



Behavioral-Based Interview Questions **for Hunters**

Accountability

Tell me about a time when you took responsibility for a bad or wrong decision.

Tell me about the last quarter you didn't make quota and what caused you to miss.

Tell me about the last time you set a goal for yourself and didn't reach it?

Tell me about the last time you missed a goal set for you by your manager.

Sales

Tell me about a time when you had to persuade someone to make a change.

Are you more motivated by the thrill of winning or the fear of losing?

What do you think separates the successful sales reps. from those who fail?

How would you research a prospect before you reach out?

Tell me about the most creative thing you've done to close a sale.

Tell me the 3 things you do consistently, regardless of job or company, that you believe make you successful.



TEAM

Tell me about a time you were able to successfully deal with someone even though that person might not have liked you.

Give me an example of a time when your department worked especially well with another department to accomplish a goal.

Decision Making

Tell me about a difficult decision you've made in the last year.

Give an example of when you had to make a decision that you didn't want to make?

Personal/Professional Development

What type of professional sales training have you received from previous employers?

How many sales books/seminars/Podcasts have you used in the last 12 months?

What is your learning style?

What books have inspired you to make changes?

Perseverance /Growth Mindset

Tell me about a professional failure.

Give me an example of a time when you hung in there even when a positive outcome seemed unlikely.



Independence

Are you more likely to ask for forgiveness or permission?

Describe a time when you had to act outside your authority in the interests of a customer or the company.

Risk-Taking

Tell me the last time you took a risk

Tell me about the last time someone said to you...."I can't believe you did that"

Self-Awareness

Tell me about a workplace conflict you were involved in, either with your peers or someone else in the company. How did you manage that conflict, and were you able to resolve it?

If we offer you a job and 6 months from now you're not here anymore. What might have happened?

Do you consider yourself a hardworking person or a smart person?

Organizational Skills

Tell me about a time when you managed a complicated project.

Tell me about a time when you took on more than you could handle.



Flexible/Adaptable

Recount a time when you accommodated someone beyond your comfort level, though you didn't have to.

Integrity

Discuss a time when your integrity or character was challenged

StartUp Fit

Have you ever had to make a personal sacrifice for an employer?

Describe a time in which you had to adjust quickly to changes over which you had no control. What was the impact of the change on you? On your work or project?

Why do you want to come work at a startup, as opposed to an established company?

You've been working on a project for a while when your manager informs you that the project's requirements changed suddenly. What would you do?

How do you stay on task when you're busy?

Your Manager and CEO tell you two different ways they'd like to approach a situation – how do you solve this situation/conflict?