

# Becoming DID:

## Chick-fil-A Baytown

### STEP 1: Background

- Must be a Team Leader and have gone through the CD and LID Process.

### STEP 2: Interest

- Must express interest to grow with a Director or Executive after the completion of LID

### STEP 3: Pre Did & Mentor

- Meet with your direct leader about the Pre-Did Mindset and Expectations
- Select a Mentor and Meet with a Mentor at least 6, 1-hour sessions. (These sessions should be reported through the DID 1-1 drive)
  - You should be going over development of qualifications and skills in these meetings as listed in the Pre-DID Sheet.

### STEP 4: Application & Selection

- Send in Application for specific Director Role. Communicate that you have sent in your application to your direct leader.
  - Your application will be reviewed and you will have an interview towards the role specifically and all you have learned with your 6 sessions with a mentor.
  - A decision will be made shortly after interview.
- If told no for the position, you can try again by going another 6 sessions with a mentor. You can stick with the same mentor or do a different mentor.

### STEP 5: Director Training

- If you are selected for Director Training, you will go through an 8-week course specifically towards the role you have applied for. You will start on the logistics of what your role entails.
  - This could be completing weekly tasks and monthly tasks for your future role.
- Start on your DID Book and start your DID Project.
- You must attend all DID Meetings throughout this process to complete your training.

### STEP 6: Project Completion

- Complete a DID Project and Report on Findings

# DID Qualifications:

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### What are we Looking for?

- **Do you 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?*

Looking for:

- Attention to Detail and Strive for Excellence
- Time Management
- Speed/Accuracy

- **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?*

Looking for:

- Strong Communication Skills
- Strong Work Ethic
- Punctuality/Dependability

- **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

- **Community:**

*Do you want to be a part of something bigger than yourself? Do you have a desire to make a positive impact of the lives of our guests and the team?*

Looking For:

- Embody the Culture
- Attitude/Approachability

- **Invest:**

*Do you intentionally devote your talents and resources into our team and into our community? When was the last time you went out of your way for a team member or guest?*

Looking For:

- Positivity
- Lead through Purpose

# Pre-DID Process:

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Before entering into the DID Class and Process, you should be looking and focusing on these things to help prepare yourself for what is next.

Skills Needed	Try it Out!
Self-Starter and Problem Solver	<ul style="list-style-type: none"> <li>- Be Curious! ASK QUESTIONS throughout your week.</li> </ul> <p>Ex: If a vendor comes in, be the first one to meet them and learn more about what they are doing for our restaurant. If every day we run hold on fries at 2pm, start to look into why that is.</p>
Ownership	<ul style="list-style-type: none"> <li>- You must take ownership over this restaurant like it is your house! If you don't claim something then it is never yours.</li> </ul> <p>Ex: Take responsibility over something in the restaurant and be repetitive over it during your shift. Whether it be cleanliness, organization, service, be known for something as a shift leader!</p>
Idea Generator	<ul style="list-style-type: none"> <li>- You can use your own brain to create ideas and implement them in the restaurant.</li> </ul> <p>Ex: You learn not to take no for an answer, you have to go discover and use data to back up your idea and pitch your plan to leadership. (See Idea Generation Guide to help)</p>
Include Others	<ul style="list-style-type: none"> <li>- We are a TEAM, the best thing a leader can learn is that you cannot do it all on your own.</li> </ul> <p>Ex: Get the input and opinions of others around you on what you are wanting to work on. People can be the most helpful resources in creating positive change in the restaurant.</p>
Welfare Minded	<ul style="list-style-type: none"> <li>- Self- Care proceeds Team Care. You cannot lead a team well unless you are leading yourself well.</li> </ul> <p>Ex: GET A MENTOR! Plan your week out, budget! Take care of yourself and your family to be able to create space to lead others.</p>
Operational Focused	<ul style="list-style-type: none"> <li>- You need to know the ins and outs of this business operationally to succeed.</li> </ul> <p>Ex: Ask about being rotated to roles do not know! (Prep, BOH, Catering, FOH)</p>