

# HIRING ASSESSMENT

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## WITH YOUR CURRENT SALES TEAM ARE YOU:

- Use a personality assessment to determine if they were a culture fit for you and the organization?
- Use an assessment to determine when they were going to be fearless selling and when they were going to pull back?
- Have them share with you the step by step process they use for selling?

## WHEN ONBOARDING YOUR LAST SALES PERSON, DID YOU:

- Spend time in the first 3 weeks making sure they were a master of your product or service?
- Spend time in the first 3 weeks making sure they understood why your brand is superior to the competition?
- Spend time in the first 3 weeks making sure they understood how to do the finance math quickly for a prospect?
- Spend time in the first 3 weeks making sure they have a step by step sales process?
- Spend time in the first 3 weeks making sure they understand the language of persuasion?
- Have them shadow you or your best sales person and then tell you what they observed?
- Were you mentally "all in" with them for 90 days before deciding if they were going to continue with your organization?

## WITH YOUR CURRENT SALES TEAM ARE YOU:

- Having them shadow you or the top sales person on a regular basis?
- Meeting with them 1 on 1 for at least 30 minutes a week?
- Huddling with them twice a day?
- Is at least 60% of their compensation from their own sales commissions?
- Incorporating games each month/quarter for spiffs? (ie. Highest sale gets a bonus)