

**Sales Manager** \_\_\_\_\_ **Date:** \_\_\_\_\_

Questions	Notes	Score 1-5
Overall presence / appearance		
In your career, how many years have you met or exceeded plan?		
In your career, how many years have your sales teams met or exceeded plan?		
What percent of your sales typically come from new vs. existing accounts?		
What do you think is the most important part of the selling process?		
Describe your sales funnel process and experience with CRMs		
How would you describe your prospect qualification process?		
How would those you have worked with describe you / your personal brand?		
What should the close rate be for prospects taken beyond two contacts?		
If you were selling pencils, what might your first three questions be of a new suspect?		
What sales skill programs / books do you use / have you used?		
Describe how you develop and lead sales personnel. What are key success factors?		
Describe your preferred sales organization structure and compensation program.		
What separates you from other leaders?		
What is the one weakness you continually need to work on?		
What was your hardest lesson learned?		
How do you deal with rejection?		
What do you like most about selling?		
What do you like least about selling?		
What type of leadership do you like best?		
What clients are most challenging?		
What clients create your greatest success?		
What do you know about this industry?		
Why do you want this job?		
What are your career goals?		
Screening Tools (Caliper Corp., etc.)		
References		
	Total	