

# POSITION-SPECIFIC QUESTIONS

## ON-FARM/GENERAL LABOR

- Did you grow up on a farm? If so, tell me about the operation and your responsibilities.
- Do you have experience operating tractors and heavy equipment? If so, what types?
- What is your experience with ag technology?
- Walk me through what you can and can't do mechanically.
- What is your extent of agronomic knowledge?
- What experience do you have with livestock/herd health?

## EXECUTIVE/HIGH INDIVIDUAL CONTRIBUTOR

- What do you do to stay current in the industry you are working in?
- What strategic initiative did you lead in the past that had the largest impact on the company? Describe the initiative, your approach, and the result.
- If you were hired, what would be your plan for integrating yourself into the organization? What does your first 90 days look like?
- What 2-3 industry trends might disrupt our work or industry?
- What is your greatest accomplishment in your career so far?

## SALES

- What is your go-to-market strategy?
- What is the size of your current (or previous) territory?
- Did you inherit a book of business or was it new?
- What did your sales numbers look like when you took over the territory vs. now?
- How much time do you spend prospecting vs. maintaining current business?
- Who did you sell to (ag retail, growers, distributors)?
- What was the competition like?
- Do you prefer to have a territory and sell on your own or instead to lead a sales team?

## MANAGEMENT

- How many individuals have you managed in the past?
- If asked your direct reports what it's like to work with you, what would they say?
- How would you describe your management style?
- How do you communicate with your direct reports day to day or weekly?
- Tell me about a time your team resisted a change you were making.
- What types of KPIs/metrics are you measuring today?

