

Kick starting a Sales Agent Interview

You understand the role back to front and inside and out, you've been doing it for years. What happens though when it's time to interview? You freeze or ask all the wrong questions. Here are a few insights into what you can ask, to find out what you really need to know. CAN they do the job? WILL they do the job? Do they FIT into my organisation?



1. Were you selling residential resale properties, off the plan, or commercial?
2. How did you structure your day? Morning v afternoon?
3. How do you feel about prospecting?
4. What time would you give to prospecting and what systems did you use? Cold calling, door knocking and or letter box dropping?
5. What did you find the most effective when prospecting?
6. How many prospecting calls/door knocks would you do in one session?
7. What is your prospecting to appraisal conversion? Your appraisal to listing conversion? Why?
8. Average sale price? Average commission?
9. How do you feel about listing and selling?
10. What do you feel you excel at with listing/selling?
11. What were your commission splits?
12. How do you negotiate fees?
13. What is your gross commission income?

14. Talk to me about the how and why of VPA?

15. For Sale by Private Treaty or Auction?

16. Why do you want to move companies?

17. What do you want from your next employer that you have in your current business?

18. What do you want from your next employer that you do not currently have?