

The Real Estate Journal

A quarterly publication of the Real Estate Board/Commission of Strata Corporations



Training Institute Signs agreement with CCIM



In a decisive move to strengthen Jamaica's real estate industry and position the island as a globally competitive investment destination, the Real Estate Training Institute (RETI), has entered into a strategic partnership with the Certified Commercial Investment Member (CCIM) Institute. This collaboration represents a major step forward in elevating professional standards, modernising training, and aligning Jamaica's real estate sector with international best practices.

Established in 2016 as the educational arm of the Real Estate Board, RETI has played a central role in preparing real estate practitioners through pre-licensing and Continuing Professional Development (CPD) training. These programmes ensure that agents, brokers, auctioneers, appraisers and property managers meet regulatory requirements and maintain competency in a dynamic industry.

However, as Jamaica's property market becomes increasingly sophisticated, particularly in areas such as commercial investment, appraisals/valuation, and financial modelling, the need for globally aligned training has become more urgent. The RETI-CCIM partnership

directly addresses this gap.

The CCIM Institute brings to the table its internationally respected curriculum and graduate-level training in commercial real estate disciplines. Its designation is globally regarded as one of the most prestigious in the field, with a professional network spanning more than 30 countries. By integrating CCIM courses and methodologies with RETI's programmes, Jamaican professionals will gain access to cutting-edge tools, advanced analytical techniques, and a globally recognized framework for decision-making.

One of the most immediate impacts of the partnership will be curriculum enhancement. RETI is expected to incorporate specialized modules in commercial real estate from the CCIM Institute into its existing training structure. This ensures that local practitioners are not only compliant with Jamaican regulations but also equipped with the skills required to operate confidently in international markets.

Industry experts note that this alignment is particularly important for attracting foreign direct investment. International investors typically gravitate

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REAL ESTATE Could be this funny!

Training Institute Signs Agreement with CCIM (Cont'd from page 1)



toward markets where professionals demonstrate strong analytical capability, transparency, and adherence to global standards. With CCIM's influence, Jamaica's real estate workforce is expected to become more competitive, credible, and investment-ready.

Beyond education, the partnership also opens doors for professional mobility. Jamaican practitioners exposed to CCIM training, and potentially earning the CCIM designation, will be better positioned to participate in complex transactions and collaborate with international developers, financiers, and investors. This not only enhances individual career prospects but also contributes to the overall sophistication of the local market.

Technology and innovation are also key pillars of the collaboration. CCIM's emphasis on data-driven decision-making and advanced analytical platforms complements RETI's ongoing digital transformation initiatives. Together, they aim to create a modern, flexible learning ecosystem capable of reaching a wider audience while keeping pace with evolving industry trends.

Ultimately, the RETI-CCIM partnership is more than an academic collaboration, it is a strategic investment in Jamaica's economic future. By bridging local expertise with global excellence, the initiative strengthens institutional capacity, raises professional standards, and enhances investor confidence.

As Jamaica continues to expand its footprint in the global real estate market, partnerships of this nature signal a clear commitment: to build a sector that is not only regulated and competent, but also innovative, competitive, and globally respected.

The Real Estate Board logo features a circular emblem with a crown and scales of justice, surrounded by the words 'REAL ESTATE BOARD'. Below this, the text 'REAL ESTATE TRAINING INSTITUTE' is displayed in a large, blue, serif font. A 'FOR SALE' sign with a yellow 'SOLD' sticker is visible in the top right corner of the graphic.

What is the Real Estate Training Institute?

The Institute is the official training arm of the Real Estate Board. It offers Pre-Licensing Courses and Continuing Professional Development Courses (CPD).


The Pre-licensing Course for Salesmen is the starting point to a career in Real Estate

What are the Course Requirements?

Applicants to the Salesman Course are required to have five (5) passes in CSEC/CXC (or their equivalent), inclusive of Mathematics and English Language

How long does the course last?

The course is fully online, on a part time basis. Classes are held Monday to Thursday evenings, or all day on Saturdays and Sundays

 **CONTACT US**

876-633-1292, 876-350-6761
e-mail: reti@reb.gov.jm

A photograph of a woman with dark hair, wearing a colorful patterned shirt and blue jeans, sitting on a laptop. She is smiling and looking at the screen. In the background, there is a modern building with blue and yellow accents.



