



90 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) Do you have enough, too much, or too little time to do your work?

- 2) How does it go when your supervisor offers constructive criticism or corrects your work?

- 3) If you could change one thing about your job or Hillman Beer, what would it be and why?

- 4) What keeps you working here?

- 5) What talents are not being used in your current role?

- 6) On a scale of 1 to 10, with 10 being the highest, how satisfied are you with your position at Hillman Beer and explain the ranking.

- 7) Which co-workers have been particularly helpful since you arrived?

- 8) Who do you go to when you have questions about your work? Do you feel comfortable asking? Has anyone gone out of their way to make you feel welcome or included in social or work-related events?

9) Have you had any uncomfortable situations or conflicts with co-workers, supervisors or guests? Did you feel inclined to refer matters to your supervisor on any particular occasion?

10) Do you believe your ideas and suggestions are valued? Can you give me an example of some type of change you have recommended that has been implemented?

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

12) 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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