

“TOP 50”

QUESTIONS TO ASK AN EMPLOYER

1. What are the top 3 priorities for the position in the first 6 months?
2. What would success look like in the first year?
3. What is the current budget that accompanies this position?
4. How many direct reports will this position have?
5. What is the career path for the position?
6. What members of the management team have direct sales field experience?
7. Does the company executive team participate in any type of team building exercises?
8. What would be the top 3 reasons the last person failed in the position?
9. What is the culture at the company?
10. Based on my background how do I match up to what you are looking for?

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

TOP

QUESTIONS TO ASK AN EMPLOYER

11. Does the company provide any higher education opportunities?

12. Where does this position sit in the organizational chart?

13. What is your management style?

14. What's the mission of the company?

15. What is the vision of the company?

16. Is there a written strategic 5-year plan in place?

17. Are there currently any legal issues at the company?

18. Have you ever been subject to an FTC investigation?

19. How are decisions made at the company?

20. Who makes decisions?

For additional questions go to: www.DirectSalesExperts.com



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

TOP

QUESTIONS TO ASK AN EMPLOYER

21. What does the decision-making tree look like?

22. How much decision-making autonomy is normal?

23. Does the company use outside consultants and if so what type?

24. How often does the senior management team meet?

25. Do you have a field advisory board?

26. What is the tenure of the senior management team?

27. How often do you introduce new products?

28. What is your internal meeting cadence?

29. How often does the founder visit the field?

30. Is there a formalized review process in place?

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

TOP

QUESTIONS TO ASK AN EMPLOYER

31. How often are KPI review meetings taking place?

32. When was the last time someone in this position was promoted?

33. How are budgets established and prioritized?

34. What type of leadership development training is offered to the field?

35. Is this position allowed to attend DSA events?

36. What is your technology stack look like?

37. Is there a Quality Management System in place?

38. Who does the position report to?

39. Do you have any hesitancy about hiring me?

40. Any compensation plan changes planned?

For additional questions go to: www.DirectSalesExperts.com



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

TOP

QUESTIONS TO ASK AN EMPLOYER

41. When was the last compensation plan review?

42. What are the management skills and experiences you're looking for in an ideal candidate?

43. What digital media platforms are performing best?

44. Do you have any live streaming capabilities?

45. What number of your products are made in the USA?

46. What makes your company unique?

47. What are the next steps?

48. Who owns the company?

49. Can I answer any final questions for you?

50. Can I expect to hear back from you?

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