

↪ Interview Guide for Brandon

Executive Summary

As you interview Brandon, be sure to connect their strengths, weaknesses, and cultural match to the Real Estate Buyer Agents role. Use this information to ask probing questions designed to get Brandon to describe their understanding of these aspects of themselves, and how they leverage them for success, or manage them—in the case of any weaknesses.

For reference, this is what your ideal candidate looks like: A buyer's agent is a licensed professional that specializes in searching, evaluating and negotiating the purchase of property on behalf of the buyer. They do not sell real estate. The key difference between a buyer's agent and a traditional selling agent is who they represent.

Your ideal candidates are:

- Highly competitive self-starters
- Independent, self-managing
- Decisive, action-oriented
- Great communicators
- Persuader, influencer, outgoing & gregarious
- Highly dynamic and thrive in a challenging environment

Overall Brandon is in the 91 percentile for the Real Estate Buyer Agents role.

Personalized Interview Questions

Based on the information WizeHire has for Brandon, here are some specific, personalized questions to ask during your interview. These questions focus on Brandon's unique strengths, potential weaknesses and drivers of engagement that will help you assess the quality of fit at IHeart Real Estate, and potential success as a Real Estate Buyer Agents.

Core Strengths

Ask Brandon, "How did you most effectively utilize these key strengths in past roles?"

- Works in an assertive and aggressive manner for the goals, the team, and the organization at large.
- Excellent in presentations to large or small groups. You bring a poised, confident, and engaging message to any audience.
- Shows the rare ability of being able to manipulate people (in a positive way) without their noticing the manipulation.
- Initiates new ideas and promotes them by energizing others.
- A very active agent in all that is do.

Potential Weaknesses

Below are some potential areas of improvement for Brandon. Go through this list and discuss how Brandon perceives each weakness. You can probe further by asking question such as "How did you prevent these weaknesses from interfering with performance in past roles?"

- Be somewhat intimidating to others due to your aggressiveness and dominance.
- Become more easily angry or belligerent when under pressure or when threatened.
- Become impatient, especially with slower-moving or slower-thinking people.
- Not be sensitive enough to others needs.
- Lack some follow-through with details or loose ends.

Cultural Fit/Ideal Environment

Below are some characteristics that describe Brandon's ideal work environment. Working in an environment where these are present will ensure the highest engagement, motivation, performance and retention. We recommend discussing these characteristics with Brandon to understand how they fit in the IHeart Real Estate culture. Look for aspects that would excite Brandon about coming to work every day.

- Opportunities to learn, grow, and advance rapidly.
- New and varied activities; a change-oriented workplace culture.
- Opportunity to be heard on a variety of issues.
- Ability to see rapid results from your efforts.
- Flexible environment, able to support changes and spontaneity.