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With legions of devoted customers known as "raving fans," Chick-fil-A has cultivated an unparalleled reputation for guality food and excellent service. As a consumer psychologist specializing in the restaurant industry, I've long been fascinated by the company's "secret sauce" for success. And it all starts with their unique approach to hiring and training employees. In this in-depth guide, we'll explore every stage of the Chick-fil-A 's recruitment practices so effective and offer tips for aspiring team members looking to join the Chick-fil-A family. Let's dive in! Chick-fil-A's Hiring Philosophy: Character Over Credentials Before we get into the nitty-gritty of the hiring process, it's crucial to understand Chick-fil-A's underlying philosophy when it comes to building their team. Unlike many fast food chains that prioritize speed and efficiency above all else, Chick-fil-A takes a people-first approach. They hire based on character, attitude, and alignment with the company's core values: We're here to serve. We pursue what's right. We are purpose driven. We lead by example. Truett Cathy, the founder of Chick-fil-A, once said, "You can teach skills, but you can't teach character." This principle is at the heart of Chick-fil-A's recruitment strategy. While relevant work experience is certainly a plus, it's not the primary focus. Instead, Chick-fil-A looks for individuals with a genuine heart for service, a strong work ethic, and a positive demeanor. This values-based hiring approach is a key differentiator for Chick-fil-A looks for individuals with a genuine heart for service restaurant industry. Many fast food jobs are seen as temporary gigs for teenagers or entry-level workers, leading to high turnover and inconsistent service. In contrast, Chick-fil-A aims to hire people who will be engaged, purpose-driven, and committed to the company for the long haul. The results speak for themselves. According to a study by QSR magazine, Chick-fil-A boasts a 95% annual retention rate among franchise Operators, well above the 35-40% industry average. Additionally, over 80% of Chick-fil-A's new franchise Operators are promoted from within, demonstrating the company's commitment to developing and retaining talent. The 4 Stages of Getting Hired at Chick-fil-A's new franchise Operators are promoted from within, demonstrating the company's commitment to developing and retaining talent. guiding principles behind Chick-fil-A's hiring, let's walk through the step-by-step process of becoming a team member. Stage 1: The Application. This can be done through the main Chick-fil-A website or via a specific restaurant's hiring page. The application covers basic personal information, availability, and any relevant work experience. One unique aspect of Chick-fil-A's initial screening is the inclusion of a 15-20 minute personality assessment. This evaluates traits like trustworthiness, work ethic, and service orientation. Interestingly, Chick-fil-A does not use cognitive ability or aptitude tests at this stage, suggesting that attitude and character are the primary considerations. Stage 2: The Interview Process Candidates who pass the initial application review, sometimes called an "Impact Group." This is a relatively informal discussion with multiple applicants and several Chick-fil-A managers or franchisees. The group setting allows hiring managers to observe how candidates interact with each other and assess soft skills like communication and teamwork. Expect open-ended questions such as: What does servant leadership mean to you? Describe a time when you went above and beyond for a customer or teammate. How do you stay motivated during challenging shifts? Applicants who impress during the group interview digs deeper into the candidate's personal background, career aspirations, and alignment with Chick-fil-A's values. Behavioral and situational questions are common in the individual interview, such as: Tell me about a time you received exemplary customer service. What made it stand out? How would you respond to a teammate who was consistently late or slacking off on the job? What does "going the extra mile" look like to you in a fast-paced restaurant setting? Chick-fil-A Operators are looking for specific examples of how the candidate has demonstrated key qualities like integrity, empathy, and a strong work ethic in their life. The most compelling answers are usually personal anecdotes that showcase these traits in action. From a psychological perspective, behavioral interviewing is an effective way to predict future performance. Research has shown that past behavior is one of the best indicators of how someone will act in a new role. By probing for concrete examples, Chick-fil-A interviewers can gain a more accurate sense of a candidate's character and potential fit with the company culture. Stage 3: Background Check & Paperwork After a candidate has been selected, there are still a few administrative hurdles to clear before their first day. These include: Providing documents to verify employment eligibility (e.g., driver's license, social security card, etc.) Completing tax and payroll forms (W-4, direct deposit authorization, etc.) Signing Chick-fil-A's employee agreement and code of conduct Passing a standard criminal background check While this stage of the process is mostly formalities, it's still important for preserving Chick-fil-A's squeaky-clean brand reputation. The company maintains strict policies around personal conduct and expects all employees to act with integrity both on and off the clock. Stage 4: Orientation & Training Once all the paperwork is processed, new hires are officially ready to start their Chick-fil-A journey! The final stage of the onboarding process is orientation, which typically lasts between two and four hours. Orientation is a critical component of instilling Chick-fil-A's culture and service standards in new team members. Let's take a closer look at what employees can expect during this