

Hire the Winners Careers Interview

Candidate: _____

Interviewer: _____

Date: _____

Rate every question 1 - 5 with 5 being the highest score

1) Why do you want to be a sales consultant?

1

1A) What skills do you possess that would allow you to be successful?

1B) What's the difference between a salesperson and a sales consultant? (look to see if they talk about: listening to clients, gathering information and selecting the right vehicle)

2) Let's review your work history starting with your most recent job?

1

2A) What was your most recent job?

2B) What specific duties did you perform daily?

2C) What was the easiest part of the job?

2D) What was most difficult?

2E) What skills enabled you to succeed?

2F) Why did you leave?

2G) Who can we contact at the dealership for verification of your job history?

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3) Tell me about your successes in a sales-related field.

1

3A) Have you ever been paid by commission? If yes, how did you feel about getting paid by commission? Please explain.

3B) What is the most money you ever earned in a year? Commission?

4) What specifically are you looking for in a company?

1

5) What are your income expectations?

1

6) How many hours a week are you accustomed to working? Evenings, Weekends? Please explain.

1

7) How long have you lived in the area?

1

7A) How would you prospect for clients?

QUESTIONS SPECIFIC TO CLOSING/COMMUNICATION

8) Tell me about a time when you sold someone a product, a service, or an idea. How did you convince the person to buy?

1

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9) We are interviewing quite a few people for a limited number of positions. Why should we consider you?

1

QUESTIONS SPECIFIC TO MOTIVATION

10) Tell me about one major accomplishment you are most proud of in your life. What process did you go through to get there?

1

11) What are your goals and how do you plan to accomplish them?

1

QUESTIONS SPECIFIC TO NETWORKING/PROSPECTING

12) A great deal of your success will come from customers you bring to the dealership. Tell me what you have done in the past that shows us you could do this.

1

12A) How would you propose to bring customers to our dealership?

12B) What are some things you would do to ensure your success?
