Persona Based Interview Questions

Interview Questions – IC Roles AE, ATS, SPM, SA

Questions
Tell me about a typical day or week in your role. (Eg. Including how many times you meet with customers, managers or peers etc?)
Which cross functional and adjacent teams do you typically work with?
What parts of your role feel the most challenging, frustrating, or time-consuming?
Which tools do you typically rely on to do your job? Eg. Tools used to prep for strategy meetings, CRM etc.
Are the tools and platforms you use helping or hindering your ability to succeed?
What technical and sales/soft skills do you rely on most to do your job? **Eg. of sales/soft** - Influencing at CXO Level, Storytelling, executive presence, business strategy alignment, risk management, requirement gathering **Eg of Technical** - Demo creation, competitive product analysis, System or Enterprise Architecture
If you were to hire for your role, what skills would you look for?
How do frequent changes in products, priorities, or processes impact your day-to-day work and how do you typically respond to those changes? Eg. Switching from Salesforce to Oracle
What kind of training, coaching or resources would help make your job easier?
How is success measured in your role?
Do you have anything else you would like to share today?

Interview Questions – Managers

If you were to hire for your role, what skills would you look for?
What are the biggest challenges someone new to this role might face?
What do you expect someone to achieve in their first 6-12 months in this role?
What systems or tools do you rely on to drive team productivity, track goals, or support development?
How do you currently support your team's development?
Where do team members most often need your support or coaching?
How do you enable your team to achieve customer adoption KPI?

What kind of training, coaching or resources would help make your job easier?
Tell me about a typical day or week in your role. (Eg. Including how many times you meet with customers, managers or peers etc?)

Questions – People Leaders

Question
What are you currently seeing as the biggest opportunities and challenges for your team?
What differentiates your high performers from the rest of the team?
Where do team members most often need your support or coaching?
When someone on your team struggles to succeed, what's typically getting in their way?
How are changes (in tools, messaging, products, or processes) impacting your team's ability to deliver results?
If you could improve just one thing to help your team perform better, what would it be?
Do you have anything else you would like to share today?