training. Inside a Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick-fil-A's values, orientation is about assessing a candidate's fit with Chick protocols and team member appearance standards. A typical Chick-fil-A orientation includes: An introduction to Chick-fil-A's history and culture, often through videos featuring the Cathy family. Detailed training on Chick-fil-A's "Core 4" service basics: Make eye contact, speak enthusiastically, stay connected, and make it personal. Practice scenarios and role-playing exercises to apply service skills. An overview of food safety standards, including proper hand-washing and food storage procedures. Training on the point of sale (POS) system and other restaurant technology. A review of team member appearance guidelines and grooming standards. A meal where new hires can sample Chick-fil-A's menu items and learn how to describe them to customers. At the end of orientation, new team members take a quiz to demonstrate their understanding of the material covered. But the restaurant floor and start interacting with guests. In my experience studying service-oriented businesses, investing significant timestanding of the material covered. But the restaurant floor and start interacting with guests. In my experience
studying service-oriented businesses, investing significant timestanding of the material covered. But the restaurant floor and start interacting with guests. and energy into orientation is a key factor in delivering consistently excellent customer experiences. It ensures that all employees are operating from a shared set of values and expectations from the very beginning. A study by the National Restaurant Association found that high-performing restaurant teams put twice as many hours into new hire orientation as average-performing teams. Chick-fil-A's commitment to an immersive, multi-hour orientation shows they understand the importance of starting team members off on the right foot. While many fast food chains provide only cursory training to get new hires out on the floor as quickly as possible, Chick-fil-A takes the time to meaningfully connect employees to the company's mission and instill a sense of purpose. This pays dividends in terms of employee engagement, performance, and retention over time. Tips for Chick-fil-A Job Seekers Are you hoping to join the Chick-fil-A team after learning about their selective hiring process? Here are some insider tips for making your application stand out: Highlight your service experience. Even if you've never worked in a restaurant before, think about other times you've served others (volunteering, community involvement, school projects, etc.) and emphasize them in your application. Come prepared with specific examples. In the interviews, you'll likely be asked about times you've demonstrated Chick-fil-A's core values. Brainstorm a few relevant anecdotes in advance so you're ready to share them. Demonstrate enthusiasm and positivity. Chick-fil-A is known for their upbeat, friendly service, so let your sunny personality shine through in your interactions with the hiring team. Smile, make eye contact, and speak with warmth and energy. Ask thoughtful questions. An interview is a two-way street. Come prepared with questions about growth opportunities, training programs, or community involvement. This shows you're genuinely interested in being part of the Chick-fil-A family. Follow up with gratitude. After your interviews, send a thank-you note or email to express your appreciation for the opportunity. Even if you don't receive an offer, maintaining a gracious attitude can leave a positive impression for future openings. Remember, Chick-fil-A isn't just looking for people to fill shifts - they're looking for individuals who align with their mission and will contribute to their "Raving Fans" culture. Demonstrating those qualities throughout the hiring process is key to landing the job. Why Chick-fil-A's Hiring Approach Matters You may be thinking, "Okay, so Chick-fil-A's Hiring Approach Matters You may be thinking, "Okay, so Chick-fil-A's Hiring Process than other fast food chains. But does it really make a difference in the grand scheme of things?" The short answer is: yes, absolutely! Let's look at some of the tangible impacts of Chick-fil-A's people-first hiring philosophy: Higher customer satisfaction. In the 2020 American Customer Satisfaction Index, Chick-fil-A ranked #1 in the limited-service restaurant category with a score of 84/100. The industry average was 78/100. Greater sales per unit. According to a report by Restaurant Business, the average Chick-fil-A location generates over \$4.5 million in annual sales - more than 3x the average for other fast food chains struggle with employee churn rates of 150% or higher, Chick-fil-A boasts a 95% annual retention rate for franchise Operators and significantly lower turnover among hourly team members. More internal promotions. Over 80% of Chick-fil-A's new franchise Operators are promoted from within, showing the company's commitment to developing talent and creating long-term career opportunities. These results don't happen by chance. They are the product of Chick-fil-A's intentional approach to hiring people who embody their values and training them to deliver exceptional service at every touchpoint. In today's competitive retail and restaurant landscape, customer experience has become a key differentiator. A study by PWC found that 73% of consumers say customer experience is a crucial factor in their purchasing decisions, and 42% would pay more for a friendly, welcoming experience. Chick-fil-A's hiring process is designed to find the team members who can provide that level of warm, attentive service. As a picky consumer myself, I can attest to the impact of Chick-fil-A's service standards. Whenever I visit a Chick-fil-A's hiring process is designed to find the team members who can provide that level of warm, attentive service. helped by knowledgeable team members, and thanked genuinely on my way out. That consistent