

Score The Work, Not The Polish

Comparison of work evidence versus interview polish for sales hiring scorecards.

<https://accountexecutivejobs.com/blog/hiring-salespeople/sales-hiring-scorecard>

 Account Executive Jobs
Hiring signal

Signal check

Score The Work, Not The Polish

Great salespeople may be polished. The scorecard should still measure proof.

Score this

Work evidence

01

How they build and inspect pipeline

02

How they qualify real buyer pain

03

How they handle stalled deals

04

How they write next steps

05

How they respond to coaching

Do not overvalue

Interview polish

01

Smooth but untested stories

02

Big logos without role context

03

Confidence without examples

04

Charm that dodges specifics

05

Vibes that hide weak evidence

Charisma is useful. Evidence is stronger.

AccountExecutiveJobs.com

Use this reference

Read the full guide for the context behind this visual. The original illustration and its source belong together when you share it.

Notes
