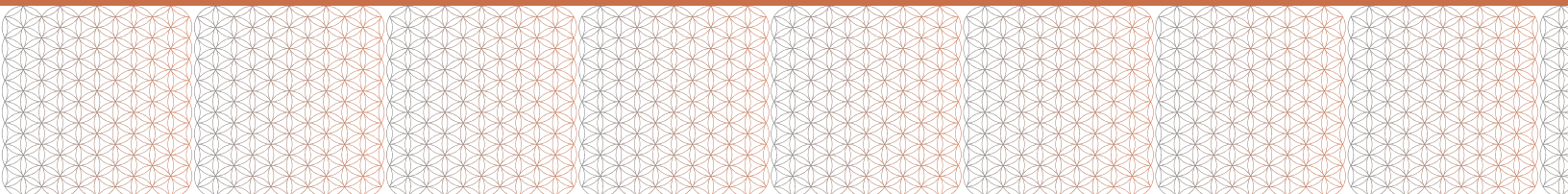


Hire Your Food Tools



Tool 2

The 7-Day Hiring Experiment

Notice Before You Change

CLARITY
BEFORE
CHANGE

Better Conversations. Better Hires.

The 7-Day Hiring Experiment

Notice Before You Change

For the next seven days, do not change your diet.

Seriously.

- No food makeover.
- No dramatic pantry purge.
- No emergency kale procurement.

Your only job is to notice one automatic food hire each day and ask:

What job was I hiring this food to do?

That's it. The goal is not to judge the hire. The goal is to understand it.

HOW IT WORKS

Once a day, notice a food choice that happened almost automatically.

Maybe it was:

- the afternoon snack;
- the coffee on the way to work;
- the Friday-night takeout;
- the dessert after dinner;
- the chips while watching television;
- the sandwich you always order;
- or the food you reached for after a difficult day.

Then complete the following hiring note.

DAY 1

THE HIRE

What did I eat or drink?

THE SITUATION

What was happening?

THE JOB

What was I really hiring it to do?

- ☐ Feed me
- ☐ Give me energy
- ☐ Save me time
- ☐ Comfort me
- ☐ Reward me
- ☐ Help me relax
- ☐ Give me pleasure
- ☐ Help me belong
- ☐ Keep a tradition
- ☐ Make life easier
- ☐ Something else: _____

THE INTERVIEW

Why did this candidate win?

THE CEO NOTE

Anything interesting I noticed?

DAY 2

THE HIRE

THE SITUATION

THE JOB

WHY THIS CANDIDATE WON

CEO NOTE

DAY 3

THE HIRE

THE SITUATION

THE JOB

WHY THIS CANDIDATE WON

CEO NOTE

DAY 4

THE HIRE

THE SITUATION

THE JOB

WHY THIS CANDIDATE WON

CEO NOTE

DAY 5

THE HIRE

THE SITUATION

THE JOB

WHY THIS CANDIDATE WON

CEO NOTE

DAY 6

THE HIRE

THE SITUATION

THE JOB

WHY THIS CANDIDATE WON

CEO NOTE

DAY 7

THE HIRE

THE SITUATION

THE JOB

WHY THIS CANDIDATE WON

CEO NOTE

END-OF-WEEK PERFORMANCE REVIEW

After seven days, look back.

What jobs appeared most often?

Which hires were mostly about hunger?

Which were really about comfort, convenience, reward, belonging, habit, or identity?

Were there situations where the same candidate kept winning?

Did certain times, places, people, or routines influence the decision?

And the most important question:

What did I learn about the jobs behind my food?

ONE SMALL REMINDER FROM HR

You were not trying to eat better this week. You were trying to see better. Because before you can improve a hiring decision, you first have to understand why the candidate keeps getting the job.

Clarity Before Change

HIRE YOUR FOOD™

Before judging the food, find out what job it was hired to do.

HIRE YOUR FOOD™ TOOLS

Better conversations. Better hires.

We don't hire food only for nutrition. We hire it for comfort, convenience, belonging, traditions, identity, and values. *Hire Your Food* uses Jobs to Be Done and Body Inc. to help us understand those decisions without guilt or food wars.

Discover the book → HireYourFood.com/The-Book.

Know someone who would enjoy this?

Send it. Print it. Discuss it. Start a conversation.

Just please don't start a food fight.

Other tools are available when you join our free community where CEOs compare notes. → HireYourFood.com/group/the-hiring-Department/discussion

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