positive experience keeps me coming back as a loyal customer. Final Thoughts From the outside looking in, Chick-fil-A's lengthy hiring process and in-depth orientation may seem excessive for an entry-level fast food job. But as we've explored in this guide, those practices are precisely what set Chick-fil-A apart in the quick-service industry. By taking the time to carefully select applicants who align with their mission and values, and then immersing those new hires in the company's service culture, Chick-fil-A has built a workforce that is engaged, purpose-driven, and committed to creating "Raving Fans." As a consumer psychologist, I often tell businesses that their greatest asset is their people. Chick-fil-A has taken that principle to heart and invested heavily in finding and developing the right talent to represent their brand. Whether you're a job seeker aspiring to join the Chick-fil-A has taken that principle to heart and invested heavily in finding and developing the right talent to represent their brand. practices, I hope this in-depth look at Chick-fil-A's process has offered some valuable insights. The next time you step into a Chick-fil-A's process has offered with a warm smile and a "my pleasure," you'll know that it's not just good customer service - it's the result of a meticulously designed people strategy that starts well before team members ever hit the front lines. , the free encyclopedia that anyone can edit. 117,922 active editors 6,998,799 articles in English An RATP Group electric Heuliez Bus shuttles athletes from the Olympic Village. Transportation during the 2024 Summer Olympics and Paralympics constituted a major challenge for the organisers due to the scale of the event. Over €500 million was invested in improvements to transportation infrastructure for the games. A mobile app was developed to facilitate travel by offering a route calculator, and 5,000 agents were deployed at stations and bus stops to assist travellers. The organisers estimated that more than a third of the greenhouse gas emissions would be from the transport of athletes and spectators. All venues and 27,000 bicycle racks installed. Public transport was extended and services increased. The goal was met, with an estimated 54.6% reduction, representing 1.59 million tonnes of CO2 equivalent. (Full article...) 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Nicusor Dan (pictured) is elected as president of Romania. In the Portuguese legislative election, the Democratic Alliance wins the most seats in parliament. Austria, represented by JJ with the song "Wasted Love", wins the Eurovision Song Contest. A tornado outbreak leaves at least 27 people dead in the Midwestern United States. Ongoing: Gaza war M23 campaign Russian invasion of Ukraine timeline Sudanese civil war timeline Recent deaths: Jim Irsay Yury Grigorovich Yuri Vladimirov Colton Ford Werenoi Benjamin Ritchie Nominate an article Mastern United States. 26: Memorial Day (2025) in the United States; National Sorry Day in Australia; Independence Day in Georgia (1918) Damage to the Interstate 40 bridge 1644 - Portuguese and Spanish forces both claimed victory at the Battle of Montijo. 1894 - Germany's Emanuel Lasker defeated Wilhelm Steinitz to become the world chess champion, beginning a record 27-year reign. 1999 - Manchester United won the UEFA Champions League final to become the first English football club to win three major championships in the same season. 2002 - Barges being towed destroyed part of a bridge (aftermath pictured) near Webbers Falls, Oklahoma, causing vehicles to fall into the Robert S. Kerr Reservoir on the Arkansas River. Augustine of Canterbury (d. 604)Isaac Franklin (b. 1789)Jeremy Corbyn (b. 1949)Elizabeth Peer (d. 1984) More anniversaries: May 25 May 26 May 27 Archive By email List of days of the year About Tom Cruise Top Gun: Maverick, a 2022 American action drama film directed by Joseph Kosinski, garnered accolades in a variety of categories, with particular recognition for Tom Cruise's (pictured) performance as well as its sound and visual effects, cinematography, and film editing. It received six nominations at the 95th Academy Awards, including Best Picture, and won Best Sound. At the 76th British Academy Film Awards, The film was
nominated for Best Cinematography, Best Editing, Best Sound, and Best Special Visual Effects. Maverick received six nominations at the 80th Golden Globe Awards. In addition to two National Board of Review Awards, Maverick was named one of the ten best films of 2022 by the American Film Institute. (Full list...) Recently featured: National preserve 76th Primetime Emmy Awards Historic places in Mackenzie District Archive More featured lists The bluespotted ribbontail ray (Taeniura lymma) is a species of stingray in the family Dasyatidae. Found from the intertidal zone to a depth of 30 m (100 ft). this species is common throughout the tropical Indian and western Pacific Oceans in nearshore, coral reef-associated habitats. It is a fairly small ray, not exceeding 35 cm (14 in) in width, with a mostly smooth, oval pectoral fin disc, large protruding eyes, and a relatively short and thick tail with a deep fin fold underneath. It can be easily identified by its striking color pattern of many electric blue spots on a yellowish background, with a pair of blue stripes on the tail. This bluespotted ribbontail ray was photographed in the Red Sea off the coast of Egypt. Photograph credit: Diego Delso Recently featured: Black Lives Matter art Germanicus The Cocoanuts Archive More featured pictures Community portal - The central hub for editors, with resources, links, tasks, and announcements. Village pump - Forum for discussions about Wikipedia itself, including policies and technical issues. Site news - Sources of news about Wikipedia. Help desk -Ask questions about using or editing Wikipedia. Reference desk - Ask research questions about encyclopedic topics. Content portals - A unique way to navigate the encyclopedia. Wikipedia is written by volunteer projects: CommonsFree media repository MediaWikiWiki software development Meta-WikiWikimedia project coordination WikisourceFree-content library WikispeciesDirectory of species WikiversityFree learning tools WikivoyageFree travel guide WiktionaryDictionary and thesaurus This Wikipedia is written in English. Many other Wikipedias are available; some of the largest are listed below. 