**Question**

What do you see as the key issues in negotiating?

What do you see as the key skills in closing?

Walk me through a time where you leveraged urgency to close a deal.

Walk me through your forecasting methodology. How do you ensure accuracy?

Describe your approach in a closing call. What do you typically do at the end of a call?

In your current sales environment, describe the process you go through to qualify your prospects? What questions do you ask?

When it comes to the quality vs. quantity debate, where do you stand?

What are some of the biggest red flags in the sales process that signal your prospect isn't a good fit?

Walk me through a time where you had a difficult time finding the decision maker? What questions did you ask?

When does qualifying happen?

What are your sales weaknesses? What are you doing to help you overcome these weaknesses?

Tell me about your last review with your manager - what were areas that were recommended for improvement?

What kind of relationship do you have with your manager? How do you apply feedback your manager provides?

Describe a situation with a client or prospect where you made a mistake. How did you handle the error?

Describe what your relationship with your current manager. How do you prefer to be managed? Why do you like this style of management?

What are your top three open-ended questions for initial sales calls?

What sales skills do you think are most important to having success in sales?

What are the biggest ways in which buyer behavior has changed in this industry over the last few years?

How do you anticipate the sales process, as we know it today, will change over the next five years?

Describe a time your company did not deliver on its product or service and how you responded?

Are you on monthly or quarterly targets in your current job? How many active opportunities do you have to hit your target?

What sales metrics do you track for yourself? What is the frequency? What do you consider "high activity"?

Describe a day in your current role (may be in sales or not)?

How many leads do you work per day? How do you source them? How many new opportunities do you create typically per week?

What type of sales cycle is most rewarding to you? A long cycle for a big ticket item or a series of smaller, more frequent sales?

If someone on your team was underperforming, how would you help them?

Tell me about a time when you had to deal with conflicting direction from internal stakeholders.

How do you earn the respect of your team and coworkers?

Give me examples of additional projects you've pursued beyond your current role? Projects could be both at work or personal projects.

Describe a time you led a group of people, the primary challenges you faced, and how you handled them?

What do you typically do when a prospect does not call you back?

What do you do when a prospect says at the close that "your price is too high"?

What do you do at the end of a call where the prospect says, "I need to think it over"?

What do you do when a prospect says "XYZ is just a fad"?

What do you do when a prospect says they are "too busy" to handle implementation and roll out?

As a sales professional, what do you see as your primary and secondary roles within a company?

Why do you believe you will be successful for us?

How do you go about your job that would demonstrate you are passionate about being successful in selling?

What are your favorite selling books?

What are your personal goals?

Tell me about a time when you failed in your career. What happened? What did you learn?

Tell me about your worst month in sales ever. What did you learn?

What is your biggest pet peeve in the workplace? How do you deal with it?

Provide an example of when you've had to exhibit discipline (personally or professionally) over an extended period of time?

It's 2 weeks from the end of the Q, you only have 75% of your target and you are under pressure with a weak pipeline. What do you do?

Who will you be selling to? What problems does [your company here] solve for that individual? What objections do you anticipate receiving?

What do you like most about our company?

What do you think are the top 3 skills needed to be successful here? Why?

What are your concerns about working here?

Who else are you interviewing with today?

What is your goal for new sales over the next 12 months? What keeps you from increasing the number by say 50%?

Walk me through two examples of solutions that you were able to produce when behind on your sales target.

Do you consider yourself competitive?

Walk me through a deal you closed that you are most proud of.

How would those with whom you work now, across all areas of the company, describe you and the work you do?

How do you keep your sales skills up to date? What do you do outside of work to continue building on your sales skills?

Tell me about how you plan your day?

In your current position, how much time would you say you spend directly with prospects and customers throughout the sales day and what specifically do you do with them?

What sales metrics do you track for yourself? What is the frequency?

Describe one or two of the most difficult challenges and/ or rejections you’ve faced in the past and how you responded?