being and flourishing is heavily influenced by social cohesion and community ideals (Bada, Bingea, Namutebi, &Arora, 2026). In Ugandan society, connections and community ties are very important, and there is a significant emphasis on collective identity and mutual assistance. As a result, elements like preserving social harmony, helping one's family and society, and honoring traditional values are frequently seen as necessary for Ugandan culture to thrive (Datzberger, 2022). The Ugandan

concept of well-being also takes into account spiritual beliefs and cultural customs, which provide people with a feeling of identity and connection to their past.

The idea of flourishing and well-being in India is greatly impacted by a confluence of rapidly changing socioeconomic conditions and traditional cultural beliefs. In Indian culture, things like spiritual fulfilment, social standing, and family ties are valued (Verma, 2020). Indian conceptions of well-being are influenced by Hindu philosophical ideas like dharma (duty), karma (activity), and moksha (liberation), which place a strong emphasis on the pursuit of moral behavior and spiritual enlightenment. Furthermore, changes brought about by urbanization and globalization have affected Indian society, where the idea of flourishing has come to emphasize ambitions for material affluence, career success, and education. (Bada, Bingea, Namutebi, &Arora, 2026).

In general, cultural differences in notions of flourishing and well-being emphasise how critical it is to comprehend various cultural viewpoints and values in order to promote holistic well-being among various communities. Understanding these cultural quirks can help develop culturally aware strategies for assisting people to thrive in their unique cultural environments.

Research objectives

1. To explore the conceptualisation of human flourishing among emerging adults from Nigeria, India, Uganda and the USA.
2. To investigate how emerging adults can flourish in Nigeria, India, Uganda and the USA.

Methods

This study employs a comparative cross-cultural research design to investigate the conceptualisation of human flourishing among emerging adults in Nigeria, India, Uganda, and the United States of America. By comparing these diverse cultural contexts, the study aims to illuminate the variations in how individuals perceive and pursue flourishing across different societies. The comparative approach allows for the exploration of both commonalities and differences in cultural values, norms, and socio-economic factors that influence the understanding of human flourishing.

The participants were emerging adults aged 18 to 29 years. A total of 66 (sixty-six) participants from selected Countries were interviewed, comprising 21(Nigeria), 10(India), 15(Uganda) and 20(USA). Convenience sampling was employed to ensure the inclusion of participants from various socio-economic backgrounds, ethnicities, and geographical regions within each country. The goal is to capture a representative sample that reflects the diversity of experiences and perspectives among emerging adults in each cultural context.

Individual interviews enable a thorough examination of participants' viewpoints. Examples of the questions contained in the interview guide were:

i. *What does flourishing mean to you as an emerging adult?*

Probing Questions:
**How would you describe your achievements in relation to your current phase of life?*

- *How do you think you, as an emerging adult, can flourish in your country?*

Probing Questions:
**Do you rely on people or someone for survival in your life?*
**What are the opportunities available for you to succeed in your community?*

This study adopted Phenomenological analysis using NVivo to analyse the data from the different countries to generate the sub-themes.

Ethical approval for this cross-cultural study was obtained from the University of Lagos Research and Ethics Committee here in Nigeria (UNILAGREC/23/02/001), while approval was also obtained from other collaborating countries based on the research policies applicable to each of the institutions (India, Uganda and the USA). The essence of the ethical approval is to ensure that all the norms required for excellence of the study are reviewed for appropriateness.

Results

Table 1: Demographic Characteristics of Respondents from Nigeria, India, Uganda and the USA. Classification according to Country.

Option	Frequency	Percentage
Nigeria	21	31.82%
India	10	15.15%
Uganda	15	22.73%
USA	20	30.3%
Total	66	100%

The table above revealed that 21 respondents representing 31.82% reside in Nigeria, 10 respondents representing 15.15% reside in India, 15 respondents representing 22.73% reside in Uganda, and 20 respondents representing 30.3% reside in the United States of America.

Table 2

Demographic Characteristics of Respondents from Nigeria, India, Uganda and the USA. Classification according to Gender.

Option	Frequency	Percentage
Male	24	36.36%
Female	42	63.64%
Total	66	100%

The table above revealed that 24 respondents, representing 36.36 %, are male, while the remaining 42 respondents, representing another 63.64 %, are female.

