

**Bajaj Allianz General Insurance Company Limited**

Head Office &amp; Regd. Office: GE Plaza, Airport Road, Yerawada, Pune 411 006

**Interview Sheet for Individual Agents is in two parts****Preliminary**

1. Tell me what are you doing at present ?
2. Do you like to be on your own?
3. What is your dream or your ambition?
4. Where do you want to see yourself 5 years from now?
5. To achieve this do you think it would be better if you were employed?
6. Why do you say so?  
(If the answer is yes you will have to cut the interview short because he is not the person who would like to start his own business. Remember we want entrepreneurs)
7. What kind of business do you want to start to achieve all what you want to do?
8. At the beginning whom will you approach for selling?  
(At this point ask him to do a PROSPECTING EXERCISE. He has to contact 50 persons/firms and obtain the details of Insurance as per the format in the annexure. The exercise reveals the following:  
His contacts  
His ability to approach customers for business  
His ability to take rejection  
His confidence  
His seriousness about getting into this business)
9. You have very good contact. How about finding out whether any of them have any General Insurance policies and when are they expiring? This data will be yours and we will not take away the same.
10. Are you married? Do you stay with your parents?
11. What is the average number of hours you are willing to work?
12. What is the major strength you have that would help you succeeded?
13. What motivates you?  
Date of conducting the interview : \_\_\_\_\_  
Name of the Interviewer : \_\_\_\_\_  
Signature of the Interviewer : \_\_\_\_\_

Final Interview

1. Did you like contacting people?
2. Tell me why do you want to join Bajaj Allianz?
3. When is a person successful?
4. Is your family keen that you take up this profession?
5. Will you be able to spare 100 hours for training?

Notes : All responses of the candidate must be recorded.

Success predictability profile of Career Agents

Pints to be allotted	Traits	Score
0-10	Wants to own his own business	
0-20	He desires to make 5 points - 10K per month 10 points - 10K to 20K per month 20 points - More than 20K per month	
0-10	Has previous sales experience	
0-10	Has a strong natural market	
0-10	Successful agent referral	
0-20	Has an Insurance background	
0-10	Presentable and will fit in the company culture	
0-10	Is married and has dependants	
100		

Points scored : 80-100 Will be successful  
70-80 can be trained to do well  
Below 70 should not be recruited

Date of conducting the interview : \_\_\_\_\_

Name of the Interviewer : \_\_\_\_\_

Signature of the Interviewer : \_\_\_\_\_



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Interview sheet for a firm/individual who is already in to business and we want them/him to be our business associate.

## Preliminary Interviews

1. How is your current business?

2. With the current infrastructure and the data available would you consider building another source of revenue?

3. What is that amount that you want to earn as an additional amount?

4. What are your expectations from the company?

Note : Please do not fill up this sheet in front of the prospective agent. Make a mental note and record later.

Date of conducting the interview : \_\_\_\_\_

Name of the Interviewer : \_\_\_\_\_

Signature of the Interviewer : \_\_\_\_\_

## Final Interview

1. Are you ready with the business plan?

2. When can you or your appointed person join us for training?

3. Will you be employing any one to do the selling or you will do it yourself?

Success predictability profile of an individual or a firm who is already in to other business

Pints to be allotted	Traits	Score
0-20	Is he enthusiastic about the additional revenue stream	
0-20	He wants to make Rs 5 lacs - 10 lacs per annum Rs 10 lacs - 15 lacs Rs 15 lacs and aobve	
0-10	Market reputation	
0-10	Business potential	
0-10	Insurance background	
0-10	How stable is his current business ?	
0-10	How long has he been in the current business ?	
0-10	Does he have the infrastructure to start selling Insurance Manpower/Telephones/Computers/Offices	
Total		
Points : 90-100	Successful	
	Acceptable	Below 80
		not suitable

Date of conducting the interview : \_\_\_\_\_

Name of the Interviewer : \_\_\_\_\_

Signature of the Interviewer : \_\_\_\_\_