

Who the heck is Gen Z?

AF-2222-0523

Learn More

Megan Garton

American Fidelity

Account Development Executive

Megan.garton@americanfidelity.com



Mary Beth Rogers

Clarkston Community Schools

Executive Director of Business Services

mbrogers@clarkston.k12.mi.us



Andrew Travis

Cardinal Group Companies

Portfolio Sales & Marketing Manager

Andrew.travis@cardinalgroup.com



Join Slido



AF-2222-0523

slido



What are some words you feel describe someone from Gen Z?

ⓘ Start presenting to display the poll results on this slide.



https://www.youtube.com/watch?v=LJojODk_CAk
AF-2222-0523

AMERICAN FIDELITY 
a different opinion

slido



What are some of the positive qualities you have found in Gen Z employees?

ⓘ Start presenting to display the poll results on this slide.

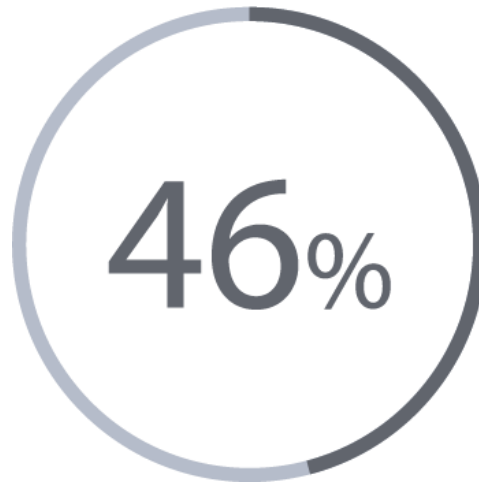
Gen Z Qualities

- Open-minded
- Entrepreneurial mindset
- Immediacy
- Work Independently
- Financially pragmatic
- Socially conscious
- Risk Averse
- Switch tasks 19 seconds

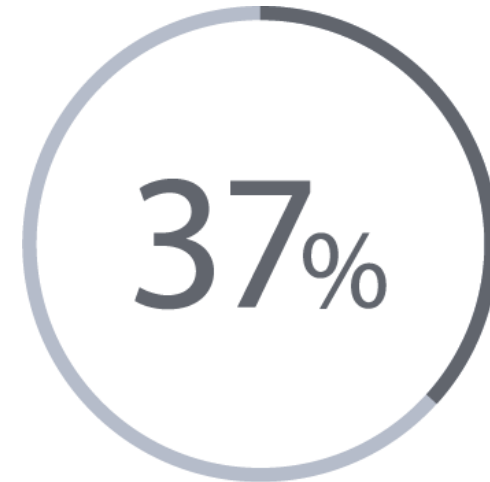
<https://www.netsuite.com/portal/resource/articles/human-resources/gen-z-workplace.shtml>, 9/21/22, accessed 5/30/23

Risk of Generation Burnout in 2021

Women



Men



<https://www.cnbc.com/2023/03/14/burnout-is-on-the-rise-gen-z-millennials-and-women-are-the-most-stressed.html>, accessed 5/2/23

What draws Gen Z to the workplace?



AF-2222-0523

slido



How is your school allowing flexibility within a structured environment?

① Start presenting to display the poll results on this slide.



Flexibility



Health
Insurance



Healthy & Inclusive
Culture

<https://www.yahoo.com/video/generation-really-wants-home-hint-110024760.html>, 10/13/22, accessed 5/2/23
<https://www.linkedin.com/pulse/attracting-gen-z-talent-younger-workers-expect-equity-charlotte/>, accessed 5/2/23

AMERICAN FIDELITY 
a different opinion

How do you keep Gen Z?

AF-2222-0523



AF-2222-0523



Eliminate
Fear



Incremental
responsibility



Transparent
Feedback



Gratitude-Sharing
Space



Active role in decision
making process

<https://s3.amazonaws.com/a.storyblok.com/f/165647/x/e8d0c6f119/4-secrets-to-managing-and-retaining-generation-z.pdf>, accessed 5/2/23
<https://s3.amazonaws.com/a.storyblok.com/f/165647/x/53694677cc/the-definitive-guide-to-generation-z-in-the-workplace.pdf>, accessed 5/2/23

AMERICAN FIDELITY 
a different opinion

What benefits do they prefer?



Work life
balance



Affordable
healthcare plans



Student loan
repayment
and tuition
reimbursement

<https://asana.com/press/releases/pr/asana-anatomy-of-work-index-2022-work-about-work-hampering-organizational-agility/19c41b48-602a-41cf-8af4-a3aeda2f05db>, accessed 5/2/23

72%

Professional
Development

68%

Mental
Health

FLEXIBLE WORK SCHEDULE

95%

<https://shorturl.at/fkKX1>, Page 10 and 11 5/11/22, accessed 5/30/23

AMERICAN FIDELITY 
a different opinion

slido



What are you doing to attract Gen Z employees?

ⓘ Start presenting to display the poll results on this slide.

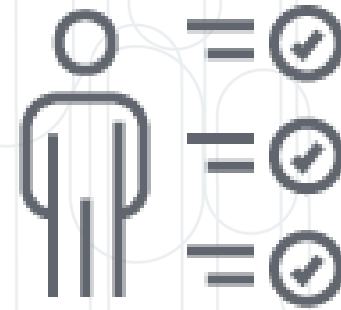
Tools to Leverage



AF-2222-0523



Technology to attract
potential hires



Choose their own
voluntary benefit package

Gen Z Teachers

Gen Z Teachers



Digitalized
Classroom



Peer-To-Peer
Mentor Program



Mental Health
Days

Why does it matter?

- Recruitment
- Retention

Learn More

Megan Garton

American Fidelity

Account Development Executive

Megan.garton@americanfidelity.com



Mary Beth Rogers

Clarkston Community Schools

Executive Director of Business Services

mbrogers@clarkston.k12.mi.us



Andrew Travis

Cardinal Group Companies

Portfolio Sales & Marketing Manager

Andrew.travis@cardinalgroup.com

