



Sales Team Recruitment Checklist

What is the personality profile of the market?

What personality profile will get results from this target market?

Does the candidates CV have selling adjectives included?

Does the CV speak of results or methods?

What interview style will help the candidate represent themselves accurately? Think about group activities, role play, presentations, on the spot scenarios.

Has the candidate researched YOU and know your communication needs?

Is the candidate selling themselves or asking questions to position their ability with evidence of results? Presenting facts and figures?

Are the candidates values aligned with your customers values, your team values and the business values?

Does the candidate have an attitude for GROWTH?

Does your candidate have the courage to DREAM BIG?

Notice your candidates eyes, access the cues to discover how truthful they are being with you, or are they just saying what you want to hear?

Is your candidate treating the interview like a sales appointment?

Does your candidate follow up with you? If so, how?

Do they negotiate the package you are offering them? If so, how?

Throughout the the whole interview process, the candidate is still demonstrating their sales ability. From their pre-approach, to how they handle the invitation to interview, how they sit in reception - right down to closing questions, the final handshake and how they follow up for the job.