

# ***YOUR APPLEBEE'S CAREER PATH***

**WHERE ARE YOU NOW?**

**WHERE DO YOU  
WANT TO GO?**



## TEAM MEMBER

## NEIGHBORHOOD EXPERT

## KEY EMPLOYEE

### Qualifiers

#### Congratulations!

Welcome to the Apple American Group Team!

You have the capability to be a:

- Team Player
- Constant Learner
- Great Communicator
- Desire to be a Neighborhood Expert!

#### Ready to Grow?

To qualify you...

- Have mastered your position
- Have proven ability to transfer knowledge & develop skills in others
- Consistently demonstrate leadership competencies
- Are a reliable team player who always delivers their best
- Have a desire to deliver excellent guest service

#### Ready to Grow?

To qualify you...

- Are at least 21 years old
- Have 6 months in position
- Become certified as a Neighborhood expert
- Have a desire to become a manager
- Pass the background check & have a valid driver's license
- Perform all tasks with excellence

### Training Steps / Certification

- Complete Training with a Neighborhood Expert
- Learn about Applebee's and your position through the Neighborhood University Programs
- Position Final Quiz completed at 100%
- Responsible Service of Alcohol/ServSafe
- Final Inspection completed by GM
- Training survey completed

- Interview with the GM
- Complete Neighborhood Expert Video Training & final exam
- SQ2 Personality Test (if applicable)
- Neighborhood Expert Certification
- Attend Neighborhood Expert Training Camp (Optional)

- Complete Key Hourly Training Program
- Attend Key Employee Boot Camp
- Become ServSafe within 3 months of being chosen for the program
- Become proficient in maintaining all operations success measurements

## HOURLY MANAGER

## GENERAL MANAGER

## AREA DIRECTOR

### Qualifiers

#### Ready to Grow?

To qualify you...

- Have proven ability to hire talent, transfer knowledge, develop skills and cultivate required behavior
- Have the ability to execute and coach systems and processes
- Has the ability to run an effective and profitable shift
- Perform all tasks with excellence

#### Ready to Grow?

To qualify you...

- Excel at the position of Assistant Manager
- Have earned favorable Performance Assessments
- Maintain high standards and are a role model for interactions with Guests & Team Members
- Practice & encourage teamwork
- Perform all tasks with excellence

#### Ready to Grow?

To qualify you...

- Excel at the position of General Manager
- Have earned favorable Performance Assessments
- Maintain high standards and are a role model for interactions with Guests and Team Members
- Practice & encourage teamwork
- Perform all tasks with excellence
- Have proven ability to handle multi-unit tasks
- Have been chosen to participate in the role of the MUL Program

### Training Steps / Certification

- Completed the Manager Training Program
- Become ServSafe Certified
- Final Shift Certification Completed
- Attend all Management Development Modules

- Complete Role of the GM Development Modules
- Attend all Management Development Modules

- Complete Role of the MUL Modules
- Attend all Management Development Modules