



Comparing Psychosocial Well-being in Italian Family Businesses: Seniors vs. Juniors

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Research article. Received: 2024-03-27; accepted: 2024-11-07

JEL CODE
I310

KEYWORDS

Family business, Well-being, Intergenerational disparities, Senior, Junior

Abstract: Subjective well-being is particularly important in family firms, where it also affects the economic performance of the business. It has been studied in many ways, but no study has considered intergenerational differences in the perceptions of well-being of entrepreneurs working together in the firm, an important issue especially when implementing organizational intervention programs. This study explores the psychosocial well-being of senior and junior family members belonging and working in the same family businesses in Northern Italy. Sixty-seven pairs of seniors and juniors participated in this research, completing an online questionnaire between June and November 2019. A snowball sampling technique was used to recruit participants, with seniors playing the central role in selecting their junior counterpart. Participants' well-being was assessed across several dimensions, including self-esteem, individual well-being and organizational well-being. The results showed significant differences between seniors and juniors in almost all dimensions assessed, with seniors reporting higher levels of self-esteem and organizational well-being. This observation underscores the imperative of acknowledging intergenerational differences when elucidating the landscape of well-being within the intricate fabric of family businesses. Consequently, this study posits the indispensability of integrating intergenerational perspectives into the discourse on the dynamics of well-being in the context of family businesses.

CÓDIGO JEL
I310

PALABRAS CLAVE

Empresa familiar, Bienestar, Disparidades intergeneracionales, Senior, Junior

Comparación del bienestar psicosocial en las empresas familiares italianas: seniors vs. juniors

Resumen: El bienestar subjetivo es un aspecto especialmente importante para las empresas familiares, ya que también afecta a los resultados económicos de la empresa. Aunque este tema se ha estudiado previamente en distintos trabajos, adoptando distintas perspectivas, no han tenido en cuenta las diferencias intergeneracionales en las percepciones del bienestar de los empresarios y empresarias que trabajan juntos en la empresa. Esta es una cuestión importante que tener en consideración, sobre todo, a la hora de aplicar programas de intervención organizativa. Este estudio trata este ámbito y explora el bienestar psicosocial de los miembros senior y junior de la familia que pertenecen y trabajan en la misma empresa familiar en el norte de Italia. Sesenta y siete parejas de seniors y juniors participaron en esta investigación, completando un cuestionario en línea entre junio y noviembre de 2019. Se utilizó una técnica de muestreo de bola de nieve para reclutar participantes, con los seniors desempeñando el papel central en la selección de su contraparte junior. El bienestar de las y los participantes se evaluó a través de una serie de dimensiones, incluida la autoestima, el bienestar individual y el bienestar organizacional. Los resultados mostraron diferencias significativas entre seniors y juniors en casi todas las dimensiones evaluadas, con los seniors declarando niveles más altos de autoestima y bienestar organizativo. Esta observación pone de manifiesto la importancia de reconocer las diferencias intergeneracionales a la hora de dilucidar el panorama del bienestar dentro del intrincado tejido de las empresas familiares. Además, reconoce la importancia de integrar perspectivas intergeneracionales en el discurso sobre la dinámica del bienestar en el contexto de las empresas familiares.

<https://doi.org/10.24310/ejfb.14.2.2024.19614>

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1. Introduction

There are various conceptualizations of well-being, and since the last century, the World Health Organization has defined it as “a state of emotional, mental, physical, social, and spiritual well-being that enables individuals to reach and maintain their personal potential within society” (World Health Organization, 1948). In the last three decades, there has been a significant increase in mental health and psychosocial well-being research both in family and non-family businesses, encompassing theoretical explorations, empirical investigations, and interventions aimed at enhancing it (Arijs & Michiels, 2021; Šarotar Žižek et al., 2015). Porto-Robles et al. (2022) introduce the subjective well-being approach as a new way to study family businesses, focusing on the well-being of individual family members as an important factor in the survival of the family business, given that “these companies do not survive - not because of economic problems but because of family problems that affect the business family members’ well-beings” (Porto-Robles et al., 2022, p. 81). These considerations are made from a review of the literature that links the main theories of family business grouped by psychological fields to the theories of socio-emotional wealth (de Groote & Bertschi-Michel, 2021; Erdogan et al., 2020; García-Cabrera et al., 2018; Jiang et al., 2018; Kellermanns et al., 2012; Sharma et al., 2020; Yu et al., 2020) and the impact on economic performance (Akerlof & Shiller, 2010).

