

Basic List of Questions to ask when Interviewing Brokers

Training:

1. What does the training program consist of?
2. How long is the training program?
3. Who is the instructor?
4. Where is the training given?
5. What expectations do you have from me following the training program?
6. What support does the office provide with regards to learning how to execute the skills discussed in the training program?
7. What kind of follow-up does the office provide in assisting me to master the skills discussed in training?
8. Does the office provide and approve of Mentors?
 - a. Who are some of the Mentors?
 - b. What kind of experience do they have in Mentoring?
 - c. Does the office follow-up with the Mentor and with me as the trainee with regards to how the program is working?
 - d. Is there a set commission split with the Mentor?
 - e. How long or how many transactions will I have to share with the Mentor?

Office Philosophy

1. What is the office philosophy in general?
2. Does the office have any specific expectations with regards to the marketing efforts I may undertake to build my reputation in the market?
3. Does the office have a policy manual?
4. What are some of the basic rules of the office?
5. Does the office recognize floor opportunities?
 - a. What are the hours of the floor shifts?
 - b. How is floor allocated?
 - c. Do all inbound calls in which a sales person was not named belong to the floor person?
 - d. Do all calls on signs belong to the floor person?

Minimum Expectations

1. What are the office's minimum expectations of new agents?
2. How do those expectations change as I increase in productivity?

Commission

1. What is the beginning commission split?
2. Is there a graduated commission schedule?
 - a. What are the break points?
 - b. What does the schedule cap out at?
 - c. What expenses are taken from the commission?
 - d. How are referral fees treated both incoming and outgoing?

Target Market

1. Does the office have a target market?
2. How are individual target markets allocated?
3. Does the office restrict my ability to acquire listings from distance areas?
4. Does the office support the concept of farm territories?
 - a. How are they allocated?
 - b. Is there any protection for an agent working a farm from crossover marketing by other agents?

Marketing Costs

1. Does the office pay for any of the marketing materials that can be used in farming?
2. Who pays for the advertising of listings?
3. Does the office pay for any marketing materials for listed properties?
4. Does the office provide the for sale and open house signs?

Personal Start-up Costs

1. What are the start-up fees charged by the office?
2. What are the MLS and Board costs?
3. Are there any other fees charged by the office such as sign placement and/or removal?