

# Mahmoud - Zaty Hire Candidate Report

## Scores

Overall Fit Score: Unscored

HR Score: Unscored

Technical Score: Unscored

Practical Score: Unscored

## Summary

Strengths: No clear strengths yet.

Weaknesses: No clear weaknesses yet.

Red flags: No red flags recorded.

Hiring risk: Unknown

Suggested decision: Not enough evidence

Suggested level: Unscored

HR notes: No HR notes recorded yet.

Manager notes: No manager notes recorded yet.

## Competency breakdown

Guest service: Unscored - No evidence recorded yet.

Beverage quality: Unscored - No evidence recorded yet.

Reliability: Unscored - No evidence recorded yet.

Teamwork: Unscored - No evidence recorded yet.

Admin: Unscored - No evidence recorded yet.

## 30/60/90 development plan

30 days: Guest service. Shadow a strong team member and complete focused shift feedback. Owner: Hiring manager. Success: Shows the behavior consistently in two observed shifts.

60 days: Guest service. Practice the skill in live service with weekly check-ins.

Owner: Store lead. Success: Improves evidence quality and reaches at least 3/5.

90 days: Guest service. Own the routine independently and coach back the standard.

Owner: Candidate and manager. Success: Sustains 4/5 performance without close supervision.

30 days: Beverage quality. Shadow a strong team member and complete focused shift feedback. Owner: Hiring manager. Success: Shows the behavior consistently in two observed shifts.

60 days: Beverage quality. Practice the skill in live service with weekly check-ins.

Owner: Store lead. Success: Improves evidence quality and reaches at least 3/5.

90 days: Beverage quality. Own the routine independently and coach back the standard.

Owner: Candidate and manager. Success: Sustains 4/5 performance without close supervision.

30 days: Reliability. Shadow a strong team member and complete focused shift feedback. Owner: Hiring manager. Success: Shows the behavior consistently in two observed shifts.

60 days: Reliability. Practice the skill in live service with weekly check-ins. Owner:

Store lead. Success: Improves evidence quality and reaches at least 3/5.

90 days: Reliability. Own the routine independently and coach back the standard.

Owner: Candidate and manager. Success: Sustains 4/5 performance without close supervision.