However, all these studies do not take into account the importance of an intergenerational approach to the study of subjective well-being and do not measure it directly (Aldamiz-Echevarría et al., 2017; Pozzi et al., 2023). Motivated by this identified gap, the present study seeks to measure the perceptions of individual well-being of family generations working in the same company, with the idea that there may be generational differences within the same company that could result from different power and hierarchical relationships. Taking these differences into account can be crucial in preventing possible generational conflicts in the management of the company (Ceja et al., 2012).

2. Literature Review

Defining and measuring well-being in family businesses is very difficult. The multidimensionality of the construct of well-being and the different measures that can be taken to relate it to family businesses have generated a very broad reflection that is difficult to summarize. This section will cite

research and studies from different disciplinary orientations and with different interpretations of well-being in family businesses.

The author’s interest is to highlight how all the research is equally interesting and informative in describing the topic at hand, but lacks the ability to measure and compare the perception of well-being in family businesses from the different generations of entrepreneurs working together in family businesses.

In terms of studying well-being in family businesses, early research by Olson et al. (2003) takes a broader perspective on business success, including subjective measures of family success. Olson uses the Family Adaptability, Partnership, Growth, Affection, and Resolve (APGAR) instrument as a measure of family health or functioning, which includes adaptability, partnership, growth, affection, and assertiveness. A higher APGAR score indicates better functional integrity of the family, but it focuses primarily on how the family manages the overlap between family and business, rather than how that overlap affects family well-being.

An in-depth study of the importance of the organizational context (using the concepts of support and leadership) on entrepreneurial and employee well-being was conducted by Ceja et al. (2012). A good fit between task and employee focus, reflected in a supportive organizational culture and people- and task-oriented leadership styles, but also a positive work atmosphere, characterized by a high frequency of supportive behaviours among coworkers and between supervisors and subordinates, and a balance of power relations, can increase employee well-being.

Leung et al. (2020) define subjective well-being in both a positive and negative sense and across work and family domains (Hahn et al., 2012; Lyubomirsky et al., 2005), specifically focusing on the presence of low tension and high satisfaction across different life domains (Diener, 2000) as predictors of subjective well-being. Leung et al. (2020) use job satisfaction, family satisfaction, burnout, and job stress to assess the subjective well-being of SME owners. They conclude that family support plays an important role in the subjective well-being (SWB) of SME owners, but the effects vary depending on the type of support. Emotional support is perceived as a resource that promotes SWB through better work-life balance (WFB), while instrumental support may be counterproductive because it could make SME owners feel less competent and threaten their self-esteem. More recently, Vázquez and Campopiano (2023) have promoted the development of the individual and organizational well-being of family entrepreneurs

by considering the integration of concepts such as psychological ownership, socio-emotional wealth and ownership skills. In particular, the authors suggest recognizing and managing the diversity of family members' goals, seeing them as an asset rather than a hindrance, and cultivating the younger generation's sense of purpose and calling, because when members perceive their work as a calling, they experience fulfilment and contribute to the success of the business. But also fostering psychological ownership, i.e., encouraging activities such as family history research or special projects, can increase a sense of ownership and control, which contributes to well-being, and finally, developing ownership skills, i.e., offering internship opportunities, mentoring, and family sharing moments can help develop specific skills for managing assets and running the business. In addition, [Vázquez and Campopiano \(2023\)](#) urge entrepreneurs to instil in new generations an understanding of the importance of ownership and family wealth management.

The study of both mental health and psychosocial well-being is therefore of interest to researchers. With regard to mental health, many authors examine the impact of, for example, the mental health of individual family members on succession from a psychodynamic perspective ([Khaleelee, 2008](#)). Other authors propose specific therapies for the well-being of FBs, which must pursue specific goals, tactics and strategies ([Lee & Danes, 2012](#)). They also propose specific guidelines for the assessment of troubled family businesses ([Michael-Tsabari & Lavee, 2012](#)). Still others analyse the issue of mental disorders ([Miller et al., 2020](#)).

