

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)

People Over Patties (POP) Toolbox

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?

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

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

Manager Signature: _____