

ZATY_TEST_Candidate - Zaty Hire Candidate Report

Scores

Overall Fit Score: 4

HR Score: 4

Technical Score: Unscored

Practical Score: Unscored

Summary

Strengths: Guest service

Weaknesses: No clear weaknesses yet.

Red flags: No red flags recorded.

Hiring risk: Low

Suggested decision: Proceed

Suggested level: Ready barista

HR notes: ZATY_TEST interview session notes

Manager notes: No manager notes recorded yet.

Competency breakdown

Guest service: 4 - Test evidence recorded successfully.

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: 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.

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30 days: Teamwork. Shadow a strong team member and complete focused shift feedback.

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60 days: Teamwork. 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: Teamwork. Own the routine independently and coach back the standard. Owner:

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