



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

Use this guide to identify high-producing, self-driven professionals for a 100% commission, in-office 1099 sales role. This packet includes questions for both experienced sales candidates and entry-level candidates with no prior sales experience.

SECTION 1: EXPERIENCED SALES CANDIDATES

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

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

SECTION 2: ENTRY-LEVEL/NO SALES EXPERIENCE

1. What attracted you to a 100% commission sales role?

What to look for: Hunger for growth, ambition, not fear of commission.

2. Tell me about a time you worked toward a goal without being supervised.

What to look for: Self-motivation and discipline.

3. Describe a time you were told 'no' or faced rejection. How did you respond?

What to look for: Emotional resilience and persistence.

4. Tell me about a situation where you had to learn something completely new quickly.

What to look for: Coachability and learning speed.

5. This role requires showing up in-office consistently. How do you feel about that?

What to look for: Commitment and reliability.

6. If we train you and give you a process, how will you ensure you master it?

What to look for: Follow-through and accountability.

7. What motivates you to push through discomfort or uncertainty?

What to look for: Inner drive.

8. Why should we take a chance on you with no prior sales experience?

What to look for: Confidence, hunger, and persuasive communication.