When hiring new agents, be mindful of these few things:

- If a potential business partner cannot commit to completing a short 32-hour pre-licensing course in 2 full weeks, consider working with them at another time when they have more time to prioritize the business. This is a strong indicator that they will not be able to make time for the business when it's time to work. We welcome people who work part time, but we don't want to work with people who give part time energy or treat the business like a hobby. If someone wishes to make this business work for them while they have a job, they will need to understand that they will need to have an above average work ethic; working the business after working their job until the business income can replace their job income. There is no way around this.
- Be cautious of working with people who talk bad about their past / current leadership or have a habit of going from company to company or team to team. If they always have problems everywhere they go, it's likely that they are the problem itself. Avoid the drama.
- Be cautious of hiring people who are in a bad financial position or desperate for money right away. It may seem that they will work harder due to their circumstance, but almost everyone we have seen in this situation is so weighed down by worry, fear and pressure that they can't dedicate sufficient time, effort and focus to make the business work for them. Most get frustrated at the rejection, time and effort it takes to make money here and end up writing bad business to get paid fast or they start looking for every other opportunity to make money fast.
- Be cautious of hiring people who already work in *multiple* "side hustles". These people usually never take any business seriously and don't give the business time once they see what's expected. Often, you will see them recommit to the business when other fields don't work out, and then you'll have to re-train them again and again. They are the "Jack of all trades, but a master of none".
- Make sure that potential business partners understand that they will need at least a few hundred dollars to buy leads starting out. Although we can give them aged leads to use, we want them to have the best shot at success starting out by purchasing decent leads that are no more than 3 months old.
- Avoid paying for someone's licensing. There are many people who seem very determined about getting licensed, however, when it comes time to doing the actual work of the job, they give minimal effort or never do anything with their license at all.
- Above everything, you must value your time. It's a tendency to give everyone the benefit of the doubt or we hire everyone and anyone so that we don't overlook the potential superstars we're looking for. But keep in mind that wasted time is worse than wasted money, and wasted time does waste money in this field. Make sure the new agent can dedicate at least 20 hours a week to the business. Many times, leaders even hold themselves responsible for people who quit, and although everything rises and falls with leadership, a major portion of people who quit weren't a good fit in the first place. This can be avoided by proper screening.
- KEEP IN MIND that this is just a word of caution, NOT A RULE. Use your discernment at all times and seek the help of your manager or other experienced agents before making a final decision if you are unsure about working with someone.