CEO's Message Cresfroid Brown

As we continue to advance the mandate of the Real Estate Board and the Commission of Strata Corporations, we remain focused on strengthening the systems, partnerships, and legislative framework that support a modern, transparent, and trusted real estate sector in Jamaica.

We are particularly pleased to be entering into a formal agreement with CCIM (Certified Commercial Investment Member). This partnership marks a significant step forward for the Real Estate Training Institute. We are confident that it will yield meaningful benefits by enhancing the capacity of our training programmes, strengthening professional standards, and ultimately improving the quality of service delivered to the public.

We also welcome the tabling of the Shared Communities Bill. This is a critical development, and we believe it will go a long way in addressing

many of the existing gaps and shortcomings in the management of shared and gated communities. The proposed framework promises greater accountability, improved governance, and better protection for property owners.

I wish to extend sincere thanks to all licensees who have already completed their licence renewal for the 2026–2027 period. Your timely compliance is appreciated. For those who have not yet done so, we strongly encourage you to act as soon as possible, utilizing the Client Portal, the most convenient and efficient method available.

Additionally, we remind our strata proprietors of their upcoming legal obligation to file Annual Returns. Compliance with these requirements is essential to maintaining proper records and ensuring the effective administration of strata corporations.

We are also grateful to those licensees who have responded positively to our request to use their images on our website as a means of verification. This initiative is an important step in limiting fraud and deterring bad actors within the real estate profession, while strengthening public confidence in licensed practitioners.

Finally, we remain committed to leveraging a variety of tools and methods to better engage and educate the public about who we are and what we do. Our recent use of on-location digital screens is just one example of how we are meeting people where they are—making our services more visible, accessible, and relevant.

As the industry continues to evolve, we will continue to lead with innovation, integrity, and a steadfast commitment to the public we serve.

I wish to extend sincere thanks to all licensees who have already completed their licence renewal for the 2026–2027 period. Your timely compliance is appreciated. For those who have not yet done so, we strongly encourage you to act as soon as possible, utilizing the Client Portal, the most convenient and efficient method available.

Shared Communities Bill Tabled



The Jamaican Government has introduced the proposed *Shared Communities Act 2026*, which aims to strengthen the regulation and management of gated and shared communities across the island. The legislation is intended to provide a clear legal framework for how these communities operate, addressing long-standing issues such as poor maintenance, weak governance, and disputes among property owners.

A central feature of the Bill is the requirement for all property owners within a shared community to become members of a Community Corporation. This body would be responsible for managing common areas, enforcing by-laws, maintaining proper records, and collecting maintenance fees. These fees would become mandatory, with penalties for non-compliance, including significant fines.

The Bill also introduces stronger enforcement mechanisms. Community corporations would have legal authority to recover unpaid fees through the courts. In more serious cases, and subject to due process, properties could be rented or even sold to settle outstanding debts. This represents a major shift toward ensuring accountability among property owners.

Additionally, the Real Estate Board would be designed regulator, including registering shared communities, monitoring compliance, and assisting with dispute resolution. The legislation also mandates long-

term maintenance planning and proper upkeep of shared spaces, helping to preserve property values and improve living standards.

Overall, the proposed law is expected to bring greater structure, transparency, and accountability to gated communities in Jamaica, while also placing increased financial and legal responsibilities on property owners.

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Real Estate Board Seeks Consent from Licensees to Publish Photos to Tackle Fraud



The Real Estate Board has begun reaching out to its licensed dealers and salesmen, seeking their consent to upload their photographs to its official website as part of a strengthened effort to combat fraud within the real estate sector. The initiative is aimed at making it easier for members of the public to verify the identity and licensing status of real estate professionals operating in Jamaica.

In a recent email communication, the Board requested that licensees complete and sign a consent form and submit a recent photograph of themselves. This move comes amid growing concerns about fraudulent real estate transactions and the increasing use of impersonation tactics. In its correspondence, the Board emphasized that it is “acutely aware of the increase in fraudulent transactions involving real estate” and highlighted the importance of collective action in addressing the issue.

“The Real Estate Board is acutely aware of the increase in fraudulent transactions involving real estate. We recognize the need for all stakeholders to play their part in combatting these instances of fraud which have the potential of threatening reliability, integrity and trustworthiness when dealing with real estate

professionals,” the letter stated. It further noted that “the impersonation of dealers and salesmen is a tactic commonly used to further fraudulent acts,” underscoring the urgency of the initiative.

