

Special Management Series

# Suggested Interview Questions

This is a series of Training for your  
Management TEAM

Presented by J.W. Owens



A Management  
Perspective 303 Series



Management - JWO 395

# Suggested Interview Questions



1. Tell me about your toughest negotiation
2. Tell me about a time you handled a dispute with a Customer?
3. What do you do when you feel the sale slipping away from you?
4. How many failures will stop you from trying any more?

# Suggested Interview Questions



5. Tell me about a time when you took a risk.
6. Who are your best and worst current Customers and why?
7. Tell me about a time when you almost lost a client and had to turn it around.
8. What does your current company do, with results in lost clients?

# Suggested Interview Questions



9. Have you ever negotiated
  - a grade change in school (if young)
  - for additional resources to complete or to facilitate a project?
  
10. What is the biggest negotiation you have won or lost?

# Suggested Interview Questions



11. How do you tell when to stop negotiating/bargaining and move on?
12. How do you handle selling to people you dislike?
13. Do you think there was a time that you gave up too soon?
14. Tell me about a time you put together a proposal.

# Integrity Questions

1. Have you ever had to tell a Customer something that wasn't true to save the sale?
2. What are the most important balances to maintain?
3. Tell me about a time when you thought a peer went back on a deal.

# Integrity Questions



4. What do you do when you are blocked from achieving something?
5. Have you ever violated a policy to get something for a Customer?
6. Do you always act in line with your beliefs?

# Challenging Questions

1. How do you get up to date information on clients/prospects and what do you do with it?
  
2. Give me an example and lead me through your decision making process on a personal financial decision (or a biz one-but many don't have a work related one).



# Challenging Questions



3. What percent of what you know do you generally pass on to Customers?
4. Tell me about a time when you delivered bad news well or not so well.
5. What are a couple of your larger mistakes?

# Red Flags

- Left previous job without adequate notice
- Can't isolate specific work achievements
- Fails to be courteous to your office staff
- Late for more than one interview
- Didn't learn much about previous employer's business
- No verifiable references

# Red Flags

- Must travel too far to work
- Over qualified to the extent that boredom is likely
- Independently wealthy, unless up for top job
- Reveals confidential information about former employer
- Lacks enthusiasm

# Red Flags

- Angry about prior employment
- Didn't find out much about your company
- Takes too long to consider the offer
- Bad-mouths former employer

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# Good Selling !



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