

# Identifying Past Flaws and Challenges-Pre-Training Worksheet

Place a checkmark where improvement is required and explain why.

The reasons why you have experienced problems will be discussed during training.

| An Issue Yes/No | Possible Flaw or Challenge                                   | Reason Why |
|-----------------|--|------------|
|                 | Training during 1 <sup>st</sup> 90 days                      |            |
|                 | Accountability   |            |
|                 | Direction  |            |
|                 | Support  |            |
|                 | Consistency in Selection Criteria                            |            |
|                 | Consistency in Search Criteria                               |            |
|                 | Inability to Exercise Patience                               |            |
|                 | Inability To Follow the Process                              |            |
|                 | Inability to Anticipate Start-Up Challenges                  |            |
|                 | Inability to Set Realistic 1 <sup>st</sup> Year Expectations |            |
|                 | Effectiveness of Compensation for New Hire                   |            |
|                 | Learning about the Company                                   |            |
|                 | Learning about the Business                                  |            |
|                 | Learning the Sales Call                                      |            |
|                 | Learning the Market  |            |
|                 | Learning about the Potential Obstacles                       |            |
|                 | Having a Plan in Place                                       |            |
|                 | Lack of Formal Coaching Schedule                             |            |
|                 | Pre Call Preparation   |            |
|                 | Post Call Debriefing   |            |
|                 | Practice Time  |            |
|                 | Observation Time   |            |
|                 | Length of Sell Cycle   |            |
|                 | Resistance   |            |
|                 | Remote Territory   |            |
|                 | Must work independently                                      |            |
|                 | Administrative Skills  |            |
|                 | Not Calling High Enough                                      |            |
|                 | Sell Cycle too Long  |            |
|                 | Resistance   |            |
|                 | Difficult Competition  |            |
|                 | Priced Higher than Competition                               |            |
|                 | Asking 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 truly succeed                         |            |
|                 | Salespeople disinterested in remaining with company          |            |