



1099 High-Producer Second Interview Questions & What to Look For

Use these second-interview questions to identify high-producing, self-driven sales professionals suited for a 100% commission, in-office 1099 role.

1. Walk me through your best month in sales. What did you do differently?

What to look for: Specific numbers, daily activity habits, prospecting volume, ownership of results.

2. What were your numbers last quarter? What was your conversion rate?

What to look for: Comfort with KPIs and tracking performance metrics.

3. Tell me about a time you missed your target. What did you change next?

What to look for: Accountability, problem-solving, resilience.

4. What's the largest commission check you've earned? What did you do to earn it?

What to look for: Pride in performance, repeatable behaviors, hunger.

5. What motivates you more: stability or high earning potential? Why?

What to look for: Excitement about commission-based income.

6. How do you stay motivated when no one is telling you what to do?

What to look for: Self-discipline and internal drive.

7. Describe a time you outperformed peers. What drove you?

What to look for: Self-motivation and discipline.

8. This role is in-office. What does your ideal workday look like?

What to look for: Comfort with office structure and collaboration.

9. Tell me about a time you created your own leads or opportunities.

What to look for: Initiative and proactive behavior.

10. Tell me about your worst day in sales. How did you handle it?

What to look for: Emotional control and bounce-back ability.

11. What concerns do you have about a 100% commission role?

What to look for: Realistic understanding, no fear of commission.

12. What income do you expect to earn in your first 6 months? How will you get there?

What to look for: Ambitious but logical income plan.

13. What would make you quit?

What to look for: Red flags like needing guaranteed salary or constant leads.

14. Why should I choose you over other candidates?

What to look for: Confidence backed by evidence.