To ensure consistency and professionalism, the Board has outlined specific requirements for the submission of photographs. Licensees are required to provide images taken within the last six months, featuring a neutral expression, with the subject looking directly at the camera and with eyes open and clearly visible. These standards are intended to support accurate identification and maintain the credibility of the verification system.

The Board is encouraging all licensees to respond promptly and in the affirmative, submitting the required documentation and photograph as soon as possible. It also noted that individuals who have concerns or require clarification are welcome to contact the Board directly for further guidance.

This measure forms part of a broader push to enhance transparency and reinforce public confidence in Jamaica’s real estate industry, as the Board continues to adapt to emerging risks and safeguard the interests of consumers and practitioners alike.



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Real Estate NEWS

Public urged to verify realtors after 'for sale' sign scam



citizen, who was familiar with the legitimate real estate agent, noticed discrepancies in the contact details and reported the matter.

In a statement on Monday, the Association said the incident highlights the lengths to which scammers are willing to go, including stealing official signage and exploiting the credibility of licensed professionals.

"This incident is a stark reminder that scammers are willing to go to great lengths, including physical theft, to defraud the public," said the RAJ. "A real estate transaction is often the largest investment a person will make in their lifetime. Do not leave it to chance. Always insist on working with a licensed realtor whose credentials you have personally verified."

The group is urging members of the public to verify the credentials of any real estate agent through the Real Estate Board before conducting business.

The Realtors Association of Jamaica (RAJ) is warning members of the public to exercise caution when engaging in real estate transactions following a "sophisticated" scam involving stolen and altered property signs.

The Association said official "For Sale" signs belonging to a licensed realtor were recently stolen from a property in Stony Hill in St Andrew and later transported to Portland, where the contact information was altered to display a fraudulent phone number.

According to the Association, the signs were then placed on a different property in an attempt to mislead unsuspecting buyers into contacting the scammers.

It said the scheme was uncovered when an observant

cross-check property listings through official brokerage websites, avoid making cash deposits outside of formal transaction processes, and conduct meetings at the physical offices of licensed real estate agencies.

"A real estate transaction is often the largest investment a person will make in their lifetime. Do not leave it to chance. Always insist on working with a licensed realtor whose credentials you have personally verified," the association said.

The Association added that it is working with authorities to investigate the theft and unauthorized use of the signage.

Excerpt from article in **The Gleaner**
Published: Monday March 16 2026



The wealthy once rushed to Dubai. Now they're scrambling to leave

INTERNATIONAL News



Dubai's reputation as a safe haven for the world's wealthy is being tested as the Iran war injects new uncertainty into the region. For years, the emirate has positioned itself as a secure, tax-friendly hub offering luxury living, political stability and strong financial infrastructure—attracting a surge of millionaires and billionaires from across the globe.

However, the conflict has prompted some affluent residents to reconsider their presence. Concerns about regional escalation, potential attacks and broader instability have led a number of high-net-worth individuals to quietly leave or explore relocation options. Others are choosing to stay, largely to retain the benefits of UAE residency, particularly its favorable tax regime, highlighting a divide in how the ultra-rich are responding.

The situation has also had ripple effects across business and finance. Some international firms are reassessing their operations, implementing contingency plans or temporarily relocating staff as a precaution.

While Dubai remains functional and relatively stable, the conflict has introduced a level of risk that had not been widely factored into its appeal.

Despite this, not all sentiment has turned negative. Some investors and residents still view Dubai as safer than many alternative global cities, especially given ongoing geopolitical tensions elsewhere. The emirate's infrastructure, governance and crisis management capabilities continue to offer a degree of confidence.

Still, the Iran war has exposed vulnerabilities in Dubai's image as an untouchable wealth hub. The episode underscores a broader reality: even the most established global safe havens are not immune to geopolitical shocks, and Dubai's long-standing appeal as a refuge for the super-rich is now facing a significant real-world test.

CNBC News | Robert Frank and Hayley Cuccinello
March 5, 2026

Real Estate Board Expands Public Outreach with Digital Screen Advertising Pilot



The Real Estate Board has launched a targeted digital advertising pilot for the month of March, utilizing on-location screen placements across the Intelligent Multimedia Limited (IML) network. The initiative features four 10-second video advertisements running across more than 25 screens islandwide, as part of the organization’s ongoing effort to strengthen public engagement and awareness.

