

Business Development Associate Interview Questions And Answers Guide.



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Business Development Associate Job Interview Preparation Guide.

Question # 1

WHAT HAVE YOU DONE TO IMPROVE YOUR KNOWLEDGE FOR BUSINESS PROCESS ASSOCIATE POSITION IN THE LAST YEAR?

Answer:-

- * Try to include improvement activities that relate to the job. A wide variety of activities can be mentioned as positive self-improvement. Have some good ones handy to mention.
- * Employers look for applicants who are goal-oriented. Show a desire for continuous learning by listing hobbies non-work related. Regardless of what hobbies you choose to showcase, remember that the goal is to prove self-sufficiency, time management, and motivation.
- * Every should learn from his mistake. I always try to consult my mistakes with my kith and kin especially with elderly and experienced person.
- * I enrolled myself into a course useful for the next version of our current project. I attended seminars on personal development and managerial skills improvement.

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Question # 2

Can you tell us about your background and how you got into corporate development?

Answer:-

Sure. I was from a non-target university and worked at a middle-market investment bank after graduation, focusing on Internet companies there. I was promoted to stay on for a 3rd year, but around that time I was also getting interested in moving on - I stuck around mostly because the economy was in a nosedive and we were just entering a recession at the time. A few months after that, a company we had worked with before came to my MD and said they were looking for a corporate development Associate, so the MD referred me, I went through the recruiting process there, and had an offer a few weeks later. I didn't want to follow the typical PE or HF path, and at this startup I would have a chance to work directly with the CEO and other senior executives and get a much better work-life balance, so I decided to take the offer.

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Question # 3

What's the recruiting process like for corporate development?

Answer:-

- As I mentioned, my MD recommended me to the VP of Corporate Development at my company and so I got interviews right away without having to go through a resume screen. Here's what I went through:
- * After my MD recommended me, the VP of Corporate Development called me to chat and find out more about my background.
 - * I did 3 phone interviews before I flew in to meet with the company.
 - * On the interview day itself, I met with 10 people across all divisions at the company, from managers and VPs all the way up to the CEO himself.
 - * Right after meeting in-person, I heard back fairly quickly and accepted the offer.

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Question # 4

Give an example of a time when you had to sell an unpopular idea to someone?

Answer:-

If you have an example from work experience this is ideal, however, do not be concerned if you do not. You could give an example from your private life, such as persuading a friend or family member to get involved with something they were not really interested in. Good sales skills are transferable to life.

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Question # 5

WHAT EXPERIENCE DO YOU HAVE IN THIS FIELD OR FOR BUSINESS PROCESS ASSOCIATE POSITION?

Answer:-

I have been working with computers since 2001. I also have a degree in network support/computer repair. I have built my last 3 computers, have work with Dell as an employee. So I have around 15 years experience working with computers.



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Question # 6

Tell me Why do you think you're good at sales?

Answer:-

If you have a proven track record in sales, say so and give some examples. Mention how you are a good listener, good at interpreting a person's motive and intention and that you feel confident in closing deals.

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Question # 7

WHAT IS YOUR GREATEST WEAKNESS FOR POSITION: BUSINESS PROCESS ASSOCIATE?

Answer:-

Turning your strong point into weak point.

For example: I am a perfectionist and therefore, I rarely believe in anyone who can work as well as me. As a result, I am afraid to delegate important tasks to others. This approach has a weak side as that if you are not clever, you will cause the employer to believe that you are cheating him.

Solving your weakness absolutely.

A better approach is that you state one point which was once your weakness, but you have done well to resolve it.

For example: I tended to be a perfectionist, therefore I didn't like to delegate to others. But I have found out that in order to develop the organization, everyone in the organization must be experienced with many tasks and this is very good for an efficient team work.

* You need to show it through your attitude and voice: It is really your weakness. And, you may also state some situations how much that weakness has caused you difficulties.

* Give your solution to resolve that weakness, partly or wholly.

* Solutions to a weakness may be training, mentoring, etc

Tips:

* This is a common question in any interview, so don't try to avoid answering it.

* Never mentioning a weakness that relates to a crucial requirement of the job.

* Don't try to make up a weakness.

* Don't say you have no weakness. No one is perfect, therefore, you shouldn't say you have no weakness.

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Question # 8

Tell me how do you go about selling unpopular ideas to people?

Answer:-

Say that you focus on the positive aspects of the idea and explain why it will eventually benefit everybody. Ideas may be unpopular but their outcomes are often welcomed once people understand better what is being proposed.

