

Questions	Notes	Score 1-5
Overall presence / appearance		
Candidate initial questions		
In your career, how many years have you met or exceeded plan?		
What percent of your sales come from new vs. existing accounts?		
What do you think is the most important part of the selling process?		
On a first contact meeting (call) – what are your goals?		
Describe a typical sales week		
What is your typical sales cycle?		
Describe your sales funnel process		
What has been your average annual sales quota in the most recent 3-5 years?		
What CRM applications are you familiar with?		
What is your close rate for prospects you considered “qualified”?		
If you were selling pencils, what might your first three questions be of a new suspect?		
How often does “price” impact your ability to secure business?		
What sales skill programs / books do you use / have you used?		
What separates you from other sales professionals?		
What is the one weakness you continually need to work on?		
How would co-workers as well as customers describe your personal brand?		
Who is your mentor? Why?		
What is your first 90-day strategy for a new sales territory / position?		
What do you like most / least about selling?		
Under what type of leadership do you perform the best? Worst? Why?		
What clients are the most challenging?		
What clients create your greatest success?		
What are your career goals?		
Why do you want this job?		
What do you know about this industry?		
Screening Tools (Caliper Corp., etc.)		
References		
	Total	