

Final Interview Outline

Do you have any final questions for me? (Is there anything else you would like to understand better before we move forward?)

There are 3 Big Obstacles that make success in our business almost impossible, and avoiding them is critical.

INSUFFICIENT FUNDS:

The learning curve 'clicks' for different people at different times. When you follow the system, it always works, but it takes some people longer than others. So just to make sure you're not in a situation where you're stressed about money your first couple months, I'd like to review your income needs. You said that you need _____ coming in per month. If you didn't hit that number until your second or third month, would that be ok or would that present some challenges? *(If yes: review exactly what it will take for them to cash flow _____/wk)*

LACK OF SUPPORT AT HOME: (if they're: married/ significant other, or young and still look to their parents for advice)

What does _____ think about you doing this for a living?

Is he/she comfortable with the idea of you working commission?

Does he/she understand the schedule and hours required to do well during the initial training phase?

POOR HABITS/UNEARNED FLEXIBILITY:

Do you have an idea what I mean by "unearned flexibility"?

In cases where this doesn't work out for someone, it always comes back to one basic problem: they simply didn't work a consistent schedule. Our system always works; unfortunately people don't always go to work. Flexibility is amazing in the long term, but can be the worst thing in the short term- especially if it hasn't been earned. Not everyone has the discipline to manage their time when no one's watching. How do you do you feel about your ability to manage yourself and your time in the midst of distractions? What have you done that gives you confidence you could manage this level of flexibility?

1. How do you think you would do at this? Why?
2. What do you think will be your biggest challenge?
3. This is one of if not the most rewarding careers I've ever seen- there's a ton of reasons why this is the last thing I plan to do for living (smile). However, as we've discussed, it's also extremely challenging. Everyone thinks about quitting at least once. What will keep you going when that time comes for you?
4. Do you think we should work together? Why?

After they answer. (PAUSE)

I agree. I think we should work together too. Let me tell you why I think you're a great fit: *(share 3+ reasons)*

Assuming we are on the same page and can agree to the following expectations, I would be excited to officially offer you a position:

(review expectations agreement)

(SHAKE HANDS & CONGRATULATE THEM)

Walk through the next 4-6 weeks: Licensing Classes, Pass Exam, Sales School, Field Training, First Trainmore
(fill out the tentative schedule using the "blank calendar" & share w/Afton when done)