1,000,000+ articles ваназа June 100,000+ articles ваназа June 100,00 Indonesia Bahasa Melayu Bân-lâm-gú Български Català Čeština Dansk Eesti Ελληνικά Esperanto Euskara עברית Frysk Gaeilge Galego Hrvatski Johorgeo Kurdî Latviešu Lietuviu ПОПОПО Македонски ПОПОПОП Norsk nynorsk IIII Norsk nynorsk IIIII Norsk nynorsk IIIII Norsk nynorsk IIIIII Norsk nynorsk P5" redirects here. For the ceremony for films of 2022 "Oscars 95" redirects here. For th posterDateMarch 12, 2023SiteDolby TheatreHollywood, Los Angeles, California, U.S.Hosted by Jimmy KimmelPreshow hosts Ashley Graham Vanessa Hudgens Lilly Singh[1] Produced by Glenn Weiss Ricky Kirshner Directed by (7)Most nominationsEverything Everywhere All at Once (11)TV in the United StatesNetworkABCDuration3 hours, 37 minutes[2]Ratings 18.75 million[3] 9.9% (Nielsen ratings) \leftarrow 94th Academy Awards ceremony, presented by the Academy of Motion Picture Arts and Sciences (AMPAS), took place on March 12, 2023 at the Dolby Theatre in Hollywood, Los Angeles. During the gala, the AMPAS presented Academy Awards (commonly referred to as Oscars) in 23 categories honoring films released in 2022. The ceremony, televised in the United States by ABC, was produced by Glenn Weiss and Ricky Kirshner, with Weiss also serving as director. Comedian Jimmy Kimmel hosted the show for the third time, following the 89th ceremony in 2017 and the 90th ceremony in 2018.[4] In related events, the Academy held its 13th annual Governors Awards ceremony at the Fairmont Century Plaza Hotel in Century City, California, on November 19, 2022. The Academy Scientific and Technical Awards were presented by host Simu Liu on February 24, 2023, in a ceremony at the Academy Museum of Motion Pictures in Los Angeles.[5] Everything Everywhere All at Once won seven awards, including Best Picture.[6][7] Other winners included All Quiet on the Western Front with four awards, including Best Picture.[6][7] Other winners included All Quiet on the Western Front with four awards, The Whale with two, and Avatar: The Way of Water, Black Panther: Wakanda Forever, The Boy, the Mole, the Fox and the Horse, The Elephant Whisperers, Guillermo del Toro's Pinocchio, An Irish Goodbye, Navalny, RRR, Top Gun: Maverick, and Women Talking with one. The telecast drew 18.75 million viewers in the United States.[3] The nominees for the 95th Academy Awards were announced on January 24, 2023, at the Samuel Goldwyn Theater in Beverly Hills, by actors Riz Ahmed and Allison Williams.[8] Everything Everywhere All at Once led all nominees with eleven nominations; All Quiet on the Western Front and The Banshees of Inisherin tied for second with nine nominations; All Quiet on the Western Front and The Banshees of Inisherin tied for second with nine nominations each.[9][10] The winners were announced during the awards ceremony on March 12, 2023. Everything Everywhere All at Once became the first science fiction film to win Best Picture, [11] and became the third film, alongside A Streetcar Named Desire (1951) and Network (1976), to win three acting awards. [12] Best Director winners Daniel Kwan and Daniel Scheinert became the third film, alongside A Streetcar Named Desire (1951) and Network (1976), to win three acting awards. [12] Best Director winners Daniel Kwan and Daniel Scheinert became the third film, alongside A Streetcar Named Desire (1951) and Network (1976), to win three acting awards. [12] Best Director winners Daniel Kwan and Daniel Scheinert became the third film, alongside A Streetcar Named Desire (1951) and Network (1976), to win three acting awards. [12] Best Director winners Daniel Kwan and Daniel Scheinert became the third film, alongside A Streetcar Named Desire (1951) and Network (1976), to win three acting awards. [12] Best Director winners Daniel Kwan and Daniel Scheinert became the third film, alongside A Streetcar Named Desire (1951) and Network (1976), to win three acting awards. [12] Best Director winners Daniel Kwan and Daniel Scheinert became the third film, alongside A Streetcar Named Desire (1951) and Network (1976), to win three acting awards. [12] Best Director winners Daniel Kwan and Daniel Scheinert became the third film (1976), to win three acting awards. [12] Best Director winners Daniel Kwan and Daniel Scheinert became the third film (1976), to win three acting awards. [12] Best Director winners Daniel Kwan and Daniel Scheinert became the third film (1976), to win three acting awards. [12] Best Director winners Daniel Kwan and Daniel Scheinert became the third film (1976), to win three acting awards. [12] Best Director winners Daniel Kwan and the first time since the 7th ceremony in 1935, all five Best Actor nominees were first-time nominees.[13] Michelle Yeoh became the first Asian winner for Best Actress and the second woman to identify as Asian to became the first Asian winner for Best Actress and the second woman to identify as Asian to became the first Asian winner for Best Actress and the second woman to identify as Asian to became the first Asian winner for Best Actress and the second woman to identify as Asian to became the first Asian winner for Best Actress and the second woman of color overall after Halle Berry, who won for her performance in Monster's Ball (2001).[14] Furthermore, she became the first Asian winner for Best Actress and the second woman of color overall after Halle Berry, who won for her performance in Monster's Ball (2001).[14] Furthermore, she became the first Asian winner for Best Actress and the second woman of color overall after Halle Berry, who won for her performance in Monster's Ball (2001).[14] Furthermore, she became the first Asian winner for Best Actress and the second woman of color overall after Halle Berry, who won for her performance in Monster's Ball (2001).[14] Furthermore, she became the first Asian winner for Best Actress and the second woman of color overall after Halle Berry, who won for her performance in Monster's Ball (2001).[14] Furthermore,
