



# PERSONAL VTO SCORECARD

Name: Noah Hibbs

## TRACTION

6 Month Goals	ROCKS	ISSUES AND IDEAS LIST
<p><b>Future Date:</b> 6.31.26</p> <p><b>Goals for the next 6 months:</b></p> <ol style="list-style-type: none"> <li>1. <u>13% Profit</u></li> <li>2. <u>60% overall engagement of team members</u></li> <li>3. <u>100% completion of Coord. and Director VTOs</u></li> <li>4. <u>2 fully Developed Director and Coord. teams</u></li> <li>5. <u>30 full time TMs for DC</u></li> <li>6. <u>Help Richie settle into new role</u></li> <li>7. <u>100% completion of Development Roadmap</u></li> </ol>	<p><b>Future Date:</b> 3.31.26</p> <p><b>Rocks for the Quarter:</b></p> <ol style="list-style-type: none"> <li>1. <u>Audit all monthly expenses</u> Meet with SLs monthly and record</li> <li>2. <u>meetings on tracking documents</u></li> <li>3. <u>Complete VTO tracking document</u></li> <li>4. <u>Increase personal conversations with Directors, Coordinators, and Shift Leaders</u></li> <li>5. <u>Complete the DC employee transfer list with Summer.</u></li> <li>6. <u>Complete all training aids for Managing Director role</u></li> <li>7. <u>Quarter 1 Roadmap fully completed</u></li> </ol>	<p>Ideas, problems, concerns, obstacles and barriers</p> <ol style="list-style-type: none"> <li>1. <u>Good talent shortage</u></li> <li>2. <u>Leaders leaving</u></li> <li>3. <u>Sales</u></li> <li>4. _____</li> <li>5. _____</li> <li>6. _____</li> <li>7. _____</li> <li>8. _____</li> <li>9. _____</li> <li>10. _____</li> </ol> <p><b>Prioritize</b></p> <ul style="list-style-type: none"> <li>• Identify</li> <li>• Discuss</li> <li>• Solve</li> </ul>