The advertisements have been strategically placed in high-traffic locations, including several Tax Administration Jamaica offices in Constant Spring, Cross Roads, Downtown Kingston, Portmore, Mandeville, May Pen, and Spanish Town. Additional placements extend to popular commercial hubs such as Hi-Lo Supermarkets in Barbican, Manor Park, Portmore, Liguanea, and Value Master; multiple Tastee restaurant locations including Cross Roads, Half-Way-Tree, Knutsford Boulevard, Patrick City, and Stony Hill; as well as key waiting areas within Medical Associates Hospital and General Foods in Ocho Rios.

Each advertisement incorporates a QR code, allowing viewers to instantly access relevant sections of the Board’s website, enhancing user engagement and facilitating easy access to important information and services.

According to Damian Wilson, Marketing Manager of the Real Estate Board, the initiative reflects a deliberate strategy to meet audiences where they are. “The Board is committed to exploring and utilizing any means where our clients are or potentially could be,”

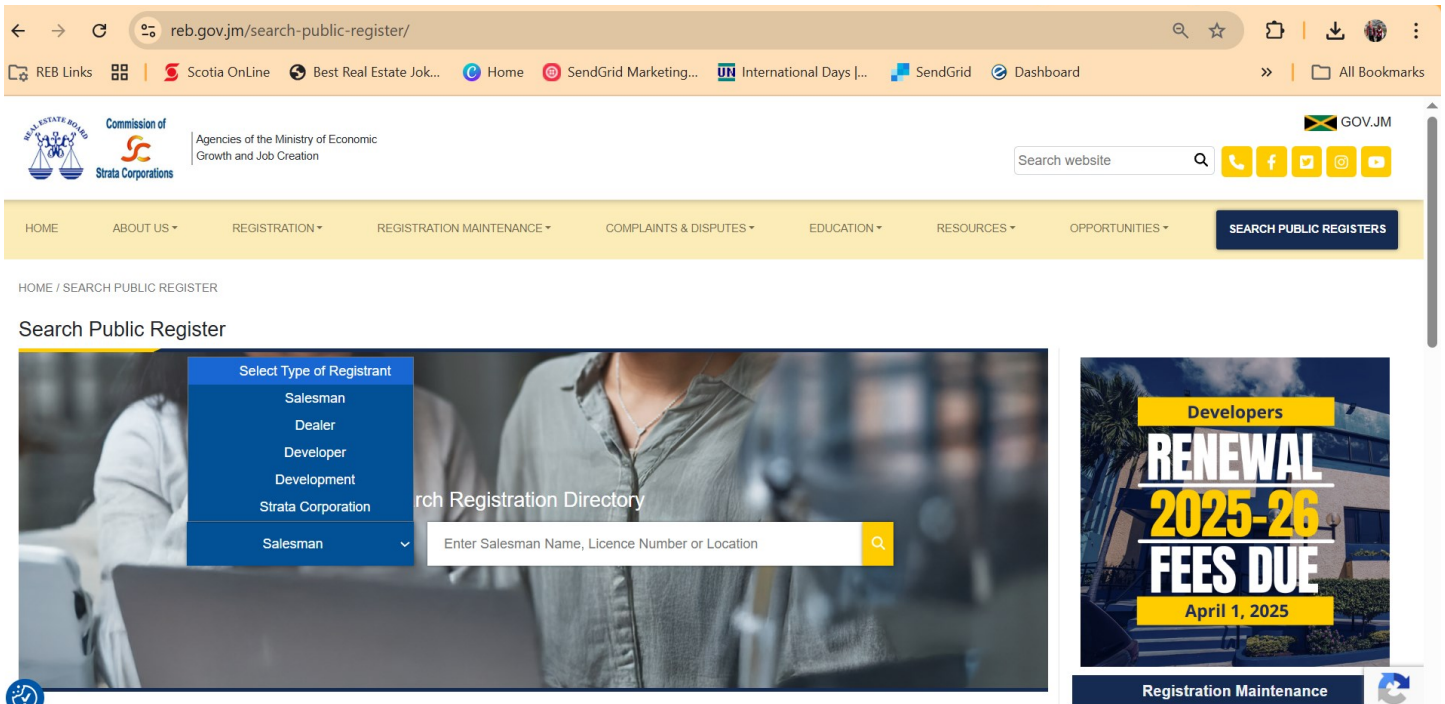
Wilson said. “These placements allow us to reach a diverse audience in spaces they already frequent, whether they are conducting business, accessing services, or simply going about their daily routines.”