she became the first Asian winner for Best Actress and the second woman of color overall after Halle Berry, who won for her performance in Monster's Ball (2001).[14] Furthermore, she became the first Asian woman of color overall after Halle Berry, who won for her performance in Monster's Ball (2001).[14] Furthermore, she became the first Asian woman of color overall after Halle Berry (1000).[14] Furthermore, she became the first Asian woman of color overall after Halle Berry (1000).[14] Furthermore, she became the first Asian woman of color overall after Halle Berry (1000).[15] Furthermore, she became the first Asian woman of color overall after Halle Berry (nominated in that category.[b] Ke Huy Quan became the first Vietnamese person to win an Oscar and the second Asian winner for Best Supporting Actor after Haing S. Ngor, who won for his role in Ordinary People (1980), and his second, for The Fabelmans, set the record for the longest gap between Oscar nominated competitively in Oscars.[13] At age 90, Best Original Score nominated competitively in Oscars history.[13] Best Costume Design winner Ruth E. Carter became the first Black woman to win two Oscars.[17] Daniel Scheinert and Danie Kwan, Best Picture co-winners, and Best Director and Best Original Screenplay winners Brendan Fraser, Best Actor winner Michelle Yeoh, Best Actress winner Ke Huy Quan, Best Adapted Screenplay winner Guillermo del Toro, Best Animated Feature co-winner Sarah Polley, Best Adapted Screenplay winner Guillermo del Toro, Best Animated Feature co-winner Sarah Polley, Best Adapted Screenplay winner Guillermo del Toro, Best Animated Feature co-winner Sarah Polley, Best Adapted Screenplay winner Guillermo del Toro, Best Adapted Screenplay winner Guillermo del Toro winner Edward Berger, Best International Feature Film winner Daniel Roher, Best Documentary Feature Film co-winner M. M. Keeravani, Best Original Score winner M. M. Keeravani, Best Original Score winner Kartiki Gonsalves, Best Documentary Feature Film co-winner Kartiki Gonsalves, Best Documentary Feature Film co-winner Kartiki Gonsalves, Best Documentary Feature Film winner Kartiki Gonsalves, Best Documentary Costume Design winner Paul Rogers, Best Film Editing winner Joe Letteri, Best Visual Effects co-winner Eric Saindon, Best Visual Effects co-winner Winners are listed first, highlighted in boldface, and indicated with a double dagger (‡).[18] Best Picture Everything Everywhere All at Once - Daniel Kwan, Daniel Scheinert, and Jonathan Wang, producers‡ All Quiet on the Western Front - Malte Grunert, producer Avatar: The Way of Water - James Cameron and Jon Landau, producers The Banshees of Inisherin - Graham Broadbent, Peter Czernin, and Martin McDonagh, producers The Banshees of Inisherin - Graham Broadbent, Peter Czernin, and Martin McDonagh, producers The Banshees of Inisherin - Graham Broadbent, Peter Czernin, and Martin McDonagh, producers The Banshees of Inisherin - 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Tom Cruise, Christopher McQuarrie, David Ellison, and Jerry Bruckheimer, producers Top Gun: Maverick - Tom Cruise, Christopher McQuarrie, David Ellison, and Jerry Bruckheimer, producers Top Gun: Maverick - Tom Cruise, Christopher McQuarrie, David Ellison, and Jerry Bruckheimer, producers Top Gun: Maverick - Tom Cruise, Christopher McQuarrie, David Ellison, and Jerry Bruckheimer, producers Top Gun: Maverick - Tom Cruise, Christopher McQuarrie, David Ellison, and Jerry Bruckheimer, producers Top Gun: Maverick - Tom Cruise, Christopher McQuarrie, David Ellison, and Jerry Bruckheimer, producers Top Gun: Maverick - Tom Cruise, Christopher McQuarrie, David Ellison, and Jerry Bruckheimer, producers Top Gun: Maverick - Tom Cruise, Christopher McQuarrie, David Ellison, and Jerry Bruckheimer, producers Top Gun: Maverick - Tom Cruise, Christopher McQuarrie, David Ellison, and Scott Lambert, producers Top Gun: Maxwell All Scott Al Dede Gardner, Jeremy Kleiner, and Frances McDormand, producers Best Directing Daniel Kwan and Daniel Scheinert - Everything Everywhere All at Once‡ Martin McDonagh - The Banshees of Inisherin Steven Spielberg - The Whale as Charlie‡ Austin Butler - Elvis as Elvis Presley Colin Farrell - The Banshees of Inisherin as Pádraic Súilleabháin Paul Mescal - Aftersun as Calum Patterson Bill Nighy - Living as Mr. Rodney Williams Best Actress in a Leading Role Michelle Yeoh - Everything Everywhere All at Once as Evelyn Quan Wang‡ Cate Blanchett - Tár as Lydia Tár Ana de Armas - Blonde as Norma Jeane Andrea Riseborough - To Leslie as Leslie Rowlands Michelle Williams - The Fabelmans as Mitzi Fabelmans as Mi Aucoin Judd Hirsch - The Fabelmans as Uncle Boris Barry Keoghan - The Banshees of Inisherin as Dominic Kearney Best Actress in a Supporting Role Jamie Lee Curtis - Everything Everywhere All at Once as Deirdre Beaubeirdre‡ Angela Bassett - Black Panther: Wakanda Forever as Queen Ramonda Hong Chau - The Whale as Liz Kerry Condon - The Banshees of Inisherin as Siobhán Súilleabháin Stephanie Hsu - Everything Everywhere All at Once as Joy Wang / Jobu Tupaki Best Writing (Original Screenplay) Everything Everywhere All at Once - Daniel Kwan and Daniel Scheinert‡ The Banshees of Inisherin - Martin McDonagh The Fabelmans - Steven Spielberg and Tony Kushner Tár - Todd Field Triangle of Sadness - Ruben Östlund Best Writing (Adapted Screenplay) Women Talking - Sarah Polley; based on the novel by Erich Maria Remarque Glass Onion: A Knives Out Mystery - Rian Johnson; based on characters created by Johnson and the film Knives Out Living - Kazuo Ishiguro; based on the original motion picture screenplay Ikiru by Akira Kurosawa, Shinobu Hashimoto, and Hideo Oguni Top Gun: Maverick - Screenplay Ikiru by Akira Kurosawa, Shinobu Hashimoto, and Hideo Oguni Top Gun written by Jim Cash and Jack Epps Jr. Best Animated Feature Film Guillermo del Toro's Pinocchio - Guillermo del Toro, Mark Gustafson, Gary Ungar, and Alex Bulkley‡ Marcel the Shell with Shoes On - Dean Fleischer Camp, Elisabeth Holm, Andrew Goldman, Caroline Kaplan, and Paul Mezey Puss in Boots: The Last Wish - Joel Crawford and Mark Swift The Sea Beast - Chris Williams and Jed Schlanger Turning Red - Domee Shi and Lindsey Collins Best International Feature Film All Quiet on the Western Front (Germany) - directed by Santiago Mitre Close (Belgium) - directed by Jerzy Skolimowski The Quiet Girl (Ireland) - directed by Colm Bairéad Best Documentary Feature Film Navalny - Daniel Roher, Odessa Rae, Diane Becker, Melanie Miller, and Shane Boris‡ All That Breathes - Shaunak Sen, Aman Mann, and Teddy Leifer All the Beauty and the Bloodshed - Laura Poitras, Howard Gertler, John Lyons, Nan Goldin, and Yoni Golijov Fire of Love -Sara Dosa, Shane Boris, and Ina Fichman A House Made of Splinters - Simon Lereng Wilmont and Monica Hellström Best Documentary Short Film The Elephant Whisperers - Kartiki Gonsalves and Guneet Monga‡ Haulout - Evgenia Arbugaeva and Maxim Arbugaeva and Guneet Monga‡ Haulout - Evgenia Arbugaeva and Maxim Arbugaev Alvergue and Beth Levison Stranger at the Gate - Joshua Seftel and Conall Jones Best Short Film (Live Action) An Irish Goodbye - Tom Berkeley and Ross White + Ivalu - Anders Walter and Rebecca Pruzan Le pupille - Alice Rohrwacher and Alfonso Cuarón Night Ride - Eirik Tveiten and Gaute Lid Larssen The Red Suitcase - Cyrus Neshvad Best Short Film (Animated) The Boy, the Mole, the Fox and the Horse - Charlie Mackesy and Matthew Freud‡ The Flying Sailor - Wendy Tilby and Amanda Forbis Ice Merchants - João Gonzalez and Bruno Caetano My Year of Dicks - Sara Gunnarsdóttir and Pamela Ribon An Ostrich Told Me the World Is Fake and I Think I Believe It - Lachlan Pendragon Best Music (Original Score) All Quiet on the Western Front - Volker Bertelmann[‡] Babylon - Justin Hurwitz The Banshees of Inisherin - Carter Burwell Everything Everywhere All at Once - Son Lux The Fabelmans - John Williams Best Music
(Original Song) "Naatu Naatu" from RRR - Music by M. M. Keeravani; lyrics by Chandrabose[‡] "Applause" from Tell It Like a Woman - Music and lyrics by Diane Warren "Hold My Hand" from Top Gun: Maverick - Music and lyrics by Lady Gaga and BloodPop "Lift Me Up" from Black Panther: Wakanda Forever - Music by Tems, Rihanna, Ryan Coogler, and Ludwig Göransson; lyrics by Tems and Ryan Coogler "This Is a Life" from Everywhere All at Once Music by Ryan Lott, David Byrne, and Mitski; lyrics by Ryan Lott and David Byrne Best Sound Top Gun: Maverick - Mark Weingarten, James H. Mather, Al Nelson, Chris Burdon, and Mark Taylor‡ All Quiet on the Western Front - Viktor Prášil, Frank Kruse, Markus Stemler, Lars Ginzel, and Stefan Korte Avatar: The Way of Water - Julian Howarth, Gwendolyn Yates Whittle, Dick Bernstein, Christopher Boyes, Gary Summers, and Michael Hedges The Batman - Stuart Wilson, William Files, Douglas Murray, and Andy Nelson, William Files, Douglas Murray, and Michael Hedges The Batman - Stuart Wilson, William Files, Douglas Murray, and Michael Hedges The Batman - Stuart Wilson, William Files, Douglas Murray, and Michael Keller Best Production Design All Quiet on the Western Front - Production design: Christian M. Goldbeck; set decoration: Ernestine Hipper‡ Avatar: The Way of Water - Production design: Catherine Martin; set decoration: Vanessa Cole Babylon - Production design: Rick Carter; set decoration: Karen O'Hara Best Cinematography All Quiet on the Western Front - James Friend[‡] Bardo, False Chronicle of a Handful of Truths - Darius Khondji Elvis - Mandy Walker Empire of Light - Roger Deakins Tár - Florian Hoffmeister Best Makeup and Hairstyling The Whale - Adrien Morot, Judy Chin, and Annemarie Bradley[‡] All Quiet on the Western Front - Heike Merker and Linda Eisenhamerová The Batman - Naomi Donne, Mike Marino, and Mike Fontaine Black Panther: Wakanda Forever - Camille Friend and Joel Harlow Elvis - Mark Coulier, Jason Baird, and Aldo Signoretti Best Costume Design Black Panther: Wakanda Forever - Ruth E. Carter‡ Babylon - Mary Zophres Elvis - Catherine Martin Everything Everywhere All at Once - Paul Rogers The Banshees of Inisherin - Mikkel E. G. Nielsen Elvis - Matt Villa and Jonathan Redmond Tár - Monika Willi Top Gun: Maverick - Eddie Hamilton Best Visual Effects Avatar: The Way of Water - Joe Letteri, Richard Baneham, Eric Saindon, and Daniel Barrett‡ All Quiet on the Western Front - Frank Petzold, Viktor Müller, Markus Frank, and Kamil Jafar The Batman - Dan Lemmon, Russell Earl, Anders Langlands, and Dominic Tuohy Black Panther: Wakanda Forever - Geoffrey Baumann, Craig Hammack, R. Christopher White, and Dan Sudick Top Gun: Maverick - Ryan Tudhope, Seth Hill, Bryan Litson, and Scott R. Fisher The Academy held its 13th annual Governors Awards ceremony on November 19, 2022, during which the following awards were presented: [19] To Euzhan Palcy, a masterful filmmaker who broke ground for Black women directors and inspired storytellers of all kinds across the globe.[20] To Diane Warren, for her genius, generosity and passionate commitment to the power of song in film.[20] To Peter Weir, a fearless and consummate filmmaker who has illuminated the human experience with his unique and expansive body of work.[20] Michael J. Fox - "For his tireless advocacy of research on Parkinson's disease alongside his boundless optimism exemplifies the impact of one person in changing the future for millions."