



“TOP 10”

INTERVIEW QUESTIONS

CHIEF OPERATING OFFICER

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. Why did you choose to select operations as a career choice?
2. In you past several companies what departments reported to you?
3. What has been the largest number of direct reports that you have managed?
4. How would you best describe the role of operations in a direct selling company?
5. What KPI's do you use daily to monitor the performance of your department?
6. Have you been involved in writing a long-term strategic plan?
7. What new technologies have you implemented in the past several years?
8. How have you measured quality in your past several companies?
9. What has been your most exciting project in your career and what was your role?
10. How have you sold a new idea to the management team and why did they decide to move forward with your recommendation?

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.



DirectSalesExperts.Com | 407.489.3351 | Craig@DirectSalesExperts.com

Name of Candidate: _____

Date: _____ Time: _____ Interviewer: _____

ANSWERS:

1

2

3

4

5

6

7

8

9

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: _____
