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management strategies that *work*

# Sales Interview Guide

Prepared for:

*Demo Demo*

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San Jose, California  
Voice: 408.893.4032  
Fax: 408.448.1828  
E-Mail: [melinda@criticalpathconsulting.com](mailto:melinda@criticalpathconsulting.com)  
Web: <http://www.criticalpathconsulting.com>

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## ***Sales Interview Guide*** **SUMMARY**

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### ATTITUDES:

- Skeptical, resentful, angry attitude toward the world
- Optimistic about themselves
- Optimistic, positive attitude toward others
- Cautious, skeptical attitude toward getting things done

### PROBLEM SOLVING:

- Inventive, potentially creative practical thinking
- Good intuitive insights, 'gut instincts'
- Excellent, analytical, conceptual thinking and organizing
- Proactive thinking, focuses on consequences

### SELF IMAGE:

- Persistent
- No fear of failure, some fear of success
- Confident, goal oriented

### MOTIVATORS:

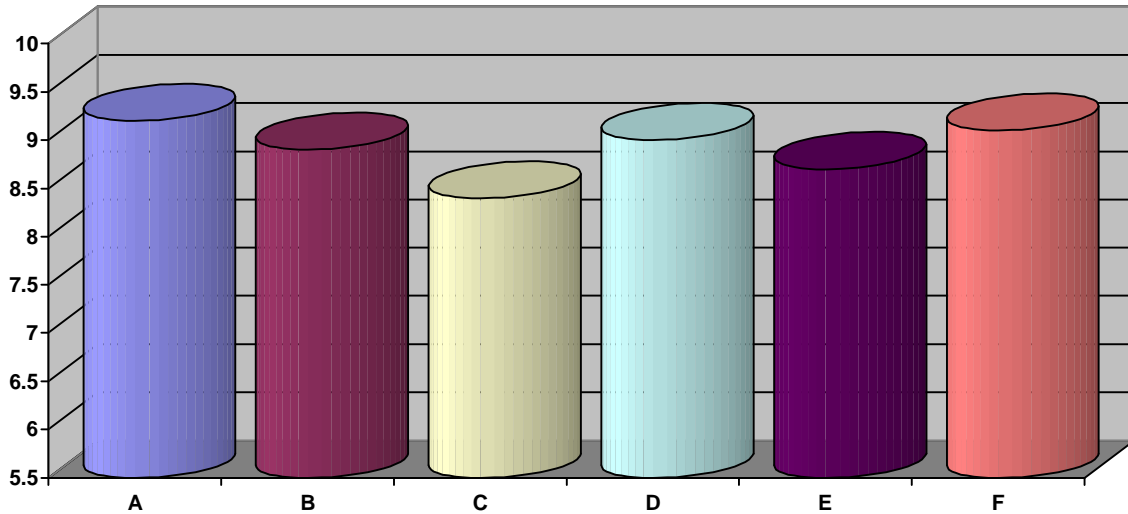
- Sense of mission, personal goals
- Sense of commitment to organization or team goals

### STRESSORS:

- Excellent stress resistance

## Sales Interview Guide

### GLOBAL GRAPH



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Empathy (Low Risk)</b> — The ability to see, understand and relate with others.
<b>B) Handling Rejection (Low Risk)</b> — The ability to maintain a sense of inner self worth.
<b>C) Achievement Drive (Conditional Risk)</b> — The ability to have a strong desire to push ahead and to achieve desired results.
<b>D) Self Starting Ability (Low Risk)</b> — The ability to get things done without the need for constant supervision.
<b>E) Motivation Index (Situational Risk)</b> — The ability to direct one's energy with a sense of purpose and direction.
<b>F) Discipline For Selling (Low Risk)</b> — The ability to work within guidelines, schedules policies and procedures to get things done.

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## **Sales Interview Guide**

### **PERSONAL SALES INVENTORY**

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#### **PRIORITIZED CORE STRENGTHS**

**1) Persistence: (Self Starting Ability) (SL-21A)-Excellent Potential**

Strong personal commitment to stay on track and complete goals and tasks regardless what happens.

**2) Self Attitude: (Drive) (SL-15)-Excellent Potential**

Driven by a strong sense of personal optimism, a belief that the best can and will happen

**3) Need To Achieve: (Drive) (SL-13A)-Excellent Potential**

Strongly driven by a need to achieve recognition and attention to confirm self worth.

**4) Self Confidence: (Ability To Handle Rejection) (SL-8C)-Excellent Potential**

Awareness of social and role image combined with anxiety and uncertainty about which role is best.

**5) Doing Things Right: (Discipline For Selling) (SL-18B)-Excellent Potential**

Perfectionistic insistence on doing things according to standards focuses their energy on quality control.

**6) Attitude Toward Others: (Empathy) (SL-2A)-Excellent Potential**

Positive, open attitude toward prospect and client needs and concerns.

**7) Meeting Established Standards: (Discipline For Selling) (SL-17B)-Excellent Potential**

Strong appreciation of standards and norms as well willingness to make certain that standards and expectations are met.

**8) Service: (Motivation) (SL-25A)-Excellent Potential**

Motivated by a strong desire to help others and meet their needs and concerns.

#### **PRIORITIZED DEVELOPMENT COMMENTS**

**1) Role Satisfaction: (Self Starting Ability) (SLS-24B)-Real Risk**

Dissatisfaction, frustration and anxiety in current circumstances can lead to inconsistent actions and decisions.

**2) Social Recognition: (Drive) (SLS-14B)-Real Risk**

Indecisiveness about what to do in current circumstances can create inconsistent burst of energy and drive.

**3) Social Recognition: (Motivation) (SLS-27B)-Real Risk**

Social frustration and role transition can generate uncertainty and indecision about one's social/role image.

**4) Consistency: (Self Starting Ability) (SLS-22A)-Real Risk**

Inconsistent feelings about social/role image can lead one to shift from demanding too much to demanding too little.

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## ***Sales Interview Guide***

### **PRIORITIZED INTERVIEW NOTES**

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#### **1) Role Satisfaction: (Self Starting Ability)-Real Risk**

Tend to feel frustrated and dissatisfied, shifting from enthusiasm and energy to doubts and uncertainties about what is best. Take time to discover their priorities. Remember that they will tend to over project and promise more than they can deliver. Let them make the decision to pursue the job. Delay deciding until you are certain of their desire.

#### **2) Social Recognition: (Drive)-Real Risk**

Currently in social/role transition feeling frustrated and uncertain about what you want to do potentially leading them to miss opportunities and see the grass as greener on the other side. Remember that they are searching for a place to feel comfortable. Do not hype them. Be realistic about what you expect. Let them make the decision to pursue the job.

#### **3) Social Recognition: (Motivation)-Real Risk**

Tendency to be indecisive about what is best, to shift from frustration and dissatisfaction to enthusiasm can lead them to be inconsistent, to either delay following through with contacts or closing sales because they lack confidence or to loose interest and shift their focus to something else. Test their ability to stay focused and complete their tasks.

#### **4) Consistency: (Self Starting Ability)-Real Risk**

A combination of a compulsive need to push ahead and frustration and dissatisfaction about current circumstances can lead them to shift from enthusiasm to doubt and uncertainty. Explain both the positive and negative of the job. Do not hype them. Give them time to think things through and make the decision to pursue the job.