

## People Over Patties (POP) Toolbox

### Week 6: Who (The A-Method for Hiring)

Goal: Stop hiring warm bodies. Start hiring A-Players.

Theme: "The most important decision you make is WHO you let in the building."

#### Quick Start: Daily Kit

- [ ] 1. The "No" Button (If not 90% sure, say No)
- [ ] 2. Referral Mining (Ask A-Players for friends)
- [ ] 3. Script Adherence (Don't wing the interview)

Metrics: First 90 Days Turnover & A-Player Ratio

#### Hiring Tools (Clip & Carry)

##### TOOL 1: The Scorecard (Outcomes)

*Don't list skills. List Outcomes.*

- Master POS in 7 days.
- 100% Uniform Standard.
- Zero No-Call-No-Shows.

*Hire for the outcome, not the resume.*

##### TOOL 2: The Screening (The Truth Serum)

*Ask: "Who were your last 3 bosses, and how will they rate you on a 1-10 scale when we talk to them?"*

*Mentioning you will talk to the boss forces honesty.*

##### TOOL 3: The Torque Question (Grit)

*"Tell me about a time in your last job when you had to work harder than you expected."*

*Look for High Motor answers (Doing two jobs at once) vs Low Motor (Stayed 10 mins late).*

##### TOOL 4: The Sell (The 5 F's)

*Sell them on why they should join:*

1. Fit (Values)
2. Family (Team care)
3. Freedom (Trust)
4. Fortune (Pay/Growth)
5. Fun (Environment)

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### Week 6 Challenge: Scorecard

Manager: \_\_\_\_\_ Week Of: \_\_\_\_\_

Day	Focus Area	Success Metric	Check
Mon	The Scorecard Define Winning	Created an 'Outcome' list for the crew role.	<input type="checkbox"/> Made List
Tue	Referral Mining Sourcing	Asked 3 A-Players for names of friends.	<input type="checkbox"/> Asked Team
Wed	Screening Truth Serum	Used 'Last 3 Bosses' question in interview.	<input type="checkbox"/> Used Script
Thu	Torque Test Checking Grit	Identified High Motor vs Low Motor answers.	<input type="checkbox"/> Grit Check
Fri	The Sell Closing	Used the 5 F's to close a candidate.	<input type="checkbox"/> Sold Vision

### Week 6 Reflection: The Gatekeeper

1. Look at your team. Who are the "A-Players" you would fight to keep?

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2. Did you say "No" to a mediocre candidate this week? (That is a win).

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3. Next Week Goal: How many referrals can we get from the team?

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Manager Signature: \_\_\_\_\_