



39 Interview Questions for Finding the Sales Superstar

	<i>Fierce</i>	<i>Prepared</i>	<i>Professional</i>	<i>Confident</i>	<i>Strategic</i>	<i>Opportunistic</i>	<i>Passionate</i>	<i>Relentless</i>	<i>Dedicated</i>	<i>Competitive</i>
1 Why are you interested in working for us?				X						
2 Why should we be interested in hiring you?		X	X	X		X				X
3 Who is the best salesperson in your current company? Why not you? (or who other than you...and why?)	X			X		X		X		X
4 What motivates you?	X						X			X
5 How do you prepare for a sales call?		X			X	X				
6 Did you choose sales or did sales choose you? Why?	X								X	
7 How do you continue to improve your sales skills?		X	X				X		X	
8 What do you LOVE to do?							X			
9 What do you love most about sales?							X			
10 Tell me about your sales/follow up system.		X	X						X	
11 Would you rather go after new accounts or call on existing accounts?	X									X
12 What would your best customer say about you?										
13 What would your worst customer say about you?										
14 What makes a great salesperson?										
15 What makes YOU a great salesperson?										
16 What are your thoughts on calling on upper management?			X	X	X	X		X		
17 What are your thoughts about firing a customer?			X	X	X					
18 How would you rate yourself in these 10 areas?										
19 What is your idea of the perfect boss?				X						
20 Tell me about the most grueling sales experience you have ever had.								X		
21 If you had all the money you ever needed, but still needed to work, what would you do?				X			X		X	
22 Who would you love to meet?							X			
23 What business or sales book have you read lately that has impacted you? What impacted you? Why?		X	X						X	
24 How do you prioritize?		X	X		X	X				
25 Talk to me about strategy.					X					
26 Talk to me about your best win? Why did you win? What did you do?	X							X		X
27 Tell me about your worst loss? Why did you lose? What did you do?	X									X
28 What would the inside support people at your current company say about you?			X		X					
29 Talk to me about "reading the room."			X		X	X				
30 How would your customers rate you in these 10 areas?										
31 Why should I hire you instead of the (the name of the salesperson he named in question #3)?				X		X		X		X
32 How did you prepare for this interview?		X								
33 What are the 3 main reasons people buy from you?										
34 Where do you want to be in 5 years?										
35 Please show, or send, me a letter that you have written a customer.			X							
36 Please finish this sentence, "My sales style can be best described as..."	X	X	X	X	X	X	X	X	X	X
37 What is the question you most wanted me to ask you?		X	X	X		X				X
38 What is the one question you hoped I would not ask you?		X	X	X						
39 What questions do you have?		X	X	X						