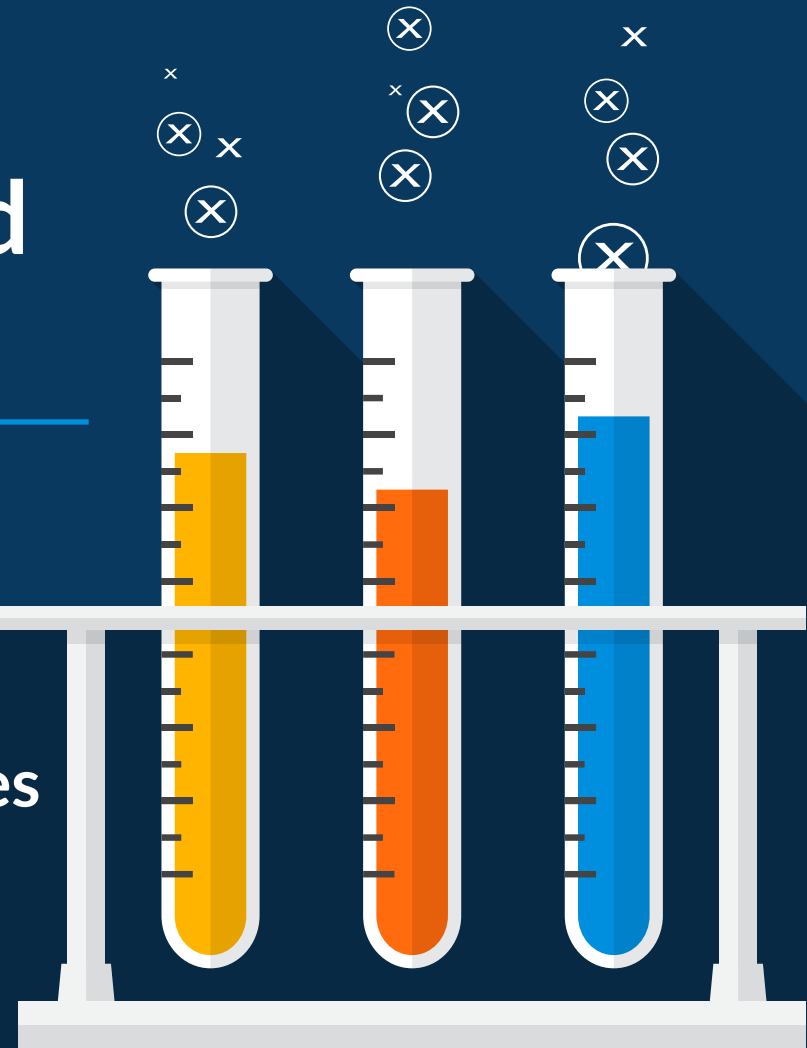


4 Key Factors For Sourcing Experienced Loan Officers

Key Factor 1: Locating

The Mortgage Leader's
Formula for Success Series



Minimizing Recruiting Mistakes Begins with Sourcing Effectively

To gain a competitive advantage and grow your business quickly, the quality of your experienced Loan Officers is dependent on this very important step. There are four important factors when sourcing qualified talent:

In this ebook we are focusing on Key Factor #1 : LOCATING



#1 Locating (and positioning)

This section aids your search for experienced talent by providing you with locations to consider and tactics to locate and position yourself in front of talented sales professionals.



#2 Screening

This will assist you in sorting through resumes, offering proven traits of successful experienced Loan Officers to compare with your applicants, tips on how to conduct a "pre-interview" screening over the phone and conducting the face-to-face interview.



#3 Assessing

This walks you through two assessments designed specifically to uncover sales aptitude and further refine your search for experienced Loan Officers.

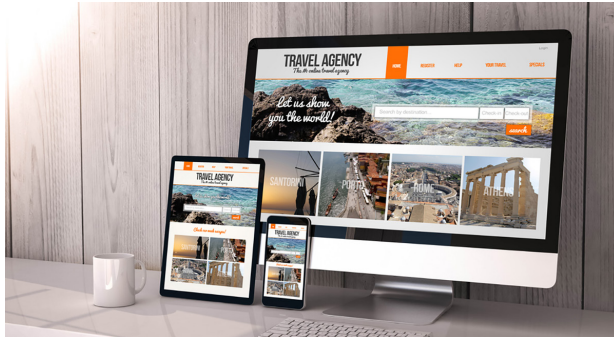


#4 Compensation

This section provides you with production expectations, a hypothetical compensation plan, general break-even scenarios and return on investment considerations.

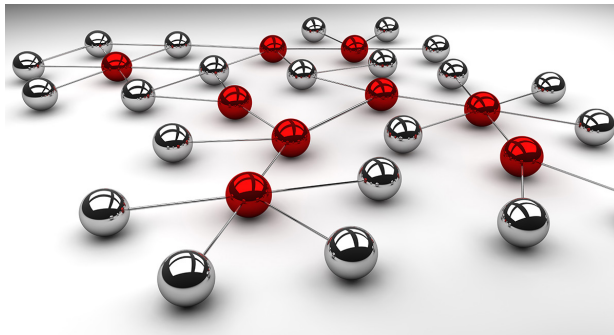


There are countless sources to consider in locating quality recruits.
Below are three sources you should leverage:



1. Websites/Internet

- LinkedIn
- Company Website
- NMLS



2. Sphere of Influence

- Processors/Underwriters/Closers
- Current Team (LO Referrals)
- Family and Friends



3. Professional Referral Sources

- Realtors
- CPAs
- Financial Planners



➔ **OVER 75
SOURCES!**
GET THIS LIST!



If you're interested in discovering the complete list of more than 75 sources for finding experienced loan officers, we highly recommend that you enroll in our **RECRUITING WORKSHOP™**

✕ RECRUITING WORKSHOP™

Empowering and equipping managers with the confidence to actively recruit throughout their career



As part of our LEADERSHIP SERIES, RECRUITING WORKSHOP empowers managers to win the battle to add incredible mortgage talent to their teams throughout their careers. XINNIX Performance Specialists teach mortgage leaders proven strategies for profiling, sourcing, contacting, meeting and following-up with top mortgage talent. Managers will leave the RECRUITING WORKSHOP knowing how to:

- Access the best LOs in the market
- Present yourself like a pro
- "Wow" candidates before, during and after the interview

For more information or to view the upcoming schedule

[CLICK HERE](#)





Contact us today and learn how
XINNIX can transform your business.

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