



135 Day Team Member Follow-Up

Name: _____ Date of Review: _____
Position: _____ Date in Position: _____

Core Value/ Job Analyzer

Owner/Guest	Positive/ Committed	EQ	Community	Gets It	Wants It	Capacity to Do It
Score: +, +/-, -				Score: Y (yes) or N (No)		
Bar	2 +'s	2 +/-'s	No -'s	All Y		

Follow- Up Questions

- 1) Now that you have been working at Hillman Beer for 135 days, do you feel you align with our core values and mission?

- 2) Do you feel you have the same support to do your job post 90 days that you did in the first 90 days?

- 3) Are there ample opportunities for you to engage leadership on issues, and if not what would you recommend?

- 4) On a scale of 1-10 how satisfied are you working with Hillman Beer compared to what you thought you would be before starting the job?

- 5) On a scale of 1-10 how good do you feel you are at your job?

- 6) What are some improvements you want to focus on over the next 45 days?

- 7) Highlight areas where the team member is exceeding expectations.

8) Discuss opportunities where the team member is not hitting Hillman Beer expectations.

9) Review in detail the core value analyzer and specifically how they can improve in each area, even if all +'s.

10) What growth opportunities for the team or you see, if any, in the future and why would a reasonable plan look like for achieving that potential?

Team Member's Signature
& Date

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Witness's Signature & Date

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Manager's Signature & Date

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