

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · SALES SUPERVISOR

1

How do you set and communicate sales targets to ensure alignment with overall company objectives as a Sales Supervisor?

12345

2

Can you share an example of a successful sales strategy you implemented to achieve team targets in your previous role?

12345

3

How do you provide training and support to sales team members to enhance their skills and performance?

12345

4

Describe your approach to analyzing performance metrics and utilizing data to drive continuous improvement within your team.

12345

5

In challenging situations, how do you motivate and guide your sales team to meet and exceed targets?

12345

6

How do you foster a positive team environment and encourage collaboration among sales team members?

12345

7

Can you provide an example of a time when you had to address conflicts within your sales team and how you resolved them?

12345

8

What steps do you take to stay informed about industry trends and incorporate this knowledge into your sales strategies?

12345

9

How do you collaborate with other departments to optimize sales processes and enhance overall business efficiency?

12345

10

Describe your experience in implementing and managing sales incentive programs to drive team motivation and performance.

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	

CRITERIA	SCORE (1-5)	NOTES
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.