Table 3: Demographic Characteristics of Respondents from Nigeria, India, Uganda and the USA. Classification according to Age

Option	Frequency	Percentage
19-21 Years	10	15.15%
22 – 24 Years	20	30.30%
25 – 27 Years	23	34.85%
28 – 30 Years	13	19.70%
Total	66	100%

The table above revealed that 10 respondents representing 15.15% are between the ages of 19 - 21 years, 20 respondents representing 30.3% are between 22 - 24 years, 23 respondents representing 34.85% are between 25 - 27 years, while the remaining 13 respondents representing 19.70% are between 28 - 30 years.

Table 4

Themes from the analysed data on conceptualisation of human flourishing among emerging adults from Nigeria, India, Uganda and the USA

Objective	Themes
Conceptualization of human flourishing among emerging adults from Nigeria, India, Uganda and the USA.	Self fulfilments and personal growth
	Happiness, satisfaction and enjoyment
	Progress, success and accomplishment
	Wellbeing and balance
	Relationship and social support
	Financial Stability and basic needs
	Purpose and meaning

From the given responses, several themes can be identified regarding the meaning of flourishing among emerging adults in Nigeria (NGR), India (IND), Uganda (UGD) and the United States (USA) include self-fulfilment and personal growth, happiness and satisfaction, progress and accomplishment, well-being and balance, relationships and social aspects, development and growth in various aspects, financial stability and basic needs, and purpose and meaning. These themes highlighted the importance of finding purpose in the lives of emerging adults across different cultural contexts.

Table 5

Themes derived from the analysed data on how emerging adults can flourish in Nigeria, the USA, India and Uganda

Objective	**Nigeria**	**India**	**Uganda**	**USA**
Exploring how emerging adults can flourish in Nigeria, India, Uganda and USA	•Self-reliance and opportunity readiness •Education and skill development •Focus, goal setting and mindset •Social support •Diligence, persistence and National Identity	•Education and continuous learning •Networking and building connection •Personal growth and development •Contributing to Society •Field specific strategies	•Networking and learning from others •Education •Hard work •Socializing and relating with others •Employment and business •Good attainment •Leaving the Country	•Personal value and relationship •Financial stability •Community and social support •Self reflection and boundaries •Socio-economic factors and privileges

From the table above, in Nigeria, findings revealed that self-reliance and opportunity readiness, education and skill development, diligence, persistence, among others were themes from the responses of the participants. Overall, in India, while there were some differences in specific strategies or focus areas, the themes of education, networking, personal growth, and

contribution to society were prevalent across the responses, indicating common understandings of how emerging adults can flourish in India. In Uganda, different individuals have varying views on human flourishing based on their personal experiences, cultural backgrounds, and socio-economic contexts. From the USA, while there are some similarities in the themes mentioned by the participants, such as the value of personal relationships and the role of financial stability, there are also differences in their perspectives. Some respondents focus on individualistic aspects, like personal values and boundaries, while others emphasize systemic factors, such as the need for societal changes.

Findings and Discussions

Participants vary in their responses to the conceptualisation of what human flourishing means in different countries. Overall, these responses highlight the complex and multifaceted nature of flourishing for emerging adults. Let's discuss each theme with respect to the respondents and the country.

Self-fulfilment and personal growth: Across the four counties in the study, one of the themes from the conceptualisation of what flourishing means to an emerging adult is the aspect of self-fulfilment and personal growth. It aligns with the study of Leontopoulou (2020) on positive youth development. Examples of some responses are:

> "*Self-fulfilled as an individual is what I can say flourishing is.*" *(Participant, NGR)*
>
> "*Balancing personal growth, fulfilling relationships, and achieving my goals*." *(Participant, IND)*
>
> "*Holistic growth and fulfilment in various aspects of life, maintaining a healthy balance*." *(Participant, UGD)*
>
> "*Being able to make goals and execute plans to reach them, resting and enjoying life*." *(Participant, USA)*

Happiness, satisfaction, and enjoyment: Another conceptualisation of flourishing among emerging adults was happiness, satisfaction and enjoyment. The PERMA model supported this theme, as well as Kok et al. (2013), that buttress on positive emotions which can lead to

happiness. A study by Veenhoven (2008) on the effects that happiness has on the physical health of an individual is also a strong support for the finding. Examples of some responses are:

