

Candidate Interview

Candidate name: _____ Phone: _____

Position: _____ Interviewer: _____ Date: _____

Dealbreaker Questions

Apply only the dealer's lawful requirements for this position. End the interview if a required condition cannot be met after clarification. An accommodation request or unresolved screening issue needs review, not automatic rejection.

Yes / No / Clarify Are you willing to participate in our required job-related background screening?

Yes / No / Clarify If required and permitted, are you willing to complete our drug-screening process and meet the applicable requirements?

Yes / No / Clarify Can you reliably work the schedule we have described, including required evenings and weekends?

Yes / No / Clarify Can you perform the essential duties we have described, with or without reasonable accommodation?

Yes / No / Clarify This position occasionally requires driving dealership vehicles. Do you currently hold a valid driver's license?

Behavioral Attributes

Mark + supported, - concern, or ? unclear and score it 1-5 if you desire. Record an example, observation or follow-up below each item.

+ / - / ? __ Integrity and respect for customer and dealership property _____

+ / - / ? __ Humility and ownership of mistakes _____

+ / - / ? __ Initiative and willingness to prospect _____

+ / - / ? __ Reliability and sustained work habits _____

+ / - / ? __ Listening, empathy and customer rapport _____

+ / - / ? __ Coachability and willingness to follow the sales process _____

+ / - / ? __ Product learning and accurate recall _____

+ / - / ? __ Composure, enthusiasm and positive customer presence _____

+ / - / ? __ Goal discipline and awareness of performance numbers _____

+ / - / ? __ Self-review and continuous improvement _____

Traits and Sales Skills

+ / - / ? __ RV ownership and camping knowledge, personal/professional _____

+ / - / ? __ RV stories and RV Passion _____

+ / - / ? __ Prospecting and generating referrals _____

+ / - / ? __ Customer qualifying and matching needs to an RV _____

+ / - / ? __ Product & Competitive Knowledge _____

+ / - / ? __ Towing compatibility / hitchwork _____

+ / - / ? __ CRM capability and consistent customer follow-up _____

+ / - / ? __ Phone skills and ability to secure appointments _____

+ / - / ? __ Computer skills, professional text and email communication _____

+ / - / ? __ RV walkaround / translating features into customer benefits _____

+ / - / ? __ Handling objections, negotiation skills, the 'setup' _____

+ / - / ? __ Asking for the sale and agreeing on the next step _____

+ / - / ? __ Finance understanding / Deal documentation _____

+ / - / ? __ After-sale relationship and follow-up _____

