

About this report:

BestWork Sales Interview Questions

These are behavioral event-based interview questions produced specifically for this candidate. They are focused on the key issues that you should explore. It is recommended that you read through the selection of questions for each of the factors. Choose the ones that seem most relevant or important in terms of evaluating this candidate for the job in question.

IMPORTANT: If questions are provided for **COACHABILITY**, include those in your interview. It is helpful to rate answers on a simple scale, such as **(1) LESS THAN SATISFACTORY, (2) SATISFACTORY, (3) MORE THAN SATISFACTORY.**

SALES INTERVIEW - CLOSING - CRITICAL FACTORS

- a.) When prospects ask for recommendations, they sometimes want honest, direct answers and sometimes they want tactful, supporting answers. Give me an example of how you tell which type of answer is appropriate.
- b.) Give me an example of how you control the sales process with a difficult prospect.
- c.) Give me an example from your experience, when you have pushed too hard for a sale.

SALES INTERVIEW - PLANNING & DETAILS - CRITICAL FACTORS

- a.) How do you know when you are giving the prospect too many details on a sales call?
- b.) Give me an example of how you build flexibility into your sales planning.
- c.) Give me an example of how you have been interrupted by your prospect and had to change your presentation in the middle of doing it.

SALES INTERVIEW - SALES CYCLE - CRITICAL FACTORS

- a.) Give me an example of how you communicate a sense of urgency in making a decision to your sales prospects.
- b.) Thinking about your previous sales positions, what caused you the greatest frustration?
- c.) How can you tell when you are being too patient with a sales prospect?

SALES INTERVIEW - CONSISTENCY - CRITICAL FACTORS

- a.) Give me an example of how you have used consistency to achieve your sales goals.
- b.) How do you know when it is necessary to modify the existing sales process?
- c.) Give me an example of how you have used "out of the box" thinking to close a sale.

SALES INTERVIEW - MOTIVATION - CRITICAL FACTORS

- a.) Give me an example of how you know when to say "No" to a customer or prospect's requests for your help in order to serve them better.
- b.) Sometimes in a sales presentation, it is necessary to choose between you being "right" and explaining to the customer how they are "wrong" or letting the customer be "right" and getting the sale. Give me an example of how you won a sale by doing this.
- c.) Give me an example of when you were really motivated to a higher level of sales performance. What made that happen?

SALES INTERVIEW - SOLUTIONS & PRODUCTS - CRITICAL FACTORS

- a.) What methods have you used in the past to ensure that your prospect understood your presentation?
- b.) Give me an example from your previous work experience of how you prepare long range sales projections.
- c.) Give me an example from a previous sales job of how you effectively solved an unexpected problem in a sales situation.

SALES INTERVIEW - ENTHUSIASM & PROSPECTING - CRITICAL FACTORS

- a.) How can you tell when you are really listening to what your prospect is telling you?
- b.) What parts of the sales process are the most comfortable for you? If you could get support in any area of the sales process, which would be the most help to you?
- c.) Give me an example of how you have handled the problem of talking too much in your sales presentations.