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Question # 9

Right, sounds like a good move - you were actually employed throughout an entire recession, which didn't happen to too many other bankers.

You mentioned "corporate development" just now - terms like "business development," "corporate strategy," "corporate development," and "corporate finance" are lumped in the same category, but how are they different? What do you focus on?

Answer:-

It depends on the company, but here's how I think about the differences:

* Corporate Development: You focus on M&A and acquiring other companies as well as setting up joint venture deals.

* Business Development: It's less about M&A and acquiring companies / stakes of companies and more about setting up partnerships.

* Corporate Strategy: This is like management consulting, only internal to the company. You focus on planning their big-picture strategy, solving specific operational problems, and competitive analysis.

* Corporate Finance: This is more like FP&A (Financial Planning & Analysis) - you maintain the company's finances, plan their budget, and make sure all the right controls are in place.

* Of those, corporate development is most similar to banking/PE, and corporate strategy is most similar to consulting; corporate finance is closer to accounting or auditing work and you don't need to understand deals to do it.

My job is a combination of corporate development, business development, and corporate strategy - since it's a startup you have to do a bit of everything.

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Question # 10

Phone Based Business Development Associate interview questions:

Answer:-

* What do you think is your market value?

* How do you determine your priorities under tight time constraints?

* What types of people annoy you the most?

* What sort of things do you like to delegate?

* Have you ever postponed a decision? Why?

* How many raises were given at your last position? Why were you given them?

* Give me a question that you've never heard a recruiter ask you and you want to hear.

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Question # 11

Face to Face Business Development Associate interview questions:

Answer:-



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- * What have you learned from your past jobs that related to Business Development Associate?
- * Why do you believe you are qualified for this Business Development Associate position?
- * Who was your favorite manager and why?
- * When were you most satisfied in your job?
- * What kinds of situations do you find most stressful?
- * Situation where others disagreed with your ideas.
- * Example of adaptation to changes and the difficulties.

Knowing about the company is crucial to know how to answer these Business Development Associate interview questions properly. You should try to identify three areas of interest, one of which includes this company and job. Do not simply repeat the content of your CV or resume.

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Question # 12

First Business Development Associate interview question:

Answer:-

- * What are your career goals for Business Development Associate?
- * What are common risks for Business Development Associate? And how to face?
- * How do you go about setting goals with subordinates?
- * How quickly do you make decisions?
- * What kinds of decisions are most difficult for you?
- * Tell me about your proudest achievement.
- * What are three positive character traits you don't have?

Explain why you are interested in the job and ask questions about what you possibly dislike. Consider opportunity and responsibility as components of success. The interviewer wants to find out if you are focused and set goals for yourself.

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Question # 13

Tough Business Development Associate interview questions:

Answer:-

- * What are the key values of a Business Development Associate? How do you demonstrate these values?
- * If you were interviewing someone for Business Development Associate position, what traits would you look for?
- * What personal weakness has caused you the greatest difficulty in school or at work?
- * How did you get work assignments at your most recent employer?
- * Do you find your job exciting or boring?
- * Did you ever make a risky decision? How did you handle it?
- * Situation in which you had to arrive at a compromise.

Answer honestly and don't forget you are selling yourself so make sure to put your best foot forward. When interviewing, spend a few minutes describing your ideal environment so both sides can make an informed decision. These are most common Business Development Associate interview questions.

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Question # 14

Communication skills Based Business development associate interview questions:

Answer:-

- * Which subjects did you enjoy during your qualifying degree?
- * What relevant experience do you have?
- * What do you think this position involves.
- * What do you consider your most significant accomplishment?
- * What irritates you about other people?

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Question # 15

Fresh Business Development Associate Interview Questions:

Answer:-

- * Provide some examples of working in a team environment. What was your role? What was your contribution?
- * Think back to a team meeting you recently participated in. What was your role in this meeting?
- * What is different about the way you and your most recent supervisor manage people?
- * Give me an example that describes your working style (e.g., probe for independent vs. collaborative; deadline-focused vs. not...).
- * Tell me about the best and worst supervisees you have ever managed. How did you work with these supervisees?
- * Give me an example of how you have provided professional development opportunities to your supervisees.
- * Give me an example of when you have persuaded a colleague or team member to change his or her approach. How did you do it?
- * If your most recent supervisor had to characterize your ability to work in a team, what would he/she say? And your supervisees?
- * How do you give feedback? How do you take feedback? Provide examples.

