

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · COMMERCIAL REAL ESTATE BROKER

1	Can you provide an overview of your experience as a commercial real estate broker?	1 2 3 4 5	
2	How do you stay updated on market trends and changes in the commercial real estate industry?	1 2 3 4 5	
3	Can you share a specific example of a successful commercial real estate deal you were involved in?	1 2 3 4 5	
4	How do you approach prospecting for new clients and building a strong network in the industry?	1 2 3 4 5	
5	Can you describe a challenging situation or deal you encountered in your career as a commercial real estate broker and how you successfully navigated it?	1 2 3 4 5	
6	What strategies do you employ to negotiate favorable terms and agreements for your clients in commercial real estate transactions?	1 2 3 4 5	
7	How do you handle multiple client demands and deadlines while ensuring a high level of customer service?	1 2 3 4 5	
8	Can you provide an example of a time when you collaborated effectively with other professionals, such as attorneys, lenders, and property inspectors, to close a commercial real estate deal?	1 2 3 4 5	
9	How do you evaluate and analyze potential investment opportunities in commercial real estate? What factors do you consider?	1 2 3 4 5	
10	Can you discuss your approach to marketing and promoting commercial real estate listings to attract potential buyers or tenants?	1 2 3 4 5	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	1 2 3 4 5	
Prior Work Experience Skills or qualifications acquired through past work.	1 2 3 4 5	
Qualifications / Experience The technical skills the position actually needs.	1 2 3 4 5	
Problem Solving Abilities Demonstrated critical problem-solving.	1 2 3 4 5	

CRITERIA	SCORE (1-5)	NOTES
Communication Team building and communication skills.	12345	
Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.