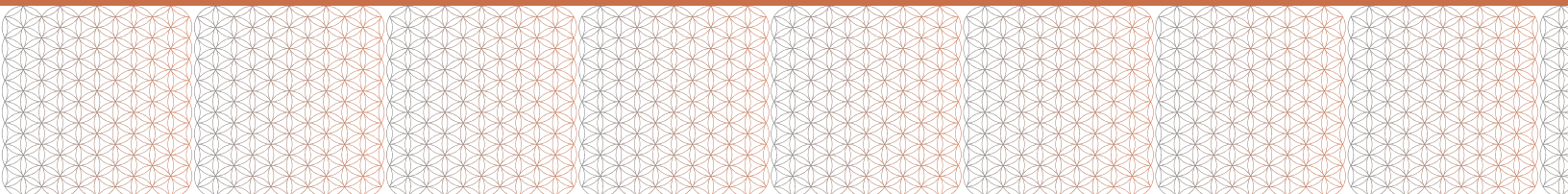


Hire Your Food Tools



Tool 1

The Reopen One Position Challenge

One Position. One Alternative. One Shift.

EXPERIMENT
BEFORE
REPLACEMENT

Better Conversations. Better Hires.

The Reopen One Position Challenge

One Position. One Alternative. One Shift.

You do not need to change your whole diet.

You do not even need to fire anybody.

Instead, choose one food that gets hired regularly and reopen the position for one week.

The current employee can stay.

HR is simply conducting a competitive review.

STEP 1 – CHOOSE THE POSITION

Pick one recurring food hire. Something you eat often.

- Examples:
- breakfast;
- afternoon snack;
- workday lunch;
- Friday-night takeout;
- dessert;
- late-night snack;
- sandwich filling;
- burger night;
- coffee companion;
- something you always order at a restaurant.

THE CURRENT EMPLOYEE

What food usually gets the job?

STEP 2 — WRITE THE JOB DESCRIPTION

Why does this food keep getting hired?

What is the actual job?

- | | |
|--|---|
| ☐ Feed me | ☐ Give me energy |
| ☐ Save me time | ☐ Comfort me |
| ☐ Reward me | ☐ Help me relax |
| ☐ Taste great | ☐ Help me belong |
| ☐ Keep a tradition | ☐ Make the meal easy |
| ☐ Something else: _____ | |

Now finish this sentence:

I usually hire this food because I need it to...

STEP 3 — REVIEW THE INCUMBENT

What does the current candidate genuinely do well?

Why does it keep winning?

- | | |
|---------------------------------------|---|
| ☐ Taste | ☐ Convenience |
| ☐ Habit | ☐ Price |
| ☐ Availability | ☐ Comfort |
| ☐ Tradition | ☐ Social fit |
| ☐ Familiarity | ☐ Nobody else has really applied |
| ☐ Other: _____ | |

Remember:

The goal is not to prove that the current hire is bad. A candidate can be excellent at one job and still deserve competition.

STEP 4 — FIND ONE ALTERNATIVE CANDIDATE

Who else could do the same job—or most of it?

Choose one realistic alternative.

Not the theoretical healthiest food on Earth. Not something you already know you dislike. A candidate with a genuine chance of getting hired.

ALTERNATIVE CANDIDATE

1. What job could this candidate perform well?
2. What might make it competitive?

STEP 5 — GIVE THE NEW CANDIDATE ONE SHIFT

Sometime this week, give the alternative candidate one real opportunity.

Same position. Same kind of situation.

One shift.

Then conduct a very short performance review.

DID IT DO THE JOB?

- ☐ Yes
- ☐ Mostly
- ☐ Not really

DID IT FIT THE SITUATION?

- ☐ Yes
- ☐ Mostly
- ☐ No

DID I ENJOY IT?

- ☐ Yes
- ☐ Enough
- ☐ No

WOULD I HIRE IT AGAIN FOR THIS JOB?

- ☐ Yes
- ☐ Maybe
- ☐ No

HOW DID I FEEL AFTERWARD?

STEP 6 — MAKE THE CEO DECISION

After the experiment, decide what happens next.

- ☐ Keep the current employee exactly as is
- ☐ Give the alternative candidate another shift
- ☐ Let the two candidates share the position
- ☐ Change the frequency of the current hire
- ☐ Keep looking for another candidate
- ☐ No change for now — but I learned something

THE IMPORTANT PART

You did not succeed only if the new candidate won.

You succeeded if you learned more about:

- the job;
- the incumbent;
- the competition;
- and what actually matters to you when you make the hire.

That is a better hiring process.

ONE FINAL NOTE FROM BODY INC. HR

Good CEOs do not replace experienced employees just because someone sent them a brochure about another candidate. They understand the position. They compare realistically. Then they experiment.

Experiment Before Replacement

HIRE YOUR FOOD™

Never fire a food until you understand the job it was doing.

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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