

GP HOSPITALITY PARTNERS

MANAGER WEEKLY SCORECARD

Leaders Not Babysitters · The Ride or Die Leadership Circle · Tools & Resources

WHAT THIS IS — AND WHAT IT IS NOT

The Manager Weekly Scorecard is a five-minute self-assessment that managers complete at the end of every week. It is not a report card. It is not submitted to anyone. It is a mirror.

A babysitter does not ask 'how did I lead this week?' A leader does. The habit of honest self-reflection — done consistently, week after week — is what separates managers who grow from managers who just maintain.

GREG'S NOTE

Give this to your managers and ask them to do it for four weeks before you discuss it. The first week they will score themselves generously. By week four, if they are being honest, the scores will be more accurate and more useful. The goal is not a high score. The goal is an accurate one — because an accurate score is where the real coaching starts.

HOW TO USE IT

WHEN	End of the week — last 5 minutes of your final shift, whenever that falls. Do not wait until it is perfect timing.
HOW	Score each question 1-5 honestly. Write one sentence of evidence for each. Not an essay — one specific thing that happened this week.
WHO SEES IT	Nobody — unless you choose to share it. This is a self-accountability tool, not a surveillance tool.
WHAT TO DO WITH IT	At the end of each month bring your four weeks of scores to your manager or to office hours. Look for patterns — what is consistently low? That is your development focus.
THE REVIEW	Once a quarter your owner or GM will ask to see your scorecard trend. This replaces the surprise performance review — you already know where you stand.

THE SCORING SCALE

1 Never Did not happen this week.	2 Rarely Once, barely.	3 Sometimes A few times.	4 Usually Most of the time.	5 Always Every time, no exceptions.
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WEEKLY SCORECARD

Manager: _____ Location: _____ Week of: _____

Q1 Did I coach someone this week — or just correct them?

WHY THIS QUESTION: Correction fixes the moment. Coaching changes the person. If you only corrected this week, you managed behavior — you didn't develop a leader.

1 Never <input type="checkbox"/>	2 Rarely <input type="checkbox"/>	3 Sometimes <input type="checkbox"/>	4 Usually <input type="checkbox"/>	5 Always <input type="checkbox"/>
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Evidence this week:

Q2 Did I make decisions without being asked — or did I wait?

WHY THIS QUESTION: Waiting for direction is the defining habit of someone who is managed. Making decisions proactively is the defining habit of someone who leads. Which one showed up in your shifts this week?

1 Never <input type="checkbox"/>	2 Rarely <input type="checkbox"/>	3 Sometimes <input type="checkbox"/>	4 Usually <input type="checkbox"/>	5 Always <input type="checkbox"/>
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Evidence this week:

Q3 Did I intentionally develop someone on my team?

WHY THIS QUESTION: Intentional is the key word. Accidentally helping someone is not development. Did you choose someone, set an intention, and do something deliberate to make them better this week?

1 Never <input type="checkbox"/>	2 Rarely <input type="checkbox"/>	3 Sometimes <input type="checkbox"/>	4 Usually <input type="checkbox"/>	5 Always <input type="checkbox"/>
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Evidence this week:

Q4 Did I hold a standard that was uncomfortable to hold?

WHY THIS QUESTION: Easy standards don't need managers. The ones that matter — the ones that protect the guest experience and the culture — are the ones that require courage to enforce consistently. Did you hold the line this week when it would have been easier not to?

1 Never <input type="checkbox"/>	2 Rarely <input type="checkbox"/>	3 Sometimes <input type="checkbox"/>	4 Usually <input type="checkbox"/>	5 Always <input type="checkbox"/>
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Evidence this week:

Q5 Did I make my team better this week — or just get through it?

WHY THIS QUESTION: This is the summary question. Getting through it is survival. Making the team better is leadership. Be honest. Both answers are useful — one tells you where you're growing, the other tells you where you need to.

1 Never <input type="checkbox"/>	2 Rarely <input type="checkbox"/>	3 Sometimes <input type="checkbox"/>	4 Usually <input type="checkbox"/>	5 Always <input type="checkbox"/>
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Evidence this week:

WEEKLY TOTAL (max 25)

___ / 25

Sign: _____

THE ONE THING — What is one thing you will do differently next week?

MONTHLY TREND TRACKER

Transfer your weekly scores here at the end of each month. Bring this to office hours.

WEEK	Q1	Q2	Q3	Q4	Q5	TOTAL
Week 1						
Week 2						
Week 3						
Week 4						
Week 5						
MONTH TOTAL						___ / 125

MONTHLY SCORE INTERPRETATION

100 - 125	Exceptional. You are leading at a high level consistently. Bring your scorecard to office hours — you have something to teach.
75 - 99	Strong. You are developing real leadership habits. Identify which question is lowest and make it your focus next month.
50 - 74	Growing. The habits are forming but inconsistently. Pick one question — just one — and commit to a 4 on it every week next month.
Below 50	Honest. The fact that you scored yourself here means you're paying attention. Bring this to office hours. That's exactly what it's for.

BRINGING IT TO OFFICE HOURS

The scorecard is most useful when it starts a conversation. When you bring it to office hours, come with:

A babysitter does not ask how they led this week.

A leader does.

Five minutes. End of every week. No exceptions.

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