



“TOP 10”

INTERVIEW QUESTIONS

DIRECTOR OF SALES

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 would you go about building a sales organization from scratch? Walk us through a few of the initial steps you would go through.
2. We currently have 25 leaders who have reached our highest ranking, how would you go about working with them to generate more new customers and distributors?
3. What “Tools” would you like to have in place to help in the recruiting and sponsoring process. Then share with us your involvement in creating those tools in prior companies.
4. To learn about our field sales organization and our leaders, how would you approach this task to completely be up to speed with their needs and challenges within 60 days?
5. What is your leadership and management styles?
6. Have you had the opportunity to develop an annual operating plan, one that would help forecast KPI's over a 12-month period? Tell us about how you would approach that process.
7. The journey of getting new people started is always a challenge, in the past how have you approached this task and what have been your results?
8. What have been the key elements of a company's culture that you have found to be most attractive to new people?
9. Upon joining our team, walk us through the first 30, 60 and 90 days. What are the things that you would focus on? What would be your priorities?
10. What do you know about our company and why are you interested in this position?

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

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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: _____
