

Our Expectations

Attitude:

Maintain a positive attitude, regardless of rejection.

Think outside/in – see our services through the eyes of our clients and candidates.

Realize you will not be able to control what happens in our profession

– we deal with human beings on both sides of the sale. However, you have 100% control over how you react.

Commit to focus on “solutions” vs. “problems.”

Arrive expecting to succeed each day.

Take pride in our profession – we change people’s lives.

Maintain a high standard of honesty and ethical behavior.

Training:

We will expect you to actively participate in our training program.

Each day we expect you to write down the three things you learned that day and how you plan to implement your new skills.

You will be given a written test every Friday to make sure you have retained what you learned. You must pass these tests.

We expect you to develop strong planning and organizational skills.

You will learn our “systems” and need to enter information on a daily basis.

You are expected to individually read sales, negotiating and other sales training materials.

Your questions will be answered on NON prime-time hours.

Production:

You will have specific production goals every month.

You need to focus on results-oriented activity in order to hit your monthly goals.

You need to bring any problem areas to our attention so we can assist you.

We do hold you accountable to hit goals that are set.

Team:

We are a team environment and you must also support the efforts of your co-workers.

Your Expectations

Attitude:

Our management team will maintain a positive attitude.

We will continually research new ways to service our clients and candidates.

Our company is very “solution” focused.

We will support you on your way to top production.

Our company culture is based on professionalism, honesty and high ethics.

Your sales team members will also be expected to maintain a positive attitude.

Training:

We will provide you with daily training for your first 80 days of employment that will give you all skills necessary to attain top production.

You will be expected to write down the three things you learn daily and how you intend to implement what you’ve learned,

Each week, you will be given a test to ensure you have retained what you’ve learned. You are required to pass these weekly tests.

If you do not understand any aspect of our training, you need to bring questions to your manager/mentor on NON prime-time.

We ask that you do things “our way” until you reach top production. We are then open to your ideas and suggestions.

We will provide training for you throughout your entire career.

Production:

You will have specific production goals each month.

We will provide you with leads and resources you need to attain your goals.

You will keep your stats in order to calculate your personal ratios. This will enable you to give yourself a raise by just increasing your numbers.

Our hands-on management style will help you solve any problems or issues you encounter.

Team:

We are a team environment and your co-workers are required to support your efforts as well as their own.