



Hiring Badge #2

Starts out right, it ends right hiring cheat sheet

By

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Battery of Questions for Sales Success on the First interview:

- How do you define success?
- Who was your direct report, and what will they say when I contact?
- What are the attributes of a successful sales person?
- Define your biggest win, and tell why:
- Define your worst loss and why:
- How do you manage your sales territory?
- How do you manage your daily schedules?
- What do you do to keep yourself motivated?
- What does sandbagging mean to you?
- How were you compensated at your last company?
- Were you able to hit your sales numbers every quarter? Why or why not?
- If you are talking with someone who is not the decision maker, how do you negotiate the politics?
- What support do you expect from Management?
- Describe a life lesson:
- What are your pet peeves?
- Provide an example of a creative sale:
- Have you ever cut the margin to make a sale? Why or why not?
- Adjectives that describe you:
- What is your greatest strength in sales?
- What is your greatest weakness in sales?
- Why should we hire you?
- How do you think your skills align with this opening?



First Interview Score Card: 1-10 Scoring System:

First impression: _____

Dress: _____

Relationship/Rapport: _____

Eye Contact: _____

Attitude: _____

Organization: _____

Technology: _____

Salesforce.com: _____

B2B Experience: _____

Resilience: _____

Total Score: _____

90-100% - Proceed

70-89% - Proceed with Caution

Below 70% - Re-interview or NO!