Many scholars analyse the topic of mental health by looking at the topic of work-family conflict and how this can affect both the life and job satisfaction of owners (i.e., [Boles, 1996](#)). From a psychosocial well-being perspective, some authors have examined the topic of well-being as the fulfilment of psychological needs of individual family members ([Cooper & Peake, 2018](#)). Other authors have understood well-being through the theme of self-efficacy in relation to human and social capital ([DeNoble et al., 2007](#)). Still others have used self-efficacy as a mediating variable between the influence of perceived parental support and psychological control on next generation engagement in family businesses ([García et al., 2019](#)). Others, again, have focused on adolescents and how male adolescents who perceive more parental support work in their family businesses ([Hansen & Jarvis, 2000](#)) or hiring them promote a greater sense of psychological well-being and improve their family relations ([Houshmand et al., 2017](#)). Moreover,

some scholars have focused on the well-being associated with spousal emotional support in new family businesses and how it may be important for developing a better work-life balance ([Campopiano et al., 2017](#); [Gudmunson et al., 2009](#)). [Umans et al. \(2021\)](#) highlight the critical role of quality relationships in family businesses, particularly in the succession planning process. The presence of strong and positive relationships among family members, between the CEO and the successor, and between the successor and non-family managers significantly increases the likelihood of success in succession planning and implementation. Interpersonal relationships are the nervous system of an organization. Quality relationships, referred to as “anchor relationships” are characterized by flexibility, cohesion, and open communication. These relationships are critical in dealing with times of stress and uncertainty, such as the succession process, and help people feel more connected to the organization.

However, despite significant advances in the field of research on mental health and psychosocial well-being in family businesses, a gap has emerged in the literature on family business research if generational differences are not considered, while most of the research described focuses only on individuals, co-entrepreneurs and successors (see for a review [Arijs & Michiels, 2021](#)).

The mental health or psychosocial well-being of family businesses remains largely unexplored, especially when comparing entrepreneurs working in the same family business who belong to different generations ([Pozzi et al., 2023](#); [Ruggieri et al., 2014](#)). [Rubenstein \(2017\)](#) has shown how well-being in general, i.e. the degree to which people perceive subjective well-being, general quality of life and overall satisfaction with life, differs significantly across demographic variables such as age, marital status, ethnicity, education level, occupation and income, and is related to six specific domains of well-being, summarised in the I-COPPE model (Interpersonal, Community, Occupational, Physical, Psychological and Economic; [Prilleltensky et al., 2015](#)). According to Rubenstein, these domains are interrelated and synergistic, so that the I-COPPE model could also be a valid framework for exploring well-being across generations and demographic variables. Moreover, given the importance of the idea of continuity and survival between generations in FBs, the variable of time and the perception of well-being in relation to it seemed interesting to study. Consequently, exploring well-being in FBs represents a promising and crucial area of research, with the potential to provide a better understanding of organizational and family

dynamics and to identify effective strategies to promote the well-being and sustainability of these organizations in the long term.

Considering the above, this paper addresses the following general research question: Are there any differences in psychosocial well-being as perceived within senior and junior generation of entrepreneurs working together in the same family firm? The term “Seniors” (SRs) in this context refers to family entrepreneurs actively involved (i.e., working as CEO) in the business of the generation preceding that of the juniors. Conversely, “Juniors” (JRs) refers to family members belonging to the generation succeeding that of seniors working with the senior in the same firm and expecting to succeed to Seniors. Examples of this relationship include parents (seniors) and their children (juniors) as well as uncles and aunts (seniors) and their nieces and nephews (juniors) actively working together in the same firm.

This research question turns out to be of paramount importance considering that family businesses are the predominant form of business in all places in the world and a mainstay of the global economy (Miroshnychenko et al., 2024). This means that better understanding the dynamics between the different generations present in firms can help understand many of the businesses to date while also giving a new perspective, both theoretical and practical, on organizational well-being. However, it is essential to recognize the preliminary nature of this study and the need for further research to fully elucidate the complexities of well-being within family businesses.

3. The Present Study

3.1. Procedure

The present study is part of a larger research that aimed to study family businesses from the perspective of SRs and JRs family members working in the same family firms (Pozzi et al., 2023). Data collection occurred from June to November 2019, involving 67 family businesses in the Northern region of Italy. The study included 67 SRs and 67 JRs who completed an online questionnaire examining measures of well-being (a detailed description can be found in the measure section). Through snowball sampling (Goodman, 1961), 200 individuals were contacted and asked to complete an online questionnaire via Qualtrics platform. Initially, the researchers contacted organizations and industries in Northern Italy. The first point of contact was the family business SRs (i.e. CEOs), who were asked to identify a JR, their successor actively working within the company. Subsequently, the identified

JR was contacted and their recognition of the SR as the predecessor was verified using a control question. Participating pairs provided congruent responses, meaning that they mutually identified as SR and JR. The final sample consisted of 67 pairs, including both SRs and JRs from the same FB. In accordance with American Psychological Association (APA) ethical guidelines (Standard 3.10, Informed consent), participants were informed of the purpose, aims and procedures of the study and of their right to refuse or withdraw at any time. There was no payment to participants for participation.