Wilson further noted that the selected locations attract a wide cross-section of the population, including property owners, tenants, business operators, developers, and prospective buyers. The nature of these environments—where individuals are often waiting in lines or for service—creates a captive audience, increasing the likelihood that messages will be seen and retained.

Monitors within the IML network typically operate on a continuous loop, ensuring repeated exposure to concise and memorable messaging. This repetition, combined with strategic placement, enhances the overall effectiveness of the campaign.

Highlighting the cost-efficiency of the initiative, Wilson explained that the digital screen approach offers significant advantages over traditional media. “Compared to traditional television, this avenue provides a lower-cost alternative with highly targeted local reach, frequent repetition, and the flexibility to rotate multiple messages,” he said.

The March pilot is expected to inform future decisions on the expanded use of digital out-of-home advertising as the Real Estate Board continues to modernize its communication strategies and improve accessibility to its services.



Before you commit, be sure to verify.
 Check if a practitioner or developer is registered and licensed with the Real Estate Board of Jamaica.
 You can also confirm the status of a strata, development, dealer, or salesman via the Public Register.

Visit: www.reb.gov.jm

Knowledge is power—avoid potential scammers.



CEO of the Real Estate Board, Cresfroid Brown, brings remarks at the Early Childhood Spelling Bee held at Alhambra Inn on Wednesday March 25, 2026. The Board co-sponsored the event for a second straight year. It was organized by Global Projects, in association with the Kiwanis Club of Worthington.



CLIENT PORTAL

You don't have to wait until **March 31** to pay your renewal fee. The Client Portal is accessible at any time of the day for your convenience

<https://clientportal.reb.gov.jm>

From Compliance to Competitive Advantage: Why Data Protection Matters for Jamaica's Real Estate Sector



In Jamaica's real estate industry, trust is currency. Buyers, sellers, tenants, and investors routinely hand over highly sensitive personal and financial information—often at pivotal moments in their lives. Yet, as data volumes increase and transactions become more digitized, many real estate professionals still approach data protection as a regulatory checkbox rather than a core business function.

That mindset is rapidly becoming outdated. With the full implementation of the Data Protection Act and oversight by the Office of the Information Commissioner (OIC), data protection is no longer optional. More importantly, when done correctly, it can serve as a powerful differentiator in an increasingly competitive market.

The Nature of Data in Real Estate

Real estate transactions inherently involve high-risk personal data. This includes:

- Government-issued identification (TRN, passport, driver's licence)

- Financial records (bank statements, salary details, credit checks)
- Contact information and home addresses
- Property ownership and transaction histories

For developers, brokers, and salesmen, this data flows through multiple channels—WhatsApp, email, CRM systems, paper files—often without a structured governance framework. This creates exposure not only to regulatory penalties but also to reputational damage.

Regulatory Reality: What the Law Requires

Under the Data Protection Act, real estate entities that process personal data must:

- Register with the OIC as a data controller
- Establish a lawful basis for collecting and processing personal data
- Provide clear privacy notices to clients
- Implement appropriate technical and organizational security measures
- Report data breaches within prescribed timelines
- Respect data subject rights (access, correction,

erasure)

Non-compliance can lead to enforcement actions, fines, and, critically, loss of client confidence.

Where Real Estate Businesses Are Most Vulnerable

Based on industry patterns, common risk areas include:

1. Informal Data Collection Practices

Client information is often collected via messaging apps or handwritten forms without standardized consent or privacy disclosures.

2. Weak Document Security

Unencrypted emails, shared drives without access controls, and physical files stored without safeguards expose sensitive records.

3. AML/KYC Overlap Confusion

While AML/KYC obligations require collecting client data, they do not replace data protection obligations. Many brokers mistakenly assume compliance with one satisfies the other.

4. Lack of Staff Training

Frontline agents frequently handle data without formal training, increasing the risk of accidental breaches.

Moving Beyond Compliance: The Business Case

Forward-thinking real estate firms are leveraging data protection as a strategic advantage.

1. Building Client Trust

Clients are more likely to engage with firms that demonstrate transparency and professionalism in handling their data.

2. Strengthening Partnerships

Developers, financial institutions, and international investors increasingly require proof of data protection compliance before entering into agreements.

3. Reducing Operational Risk

Structured data management reduces errors, duplication, and the likelihood of costly breaches.

4. Enhancing Brand Reputation

In a referral-driven industry, reputation is everything. A single data breach can erode years of goodwill.

