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## **Sample Questions to Pose to Hiring Managers**

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### **Questions About the Company/Industry:**

1. What the company strengths are in your eyes?
2. According to my research, \_\_\_\_\_, \_\_\_\_\_, & \_\_\_\_\_ are listed as your competitors. Who is the strongest in your view and why?
3. What drew you to the company?
4. What drew you to the industry?
5. What is the company's focus this year?
6. What are the company's goals?
7. What do you consider important in fitting in the company culture?
8. What are the growth trends of the \_\_\_\_\_ industry?
9. Who do you feel will be the company's main competitor in the future?
10. The company is seen as stable financially based on investor reports. What is your perception?
11. What do you see as technological breakthroughs in the next few years?

### **Questions About Management:**

1. What are the characteristics of the best performers in your district?
2. What was the previous experience of the best you have hired?
3. How long have you been with the company?
4. What has been your progression with the company?
5. Where do you see yourself in the company in five years?

6. What are the realistic chances for growth in the company?
7. What are the realistic chances for advancement in the company?
8. What benchmarks do you use in evaluating your direct reports?

**Questions About the Position:**

1. What specific activities do you like to see each week?
2. Can you elaborate on the initial training that I will receive and additional training during the first year?
3. Do you anticipate geographic changes in the territory?
4. What market share does the company have nationally as well as in the territory?
5. How does our product differ from our competitors?
6. Why is the position available?
  - o If a replacement, why is the person being replaced
  - o If replacement for lack of achievement, what did the person do wrong or not do?
7. What are realistic first year earnings for your top 20% performers as this is where my history has ranked me in my present position and this is where I will be earning if hired by you for this position?
8. Are there any special characteristics that make the territory more challenging?

**Questions About the Interviewing Process:**

1. When would you like to see the position filled?
2. Is there a scheduled training class that this employee would attend?
3. When would that scheduled training be?
4. When is the next stage of interviews scheduled for?

5. What other individuals will be involved in the interviewing process?
6. When should I follow up with you or my sales recruiter's search consultant?
7. Based on our conversation, do you believe I have the experience and skills to proceed to the next stage of the interview process?
8. How do I compare with your other candidates?
9. How many candidates are you interviewing for this position?