

# AL Qualifications:

## Do you know and embody Chick-fil-A Baytown's Core Values?

- **Stewardship:**
  - Are you a protector of the resources given to you to take care of? Examples are Time, Money, Food, Paper, Other People, Leadership, your uniform.
    - What are ways that you have shown the value of stewardship in your personal life?
- **Excellence:**
  - Do you pursue distinction in all that you do? We desire to be different, to be unique and extraordinary? Are you unique and extraordinary for our team and our guests?
    - In what ways have you carried out excellence in your personal/professional life?
    - Have you been in charge of any projects in the community or at school? What were the outcomes?
- **Growth:**
  - Are you motivated by growing personally and professionally? Do you want to be better every day that you come into this restaurant?
    - Do you have a written out growth plan for your personal/professional life?
    - Is there anybody in the last 2 years you have mentored? Or someone that has mentored you? What were the outcomes?
    - How do you consistently push yourself to be better as an individual?
- **Community:**
  - Do you want to be a part of something bigger than yourself? Do you have a desire to make a positive impact on the lives of our guests and the team?
    - What activities are you involved in outside/inside of work that show your commitment to our community?
    - Do you have any service hours accumulated?
- **Invest:**
  - Do you care enough to know who we are and the vision for our business? Do you have it memorized?
    - What are things you have committed to that will help you long term?

- How do you consistently add value to yourself in order to add value to others?

## **Characteristics of an AL**

**This is what your Director Evaluation will be over. To be accepted, you must have a “yes” from each Director on each area**

- **Are you an outstanding team member? Does leadership notice a difference having you on shift?**
  - **Speed/Accuracy:**
    - Can you work each position in a quick and effective manner? Is everything accurate? Is there purpose in how you work?
  - **Punctuality/Dependability:**
    - Do you always show up? Can your leaders and team members depend on you? Do you communicate to the leadership and personally find a cover if you are unable to come to shift?
  - **Attitude/Approachability:**
    - Do you bring a positive attitude to the team? Are you able to separate work from home life and make a decision to have a positive influence? Are you someone who is a harmonizer and brings others together or a gossip who tears the team apart?
  - **Leadership/Training Skill:**
    - Do you currently help the shift leaders on shift? Do you take ownership on shift over your area of the business? Do you have enough working knowledge in a position to be able to train someone in that position?
  - **Growth:**
    - Are you motivated by growing personally and professionally? Do you want to be better every day that you come into this restaurant?  
Looking For: Intentional Development of Others Initiative Minded Competitive Nature, desire to learn and grow

## STEP 1

- Fill out the AL Expression of Interest (EOI) Form [CLICK HERE](#)

## STEP 2

- Attend an interview with Directors and General Manager where you will be evaluated and scored on the characteristics listed above and our core values. Shortly after you will receive a letter of acceptance via slack if you have passed or a plan for improvement in order to reapply.

## STEP 3

- Attend Pre-AL Class with Development Director
- Complete weekly pre-AL task for 3 weeks

## STEP 4

- Evaluation sent to Leadership team (AL, Leader, and Directors)
- Evaluation will determine if you are selected to start AL Class

## STEP 5

- Attend the AL Class

## STEP 6

- Rotational Training with the director team in all Hospitality Areas  
(FOH: M/DR-Running, Guest Experience, iPOS, Pushing)  
(BOH: Nuggets, Primary, Breeding, Machines, Fries)

## STEP 7

- Take the AL Test

## STEP 8

- Development Director Evaluation of training skill and performance, if chosen to be promoted you will then receive a raise and a new uniform!

