

Interview Questions

(Pick 5-6 questions from the 12 below)

1. Tell me about yourself? (Active Lifestyle, Humor)
2. Why Five Guys? (Serving others, Fast Pace, Hard Work, High Standards)
3. Could you please give me an example of a time you took the initiative to go above and beyond your job's expectations. What was the result and how did you feel?
4. Tell me about a time that you helped someone whether at work or outside of work. Why did you do it?
5. What makes you a great co-worker for others?
6. How would you describe exceptional customer service?
7. Can you describe what having a sense of urgency means to you?
8. What motivates you in life? (Passion for doing the right thing)
9. What does the phrase "you have a Servant's Heart" mean? Do you know anyone that has a Servant's Heart? (hopefully they name themselves)
10. Would your Previous employer recommend you? Why? (hard worker, transparency)
11. What's your favorite Board Game? How do you feel when you lose? (competitive drive)
12. How do you make a dull situation fun?

If you like the candidate – continue with the following questions. If not, thank them for coming and end the interview

1. Do you have transportation to work?
2. Are you currently employed?
3. What are your outside of work commitments?
4. What is your availability? Does/will that change?
5. Anything we should know about your background?
6. What are your hourly rate expectations?

If you still like them - Tell them about the following, If not, thank them for coming and end the interview

1. Core Values
2. Incentives – shops, tips, wages benefits, caring team, chaplains, uniforms, free employee meals
3. High Expectations
4. Energy and Enthusiasm



Core Values

- A Servant's Heart
 - Passion to help others both coworkers and customers
 - Humble, not arrogant "Jerk Free"
 - No position power
- Approachable and Transparent at ALL Levels
 - No questions or concerns off limits to anyone
 - No hidden agendas – say what's on your mind
 - Take responsibility for both the wins and the mistakes
 - Seek to understand not judge
- Passion for ALWAYS Doing the Right Thing
 - Follow a positive moral compass and live by the golden rule
 - Don't let rules get in the way of making the right decision – ACT, ask for forgiveness later
 - HOW you achieve your results is more important than the results themselves
- Working Hard and Enjoying the Journey
 - Leave the restaurant "like new" every day
 - Do what's asked and ONE thing more
 - Embrace a fast pace of play – remember we're a "Quick" service restaurant
 - Don't take yourself too seriously – SMILE it's life's journey, not the destination that's important

Core Purpose

ENRICHING The Lives of Our Employees & Customers, SIMPLY, Serving the Best
Not complicated, the best at a few things, not everything to everybody, and serving those around us

FIVE GUYS

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