> *"Flourishing is satisfaction, enjoying life, and happiness*." *(Participant NGR)*
>
> "*Finding joy, contentment, and a sense of inner peace, finding a balance and fulfilment*." *(Participant IND)*
>
> "*Doing okay financially, mentally, physically happy, doing what I want to do*." *(Participant UGD)*
>
> "*Living a good life, trying to enjoy life as it is*." *(Participant USA).*

Progress, success, and accomplishment: One of the tangible benefits of flourishing that emerging adults can record is making progress in life, recording huge success in endeavors and accomplishment of goals. The fifth dimension of the PERMA model proposed by Seligman (2012), which is accomplishment, supported this finding. Examples of some responses are:

> *"Growth and progress." (Participant NGR)*
>
> *"Finding a sense of fulfilment, growth, and happiness." (Participant IND)*
>
> *"Success-oriented and achieving my life goals." (Participant UGD)*
>
> *"Accomplishing your goals and being successful." (Participant USA)*

Well-being and balance: When an emerging adult expresses a higher level of well-being, it has been proven to serve a protective function (Schwartz et. al. 2011), therefore, flourishing is not just a pleasant state but also remaining balanced in all ways. According to the World Health Organisation (2004), mental balance is defined as 'a state of well-being where an individual realises his or her own potential, copes with life stress, works productively and makes a contribution to the community'. Examples of some responses are:

> *"My well-being as a human being is what flourishing means." (Participant NGR)*
>
> *"Joy, and balance in life." (Participant IND)*
>
> *"A life of holistic well-being and personal growth, having a clear sense of purpose, maintaining a healthy work-life balance." (Participant UGD)*
>
> *"Balance of having your health under control, both physically and mentally, self-worth." (Participant USA)*

Relationships and social aspects: According to Arnett (2000) and Arnett et al. (2014), the emerging adulthood stage has been conceived as a distinct developmental stage which has been linked to positive experiences and an increase in romantic relationship that young people go through as they transition into adulthood. The third dimension of the PERMA Model by Seligman (2012), which is relationships (the experience of positive interpersonal connections), highly supported the finding. Examples of some responses are:

> *"Flourishing is having a good relationship with God, being emotionally well, the ability to meet basic needs, and having good relationships with people around me." (Participant NGR)*
>
> *"Feeling fulfilled and having a sense of purpose." (Participant IND)*
>
> *"A state where someone is fully contented with his/her personal life." (Participant UGD)*
>
> *"Having meaningful relationships and experiences." (Participant USA)*

Financial stability and basic needs: So far, one conceptualisation of flourishing from emerging adults across the four countries that participated in the study was being financially stable. Research suggests that individuals who grow up in households with little income compared to their peers have far worse developmental outcomes (Cooper & Stewart, 2021); therefore, flourishing was described as doing well and being able to meet some basic requirements in life (Bada, Bingea, Namutebi, &Arora, 2026). Examples of some responses are:

> *"When everybody is doing well to some capability, able to take care of themselves and meet basic requirements in life." (Participant NGR)*
>
> *"It's when one is financially and socially okay." (Participant USA)*

Purpose and meaning: Another theme that the study found supported the fourth dimension of the PERMA Model, which is *"*meaning*",* and this also refers to a sense of purpose in life; therefore, how young people transition through to adulthood is dependent on the purpose and meaning they experience in life (Seligman, 2012). The importance of meaning, according to Seligman, is in line with Baumister's statement that a happy life is impossible without meaning (Hanson &Vander Weele, 2021). Examples of some responses are:

> *"Feeling fulfilled and having a sense of purpose." (Participant UGD)*

"Maintaining a healthy balance between personal, professional, and social spheres." (Participant IND)

In a nutshell, these themes reflect the perspectives of the respondents from different cultural backgrounds. According to Hofstede's Cultural Dimensions Theory, which provides clarity on understanding how diverse cultural values can influence perception and understanding of human flourishing among emerging adults. While there are similarities in their understanding of flourishing, such as personal growth, happiness, and success, there are also cultural nuances and variations in emphasis, such as the importance of relationships, financial stability, and finding purpose. Understanding these themes provides insights into the diverse perspectives on human flourishing among emerging adults in these countries. These results are supported by various studies. A recent study posited that individuals who engage in self-reflective practices often report higher levels of self-fulfilment and personal growth compared to others who don't (Dor-Haim, 2025). Furthermore, as stated by Ali et al (2024), who revealed in a study that in Nigeria, emerging adults tend to prioritise their personal growth and self-actualisation as key components of their well-being. Also, studies have consistently demonstrated that social relationships are a significant predictor of well-being among emerging adults (Fernandez-Portero et al, 2023). For instance, Choudhry et al, (2022) in a study explain the meaning and importance of meaningful relationships which has been assessed in studies across different cultures, including those in Uganda and U.S. Lastly, In India, Barwal (2024) in a study uncover the pivotal role of social support networks in influencing the perception and understanding of flourishing among young adults in India emphasizing the cultural dimension on relationships.

