

**Generational Diversity  
2023 NACCTFO Annual Conference  
Remix Exercise**

<b>Generation</b>	<b>What would this generation (or generation grouping) say are the positive aspects or practices that work well regarding recruiting and retention of employees?</b>	<b>What would this generation (or generation grouping) say are the areas that need improvement regarding recruiting and retention of employees?</b>
Older (Traditionalists & Baby Boomers)		
Gen X		
Younger (Millennials & Gen Z)		

**Analysis & Recommendations**

Based on your analysis of the responses above, what recommendations would you make for a County Tax Collector Office to improve their recruiting and retention practices that *all generations* will be able to support?