**Broker Interview Template**

1. Before you meet with a potential brokerage or team, you should spend at least an hour researching their history, values, business model, structure, and the way they position themselves to both agents and consumers.
2. Before you meet with a potential brokerage or team, you should spend at least an hour determining how your history, values, skills, gifts, style of work, and the way you live your life will add value to an organization.
3. Both 1 & 2 above should prepare you to ask as many questions as, if not more than, the person meeting with you.

\*Be aware that most often, the person “interviewing” you is as eager or more than you, and you actually may need to slow the pace and be careful to find an ideal fit.  
  
Questions to ask:

What does a typical day here look like for your best agents?  
What are your expectations of new/experienced agents?

What is the rate of success here for new/experienced agents?  
If it were to make sense for us to work together and if I’m hard working and tenacious about following your leadership, what income is realistic for me to set as a one, two, and three year goal?

What are the opportunities for growth here?  
What resources do you provide that you recommend new agents here take advantage of first?

Where do you see the local market going in the next year? 3-5 years?

What are the priorities for the company moving forward?

What are the goals of the company going forward?  
What does the company do that other teams/brokerages don’t? For agents? For consumers?

Is there someone here who would or could serve as a direct mentor to me?

In what ways can I add the most value to the company?

\*\*Ask specific questions based on the results of your research. For example:

I’ve noticed that the company specializes in \_\_\_\_\_\_. What is the strategy behind that?

It seems that the agents who succeed most here \_\_\_\_\_\_\_\_\_\_. Is that something you would be confident that I can do here too?

I know that the company offers\_\_\_\_\_ and has \_\_\_\_\_ staff. How would I best utilize those resources to benefit everyone involved?