



MH Restaurants Employee Review

NRO Trainer

Last Name:		First Name:		Middle I:	
Position:		Location		#	
Home Restaurant		Review Type:		Reviewer Name:	

Scoring Definitions: Evaluate the Team Member on each section based on the following scale:

1	2	3	4	5
Does Not Meet Expectation	Inconsistently Meets Expectation	Consistently Meets Expectation	Regularly Above Expectation	Frequently Exceeds Expectation
Consistently did not meet expectations required in job role; Actions negatively impacted team; substantial work improvement required immediately; team member performance requires immediate, sustained improvement.	Partially or inconsistently met some of the defined expectation of the job role; Rarely made relevant or measurable contribution to team; Work requires coaching to bridge gaps in performance	Consistently performed according to required expectations; Meaningful contributions to the team; Consistently delivers quality work product in all areas of responsibility; Work performance is acceptable	Consistently meets and frequently exceeds performance expectations; Notable contributions to the overall organization and the team; Work is frequently of high quality in all areas; Work performance frequently exceeds expectation due to effort, initiative and skill set	Consistently did outstanding work, regularly going far beyond expectations of the position; Significant and widely recognized contributions to the organization and others; Work is consistently of exceptional quality in all areas; Work performance consistently exceeds expectation due to innovation and

People: P Score: 0

Attitude

Embraces the You First Culture.

Exhibits a consistently positive and enthusiastic attitude and who is kind to teammates and customers. Does all things with respect, showing concern for the dignity of others.

Score:	Scoring Choices	0
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Manager feedback:

Coaching

Team Member Development

Offers support and opportunity to new team members. Engages and interacts with team members. Provides clear direction and timely feedback to help others strengthen specific knowledge and skill areas needed to accomplish a task or solve a problem.

Score:	Scoring Choices	0
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Manager feedback:

Communication

Formulates Consistent and Appropriate Messaging.

Clearly and concisely conveys information accurately to the intended audience. Communicates new employee progress. Able to suggestively rank new employees according to First Watch standard and make recommendations to management.

Score:	Scoring Choices	0
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Manager feedback:

Leadership

Evolves the MH Restaurants Brand

Leads by example. Lives by "we before me" and motivates team service amongst others. Supportive to management in daily operational tasks.

Score:	Scoring Choices	0
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Manager feedback:

Decision Making

Awareness of Perception.

Makes smart decisions and always does the right thing. Always maintains professionalism at work with no personal interferences.

Score:	Scoring Choices	0
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Manager feedback:

Delivers Results**Executes Training Commitments.**

Drives the 5 Steps of Service and 10 Commandments from 6:55am - 2:35pm. Pursues only best-in-class quality, through high standards, proven systems and the right methods. Establishes readiness and pace through leading by example.

Score:	Scoring Choices	0
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Manager feedback:

Knowledge**The First Watch Way.**

Knows our food, beverage and procedure specifications. Organizes classroom training and adheres to the plan. Places as much emphasis on "why" we do things as "what" and "how."

Score:	Scoring Choices	0
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Manager feedback:

Goal Setting

Designated performance goals for achievement prior to next opening.

Overall Performance Rating Scoring:					Employee Overall Score:
1.0-1.75	1.76-2.5	2.51-3.25	3.26-4.49	4.5-5.0	0
Does Not Meet Expectations	Occasionally Meets Expectations	Meets Expectations	Occasionally Exceeds Expectations	Exceeds Expectations	
Acknowledgements: Team Member's signature indicates knowledge and understanding of the contents of the performance summary. The summary has been reviewed with the Team Member and the Team Member has been given an opportunity to comment.					
Team Member's Signature			Date		
Supervisor's Signature			Date		