

THE COMPREHENSIVE GUIDE TO JOINING A REAL ESTATE TEAM

AN EBOOK BY  **The CE Shop**

INTRODUCTION

Whether you're a brand new agent in need of support or a veteran looking for a change, you may have wondered if a real estate team is right for you. Between working solo and being on a team, which format aligns more closely with your personality and preferences? And, if you do decide to join a team, how do you go about finding the right one? If you're just starting out, wanting to mix things up, or are merely interested in learning more about team versus solo work in real estate, this ebook is for you.



WHEN DECIDING BETWEEN JOINING A TEAM OR WORKING SOLO, CONSIDER THE FOLLOWING FACTORS:

- ❑ Your Personality
- ❑ Time Off
- ❑ Expert Advice
- ❑ Accountability
- ❑ Money



YOUR PERSONALITY

Naturally, some agents will just gravitate toward teamwork while others will want to strike out on their own. Do you thrive in a collaborative environment and enjoy giving advice just as much as receiving it? Or, do you feel like others tend to drag you down? There are no wrong answers, and a successful agent can have either inclination. Taking stock of your personal workflow and preferences is just the first step in determining where you might be happiest.

2

TIME OFF

Many people choose to become real estate agents, whether working alone or on a team, for the flexibility. If you love to travel, have frequent obligations outside of work, or just want total control over your time off, going solo might be the move. You won't have to wait for approval or factor in teammate requests and can just take the time when you need it. On the other hand, if things go awry, you'll still be the first point of contact for clients and could end up answering emails on every vacation. While members of a real estate team are beholden to their employer's time off policies, they can often rest assured knowing a colleague is in the office even when they're out.



EXPERT ADVICE

Working under and alongside veteran agents is one major perk of real estate teams. The team leader typically touts expertise in local markets and the industry as a whole, and will have a vested interest in developing your skills. To help you grow, they may provide unique support, education, and mentorship opportunities personalized to your needs and interests. You'll also work closely with other agents who bring diverse knowledge,

experience, and specializations to the table. The drawback is that while you can potentially learn from teammates with expertise in one field or another, they'll likely be assigned those specialized transactions instead of you. When working solo, you'll handle jobs in all kinds of niches, but you'll also be responsible for learning about and managing the best and worst of it on your own.



4 ACCOUNTABILITY

In a team environment, no one succeeds unless everyone does. As you'd

be joining a group of fellow agents, determine how comfortable you are with having others depend on you. This notion makes some people nervous, but others feel encouraged and supported. You'll also want to gauge your ability to hold others accountable. Good teams are synergistic and more than the sum of their parts, while bad teams force some members to shoulder the brunt of the work. Depending on other professionals is always a gamble, but many teams have tools and policies to ensure each member is doing their part.

MONEY

Money is one of the biggest motivators when it comes to joining a team versus breaking out on your own. Many real estate teams share business expenses, whether hiring someone to manage their social media or sourcing professional photos to spruce up listings. When certain administrative tasks are taken off your plate, you may have more time to chase leads and interact with existing clients. The downside is that when you do close a deal, a portion of your commission will go to the team. That often goes for all team members, though, so as long as the other agents are equally motivated and reliable, you should benefit from their sales as well.

IF YOU'VE DECIDED A TEAM IS RIGHT FOR YOU, FOLLOW THESE STEPS TO FIND THE RIGHT ONE:

- Interview All Potential Teams
- Join for a Meeting
- Talk with Other Members
- Confirm Training Opportunities
- Understand Your Contract



INTERVIEW ALL POTENTIAL TEAMS

No two teams are alike, so you'll want to sit down with at least three when deciding where to take your talents. Pay careful attention to any discernible differences throughout the interview process. How communicative is each team? Do the people seem to genuinely enjoy working there? What are concrete expectations for agents? Rank the teams by the connection you felt with each, and don't diminish your gut feelings.



JOIN FOR A MEETING

Unfortunately, interviews are all talk. To confirm that the team functions like they say they do and get a first-hand look at the environment you might be joining, request to sit in on a team meeting. Pay close attention to how team members treat each other, what day-to-day activities include, and what you can expect if you join. Don't rule out subtler indicators, like whether the meeting starts on time, the tone and body language of team members, and your general comfort level. Is this somewhere you could see yourself learning, growing, and thriving?



TALK WITH OTHER MEMBERS

Ask to chat with additional members of the team, whether they're in leadership or simply fellow agents. Sit down for a virtual coffee or just a brief email exchange to get an even better feel for the people you'll be working with. They may have insight your interviewer didn't. Plus, the response to this request could tell you a lot about the team. If they're overly hesitant or cautious about allowing you to speak with anyone, that may be a red flag. On the other hand, if they offer up a meet-and-greet freely, it could illustrate how leadership trusts their people and has confidence in their team culture.

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CONFIRM TRAINING OPPORTUNITIES

Whether you're a freshly licensed agent or a veteran of the industry, signing on with a team opens the door to new skill development. Ask what kind of specific support, education, and training will be provided, and when. The best agents are always learning and growing. If this team has your (and their) best interests in mind, they should have a robust system in place to develop the skills of their team members.

UNDERSTAND YOUR CONTRACT

questions before signing on the dotted line. You may want to pay close attention to details on commissions, specific expectations for agents, and any training or education that was outlined in the interview process. If you've made it to this stage, you probably like and trust the team. While the hope is they're not pulling the wool over your eyes, as a legally-binding contract, you'll want to read it closely regardless.

When it comes time to commit, carefully review the provided contract. Ask about any unclear terms and address lingering



IN CONCLUSION

JOINING A TEAM VS. FLYING SOLO

When it comes to working on a team or going it alone, there are no right or wrong answers. The ideal situation will depend on each unique agent, and you can certainly find success going either route. Whatever you decide, just make sure to do your due diligence and go with whatever makes you happy, motivated, and the very best agent you can be.

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