

WISCONSIN REALTORS® ASSOCIATION PARTNERSHIP FOR SUCCESS PROGRAM

MENTORSHIP GUIDELINES

Mentor was the beloved teacher of Odysseus' son in ancient Greece. The term "mentor" has evolved to refer to an experienced or trusted teacher who helps a less experienced person learn a needed skill.

In the Partnership for Success Program, the mentor is a counselor or guide who assists the recipient to successfully negotiate the maze of the real estate profession. The Wisconsin REALTORS® Association and the WRA Cultural Diversity in Housing Committee offer the following guidelines for making the most of the real estate mentor program for both the mentor and the new REALTOR®.

- ◆ The mentor relationship should be based on mutual consent.
- ◆ Mentors should be enthusiastic, knowledgeable and willing to invest the time necessary to meaningfully assist the professional development of a new REALTOR®.
- ◆ The mentor may be compensated by the broker for his or her time and energy.
- ◆ The mentor should observe the new REALTOR®'s interactions with clients, customers, and fellow REALTORS®. The mentor should provide guidance, constructive criticism, encouragement and support regarding the new REALTOR®'s communication and interactive skills and techniques.
- ◆ The mentor should help the new REALTOR® keep current with new developments in the real estate industry.
- ◆ The mentor should involve the new REALTOR® in a number of diverse real estate situations and processes, and in interactions with diverse individuals.
- ◆ The mentor should share personal expertise, experience and insight with the new REALTOR®.
- ◆ The mentor will review all office procedures and policies with the new REALTOR®.
- ◆ The mentor should be available to the new REALTOR® to answer real estate-related questions.
- ◆ To make the mentor program the most effective, the office manager should make every effort to carefully match a new REALTOR® with a compatible mentor, and to monitor the progress of the new REALTOR® throughout his or her development.

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SELECTION CRITERIA

To promote diversity within the REALTOR[®] membership in the areas of race, color, and national origin, in a manner designed to enhance the probability of long-term success in the real estate profession by providing start-up assistance to applicants who have not previously held a real estate license.

A successful candidate for the Partnership for Success Program shall possess the following attributes and be willing to make the following commitments:

- ◆ Membership in one or more of the following protected classes: race, color, or national origin.
- ◆ At least 18 years of age (minimum age required to obtain a real estate license).
- ◆ Strong verbal communication skills.
- ◆ Highly motivated, hardworking self-starter who is aspiring to become a full-time agent.
- ◆ Ability to sustain six to nine months "start up" time in the industry.
- ◆ Flexible time schedule to allow for the demands of selling of real estate.
- ◆ Candidate is a new licensee who has not had a license for more than six months or is about to pass the 72-hour salesperson's pre-licensing exam and will start working for the sponsoring broker once the license is received.
- ◆ The ideal candidate will have considered what it will take to be a successful real estate agent and will have worked on a one-year, five-year and ten-year business plan.
- ◆ The ideal candidate considers what can be done to further and enhance his or her education and how he or she can best contribute to the real estate community and the local community as a whole.
- ◆ Attend Quickstart, GRI Course 1, or an equivalent company training/mentorship program.
- ◆ Recipient is strongly encouraged to serve on their Local Board Cultural Diversity or Equal Opportunity Committee or on the WRA Cultural Diversity in Housing Committee.
- ◆ Award recipient shall repay funds in cash and/or by service hours (for WRA or local REALTOR[®] association committees or established § 501(c)(3) charities) expended on behalf of the recipient within three years of his or her selection.