



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

## Top 5 steps to successful restaurant hiring



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ClearFit Co-Founders

### Step 1: When hiring employees, be clear about who you're looking for

- What are the outcomes I need from them in the first year? Second year? Do I need a leader — or someone who is good at following instructions?
- Will this person be interacting with customers? Do I need someone innovative and creative, or someone who is structured and organized?

### Step 2: Establish deal breakers for skills and experience

- What are must-haves? If you find a person who is a good fit for a job, most skills can be learned. You won't know if a person with 10 years experience is any better than one with 5 until they start doing the job, so be careful to judge job candidates based on these criteria.

### Step 3: Customize your interviews for each job candidate

- Focus first and foremost on the behaviors/experiences that you are not sure about with that specific job candidate. If every interview is the same, you're not maximizing your time and may be missing something important.

### Step 4: Use hiring tools and have others in your company interview the candidates too

- Have more than one employee at your company interview candidates to provide their perspectives. That way you acquire other opinions/perspectives as well as support within the organization if you do hire the person.

### Step 5: Check references yourself

- You'll discover a lot doing reference checks. It's important that you not only ask for references, but also specify who you want to speak with — before they offer — or you'll simply be provided with a list of their friends.

Try ClearFit free for 30 days!  
Visit [www.ClearFit.com/restaurants](http://www.ClearFit.com/restaurants)

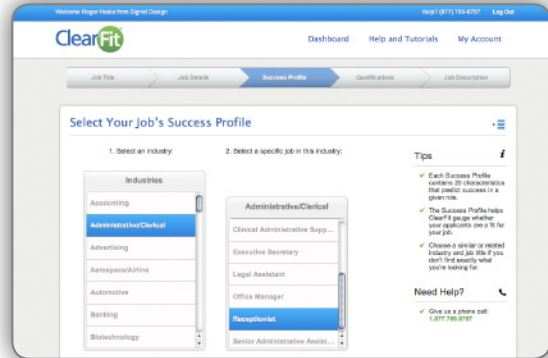
Turn over to see how ClearFit spots  
top performers in the restaurant industry! ►



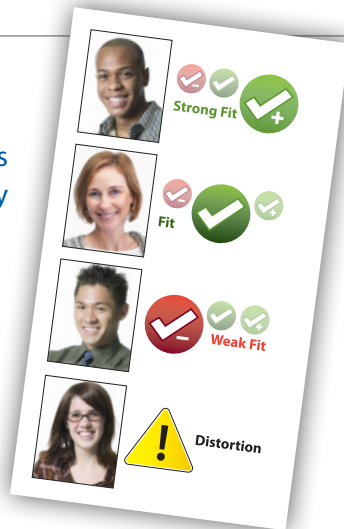
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## How It Works

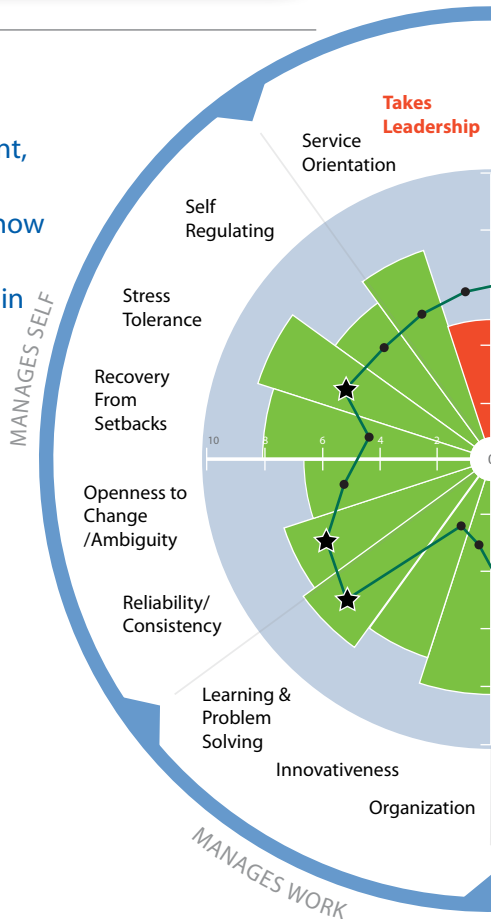
1. Create your job and post to **hundreds of job boards** with a single click.



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](http://www.ClearFit.com/restaurants)