



The Q4 Leadership Scorecard

HOW STRONG ARE YOU REALLY HEADING INTO THE FINAL QUARTER?

Review each statement below and choose the option that best describes where you are today.

	YES	MAYBE	NO
Our employees are engaged and we know what matters to them.	☐	☐	☐
We understand the real drivers of turnover in our restaurants.	☐	☐	☐
Our leaders know the three most important priorities for Q4.	☐	☐	☐
We address performance issues quickly.	☐	☐	☐
Employee relations issues aren't sitting unresolved.	☐	☐	☐
Our leaders consistently enforce expectations and policies.	☐	☐	☐
We know where our biggest people-related business risks are.	☐	☐	☐
We're confident our current team can support our 2027 plans.	☐	☐	☐
We feel confident in our compliance and are prepared for year-end changes.	☐	☐	☐

Now, Find Your Q4 People Priority.

Look back at your answers and circle ONE statement you answered “**MAYBE**” or “**NO**” that could have the greatest impact in your restaurant(s) if it stays unresolved through the end of the year.

You don't need to fix everything before year-end.

You need to focus on what matters most.



WHAT DO YOUR ANSWERS TELL YOU?

MOSTLY **YES** ?

Great. Now choose one area you can strengthen further before year-end.

MOSTLY **MAYBE** ?

Look for one or two areas where greater consistency will make a real difference.

MOSTLY **NO** ?

These are your biggest risks. Choose the biggest risk area to address and take action.

TURN YOUR INSIGHT INTO ACTION.

Use the space below to turn your top priority into a simple plan.

1

WHAT needs to change?

2

WHO needs to own it?

3

WHAT will we do in the next 30 days?