

Business Report: Stress and Wellbeing of Interns

Introduction

Internships are a vital stepping stone for students entering the professional world. However, the transition from academic life to a workplace environment can bring its own set of challenges. This report presents findings from a survey conducted among interns to better understand their stress levels and overall wellbeing during their internship experience.

With responses from 156 participants, the findings aim to shed light on what interns go through, what drives their stress, and how organizations and institutions can better support them.

Findings

Stress is Common Among Interns

53.21% of interns reported experiencing stress during their internship, while **42.95%** reported not experiencing stress, and 3.85% preferred not to share.

Overall Internship Experience is Positive

Interns who do not feel stressed were asked about their positive experience level:

- Positive: 34 respondents
- Very Positive: 23 respondents
- Neutral: 10 respondents

Frequency of Stress

Most interns reported feeling stress “sometimes,” indicating that stress is situational rather than constant. For instance, they feel stressed during task deadlines.

Key Sources of Stress

The main stress factors included:

- Time management (41.98%)
- Misaligned expectations between interns and supervisors
- Supervisor expectations
- Balancing internship responsibilities with personal life

- Heavy workload
- Lack of workplace support

Stress Can Be Both Positive and Negative

The survey shows that interns experienced both positive and negative stress outcomes. Many respondents reported sometimes or often enjoying learning new things, feeling positively challenged, and feeling proud after completing difficult tasks — indicating opportunities for growth and achievement during the internship.

At the same time, some interns sometimes felt emotionally exhausted, frustrated, or tense about their workload, suggesting moderate stress levels. Overall, while stress is often viewed negatively, the findings indicate that it can also contribute to motivation, learning, and personal development.

Common Strategies for Managing Stress

- Manageable workload
 - Clear instructions and guidance
 - Supportive supervisors
 - Friendly work environment
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Proposed Solution: Internship Wellbeing Platform

To extend the impact of this intern project, a simple website focused on intern stress and wellbeing is developed.

Key Features:

- Self-assessment tool to help intern manage stress using resources such as meditation, breathing exercises, and soothing music (YouTube videos)
 - AI chatbot for personalized guidance and support
 - Calendar to track your mood.
 - Integration of the PEMA Secretariat for professional support.
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Value Proposition:

- Enables interns to understand and manage their stress effectively
- Promotes positive stress (eustress) that enhances learning and performance
- Provides real-time mood tracking calendar.

- Enhances overall internship experience by encouraging proactive wellbeing practices
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Conclusion

Overall, this survey shows a nuanced picture of intern wellbeing. While more than half of respondents reported experiencing stress, it is encouraging to see that stress is often tied to deadlines and workload rather than a constant experience. Equally important, many interns also reported positive outcomes such as learning, growth, and a sense of pride in their work.

The findings point to clear areas for improvement: better time management support, clearer expectations from supervisors, and a more structured onboarding process can go a long way in reducing unnecessary stress. At the same time, fostering a friendly, inclusive, and supportive work environment will help interns thrive both personally and professionally.

By listening to interns and acting on their feedback, organizations and colleges can make internships not just more manageable but genuinely rewarding.