The second objective of the study and responses provided on how emerging adults can flourish in Nigeria, India, Uganda and the USA is being discussed. A lot of literature has identified predictors of how emerging adults can flourish, including, level of education, social support, living condition, gender, employment age etc (Keyes, 2002; Keyes & Simoes, 2012; Schotanus-Dijkstra, 2016; Eraslan-Capan, 2016). The details of the discussion reveal that, in Nigeria, self-reliance and Opportunity Readiness as one of the result explains that being self-reliant, not overly dependent on others, and being prepared for opportunities were points raised. Flourishing depends on personal determination, being focused on goals, and being proactive in seeking opportunities. Respondents emphasise the importance of being self-

reliant and prepared for opportunities (Tijani and Adeduyigbe, 2025). Another finding from the emerging adults is education and Skill Development. The value of education and the satisfaction derived from a meaningful educational experience matter. Participants highlight the significance of obtaining a quality education, which aligns with the importance of education for emerging adults in many countries (Wider et al, 2023). Further, employment and Networking are relevant factors for flourishing among emerging adults globally. This can be achieved through job opportunities and building a network of social relationships.

Another well-established theme among the Nigerian emerging adults is focus, goal setting, and mindset. Being focused, having established goals, and not succumbing to external pressures and developing a strong and focused mindset, building connections, and acknowledging the role of faith are commonly recognised factors for flourishing among emerging adults. Also, the importance of having a strong social support system in Nigeria is a common theme among emerging adults worldwide, including in Nigeria. Lastly, diligence, persistence, and national Identity is another finding in the study. Responses like the importance of diligence and persistence in the Nigerian context, focusing on personal progress and maintaining a positive attitude, emphasising improvement as a means of flourishing, having a vision and understanding oneself, combining self-awareness and a deeper understanding of God, as well as trusting in God and working hard, are key factors for flourishing among emerging adults in Nigeria. Example of a response:

> *"So me as a person, how I feel I can flourish in Nigeria. Well, first of all, I already put myself on the path of flourishing because when I don't depend on anyone, I don't over depend on anybody helping me out in anything. So if the help comes, I accept it in good faith. If it doesn't come, I don't feel depressed about it. Then secondly, I make sure that I put myself, ready for every opportunity that's going to present itself because the choice is for one to be successful." (Participant NGR)*

In India, one of the most noteworthy ways through which emerging adults can flourish includes education and continuous learning. The significance of education is mentioned across the four Countries. The need to acquire knowledge, professional development, skills, and qualifications relevant to their chosen fields is paramount for flourishing (Wider et al,

2023). Building a strong network and fostering meaningful connections with professionals in their respective industries was highlighted as another crucial strategy for flourishing, for example, accessing mentorship, job opportunities, collaborations, and staying updated with industry trends. Many participants in India mentioned the significance of personal growth and development, which includes self-improvement, staying updated with the latest developments, enhancing skills, and participating in professional development opportunities. Continuous learning, adaptation, and skill enhancement were seen as key to thriving in a fast-changing world. A desire to contribute to society and make a positive impact was another finding from the study. This included participating in community initiatives, volunteering, advocating for quality education, being a positive influence, and creating a better future for everyone. Other findings of major significance among the Indian emerging adults for flourishing were field-specific strategies. These strategies included focusing on specific industries such as science and technology, pursuing research, engaging in academic pursuits, staying connected with the tech community, and keeping up with the latest trends in software engineering. Example of a response:

"As an emerging adult, I believe I can flourish in this country by staying updated with the latest advancements in the field of technology, continuously improving my skills, and seizing opportunities for growth. By actively participating in industry events, networking with professionals, and staying connected with the vibrant tech community, I can broaden my horizons and create a positive impact in the ever-evolving digital landscape of our country India." (Participant IND)

It is interesting to note that in Uganda, based on the responses provided, networking and learning from others was one of the ways in which emerging adults can flourish. This includes establishing relationships, building connections in their field of study or work, and seeking mentorship or guidance from established individuals. Good education is considered another crucial factor in human flourishing. Participants emphasised the value of acquiring knowledge, pursuing higher education, obtaining good grades, and gaining skills and qualifications that can lead to better opportunities (Wider et al, 2023). Further, hard work was identified as a key element in achieving human flourishing. The importance of putting in

effort, working diligently, and being committed to personal and professional growth was emphasised.

