



Team Champion Application

Team Member: _____

Time in Position: _____

Thank you for your interest in becoming a Team Champion. We are looking for strong team members who possess a natural ability to motivate others, lead by example, and exceed store expectations on a daily basis. Please complete this application and turn into your Executive Director. We will contact you with a decision within 7 days of your application being received.

Team Champion Requirements

Please carefully read and consider these requirements. If they cannot be met, you may want to re-consider applying for this position.

- Must be a Team Member for 6 months
- Must be willing to close and open at least once a week
- May not have any Friday night or Saturday restrictions (available open-close)
- Must consistently work at least 3 days/15 hours per week
- No more than 2 Team Champions per day part may be off at the same time
- Must attend quarterly store cleaning (2-hour commitment)
- Will be expected to assist in planning/setting up team member outings
- Will be given extra responsibilities in addition to normal work schedule
- Will be expected to train via Pathway in assigned store area
- Will be expected to train new team members
- Will be expected to offer support to senior leaders
- Will be expected to discipline team members
- Understands they will be held to a higher standard than fellow team members

I understand this application will be used to assist in the decision-making process. I acknowledge and commit to meeting the expectations of this position.

Signature

Date

Please answer the following questions as detailed as possible:

1) Have you asked your current leadership team for feedback related to pursuing this position? Yes _____ No _____

2) Based on their feedback, do you believe you are ready to pursue this position or are there things you should work on first?

3) What do you look for in a successful leader?

4) What does it mean to be a leader?

5) Why do you want to be a Team Champion?

6) Team Champions are responsible for learning and training a specific part of the business (example: drive thru, dining room, register). What area do you think you would excel at the most and why?

7) What are your biggest strengths as a Team Member? How will these help you as a leader?

8) What are your biggest weaknesses as a Team Member? How will you work on these as a leader?

9) Tell me about a time you coached/motivated a team member?

10) A natural leader should not need a title to successfully lead. How do you currently lead/guide your fellow team members?

11) In your opinion, what are some good things about our current leadership team?

12) In your opinion, what are some things our current leadership team could work on?

13) Tell me about a current process that you believe could be made better, and how would you fix it?

14) Do you fully understand scheduling expectations of a leader and the definition of “working to the needs of the business?” ____ Yes ____ No Please define:

15) What do you hope to learn about the business that you don’t know right now?

Please rank the following items in order of importance (in your opinion):

Cleanliness	1.) _____
Consistency	2.) _____
Guest experience	3.) _____
Team member experience	4.) _____
Food Safety	5.) _____

On a scale of 1-5, rate your performance in the following categories:

(1 = Poor, 2 = Needs improvement, 3 = Average, 4 = Above Average, 5 = Excellent)

____ Attitude	____ Coachability	____ Problem solving
____ Effort	____ Attention to detail	____ Professionalism
____ Delegation	____ Cleanliness	____ Uniform/appearance
____ Proactive	____ Commitment to excellence	____ Guest interaction
____ Initiative	____ Continual improvement	____ Team interaction
____ Dependability	____ Leading by example	____ Delivering 2 nd mile service
____ Accountability	____ Ability to follow procedures	____ Job focus

On a scale of 1-5, rate your job knowledge in the following categories:

(1 = Poor, 2 = Needs improvement, 3 = Average, 4 = Above Average, 5 = Excellent)

____ Headset	____ Dining room	____ CEM scores
____ Window	____ Bagging	____ 2 nd mile service
____ F2F	____ Store goals	____ CFA standards
____ Expeditor	____ Store policies	____ Mobile drinks
____ Register	____ Pathway procedures	____ Food Safety
____ Bag stuffer	____ Guest complaints	

Leader Recommendations

Please have five different leaders fill out this recommendation page (3 Senior Leaders/2 Team Champions). Remember, these leaders should have knowledge of your performance and should be able to give detailed feedback.

Have a Director rate you on each of these categories. If you do not score at least 80 points, you will not be considered for this role at this time:

(1 = Poor, 2 = Needs improvement, 3 = Average, 4 = Above Average, 5 = Excellent)

____ Attitude	____ Coachability	____ Problem solving
____ Effort	____ Attention to detail	____ Professionalism
____ Delegation	____ Cleanliness	____ Uniform/appearance
____ Proactive	____ Commitment to excellence	____ Guest interaction
____ Initiative	____ Continual improvement	____ Team interaction
____ Dependability	____ Leading by example	____ Delivering 2 nd mile service
____ Accountability	____ Ability to follow procedures	____ Job focus

1) _____

Check one: TM is ready for position _____ TM needs more time _____

If TM needs more time, please list 2-3 things they should begin working on:

Leader: _____

2) _____

Check one: TM is ready for position _____ TM needs more time _____

If TM needs more time, please list 2-3 things they should begin working on:

Leader: _____

3)

Check one: TM is ready for position _____ TM needs more time _____

If TM needs more time, please list 2-3 things they should begin working on:

Leader: _____

4)

Check one: TM is ready for position _____ TM needs more time _____

If TM needs more time, please list 2-3 things they should begin working on:

Leader: _____

5)

Check one: TM is ready for position _____ TM needs more time _____

If TM needs more time, please list 2-3 things they should begin working on:

Leader: _____