

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · REAL ESTATE AGENT

1	What is your experience in the industry?	1 2 3 4 5	
2	What do you think are the fundamental skills necessary to be successful in this role?	1 2 3 4 5	
3	Describe a difficult situation you faced as an agent and how you resolved it.	1 2 3 4 5	
4	What are your credentials?	1 2 3 4 5	
5	What are your career goals as a real estate agent?	1 2 3 4 5	
6	What is the best part of working in the real estate industry?	1 2 3 4 5	
7	Do you have any experience working with buyers or sellers from other cultures?	1 2 3 4 5	
8	What resources do you use when researching properties for clients?	1 2 3 4 5	
9	What is the most challenging part of being a Real Estate Agent?	1 2 3 4 5	
10	What is your typical workday like?	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	
Communication Team building and communication skills.	1 2 3 4 5	
Organizational Fit Would this hire steer the organization the right way?	1 2 3 4 5	
Directional Fit A step forward, or backward, in their career?	1 2 3 4 5	

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.