

Identifying Past Flaws and Challenges - Pre-Training Worksheet.
Place a checkmark where improvement is required and explain why the reasons that you have experienced problems

Possible Flaw or Challenge	An Issue Y/N	Reason
Training during 1ST 90 Days		
Holding Salespeople Accountable		
Providing Clear Direction to Salespeople		
Providing Exceptional Support to Salespeople		
Consistency in Sales Selection Criteria		
Consistency in Sales Candidate Search Criteria		
Inability to Exercise Patience with New Salespeople		
Inability to Follow the Sales Process		
Inability to Anticipate Unique Start-Up Challenges		
Inability to Set Realistic 1st Year Expectations		
Effectiveness of New Hire Compensation		
Teaching New Salespeople about the Company		
Teaching New Salespeople about the Business		
Teaching New Salespeople the Sales Call		
Teaching New Salespeople about the Market		
Teaching New Salespeople about the Typical Client/Customer		
Teaching New Salespeople about Potential Obstacles		
Having a Sales Plan in Place		
Lack of a Formal Sales Coaching Schedule		
Sales Manager Conducting Daily Pre Call Preparation		
Sales Manager Conducting Daily Post Call Debriefing		
Requiring Daily Practice Time		
Daily Observation Time		
Inconsistent Length of Sell Cycle		
Resistance from New Salespeople		
Difficulty Managing Remote Territories		
Salespeople Must be Able to Work Independently		
Salespeople Lack Administrative Skills		
Salespeople Not Calling High Enough		
Sell Cycle Dragging on too Long		
Resistance from Sales Managers		
Challenging Competition		
You are Priced Higher than Competition		
Salespeople Must Ask for a Lot of Money		
Complex Sale		
Conceptual Sale		
Inability to Manage top Performers		
Fear of top performers - are they stronger than me?		
Don't understand why top performers are so difficult		
Salespeople failing to Consistently succeed		
Salespeople disinterested in remaining with company		



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 Sales & Consulting Group