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Question # 16

Behavioral Business Development Associate interview questions:

Answer:-

- * How to overcome less punctual?
- * Which of your skills, technical or otherwise, has most helped you on the job?
- * Why did you choose your university and what factors influenced your choice?
- * What least interests you about the position being offered?



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- * What do you expect to be earning in five years?
- * Describe the ideal employee.
- * What skills do you rely on most in your everyday work?

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Question # 17

Informational Business Development Associate interview questions:

Answer:-

- * Time when you had to make an important decision.
- * Are you planning to continue your studies and training for Business Development Associate?
- * Tell about a time that you had to adapt to a difficult situation.
- * What do people most often criticize about you?
- * If you were hiring a person for Business Development Associate job, what would you look for?
- * What is the difference between a manager and a leader?
- * What is your usual role in a team?

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Question # 18

Business Development Associate interview questions On Phone:

Answer:-

- * Situation where others disagreed with your ideas.
- * Tell me about an important issue you encountered recently.
- * How would you define success for someone in your chosen Business Development Associate career?
- * Example when you were able to successfully communicate with another person.
- * What changes did you develop at your most recent employer?
- * Have you found any ways to make Business Development Associate job easier?
- * What is your personal mission statement?
- * How do you communicate goals to subordinates?
- * Why do you believe you are qualified for this Business Development Associate position?
- * What do you do if you disagree with a co-worker?
- * Do you prefer to work independently or on a team?
- * Give an example of how you worked as Business Development Associate on team.
- * Give me an example when you felt you were able to motivate a group.
- * Describe a team experience you found rewarding.
- * Have you ever had difficulty working with a manager?
- * What techniques and tools do you use to keep yourself organized?
- * Describe a recent unpopular decision you made as Business Development Associate
- * List five words that describe your character.
- * What do you find are the most difficult decisions to make?
- * Why do you believe you are qualified for this Business Development Associate position?
- * Time when you had to make an important decision.

During the Business Development Associate interview, talk about how you approach your day.

How you respond to these Business Development Associate interview questions may be a litmus test for how well you'll fit into the organization.

Your answers to these Business Development Associate interview questions should be a quick rundown of your qualifications and experience.

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Question # 19

Strengths and Weaknesses Based Business development associate interview questions:

Answer:-

- * What are the qualities of a good leader?
- * What are three positive character traits you don't have?
- * List five words that describe your character.
- * Tell us about the last time you had to negotiate with someone.
- * What do you believe are your key strengths?

Don't spend a lot of time on these Business development associate interview questions. Answer all Business development associate interview questions in a calm and collected manner and express an honest desire to work.

Do not forget to ask for the names of interviewers. And then, remember to give them a polite thank you.

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Question # 20

Practice Business Development Associate Interview Questions:

Answer:-

- * What qualifies you for this job?
- * What interests you about the translation business?
- * Have you worked in a legal capacity before?
- * Have you ever worked with subtitling or transcription services?
- * In your business development experience, how many calls did you typically make per day?
- * Are you fluent in any other languages?
- * Do you have long term interest in building this kind of business?
- * Have you worked with senior management before?
- * Do you have any administrative or assistant experience?
- * Where do you want to be in 5 years?
- * Tell me about your experiences in college.



- * Do you think your current projects with other employers will impede your prospects here?
- * What kind of salary are you looking for?
- * When are you available for full time work?
- * Do you have any questions for us?

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Question # 21

Panel Based Business Development Associate interview questions:

Answer:-

- * How would you describe your work style?
- * How do you evaluate your ability to handle conflict?
- * How do you react if you find that someone you work with does not like you?
- * What do you consider your strengths and weaknesses as Business Development Associate?
- * Examples of strategic thinking in past situations.
- * What support training would you require to be able to do this Business Development Associate job?
- * How do you handle failures? Provide examples.

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Question # 22

Video Conferencing based Business Development Associate interview questions:

Answer:-

- * Do you prefer to work independently or on a team?
- * Example when you were able to successfully communicate with another person.
- * Tell me about an important goal that you set in the past.
- * What is the most recent skill you have learned that related to Business Development Associate?
- * How do you feel about taking no for an answer?
- * Examples of strategic thinking in past situations.