Socialising and relating with people came up as another theme among the emerging adults in Uganda. Engaging in social interactions, networking, and building relationships with others was seen as a way to open up opportunities, gain support, and learn from different perspectives and experiences. Also, employment and business, i.e. having a good job, starting a business, or having a side business, were ways to flourish. Participants recognised the significance of financial stability and the opportunities for growth and success that can come from employment or entrepreneurship. Goal attainment was another highlighted theme; importantly, this involves identifying aspirations, working towards them, and experiencing a sense of accomplishment and fulfilment. Lastly, the idea of leaving the country was a way to seek better opportunities and achieve human flourishing. This suggests a perspective that looks beyond the local context for enhanced prospects. Example of a response:

"In my Country, Uganda, putting God first, writing down my goals, making plans on how to achieve these goals and not giving up just because it doesn't happen in my time are ways to flourish. Also, seeking greener pastures or changing location and having connections with people as well as working hard can help one flourish." (Participant IND)

In the USA, on the other hand, some of the main themes that emerge regarding how emerging adults in the USA can flourish include personal values and relationships. Many participants emphasise the importance of identifying personal values and allowing them to guide their lives. They also highlight the significance of having meaningful relationships (Seligman, 2012), whether it's a partner, friends, or community, in supporting their flourishing. Financial stability and career is another result mentioned. Financial security is a recurring theme, with several participants expressing the need for a job or stable income to flourish in the USA. They discuss the challenges of student loans, living expenses, and the impact of financial constraints on their ability to pursue their passions and engage in activities that bring them joy. Additionally, career choices that align with personal values and have a positive impact on society are seen as essential for flourishing.

Other significant findings among the emerging adults in the USA are community and social support. Many participants mention the importance of finding or creating a supportive community beyond work, school, and home. They discuss the need to re-find hobbies, engage in volunteering, and connect with others who share their interests as a way to flourish as emerging adults. At the same time, self-reflection and boundaries were another finding. Several respondents mention the significance of self-reflection, understanding personal boundaries, and respecting the boundaries of others. They emphasise the importance of growth, openness, and empathy in navigating challenges and creating a positive impact in society. Socioeconomic factors and privileges were acknowledged by some participants as playing a role in their ability to flourish in the USA. They recognise that certain privileges, such as being raised in an upper-middle-class family or having financial stability, can provide advantages in pursuing a flourishing life. Example of a response:

"In this country, to flourish, I definitely need a job. We're in a state where it's really difficult to survive without some type of income, so that's something that I personally feel that I would need to flourish. Also, having people around me, I have a partner, so that person is with me all the time, so it's really nice to have somebody else to kind of go through the world with. I think that I've been afforded a lot of inherent privileges, being raised in an upper-middle-class family and marrying into another family of similar wealth status. And I think that those things specifically allow me to be able to flourish in the United States." (Participant USA)

Summary and Conclusion

In summary, regarding how emerging adults can flourish, there are similarities and differences between Nigeria, India, Uganda and the USA. For example, all respondents recognized the importance of education and continuous learning, building connections and networking were considered important across all responses, personal growth and development were emphasised by multiple participants, and several respondents mentioned the importance of staying updated with industry trends and advancements. Likewise, there were differences across the countries. For example, some participants focused on the importance of cultural, artistic, and intellectual experiences in India, while others emphasised

specific fields like science or software engineering. Also, the strategies for flourishing varied slightly, with some participants highlighting the role of government support, research opportunities, or resources available for mothers and families. Self-reliance and opportunity readiness, education and skill development, employment and networking, focus, goal setting, and mindset, social support, diligence, persistence, and national identity were identified as common themes among emerging adults in their opinions on how they can flourish.

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