



When interviewing a commission-only sales representative, it's crucial to ask questions that reveal their sales skills, motivation, work ethic, and ability to thrive in a high-pressure environment. Here are ten of the best questions to ask:

1. What motivates you to succeed in a commission-only role?

- This question helps you understand their drive and whether they have the self-motivation needed to excel without a base salary.

2. Can you walk me through your most successful sales experience?

- This gives insight into their sales process, techniques, and the kind of results they can achieve.

3. How do you handle rejection and maintain your enthusiasm?

- Since rejection is common in sales, it's important to know how they manage it and stay motivated.

4. Describe a time when you had to generate leads on your own. How did you approach it?

- This assesses their ability to prospect and generate leads independently, which is crucial in commission-only roles.

5. What strategies do you use to build and maintain relationships with clients?

- Relationship-building is key in sales, and this question reveals their approach to creating long-term client relationships.
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6. How do you prioritize your tasks and manage your time to achieve sales goals?

- Time management is critical in commission-only roles, so this question helps you understand their organizational skills.

7. Can you give an example of a time when you turned a "no" into a "yes"? What was your strategy?

- This question tests their ability to overcome objections and close deals, which is vital for success in sales.

8. How do you stay updated on industry trends and products?

- Staying informed is important for providing value to clients and staying competitive, so this gauges their commitment to continuous learning.

9. What's your approach to setting and achieving sales targets?

- This helps you understand their goal-setting process and how they plan to meet or exceed expectations.

10. Why do you think you're a good fit for this commission-only position?

- This allows them to sell themselves to you, highlighting their confidence and understanding of the role's requirements.

These questions will give you a comprehensive view of the candidate's skills, mindset, and potential fit for a commission-only sales role.