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Question # 23

General Business Development Associate interview questions:

Answer:-

- * What was the name of your most recent employer?
- * What would you like to be doing five years from now?
- * Who is your role model and why?
- * What types of people do you get along with and why.
- * What do you think is most important when dealing with your customer?
- * What exactly do (did) you do there?
- * Why have you had so many jobs?

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Question # 24

Behavioral Business development associate job interview questions:

Answer:-

- * Do you work well under pressure?
- * Do you have any questions for me?
- * Give examples of ideas you've had or implemented.
- * Give me an example of a high-pressure situation?
- * What kind of events cause you stress on the job?

Find out everything you can about the company, its culture and its goals. Say something relevant to the objective line in the resume. Think of actual examples you can use to describe your skills.

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Question # 25

Advance Business Development Associate Interview Questions:

Answer:-

- * Tell me about your experiences volunteering at XYZ organization (use resume information about past and current nonprofit experience). What did you like best about it? What did you like least about it?
- * Why do you want to work in the nonprofit sector?
- * How do your experiences translate to the nonprofit sector?
- * How do your experiences in the ABC role at the XYZ Corporation translate to this role at our organization?
- * Why do you want to work with our organization?
- * How does our mission tie to your passions?
- * What are your expectations about working in the nonprofit sector?
- * What is your leadership style? Describe a team meeting you recently attended-what was your role? How did you interact with your team?
- * Tell me about a time when you have worked in an environment that makes decisions in a consensus-driven way.

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Question # 26

Competency Based Business development associate interview questions:



Answer:-

- * What were the responsibilities of your last position?
- * What would you say are your strong points?
- * What were your annual goals at your most current employer?
- * Why did you decide to pursue this career?
- * What are three positive things your last boss would say about you?

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Question # 27

Difficult Business Development Associate interview questions:

Answer:-

- * What is the most critical aspect of your job?
- * How do you determine your priorities under tight time constraints?
- * Why did you choose your major?
- * There are thousands of possible careers. Why do you want to follow this particular career?
- * What is your favorite memory from childhood?
- * How would you describe an average day on this job?
- * What is a suggestion you've made at work that was implemented?

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Question # 28

Informational Business Development Associate job interview questions:

Answer:-

- * Have you ever had difficulty working with a manager?
- * What techniques and tools do you use to keep yourself organized?
- * What motivates you to work as Business Development Associate?
- * Give me an example that best describes your organizational skills.
- * How did you react when faced with constant time pressure?
- * Tell me about your Business Development Associate work experience? How has it prepared you for a career?
- * How did you get work assignments at your most recent employer?

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Question # 29

Sample Business Development Associate Interview Questions:

Answer:-

- * What do you see as your greatest achievement in your role as ABC at XYZ organization? Why?
- * What do you see as your greatest challenges/failures in your role as ABC at XYZ organization? Why?
- * What are the most significant weaknesses in your performance? How do you compensate for those weaknesses?
- * Describe the job where you have been least effective. What do you think the reasons are?
- * Give me an example of where you disagreed with a decision your boss and/or colleague made. What was the situation? How did you handle it? What was the outcome?
- * Tell me about a time when, because of your analysis, there was a major change of direction or key decisions in your organization.
- * What was the most difficult/complex decision you had to make in your last position? Would you do it differently next time? If so, how?
- * What is your decision making style? Provide an example of when you have made a rapid decision and when you took a significant amount of time to make a decision.
- * How do you plan your work? Prioritize your work?
- * If your most recent supervisor had to characterize your strengths and weaknesses, what would he/she say?
- * How comfortable do you feel working in an ambiguous environment? Describe a situation where you have had this experience.
- * Describe a typical day at your last (or current) position.

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Question # 30

Group Based Business Development Associate interview questions:

Answer:-

- * What do you think, would you be willing to travel for work?
- * What do you think of your previous boss?
- * Are you planning to continue your studies and training for Business Development Associate?
- * What motivates you to do a good job?
- * Have you ever challenged, shaken old work methods.
- * What is the highest-level job one can hold in this career?
- * Explain a time that you took initiative as Business Development Associate.

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Question # 31

Situational Business development associate interview questions:

Answer:-

- * How did you handle meeting a tight deadline?
- * How do you evaluate your ability to handle conflict?
- * What would make you happy in a job?
- * Describe a time you were faced with stresses which tested your skills.
- * What three character traits would your friends use to describe you?



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Study the specific job duties of the position desired. Make sure your eye contact with the interviewers during the interview. A successful interviewee should give examples of past experiences when these skills came to use.

