



**The Easy Way to
Find Job Candidates
and Predict Their Success**

Top 6 Tips for Hiring in Hospitality



Handwritten signatures of Ben and Jamie in black ink.

Ben & Jamie
ClearFit Co-Founders

1) Be clear on who you need

You just want someone doing the job—now! However, before you hurry out to find someone to fill the spot, take some time to figure out exactly who you need. That will take a bit more time now, but will save you time and money in the long run.

2) Make sure you have an effective and legal hiring process

A consistent and effective recruiting process should include a single point for applying (like an email address or website). It should also request the same information from everyone (i.e. resumes, cover letters, or application forms) as well as meet government equal opportunity standards.

3) Sell the opportunity, not the salary

Whether you're advertising on job boards or relying on referrals, make sure your job sounds exciting to applicants. The best people are more concerned with career growth and want the opportunity to make an impact. Make sure you emphasize what the person will do, learn, and become.

4) Only interview the best candidates

If you have an effective process for screening, then you'll only spend time interviewing the best candidates for your job.

5) Focus interviews around gaps

Don't just ask every candidate the same job interview questions, use the interview to look for gaps or watch-outs in the candidate's profile, relative to your job. Remember as well that the interview is an opportunity for your candidates to learn about your organization, so give them a chance to ask questions too.

6) Even when you're done, you're not done

A bad start can have new employees questioning their decision to join your company and reducing your employee retention. Make sure your new employees have phones and computers set up (if necessary) and have a basic orientation, including lunch on the first day with key people at your firm.

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Visit www.ClearFit.com/restaurants

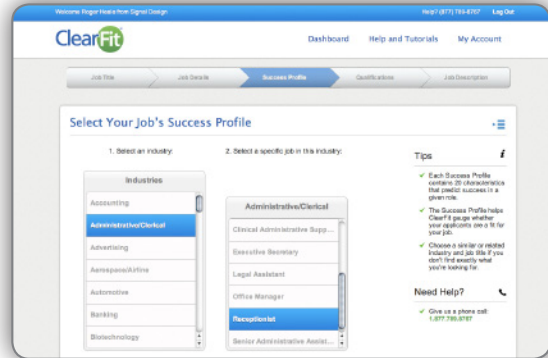
Turn over to see how ClearFit spots
top performers in the restaurant industry! ►



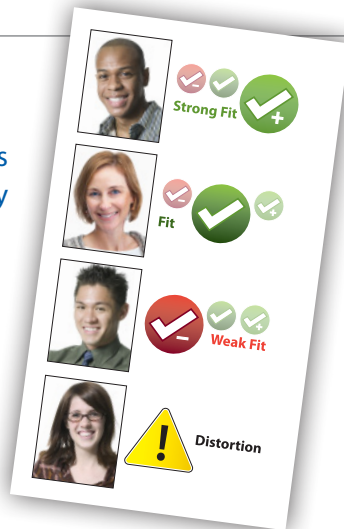
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How It Works

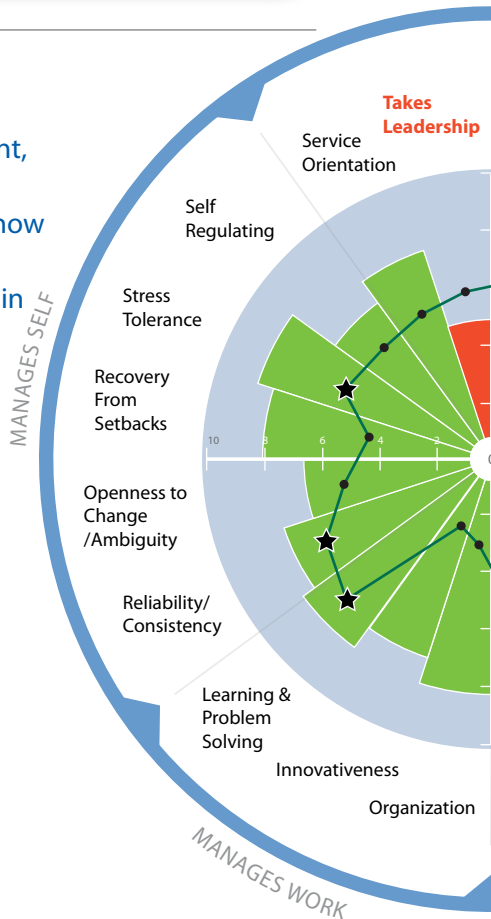
1. Create your job and post to **hundreds of job boards** with a single click.



2. ClearFit ranks applicants according to personality and experience, so you can focus your time on **the most relevant people**.



3. For each applicant, see a detailed report showing how they compare to **top performers in a role** as well as personalized interview questions.



We Work with the Restaurant Industry!

The ClearFit system has a library of thousands of PhD created Success Profiles that contain the traits of top performers in a given job.

Here's just a few of the Success Profiles we have for the restaurant industry:

- Restaurant Manager
- Server
- Chef
- Franchisee
- Host
- Restaurant Business Development



Try it free for 30 days!

GET STARTED: www.ClearFit.com/restaurants