

Brokerage Interview Questions

Brokerage Model & Track Record

- How long has the brokerage been in operation, and how many associates are registered?
- Is this an independent brokerage or a franchise, and how does that choice benefit me?
- Do you follow common-law or designated agency brokerage?
- Does the brokerage operate in all designations, including property management?
- What percentage of your associates have been in the business more than five years versus fewer than five?

Culture & Communications

- How would you describe the brokerage culture in one word?
- Are office meetings held in person, online, or hybrid?
- How are industry changes communicated to agents?

Training, Mentorship & Deal Support

- What sales training or coaching is available to new associates?
- What are the associated costs?
- Does the brokerage offer any mentorship options for new associates?
- Who is available to help new associates navigate their first few contracts? How can this support be accessed?
- Does the brokerage offer support to new associates in making marketing and advertising decisions to ensure compliance?

Money: Fees, Compensation & Leads

- What compensation plans are available in the brokerage?
- Do you recommend a specific plan for new associates?
- What are the total monthly or desk fees, and exactly what do they include?
- Does the brokerage have a lead distribution system for associates? If so, is it free, paid, or are both options available?

Workspace, Technology & Facilities

- What technology and tools are included (CRM, deal management, website, e-signature), and what costs extra?
- Does the brokerage provide a space for associates to meet with clients?
Are there any availability restrictions?
- Does the brokerage have workspaces or workstations available for associate use?
Are there any restrictions?

Compliance, Insurance & Policies

- What types of insurance does the brokerage require and/or recommend for its associates?
- Does the brokerage have policies about trading outside the local geographic area?
- What are the brokerage's policies on personal trades by associates?