**What is a trail?**

A trail is a working interview where a candidate can demonstrate their skills, knowledge, and professionalism in the restaurant where they are interviewing. A trail can be observational or interactive but is most commonly interactive. During a trail, there is typically a brief interview, expo or “pass” observations, and then they may prep items, participate in staff meal, and work at a station with an existing team member.

**Suggested Workflow**

**Recommended One-on-One Chat Questions**

***Purpose: Spend time at the beginning of the trail to get to know the Candidate and help the Candidate acclimate to the restaurant.***

Share a little about **you**:

* Share about your career as a chef and how you got to where you are today.
* Talk about the culture of the restaurant – the great things and the challenges.

Learn a little about **them**:

* What inspired you to pursue a career in cooking?
* Can you tell me about a dish you've cooked that you felt proud of?
* What skills are you looking to develop further in our kitchen?

**Recommended Wrap-up Questions**

***Purpose: Have a quick chat at the end of the trail before the Candidate leaves for the day.***

* After seeing our kitchen in action, how do you feel about working here?
* Did any particular cooking techniques from your observation and interactions stand out?
* What are your career goals in the culinary field over the next few years?
* Do you have any questions for me?

**Trail Assessment Sample**

Have the chef assess all trails based on the same sets of criteria.

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| --- | --- | --- |
| **Assessment Area** | **Observations: Great, Good, Needs Improvement** | **Notes** |
| **Punctuality:** on time for interview, communicated effectively when scheduling interview |  |  |
| **Team engagement:** positive interactions with the team, asked good questions, respectful and professional |  |  |
| **Technical skills:** strong knife skills, knowledge of machinery, ability to follow a recipe, knowledge of safety protocols |  |  |
| **Soft skills:** stress management, takes initiatives, can adapt to different situations, works with a sense of urgency |  |  |