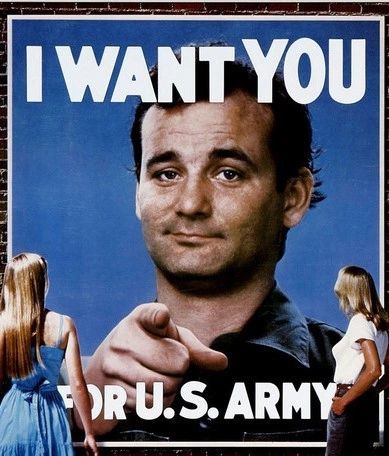
(Mr. Tenkey's Tips # 507)

March 1, 2021



Dear Management: 5 simple tests... to see if you have a good recruiter working for you.  
  
1 They only bring loan officers to the table, that fit agreed upon performance and personality benchmarks. Rather than the alternative... of bringing in anyone that has a pulse... to fill a monthly sales quota.  
  
2 They aren't needing to be overly pushy. They know how to judge their audience and speak with them accordingly.  
  
3 They KNOW your company. Not just your name and some cultural elevator speech... but the ins and outs of getting a loan through your system, the pricing structures, the products available, the underwriting habits, the on-boarding process, etc... And, the people to go to when the questions they receive, dive beyond their knowledge.  
  
4 They KNOW the market. Not just what some report has told them to say... but the current market trending, product mix, supply and demand factors, regulatory change projections, etc.  
  
And maybe the most important.  
  
5 You have respect for them, as a member of your team and they return that same respect.  
  
So... how would your recruiters score?  
  
(More blog posts or buying my book @ www.mrtenkey.com)