



XINNIX
THE MORTGAGE ACADEMY

CANDIDATE INTERVIEW GUIDE

10 QUESTIONS FOR ASSESSING CANDIDATE DRIVE

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10 QUESTIONS FOR ASSESSING CANDIDATE DRIVE*

The interview is the most vital step in the recruiting process because it allows you to gauge the drive and determination of your candidate. To fully assess a sales person's drive during the interview, asking the right questions will assist you in your decision. Below, you'll find the 10 best questions for measuring the three qualities that indicate a candidate's drive: Need for Achievement, Optimism and Competitiveness.

Questions to Assess the Need for Achievement

1. How many hours per week have you worked on average the past year?
2. What's the toughest goal you've ever set for yourself? How do you plan to top it?
3. What kinds of sacrifices have you had to make to be successful?

Questions to Assess Optimism

4. Tell me about the last time you needed to be persistent.
5. Tell me about the last time you lost a deal. How did you handle it?
6. Tell me about a time when you remained persistent even after everyone else around you gave up.

Questions to Assess Competitiveness

7. Tell me about the last time you got into a competition.
8. How would your peers rate your competitiveness?
9. How would your manager rate your competitiveness compared to your peers?
10. Tell me about the most competitive situation you have ever been in at work. How was it for you?

Contact a XINNIX Representative to get started today!

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**Never Hire A Bad Sales Person Again, Dr. Chris Croner, Ph.D. (Highly recommended reading)*

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PROGRAMS AND SERVICES

For Leaders

LEADERSHIP Program – Empowering Managers to Guide Their Sales Teams to Higher Production

Recruiting Workshop – Empowering Managers with the Skills to Successfully Recruit

Business Development Workshop – Building Sales Management Skills to Effectively Lead a Sales Force

Leadership Lessons – Valuable Webinars for Sales Managers to Enhance Execution/Best Practices

Rapid Coaching – Equips Managers with High Impact Videos for Valuable Content in Sales Meetings

For Experienced Loan Officers

Purchase Workshop – Empowering Loan Officers to Consistently Prospect for Purchase Business

IGNITE Program – High Intensity Training & Accountability to Create an Explosive Pipeline

EDGE Program – Sales Strategies & Solutions for Growing Purchase Production in any Market

ELITE Program – Equipping Top LOs with key strategies to elevate their already outstanding production

The Complete Loan Application – Focused on Application Quality, Customer Service & Creating Raving Fans

LEAD CONVERSION – Enhancing Sales, Listening & Closing Skills for Maximum Conversion

ENERGY – A 1 Year Series of Live, Monthly Sales & Business Classes for LOs & Key Referral Partners

Performance Boosters – Monthly Reinforcement Videos Bringing Energy & Education to Your Team

For New Loan Officers

ORIGINATOR – Comprehensive New Loan Officer Training Program

A complete academic, technical & advanced skills training program offering everything a new mortgage professional needs to launch a successful career. Includes 80 academic learning lessons, 25 practical case studies, multiple video learning modules, in-branch and in-field assignments, on-boarding checklists, online quizzes, tests, a final exam along with critical sales tactics & strategies. Full-time instructor support. This highly respected program includes 3 phases: Ground School, Flight School and Officer School to ensure success!

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