3.2. Participants

All participants included in the study were selected from the Northern region of Italy. Out of the total sample of sixty-seven pairs (67 seniors and 67 juniors), the junior group comprised 21 females (31.3%), with an average age of 33.64 years ($SD=9.20$). Among the senior group, there were 21 females (31.3%), with an average age of 62.05 ($SD=8.66$). Regarding the categorization of the participating family businesses, the study encompassed 30 micro firms (44.8%), 17 small firms (25.4%), and 6 medium firms (9.0%). Information pertaining to firm size was not provided by 14 firms (20.8%).

3.3 Measures

Generation. Generation was assessed by requesting participants to specify their identification of the SR or JR figure. SRs and JRs family members working in the same family firms work together in the company at the time of data collection. The SRs were asked the following question: “Who would you choose to be your junior (by junior we mean the person in your family who will succeed you in the business, e.g., son, daughter, nephew, etc.)”. It is important to highlight that this paper’s emphasis lies on the well-being of the business, therefore, the specific nature of personal relationships between SRs and JRs (e.g., father-son and uncle-nephew) was not measured. **Self-esteem.** Self-esteem was measured by the Rosenberg (1965) scale, in the Italian adaptation of Prezza et al. (1997). The scale consists of 10 items (Likert scale from 1 “Not at all agree” to 5 “Completely agree”). An example of an item is “I think I am worth at least as much as others” (Alpha SRs = .73; Alpha JRs = .78). **Organizational well-being.** It was measured through the Organizational well-being scale by Avallone and Bonaretti (2003). The instructions for completion are (in the example is the JR version), “The following questions are about your working relationship with the senior. How much do you agree with the following statements?”. The scale consists of 10 items (Likert scale from

1 “Not at all agree” to 6 “Completely agree”). An example of an item is “He listens to me and is willing to consider my suggestions” (Alpha SRs = .91; Alpha JRs = .92).

Individual well-being scale. Individual well-being scale was measured through the Italian validation of the I-COPPE (Di Martino et al., 2018). The scale measures the perception of well-being from a multidimensional point of view and on three different time levels (present, past, and future). In this scale there are seven dimensions of well-being: overall, interpersonal, community, occupational, physical, psychological, economic. The compilation instructions, for each dimension, are, “These questions are about your life. On the scale, zero (0) represents the Worst that your life could hold for you and ten (10) represents the Best”. An example item is, “Considering what your relationships with the important people in your life are like at this time, which number would you choose?”. In the present paper, we decided to add an eighth ad hoc dimension related to family business well-being to measure, in the same way as the previous dimensions (and on the present, past, and future), perceived well-being when thinking about the family business: “Given the current state of the family business, what number would you choose?”.

4. Data Analysis and Results

To address the research question, which aimed to examine intergenerational differences between SRs and JRs family members working in the same family firms concerning their perception of well-being, paired samples t-tests were employed. The paired samples t-test is a statistical analysis used to measure significant differences between groups of individuals who experience both conditions of the variables of interest. In our case, this analysis is used to measure statistically significant differences in perceptions of the three types of well-being in groups of seniors and juniors who have experienced the same organizational context because they work together in it.

The well-being dimensions that resulted to be significantly different between seniors (SRs) and juniors (JR) groups can be found in Table 1. Differences between SRs and JRs are related to almost all the assessed dimensions.

By aggregating the data from all the SRs and JRs, our analysis enabled the identification of distinct dimensions of well-being where significant differences exist between SRs and JRs. First, SRs report a higher level of self-esteem than JRs, as well as a higher perception of organizational well-being.

