

4 Key Factors For Sourcing Experienced Loan Officers

Key Factor 2: Screening

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 #2 : SCREENING



#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.

To reference Part 1

[CLICK HERE](#)



#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.





SCREENING

Screening candidates during the application process gives you the opportunity to quickly sort through both desirable and unsuitable applicants. Initial methods of screening potential new hires are through resume review and a brief phone interview. When performing either of these screening methods consider these recommended core criteria when determining a candidate's strengths:

-  **Production history**
-  **Employment history and stability**
-  **Earnings history**
-  **Sales background**
-  **Size of database (network)**
-  **Quality of referral sources**
-  **Business success**
-  **Personal drive**



Along with these criteria, XINNIX recommends screening Loan Officers in the following three areas:

1. Need for Achievement



- How many hours per week have you worked on average the past year?
- What's the toughest goal you've ever set for yourself? How do you plan to top it?
- What kinds of sacrifices have you had to make to be successful?

2. Optimism



- When was the last time you needed to be persistent? What were the results?
- Tell me about the last time you lost a deal. How did you handle it?
- Was there a time you remained persistent even after everyone else around you gave up?

3. Competitiveness



- Recall the last time you got into a competition. Were you successful?
- How would your peers rate your competitiveness?
- How would your manager rate your competitiveness compared to your peers?



The XINNIX® Candidate Interview Guide features more than 30 questions to successfully screen experienced Loan Officers.

If you're interested in receiving this guide click below

DOWNLOAD NOW

READY TO TAKE YOUR RECRUITING EFFORTS TO THE NEXT LEVEL?
Check out our RECRUITING WORKSHOP™ below



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

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Contact us today and learn how
XINNIX can transform your business.
Phone: (678) 325-3500

READY TO BE CONTACTED NOW?

YES, LET'S GET STARTED!

