This scorecard is designed to help companies hire top sales talent. It does not represent all questions asked by the team at Precision Sales Recruiting. We encourage companies using this card to include additional screening criteria as needed. Companies should review the resources below before using this scorecard for the best experience.

Article: The Psychology of Sales Hiring: 12 Questions to Test Locus of Control and Grit
The Sales Candidate Scorecard: A Template for Objectivity

Score (1-5)

O - Ownership

Look for: Internal Locus of Control. They blame themselves for losses, not the economy or leads.

Q6: Why do some salespeople hit their quota and some don't?

W-Work Ethic

Look for: Structure & Intentionality. They view sales as a profession, not a fallback. They prospect even when not motivated.

Q1: Why did you choose sales as a career?

Q4: Tell me what a normal day looks like for you.

Q5: How do you motivate yourself?

N-Numbers

Look for: Sales Math. They know exactly how many calls = 1 appointment. They don't just "work hard," they work the math.

Q7: How will you track and measure progress?

Q8: What metrics do you watch to know you're on track?

E-Execution

Look for: Systemization. They follow steps (Discovery, Diagnosis, Close). They can explain the "How" behind their wins.

Q2: Tell me about your proudest accomplishment.

Q3: Walk me through how you achieved that result.

Q11: Would you rather hand off closing or presenting?

Q12: Walk me through your sales process.

R-Resilience

Look for: Coachability. They accept feedback, adapt behavior, and bounce back from "No" without drama.

Q9: Give me an example of a time you did NOT close the deal.

Q10: Tell me about a time you disagreed with management.

Total _____

Decision Matrix (The "Knockout" Rule)

Score < 15: Do Not Hire. (Likely lacks process or drive).

Score 15-19: Proceed with Caution. (Check references deeply on their weak area).

Score 20+: Strong Hire. (Verify consistency in final interview).

Automatic Disqualification: Any score of **"1"** in *Ownership* or *Resilience*.