

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · INSIDE SALES MANAGER

1	Could you share your methods for inspiring and guiding your sales team to consistently surpass targets?	1 2 3 4 5	
2	Can you illustrate a sales strategy from your past experience that led to notable success and positive outcomes?	1 2 3 4 5	
3	How do you assess and improve the performance of individual team members?	1 2 3 4 5	
4	Describe your approach to setting and adjusting sales targets based on market trends and company goals.	1 2 3 4 5	
5	How do you handle challenges and objections in the sales process, and how do you coach your team to overcome them?	1 2 3 4 5	
6	Can you share a situation where you successfully collaborated with other departments to enhance the overall sales process?	1 2 3 4 5	
7	What key performance indicators (KPIs) do you prioritize to measure the success of your team and why?	1 2 3 4 5	
8	Could you explain your process for staying current with industry trends and elucidate how you integrate this knowledge into your sales strategy?	1 2 3 4 5	
9	Describe a time when you had to address conflicts within your sales team and how you resolved them.	1 2 3 4 5	
10	What technologies or tools have you found most effective in optimizing inside sales processes, and how do you leverage them?	1 2 3 4 5	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	1 2 3 4 5	
Prior Work Experience Skills or qualifications acquired through past work.	1 2 3 4 5	
Qualifications / Experience The technical skills the position actually needs.	1 2 3 4 5	
Problem Solving Abilities Demonstrated critical problem-solving.	1 2 3 4 5	
Communication Team building and communication skills.	1 2 3 4 5	

CRITERIA	SCORE (1-5)	NOTES
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.