

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · HVAC SALES

1	What experience do you have in selling HVAC systems?	12345	
2	What approach do you take when assessing customer needs?	12345	
3	What are some of the challenges you have faced in sales?	12345	
4	How would you go about negotiating a contract with a customer?	12345	
5	What type of post-sales support do you offer customers?	12345	
6	What do you think is the most important factor in determining whether or not a sale is successful?	12345	
7	What do you believe sets your company's HVAC products apart from the competition?	12345	
8	Why do you think customers should choose your company over others?	12345	
9	What are some of the objections that customers typically have about HVAC systems, and how do you address them?	12345	
10	Can you give me an example of a time when you successfully closed a big sale?	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	
Communication Team building and communication skills.	12345	
Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.