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Question # 32

Basic Business Development Associate interview questions:

Answer:-

- * How do you see your job relating to the overall goals?
- * How did you go about making Business Development Associate assignments?
- * Examples of situations when your initiative ideas for improvement have made a significant difference.
- * What personal qualities or characteristics do you most value?
- * Give me an example of a high-pressure situation for Business Development Associate.
- * Give an example when you had to explain a complex technical issue to someone.
- * What were the steps you needed to take to achieve goals?

Stay focused on what is critical to the job. Your answers to these Business Development Associate interview questions should be a quick rundown of your qualifications and experience.

Remember, when you're interviewing, you are being screened for a certain skill set and cultural fit.

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Question # 33

Telephonic Business Development Associate interview questions:

Answer:-

- * What is your greatest achievement outside of work?
- * Give an example of how you set goals and achieve them.
- * Did you feel you progressed satisfactorily in your last Business Development Associate job?
- * What's the most important thing you learned in school?
- * How did you react when faced with constant time pressure?
- * Give an example of risk that you had to take. Why did you decide to take the risk?
- * Have you ever had to deal with conflicting deadlines?

Always associate your skills and experience with the requirements of the job.

Your prospective employer's corporate web site is the best place to see the company as it wants to be seen. Most hiring managers expect that their employees have some type of system to stay organized.

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Question # 34

Sounds like a good deal, you get to acquire companies and advise the CEO while avoiding all that boring internal budget stuff. Why did you want to do corporate development rather than PE or HF?

Answer:-

A couple reasons:

I wanted to go to a top business school one day and I could set myself apart by doing something other than the typical "track."

Since I was from a non-target school and didn't work at a bulge bracket bank, I had almost no chance of getting into the top private equity firms and hedge funds.

Corporate development offered a better lifestyle and more responsibility than what you'd get at a typical PE firm or hedge fund - at a lot of those places you're still an Excel jockey pulling all-nighters.

Even though it's a startup, the company itself is very well-known and so I also received the benefit of branding by working there.

The downside is that you don't get paid as well and bonuses are much lower, so if you're 100% focused on making as much money as possible, you're better off following the traditional path.

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Question # 35

How would you get to understand and cater to a prospect's specific needs?

Answer:-

Say that you listen to their needs and then propose a solution that will meet a majority of their needs. If there are any gaps in the product offering, explain that workarounds can be developed to ensure that business runs smoothly.

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Question # 36

Explain, do you enjoy working to targets?

Answer:-

Absolutely! Say that you are very much motivated when working in a target-orientated role and enjoy being the first to hit targets.

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Question # 37

Tell us what do you enjoy most/least about teamwork?

Answer:-

Teamwork is central to most roles today; few people work in isolation. Answer that you like seeing how a group of people with a wide skill set can work together to achieve results not possible by any individual.

For the least enjoyable part of teamwork, try to keep it positive by saying that you sometimes prefer to concentrate on more complex problems in a quiet environment so there are times when the team environment can be a little distracting.



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Question # 38

Tell me why do you enjoy business development?

Answer:-

Say that you feel that business development is the heart of a healthy business and it is extremely rewarding to see a business grow on the back of your decisions and actions.

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Question # 39

Tell me why do you enjoy working with people so much?

Answer:-

To answer this effectively it is best to say that you find that working with others is the most enjoyable and fulfilling way to develop new ideas and implement solutions. Say that working in a team environment allows many different skills to be brought together to produce better results in less time.

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Question # 40

Tell me what attracted you to this role?

Answer:-

To answer this you need to show a good understanding of the company and say that you are keen to be part of a dynamic team to help the company grow and develop. The aim of business development is to develop growth opportunities, so you must show a keen interest in working with their products and services.

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Question # 41

Explain how would you identify a new market to enter?

Answer:-

Analysis of sales data should help to identify possible new markets. This would be followed up with some market research.

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Question # 42

Tell me what do you think makes a good salesperson?

Answer:-

A good sales person needs to be friendly and professional, to be a good listener and an excellent speaker. Above all, they must be confident and extremely knowledgeable about the products they are selling.

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Question # 43

Tell me what motivates you in your work?

Answer:-

Hitting targets and achieving goals is your main motivation. Say that you are motivated by the desire to do a great job and to help improve business.

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Question # 44

What is your ideal working environment?

Answer:-

Say that you enjoy working in a team environment. Describe the environment in such a way as it sounds similar to the work environment you believe the company has adopted.

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