

“TOP 10”

INTERVIEW QUESTIONS

PRESIDENT

Take about 20 minutes and walk us through your resume. Start from the beginning and walk us through each company, why you were hired, your responsibilities and accomplishments. After each company tells us why you left.

1. How do you see your role changing now that you look to take on the role of President?
2. How will you go about working with the CEO, describe those dynamics and what challenges you see?
3. Our culture is extremely important to everyone here, how do you align with our culture and what will you do to help reinforce it?
4. Now that you will be taking on a more operational and administrative role what areas of efficiencies will you look to address immediately?
5. In your previous 3 companies what areas of the business reported to you?
6. What 3 words would best describe you best?
7. What experience have you had in implementing systems, policies and procedures across a large enterprise?
8. What is managements job?
9. Have you ever been involved in changing the compensation plan to better align with corporate goals? Describe the process.
10. How many people have you hired and fired at your last company?

For additional questions go to: www.DirectSalesExperts.com



CRAIG A. FLEMING
FOUNDER AND CEO

ABOUT DIRECT SALES EXPERTS INC.

Direct Sales Experts is a global Executive Search Firm that specializes in “Leadership Identification”. Their focus is the Direct Sales, Network Marketing, MLM, Party Plan and Social Selling channels. At Direct Sales Experts they have spent a lifetime building relationships with the channel's strongest leaders. By utilizing a network of 50,000 executives, their focus when working for you is to identify, interview, qualify and deliver quickly high performing proven leaders to help grow your business. Many of the world's leading Direct Sales Organizations seek advice and council on Executive Recruiting, leadership development and succession planning.



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Name of Candidate: _____

Date: _____ Time: _____ Interviewer: _____

ANSWERS:

1

2

3

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8

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10

COMPANY PRIORITIES:

Check the Box Yes or No if the person fits in the organization and then rank 1-10 with 10 being a perfect fit.

	Fit Y/N	Ranking 1-10	Thoughts
Culture			
Leadership			
Skill Sets			
Articulation			
Team Player			
Management Style			
Attitude			
Enthusiasm			
Charisma			
Appearance			
Vision			
Mission			
Strategic Thinking			
TOTALS			

INTERVIEWER FINAL THOUGHTS: _____
