



EIGHT KEY QUESTIONS TO UNCOVER THE "WANT IT" DRIVE IN YOUR SALES REPS

Talentfoot Executive Search and Staffing



8 KEY QUESTIONS TO UNCOVER THE "WANT IT" DRIVE IN YOUR SALES REPS

Sales leaders face the intricate task of not only finding skilled and knowledgeable sales reps but also individuals who have an intrinsic motivation or the "Want It" drive to excel in their roles.

To refine your evaluation process, consider these questions:

Question 1

Does Your Sales Rep Exhibit a Genuine Passion for Sales?

Passion Indicator: A genuine enthusiasm and belief in the products or services they are selling is a clear indicator of the "Want It" drive.

Inspirational Impact: Evaluate how their passion translates to inspiring others in the team.

Question 2

How Does Your Sales Rep Respond to Setbacks and Challenges?

Resilience Gauge: The ability to bounce back from rejection and stay motivated is crucial.

Learning Curve: Assess their eagerness to learn from challenges and improve.



DISCOVERING YOUR SALES REPS

MOTIVATION: 8 ESSENTIAL QUESTIONS

Question 3

Is Your Sales Rep Goal-Oriented and Driven to Achieve Targets?

Target Alignment: Ensure their personal sales targets align with the team and organizational goals.

Progress Tracking: Regularly review their progress toward achieving set targets.

Question 4

What Motivates Your Sales Rep the Most?

Motivation Source: Understanding what drives them will help align their motivations with organizational objectives.

Long-Term Alignment: Ensure their motivation sources are sustainable and aligned with long-term company goals.

Question 5

Do Your Sales Reps Drive Positively Influence Team Dynamics?

Team Morale: A motivated sales rep can uplift the entire team's morale and drive.

Collaborative Spirit: Assess their willingness to collaborate and contribute to team success.

Question 6

Is Your Sales Rep Keen on Continuous Learning and Improvement?

Growth Mindset: A desire for continuous learning is a sign of a high "Want It" factor.

Feedback Reception: Evaluate their openness to feedback and making necessary improvements.



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Question 7

Does Your Sales Rep Exhibit a Strong Desire to Fulfill Customer Needs?

Customer-Centric Approach: Assess their dedication to understanding and fulfilling customer needs.

Relationship Building: Evaluate their ability to build and maintain strong customer relationships.

Question 8

Does Your Sales Rep Have a Long-Term Vision Aligned with the Company's Mission and Goals?

Visionary Alignment: Ensure their long-term career goals are in harmony with the company's vision.

Strategic Fit: Assess how their personal vision contributes to the strategic objectives of the organization.



HIRE THE BEST

Talentfoot specializes in finding top-tier sales talent.

These questions are aimed to help you and your team delve deeper into the "Want It" aspect of the GWC framework, thereby assisting you in identifying and nurturing the intrinsic motivations of your sales reps toward achieving remarkable sales outcomes.

If you need more assistance, resources, or help in your search, please email us at **info@talentfoot.com** or call us at **1-800-381-4511**.

