



45 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) What do you like most about your job and Hillman Beer to date?

- 2) Tell me what you don't understand about your job or about Hillman Beer now that you have had 45 days to roll up your sleeves and get your hands dirty.

- 3) Do you have a good understanding of Hillman Beer's policies and how they apply to you? Please explain.

- 4) Have you been given the proper training to do your job effectively? Please elaborate on what was done well and what can be improved.

- 5) What do you look forward to each workday?

- 6) How would you describe the general tone from your co-workers: Do you find that they have been supportive of your success, or somewhat critical or pessimistic?

- 7) Does your supervisor clearly explain what Hillman Beer expects of you? How would you rate leadership's communication overall on a scale from 1 to 10, with 10 being the highest and explain ranking.

8) Have you faced any surprises since joining the team?

9) What could we have done differently in the interview process to realistically prepare you for your new role?

10) Highlight areas where the team member is excelling and areas of opportunity you would like to see them approve upon.

11) Are there opportunities that the team member sees that may help improve any aspect of Hillman Beer's operations?

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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