[21] Films with multiple nominations Film 11 Everything Everywhere All at Once 9 All Quiet on the Western Front The Banshees of Inisherin 8 Elvis 7 The Fabelmans 6 Tár Top Gun: Maverick 5 Black Panther: Wakanda Forever 4 Avatar: The Way of Water 3 Babylon The Batman Triangle of Sadness The Whale 2 Living Women Talking Films with multiple wins Awards Film 7 Everything Everywhere All at Once 4 All Quiet on the Western Front 2 The Whale The following individuals, listed in order of appearance, presented awards or performed musical numbers:[22] Presenters Name(s) Role Sylvia Villagran Served as announcer for the 95th Academy Awards[23] Emily Blunt Dwayne Johnson Presented the awards for Best Supporting Actors Cara Delevingne Introduced the performance of "Applause" Riz Ahmed Ahmir "Questlove" Thompson Presented the award for Best Documentary Feature Film Halle Bailey Melissa McCarthy Presented the trailer for The Little Mermaid Michael B. JordanJonathan Majors Presented the award for Best Cinematography Donnie Yen Introduced the performance of "This Is a Life" Jennifer ConnellySamuel L. Jackson Presented the award for Best Makeup and Hairstyling Morgan FreemanMargot Robbie Presented the performance of "Naatu Naatu" Eva LongoriaJanet Yang Presented a montage promoting the Academy Museum of Motion Pictures Antonio BanderasSalma Hayek Pinault Presented the awards for Best Documentary Short Film and Best Animated Short Film Hugh GrantAndie MacDowell Presented the award for Best Production Design John ChoMindy Kaling Presented the award for Best Original Score Elizabeth Banks Presented the award for Best Original Screenplay and Best Adapted Screenplay Kate HudsonJanelle Monáe Presented the award for Best Sound and Best Original Song John Travolta Presented the award for Best Film Editing Idris ElbaNicole Kidman Presented the award for Best Sound and Best Original Song John Travolta Presented the awards for Best Actor and Best Actress Harrison Ford Presented the award for Best Picture Performers Name Role Work Rickey Minor Music director Conductor Orchestral Sofia Carson Diane Warren Performers "This Is a Life" from Tell It Like a Woman David Byrne Stephanie Hsu Son Lux Performers "This Is a Life" from Everywhere All at Once[24] Kaala Bhairava Rahul Sipligunj Performers "Naatu Naatu" from RRR Lady Gaga Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Me Up" from Black Panther: Wakanda Forever Lenny Kravitz Performer "Lift Academy hired television producers Glenn Weiss and Ricky Kirshner to oversee production of the 2023 ceremony.[25] AMPAS president Janet Yang and CEO Bill Kramer remarked that they looked "to deliver an exciting and energized show" with Weiss and Kirshner.[26] Two months later, comedian and talk show host Jimmy Kimmel was announced as host of the gala. "Being invited to host the Oscars for a third time is either a great honor or a trap," Kimmel stated in a press release regarding his selection. "Either way, I am grateful to the Academy for asking me so quickly after everyone good said no", he concluded.[27] Furthermore, AMPAS announced that all 23 categories would be presented live during the gala. The announcement came in response to an internal survey which indicated negative feedback regarding the previous year's gala.[28] In light of the Chris Rock-Will Smith slapping incident during the previous year's telecast, AMPAS announced that the organization hired a "crisis team" in the event a similar altercation or if an unexpected fiasco arose.[29] In an interview published by Time magazine, Kramer explained: "We have a whole crisis team, something we've never had before, and many plans in place. We've run many scenarios. So it is our hope that we will be prepared for anything that we may not anticipate right now but that we're planning for just in case it does happen."[30] The Dolby Theatre stage on the day of the ceremony and related events. Rickey Minor served as musical director for the ceremony.[31] Production designers Misty Buckley and Alana Billingsley, who were the first women-led design team for an Oscars telecast, designed a new stage for the show.[32] According to Buckley and Billingsley, the set utilized several LED panels that were used to display the category names, winners' names, or images from the nominated films.[34] Notably, the arrivals area along Hollywood Boulevard outside the Dolby Theatre was lined with a champagne-colored carpet was utilized for the gala. According to red carpet consultant Lisa Love, the production team chose a lighter shade of carpet color in order to not clash with a sienna-colored tent erected to shield attendees from the sun
or potential rain. She also added that the shades of color for both the carpet and tent were inspired by "watching the sunset on a white-sand beach at the 'golden hour' with a glass of champagne in hand, evoking calm and peacefulness".[35] Lady Gaga was initially not scheduled to perform her nominated song "Hold My Hand" from Top Gun: Maverick due to prior commitments involving her role in Joker: Folie à Deux. On the morning of the ceremony, however, it was reported that Gaga would perform at the ceremony.[36] Meanwhile, actress Glenn Close, who was originally scheduled as a presenter during the gala, canceled her appearance due to a positive COVID-19 test.[37] When the nominated for Best Picture had earned a combined gross of \$1.57 billion at the American and Canadian box offices at the time. Top Gun: Maverick was the highest-grossing film among the Best Picture nominees with \$718.7 million), The Banshees of Inisherin (\$9 million), Tar (\$5.6 million), Triangle of Sadness (\$4.2 million), and Women Talking (\$1.1 million). The box office figures for All Quiet on the Western Front were unavailable due to their distributor Netflix's policy of refusing to release such figures.[39] Furthermore, by virtue of Avatar: The Way of Water and Top Gun: Maverick's Best Picture nominations, it marked the first time since the 55th ceremony in 1983 that the two highest grossing films of the year were both nominated in the aforementioned category.[40] Andrea Riseborough's Best Actress nomination for To Leslie was controversial amongst critics and pundits, as Momentum Pictures, the film's distributor, did not fund a conventional advertising-driven awards campaign for the film. Instead, director Michael Morris and his wife, actress Mary McCormack, organized a "celeb-backed campaign" to get Riseborough nominated.