The I-COPPE multidimensional measure of well-being highlighted the following differences: 1) Overall Well-Being: SRs report statistically higher levels only in relation to the past; 2) Interpersonal Well-Being: SRs report statistically higher values only in relation to the present; 3) Community Well-Being: There are no statistically significant differences between SRs and JRs in any of the three time periods; 4) Family Business Well-Being: SRs report statistically higher values in all three time dimensions; 5) Occupational Well-Being: SRs report higher levels of well-being in both the present and the past; 6) Physical Well-Being: There are no statistically significant differences between SRs and JRs in any of the three time periods; 7) Psychological Well-Being: SRs report statistically higher levels only in relation to the past; finally, 8) Economic Well-Being: SRs report statistically higher values in all three time periods. In general, it seems important to note that JRs do not have statistically higher scores than SRs in any of the dimensions. The results are commented on in the next section.

5. Discussion

The data shows that SRs have higher levels of well-being than JRs in their own lives and within their organizations. The general data on individual well-being, as measured by self-esteem, and organizational well-being show this. As described by Leung et al. (2020), self-esteem is related to the type of perceived emotional or instrumental support. Specifically, JRs’ lower self-esteem could be attributed to high instrumental support, i.e., with the perception that family members (i.e., one’s senior) engage in behaviours or attitudes aimed at facilitating a person’s daily operations, such as providing business advice as well as work and financial resources to support the activity of the support recipient. Greater self-esteem perceived by SRs may instead be the result of emotional support, which is the behaviours or attitudes of family members or other coworkers aimed at providing encouragement, understanding, attention, and positive regard. Emotional support can help promote better work-life balance by enhancing an individual’s positive experiences in managing the demands of work and family. In addition, emotional support can foster feelings of intimacy, trust, and closeness, which can lead to a more positive self-image and a greater sense of role fulfilment.

Table 1. Paired t-test between seniors and juniors on all the well-being dimensions

	Mean SRs	Mean JRs	t (df)	p
Self-esteem	4.35	4.15	-2.354 (66)	0.022*
Organizational Well-Being	5.20	4.70	-4.125 (66)	< 0.001*
I-COPPE				
Overall well-being				
Present	7.56	7.50	-0.244 (65)	0.808
Past	7.64	7.06	-2.114 (65)	0.038*
Future	8.21	8.56	1.746 (65)	0.086
Interpersonal well-being				
Present	8.21	7.76	-2.033 (65)	0.046*
Past	8.11	7.64	-1.850 (65)	0.069
Future	8.50	8.55	0.200 (65)	0.842
Community well-being				
Present	6.93	6.40	-1.940 (66)	0.057
Past	6.93	6.57	-1.260 (66)	0.212
Future	7.22	6.99	-0.788 (66)	0.434
Family Business well-being				
Present	8.04	7.24	-5.054 (66)	< 0.001*
Past	7.81	6.90	-4.287 (66)	< 0.001*
Future	8.64	8.27	-2.196 (66)	0.032*
Occupational well-being				
Present	8.00	7.55	-2.062 (66)	0.043*
Past	8.01	7.22	-3.446 (66)	0.001*
Future	8.38	8.35	-0.131 (65)	0.896
Physical well-being				
Present	7.44	7.83	1.577 (65)	0.120
Past	7.56	7.53	-0.106 (65)	0.916
Future	8.05	8.29	1.042 (65)	0.301
Psychological well-being				
Present	7.53	7.16	-1.643 (66)	0.105
Past	7.63	7.09	-2.014 (66)	0.048*
Future	8.09	8.24	0.630 (66)	0.531
Economic well-being				
Present	7.70	6.92	-3.841 (65)	< 0.001*
Past	7.53	6.65	-3.496 (65)	0.001*
Future	8.32	7.86	-2.281 (65)	0.026*

Note: Asterisks indicate that the means are significantly different between seniors and juniors. The level of significance is considered to be $p \leq .05$.

In the current study, it is interesting to explore this aspect by looking at the specific domains that make up the more general well-being indicators. Over time, focusing on the past, present and future, we observe a more specific description of the type of well-being. The domains that most influence the well-being of SRs in the present are closely related to the family business (family business well-being), which provides employment (occupational well-being) and economic security (economic well-being). It is also probably the main place where interpersonal relationships are developed (interpersonal well-being). These domains are a constant in SRs' perceptions of well-being. Together with psychological well-

being, they are the most frequently mentioned domains in the past and the ones with the largest gap compared to juniors.

The findings highlight that the well-being of JRs is never higher than the well-being of SRs in these domains. There may be other things that boost their self-esteem and distinguish them from the generation before them. These data are intriguing and allow us to note the need to analyze even more closely these firms, where the weight of the generations in determining well-being is probably greater than in non-family contexts. Could the weight of responsibility, of duty, of the need to commit to a previous generation that has expectations, be the variables that weighs

most on the well-being of JRs, especially when the latter know that they have to guarantee the continuity of their business?

