

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · REAL ESTATE BROKER

1	What experience do you have in the real estate industry?	1 2 3 4 5	
2	How long have you been working as a real estate broker?	1 2 3 4 5	
3	Do you have any certifications or qualifications related to real estate?	1 2 3 4 5	
4	Are there any rules and regulations of the local market that you are familiar with?	1 2 3 4 5	
5	What strategies do you use for marketing properties?	1 2 3 4 5	
6	How would you handle difficult clients and challenging scenarios while on the job?	1 2 3 4 5	
7	Have you ever had any disputes between buyers and sellers, and how did they get resolved?	1 2 3 4 5	
8	Describe your approach toward developing relationships with potential buyers.	1 2 3 4 5	
9	How do you stay up to date with the ever-changing laws and regulations in the real estate industry?	1 2 3 4 5	
10	Have you ever performed property valuation to assess the market value of properties?	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	

CRITERIA

SCORE (1-5) NOTES

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.