

# CANDIDATE TALK TRACK

The following talk tracks are designed to be used after an interview during a hiring event, to either make an on the spot offer, or decline a candidate. You may also use these talk tracks in everyday interviewing to help you to disposition candidates.

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## Making An Offer

We are very impressed with your experience and abilities and believe that you would be a great addition to the Starbucks team. We'd like to extend you an offer to join our team at Store XXX as a barista/shift supervisor. Your starting rate of pay will be \$XXX per hour. What do you think? Do you have any questions?

In regards to next steps, let's discuss start date and what you can expect for training...

On your first day, we will ask that you come in dress code. Here's a bit about our requirements...

We will also need you to bring a few things with you on your first day to get you set up: emergency contact information, social insurance card, and bank account information for direct deposit.

**Tip For Success:** Come prepared with as much information for the candidate as possible. This can include: starting rate of pay, start date, training plan, dress code requirements and what they can expect for their first day.

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## Declining Candidates

Thank you for your interest in Starbucks and for taking the time to speak with us. We have enjoyed learning about your experiences and abilities, but there are other candidates who appear to be more suited to what we're looking for at this time.

We will keep your information on file so we can contact you for future openings, and you are welcome to resubmit an application at any time. We really enjoyed connecting with you and wish you the best with your job search.

**Tip For Success:** If the candidate seems upset, try to leave on a good note. Do not offer specific reasons why the candidate was not given the position.