Results show us that JRs always come out as “losers” when they compare themselves with their SRs in these domains. What might be the effect of being around SRs who are doing so well and comparing oneself to them? Perhaps this is a limiting comparison. Even in the future, in terms of well-being from their own family business and economic power, JRs perceive lower levels of well-being. So, what can be done to bridge this gap? Can exposure to such “healthy” older generations have an impact on the well-being drive of JRs?

Certainly, the issues related to the recognition of the work of JRs and their involvement in business decisions (Pozzi et al., 2023) could make this difference in perceived well-being less apparent, as well as the perception of autonomy, which could bridge the perception of receiving a lot of instrumental support in work decisional choices. As Corona (2021) pointed out, a successful generational transition requires preparing the next generation while taking into account their own level of well-being. According to the authors, this can be achieved through holistic training, i.e. preparing successors that goes beyond technical and academic skills to include aspects such as interpersonal relationship management, effective communication, conflict management and leadership. The goal of a family business should be to develop individuals who can run the business successfully, while maintaining family harmony and the well-being of all members. But attention must also be paid to the transmission of the company’s values and culture, for example through moments of family sharing, participation in company events and the creation of a “historical archive” that tells the story of the company’s evolution, as previously highlighted by Vázquez and Campopiano (2023). Above all, however, and of interest to the study presented here, is the importance of quality relationships. High quality relationships are critical to successful succession planning and overall well-being. According to Corona (2021), the younger generation must learn to establish and maintain positive relationships with family members, non-family managers and external stakeholders in order to foster a peaceful and productive work environment.

It would therefore be interesting to further explore the findings of this study by including an analysis of strategies for conflict management, effective communication and climate of mutual respect within the family.

Two other results are interesting. The first is that the generations do not differ in their perceptions

of physical and community well-being. The second is that the data on community well-being is the lowest on the well-being scale. Community is the domain in which family business protagonists perceive the least well-being. There is a large body of research highlighting the importance of community for family firms. Communities are often drivers for entrepreneurs to invest and have a business vision, given the context in which they are embedded. Why does community not affect the well-being of entrepreneurs? This question could be left to qualitative research. This exploratory research is not without limitations, mainly since it was conducted before the COVID and the European economic crisis (i.e. the Ukrainian crisis). This study has several limitations. It is a study that uses a cross-sectional design and does not differentiate in understanding the intergenerational relationship between the genders of seniors and juniors, as suggested by some recent works (Pozzi et al., 2023). In addition, another source of information in understanding general perceptions of well-being should also consider marital relationships (Campopiano et al., 2017; Mbwile, 2024).

6. Practical Implications

The practical implications of this study relate to the well-being of SR and JR generations within the same family business. This intergenerational difference is very often under-researched and under-recognized.

The literature is often interested in looking at the general data, often in economic rather than psychological terms. The present contribution allows first to see the different types of well-being, individual and organizational, of the two generations and then to include perceptions of the past, present and future.

The perceptions and experiences of entrepreneurs are very important for constructing a family and entrepreneurial narrative in family businesses, mainly because of their impact on business and future decisions. Knowledge of the intergenerational gap can enable advisors to work on reducing it and improving the organizational climate.

Conflicts can arise from different perceptions of the company and from different perceptions of well-being. Low self-esteem is an indicator of psychosocial well-being that reflects a person’s status. Low self-esteem is related to many factors and can lead to functional behaviors and inaction.

Author contribution statement

Maura Pozzi: Conceptualization, Methodology, Formal analysis, Investigation, Writing - Review & Editing, Supervision. **Daniela Poli Martinelli:** Formal analysis, Investigation, Writing - Original Draft, Visualization. Writing - Review & Editing. **Anna Greiner:** Writing - Original Draft. **Carlo Pistoni:** Methodology, Formal analysis.

Conflict of interest statement

Declaration of interest: none.

Ethical statement

The authors confirm that informed consent was obtained from all participants involved.

Declaration on the use of generative AI in the writing process

During the preparation of this work the authors did not use any AI software.

Funding

The authors received no financial support for the research, authorship, and/or publication of this work.

Data availability statement

The data that support the findings of this study are available from the corresponding author, MP, upon reasonable request.

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