avaHR

Realtor Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · REALTOR

1	What is your sales record like?	① ② ③ ④ ⑤	
2	What do you think are the most important skills for a realtor?	① ② ③ ④ ⑤	
3	Have you ever had to fire anyone? Why?	① ② ③ ④ ⑤	
4	What have been some of the most challenging transactions you've worked on?	① ② ③ ④ ⑤	
5	Tell me about a time when you went above and beyond for a client.	① ② ③ ④ ⑤	
6	Do you have any experience working with investment properties?	① ② ③ ④ ⑤	
7	What do you think is the most important thing to remember when working with clients?	① ② ③ ④ ⑤	
8	Have you ever had a client who was difficult to work with? How did you handle it?	① ② ③ ④ ⑤	
9	What do you think sets you apart from other realtors in the area?	① ② ③ ④ ⑤	
10	Do you have any questions for me or for us about the position?	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.