

CANDIDATE	INTERVIEWER	DATE	STAGE
INTERVIEW QUESTIONS · MEDICAL SALES REPRESENTATIVE			
1	What experience do you have in medical sales?	12345	
2	How familiar are you with our brand and products?	12345	
3	Describe your approach to sales presentations.	12345	
4	Tell me about a time when you successfully overcame an obstacle while selling a product or service.	12345	
5	What strategies can you suggest for increasing sales in the healthcare industry?	12345	
6	Are you comfortable creating relationships with customers, vendors, and other stakeholders?	12345	
7	How do you handle dealing with difficult customers or colleagues?	12345	
8	Are you comfortable working independently as well as part of a team?	12345	
9	What challenges have you faced in your current or previous medical sales roles and how did you overcome them?	12345	
10	Explain how technology has helped drive your current success.	12345	
11	If hired, what strategies would you use to grow our customer base?	12345	
12	Tell me about an initiative or project that resulted in increased revenue for your previous employer.	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		

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.