[41][42] They contacted friends and colleagues in the entertainment industry, asking them to view the film and share it with others if they enjoyed it.[43] Morris and Riseborough also hired publicists to coordinate the efforts. While not initially regarded as a serious contender, the campaign raised Riseborough's nomination was announced on January 24, which the Los Angeles Times called "one of the most shocking nominations in Oscar history".[43] After her nomination was announced, speculation arose that the tactics might have violated AMPAS members for possibly violating a rule prohibiting "[singling] out 'the competition' by name" by featuring a guote from film critic Richard Roeper, who praised Riseborough's performance as better than Cate Blanchett's in Tár, a fellow nominee for Best Actress.[47] On January 27, the Academy announced a review of the year's campaigns "to ensure that no guidelines were violated, and to inform us whether changes to the guidelines may be needed in a new era of social media and digital communication".[48] The Academy has rescinded nominations for nominees who participated in unsanctioned campaigning. However, there were no reports that Riseborough had been involved in such, or that any Academy members had lodged formal complaints about the campaign's behavior.[48] On January 31, the Academy concluded its review by pledging to address "social media and outreach campaigning tactics" which they said caused "concern", but confirming that Riseborough's nomination would be retained.[49] Following the controversy, the Academy introduced new campaigning rules and clarifications in May 2023.[50] Variety columnist Owen Gleiberman wrote: "It didn't overstay its welcome, and it left you feeling that the world's preeminent awards show, all doom-saying punditry to the contrary, is still, on balance, a very good thing." He also added that the wins received by Everything Chronicle commended Kimmel's stint as host stating: "He was establishing that 2023 would not be a repeat of 2022 — and it wasn't. It was such a relief to see something, anything, actually get better."[53] Mike Hale of The New York Times remarked on "the ordinariness and sameness of the ABC broadcast" compared to the prior year,[54] while USA Today's Kelly Lawler criticized it as "terribly fake" and felt that Kimmel's role "felt phoned in, or at least maybe monitored by corporate overlords looking to avoid controversial subjects such as the January 6 United States Capitol attack and Tom Cruise's Scientology advocacy.[55] Hale added that "the modern Oscars have become something more to be endured than enjoyed".[54] The American telecast on ABC drew in an average of 18.75 million people over its length, which was a 13% increase from the previous year's ceremony and marked the first time that the Academy Awards experienced consecutive years of viewership increase since the 86th Academy Awards in 2014.[3] The show also earned higher 18-49 demo rating with a 4.03 rating among viewers in that demographic.[57] It was the most-watched prime time entertainment broadcast of 2023 in the United States [58] In July 2023, the broadcast was nominated for three awards at the 75th Primetime Creative Arts Emmys but failed to win in any of the categories for which it was nominated [59][60] The annual "In Memoriam" segment was introduced by John Travolta. Singer Lenny Kravitz performed his song "Calling All Angels" during the tribute.[61][62] Olivia Newton-John - singer, actress John Korty - director, producer May Routh - costume designer Louise Fletcher - actress Mitchell Goldman - executive Bob Rafelson - director, writer, producer Albert Saiki - design engineer Ian Whittaker - set decorator Robbie Coltrane - actor Kirstie Alley - actress Ray Liotta - actor Vicky Eguia - publicity executive Angelo Badalamenti - composer Greg Jein - visual effects artist, model maker Neal Jimenez - writer, director Mike Hill - film editor Tom Luddy - producer, film festival co-founder Marina Goldovskaya - director, cinematographer, educator Christopher Tucker - special effects makeup artist Irene Cara - actress, singer, songwriter Gregory Allen Howard - writer, producer Owen Roizman - producer Owen Roizman - producer Douglas McGrath - writer, director, actor Julia Reichert - producer, director, writer Ralph Eggleston - animator, producer Clayton Pinney - special effects artist Simone Bär casting director Donn Cambern - film editor Tom Whitlock - songwriter Amanda Mackey - casting director Angela Lansbury - actress Wolfgang Petersen - director, writer, producer, director Mary Alice - actress Gina Lollobrigida - actress Carl Bell - animator Douglas Kirkland - photographer Vangelis - composer, musician James Caan - actor, producer Raquel Welch - actress Walter Mirisch - producer, former President of the Academy List of submissions to the 95th Academy List of submissions to the 95 achieved this distinction for co-directing West Side Story (1961). Brothers Joel Coen and Ethan Coen later earned this same feat for their direction of No Country for Old Men (2007).[12] ^ Many consider Merle Oberon, who was nominated for her role in The Dark Angel (1935), to be the first Asian nominee in this category, but she hid her mixed-race heritage due to fears regarding discrimination and the impact it would have on her career.[14] ^ Flam, Charna (March 3, 2023). "Vanessa Hudgens, Ashley Graham, Lilly Singh to Host ABC's Countdown to the Oscars Pre-Show". Variety. Archived from the original on March 6, 2023. Retrieved March 8, 2023. ^ Santilli, Tom (March 13, 2023). "Oscars 2023 Aftermath: A Safe and Focused Show Gets the Awards Show Back on Track". WXYZ-TV. Archived from the original on March 13, 2023. Achived from the original on March 15, 2023. Achived from the original on March 15, 2023. Retrieved March 16, 2023. 15, 2023. ^ "Jimmy Kimmel to Host Oscars for a Third Time". Arizona Daily Star. November 8, 2022. 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