

Special Management Series

Sales Job Interview Questions: What Motivates You?

**This is a series of Training for your
Management TEAM**

Presented by J.W. Owens



**A Management
Perspective 303 Series**

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During a sales job interview, I usually ask the candidate what motivates them. I am sure this question is asked in other industries and the best answers are different for each industry. For example, if you were interviewing for a creative art type of job, the answer to this question would definitely be different than if you were going for a sales position. This article tackles this question specifically for the sales job interview.

WHY SALES MANAGERS ASK THIS QUESTION

We ask this question to uncover what drives you and to find out what motivates you.

For sales, professionals that are motivated by money should be a top reason for being in sales and should be one of the top 2 as one of your best responses. Family is another and providing for them, which again leads back to money. We ask this because we want to make sure that money is indeed a high motivator for you as it relates to higher commissions for both you, the candidate and the hiring sales manager.

If I ask this question and a sales candidate does not list money, I proactively ask as to why they didn't list money as one of their top choices. Some people might be driven more by a sense of accomplishment and winning in which studies shows that sometimes could be more important than just monetary reasons. But most of the time, sales managers will ask this question because they are looking for that "money" answer. Be honest in your answer and if you list other motivating factors, just be prepared to explain why and to sell that idea to the hiring sales manager.

Sales Job Interview Questions: What Motivates You?



1. Tell me about yourself.
2. Why are you looking for another sales job?
3. What can you tell me about our company?
4. How did you prepare for this interview?
5. Why do you feel that you are the best person for this role?
6. What experience do you have in this industry?
7. What made you interested in applying for this position?
8. What is the most difficult part of selling?
9. Which part of the sales process do you like most?
10. Which part of the sales process do you like least?

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11. How do you find new prospects?
12. How do you maintain previous customers/relationships?
13. Do you consider yourself successful?
14. What would co-workers say about you if asked?
15. Are you currently applying for other jobs?
16. What kind of salary are you seeking?
17. Are you a team player?
18. Have you ever been asked to leave a position?
19. How would you be an asset to our organization?
20. What are your strengths?

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21. Tell me about your dream job?
22. Why do you think you would do well in this job?
23. Tell me how you handle working under pressure.
24. What motivates you?
25. How do you measure success?
26. Would you be willing to relocate if required?
27. What kind of mistakes have you learned from in the past?
28. What do you think are good qualities in a boss?
29. Why do you think people buy from you?
30. How do you continue to improve your sales skills?

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31. What would your manager say about you if asked?
32. Tell me about your greatest sales achievement? How did you make this happen.
33. What do you think it takes to be successful in sales/thisjob?
34. Why did you select sales as a career.
35. How do you stay organized?
36. What causes a sales person to fail?
37. How do you handle rejection?
38. How do you handle objections?
39. Where do you see your career in 5 years?
40. What is it about this opportunity that interests you?

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41. When selling, how do you know that you are selling to the right prospect?
42. Tell me about a time when you had challenges with a peer and how you handled it.
43. How do you create value with your customers?
44. What do you like least about your current sales manager?
45. Describe your typical week in sales.
46. Tell me how you handled a customer that was frustrated with you.
47. Tell me how you have developed an account from scratch.
48. Tell me about your selling style.
49. What sales book or business book has had the most influence on your sales career?
50. How do you prepare for a sales call?

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- 51. What makes you bullet proof?
- 52. Tell me how you think sales professionals should be managed?
- 53. Tell me about a time when your ethics were challenged and how you handled it.
- 54. Why should we hire you?
- 55. Do you have any questions for me?

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Good Selling !



J.W. Owens - 561-372-5922
results.jwowens@gmail.com

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