

ANTHONY IANNARINO

COMPETENCY MODEL INTERVIEW QUESTIONS



Leading Growth

Street Smarts

Tell me about a time when someone took advantage of you or tried to get over on you and how you handled it.

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Do you know anyone who has had someone take advantage of them? Why do you think the person took advantage of them?

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Where did you grow up and what was the neighborhood like?

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Reading People

Do you find it easy to read people?

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How can you tell what motivates someone?

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Can you recognize what people need by looking at them?

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Authenticity

How comfortable are you when you meet a prospective client for the first time?

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Are you more reserved or are you loose in a first meeting?

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How long does it take for you to warm up enough that you can be yourself?

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Confidence

Tell me about a situation where you lacked confidence. How did you handle it?

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In your peer groups, are you one of the more confident people or are you closer to average?

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In what sales scenarios are you most confident?

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Courage

Have you ever had to face something that caused you to have to be courageous?

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Tell me about a time when you had to tell a client something they didn't want to hear.

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What is the worst conflict you've faced in a business setting?

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Curiosity

What is your current interest?

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What are the last couple books you've read and why did you choose them?

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What subject do you wish you had more time to explore?

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Diplomacy

How do you handle a conversation with a client who is asking for something you can't agree to provide?

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Can you recall a time where you had to deal with a difficult client? How did you resolve their issue?

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Sense of Humor

Do you have a clean, funny, or entertaining story that you can share?

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How do you keep a client's attention and engagement?

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Passion

What are you interested in outside of work?

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How do you spend your free time?

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If you didn't have to work, what would you do with your time?

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Hunger

Why do you need to be successful?

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What would cause you to fail to reach a goal you set for yourself?

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What are the current goals you have set for yourself?

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Consultative

Tell me about the advice you gave your last couple clients.

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Why should a prospective client take your advice?

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Are you a business advisor?

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Objection Handling

Why do you think clients give you objections?

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How do you answer an objection like, "send me some information?"

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How do you deal with a price objection, like when a client says, "sharpen your pencil?"

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Questions

Tell me two or three questions you like to ask clients.

Grid of dots for writing answers to the first question.

Why do you ask questions and how does it help you sell?

Grid of dots for writing answers to the second question.

What questions do you have for me?

Grid of dots for writing answers to the third question.

Why are you the right person for this role?

Grid of dots for writing answers to the fourth question.

THANK *you!*

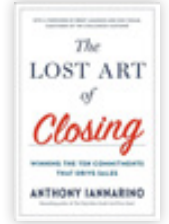
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*The Only Sales Guide
You'll Ever Need*



Eat Their Lunch



*The Lost Art
of Closing*



Elite Sales Strategies



Leading Growth

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