



## Trainer Application

Team Member: \_\_\_\_\_

Time in Position: \_\_\_\_\_

Thank you for your interest in becoming a Trainer. 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 Training Supervisor. We will contact you with a decision within 7 days of your application being received.

## Trainer 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 3 months
- Competent in all positions (excluding bagging)
- May not have any Saturday restrictions
- Will be expected to train via Pathway
- Will be expected to complete Train the Trainer course/workbook with Training Supervisor
- Demonstrates a working knowledge of all Chick-fil-A procedures and embodies our core values
- Good disciplinary standing with minimal marks
- Demonstrates self-management with limited need for close supervision
- 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.

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Signature

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Date

**Please answer the following questions as detailed as possible:**

**1) What is the store's vision?**

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**2) How do we win hearts every day?**

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**3) What is the Core 4 and why is it important?**

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**4) What does excellence mean to you?**

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**5) As a trainer, you will be looked to as the standard of how to present oneself, as well as proper procedures – are you willing to be a positive example of how to be a good team member at our store?**

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6) What do you look for in a successful trainer?

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7) Why do you want to be a trainer?

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

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

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10) In your opinion, what are some good things about our current training team?

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

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

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13) How would you train a team member struggling to learn a position?

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

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

\_\_\_\_ Headset

\_\_\_\_ Dining room

\_\_\_\_ Window

\_\_\_\_ 2<sup>nd</sup> mile service

\_\_\_\_ F2F

\_\_\_\_ Store goals

\_\_\_\_ Mobile Drinks

\_\_\_\_ Store policies

\_\_\_\_ Register

\_\_\_\_ CFA standards

\_\_\_\_ Bag stuffer

\_\_\_\_ Food Safety

Demonstrate  Imitate  Repeat

- 14) Why do you believe the training model shown above is the correct way to teach trainees?

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# Leader Recommendations

Please have three different leaders fill out this recommendation page (1 Senior Leader/1 Leader/ 1 training supervisor or Training Champion). Remember, these leaders should have knowledge of your performance and should be able to give detailed feedback.

Have a Senior Leader rate your performance on each of these categories. If you do not score at least 35 points, you will not be considered for this role at this time:

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

\_\_\_\_ Headset

\_\_\_\_ Dining room

\_\_\_\_ Window

\_\_\_\_ 2<sup>nd</sup> mile service

\_\_\_\_ F2F

\_\_\_\_ Store goals

\_\_\_\_ Mobile Drinks

\_\_\_\_ Store policies

\_\_\_\_ Register

\_\_\_\_ CFA standards

\_\_\_\_ Bag stuffer

\_\_\_\_ Food Safety

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: \_\_\_\_\_