

Interview Assessment #1

Name of Professional: JD Tomlin

Profession/Title: Team Leader / Realtor

Business/Company Name: The Tomlin Team

Date of Interview: September 29, 2017

My first interview was conducted with JD Tomlin who is the Team Leader of The Tomlin Team. This is a real estate company and he had started it seven years ago. I learned a lot of valuable lessons from Mr. Tomlin and also heard about some things that I had not previously considered.

First I asked Mr. Tomlin how he got the concept or idea for his business. He had looked at many options in the past and saw that real estate could be the way to go. He then jumped straight in and won rookie of the year for Keller Williams in 2010. This has taught me to always go for what I believe in and hit it at full speed. I must be entirely confident about what I want to do and I must go out there and complete it with a detailed plan laid out in front of me.

His mission over time has remained the same as he would like to help as many people as possible in the area of home ownership. This shows that he knew exactly what he wanted in the beginning and it has not changed from that overall goal. I must think about how I would like to impact the world in the future and not divert from what I choose. I have to stay consistent with everything I do as it will build consumer trust and people will rely on me for more items more often.

In terms of advertising, Mr. Tomlin said that the least expensive way tends to be best for startups. It is important not to waste all of one's money on advertising and social media could be a potential direction to go in. As a whole, real estate is a referral based business and the data base is very large. It is important to stay in touch with individuals that I connect with because I must build relations with them and they could be customers in the future.

A suggestion Mr. Tomlin presented that I had no considered before was the importance of making sure who to hire and when to hire them. He hired a sales team way too fast and that was not needed in the beginning stages of his business. In the future, he advised that I should hire an administrative team sooner and slower on the sales team. The sales team will become more important as the business grows and becomes more stable. Furthermore, he aims to build a team where every individual has humility, hunger, and intelligence. These are the most important items that a team must have in his opinion and I can see how these traits are significant. They all make for driven individuals who are willing to do the work and who can do it well. In the future, in order to grow myself, I must surround myself with others along the same path who can be the individual pieces that will leave to overall success. In essence, I have gained priceless knowledge from Mr. Tomlin and must do more research on the topics that he had stressed the most throughout the interview.