

## Daily Huddle Tool – My Gift to You!

# Are we Hiring Partners? or Filling Positions?

*Do we select for life-long values?*

*Are the people who enter our business today people we want to become a part of the story of our business?*

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**Decide to BELIEVE.**

### **Beloved Company Snapshot**

*Chick-fil-A's multiple franchised stores in the U.S. are so beloved that people camp out prior to an opening to be the first to bite into the famous tasting sandwiches. President Dan Cathy often joins them during these overnight hurrahs—to partake in the fun, thank the customers, and cheer on the employees. The secret sauce for Chick-fil-A is the employees and how they are selected. They are selected for the long-term.*

### **BELIEVE CHALLENGE:**

Hire partners for life-long value

### **OPENING DISCUSSION. EXPLORE What it Means to Believe**

- Read and discuss all the questions on the front of this card.
- Explore how we interpret the main challenge question.

### **EVALUATE How We Believe**

- How would we rate our intent and ability to select employees based on values that are congruent with ours?
- How would our employees say we are doing?
- Do employees rave about how we help them grow in their career (and in their life) today?
- How does our decisions for hiring partners compare with this beloved company?
- Do our decisions for hiring partners earn us “beloved” status today?

### **Can we DECIDE to Believe?**

- What do we need to do differently to move toward earning the rave of customers and employees?
- Let's figure out one way to adjust our selection process to ensure we are bringing in partners who share our values.