Practical Steps for Real Estate Professionals

To align with both regulatory requirements and best practices, firms should prioritize:

- **Data Mapping:** Understand what personal data you collect, where it is stored, and who has access.
- **Privacy Notices:** Clearly inform clients how their data will be used.

- **Secure Storage:** Use encrypted systems and restrict access based on roles.
- **Policies and SOPs:** Implement documented procedures for data handling, retention, and disposal.
- **Training:** Ensure all staff, especially agents and administrative personnel, receive regular data protection training.
- **Incident Response Plan:** Be prepared to detect, manage, and report breaches promptly.

AML/KYC vs Data Protection: A Critical Distinction

While AML/KYC frameworks focus on verifying identity and preventing financial crime, data protection governs *how* that information is handled.

In practice:

- AML/KYC tells you **what to collect**
- Data protection tells you **how to collect, use, store, and share it responsibly**

Both must operate in tandem, not interchangeably.

The Way Forward

Jamaica's real estate sector is evolving. Digital transactions, remote client onboarding, and increased regulatory scrutiny are reshaping how business is done.

Firms that treat data protection as a strategic priority, not just a compliance exercise—will be better positioned to:

- Win high-value clients
- Secure institutional partnerships
- Mitigate legal and reputational risks

Ultimately, safeguarding personal data is not just about avoiding penalties. It is about demonstrating professionalism, integrity, and respect for the clients who entrust you with their most sensitive information.

In real estate, you are not just managing property—you are managing trust. Data protection is how you protect it.

With the full implementation of the Data Protection Act and oversight by the Office of the Information Commissioner (OIC), data protection is no longer optional. More importantly, when done correctly, it can serve as a powerful differentiator in an increasingly competitive market.

Dwayne Wynter
Data Protection Officer, Real Estate Board and
the Commission of Strata Corporations

Avoiding Fright—and Flight

It's not unusual for hiring managers to inadvertently alarm job candidates during the interview process. Here's how to keep from waving potential red flags.



employment."

Interviews Are Mutual

No matter how attractive a position is, the quality of the interview process can be make-or-break for job applicants. "Candidates should be evaluating employers and their representatives as much as they're being evaluated," says Abigail R. Kies, assistant dean for career development at the Yale School of Management.

In a survey of 1,000 job seekers done earlier this year by Downers Grove, Ill.-based IT trade association CompTIA, nearly half of the respondents (46 percent) said they have turned down a job opportunity because of perceived red flags when they were

Overselling. Oversharing. Avoiding eye contact. Watching the clock. Using loaded phrases—such as "We have a fast-paced culture"—that should have been axed years ago.

Managers who behave in these ways while interviewing job applicants run the risk of causing potentially valuable employees to run for the hills.

Despite this year's headline-grabbing layoffs, the number of open jobs in the U.S. is still greater than the number of candidates available to fill them. Many job seekers can thus afford to be choosy, making them more likely to look further afield if they're turned off during a job interview.

In fact, instances in which applicants are frightened away by interviewers are "probably common," says Amit Kramer, an associate professor of labor and employment relations who studies the relationship between work, family and health at the University of Illinois-Urbana-Champaign.

In a recent SHRM survey of more than 1,000 recruiters, 24 percent said it was somewhat or very common for hiring managers to ask inappropriate interview questions during the hiring process.

"Interviewees who have more to lose are more likely to be scared away than interviewees who have nothing to lose," Kramer says. "An interviewee who has a good job, skills that are desired in the job market and many other options is likely to give up on a job much more easily because of a small thing the interviewer said than an interviewee with no options of other

interviewed by hiring managers. "Red flags with hiring managers or poor work culture pose a significant risk to successfully recruiting job candidates for employers," the study's authors wrote.

With that in mind, managerial experts warn against offending behaviors that can turn a promising candidate frosty to your company's overtures. But engaging in the following tactics can help you better present your job openings as -attractive opportunities.

Don't Overshare

Some small talk and banter are helpful at the start of any interview, but oversharing—even if managers think they're saying positive things about their organization—can be off-putting to candidates.

"One thing I can think [that is a red flag] is trying to oversell how wonderful your organization is, to the level that it almost sounds like you're about to join a cult," Kramer says. "An interviewer who acts as a salesperson rather than a source of reliable reflection of the organization might send the wrong message to an interviewee."

That said, even the slightest criticism of your organization, no matter how offhand or humorous, can also leave a bad impression.

"Be a brand ambassador," advises Hannah Johnson, CompTIA's senior vice president for tech talent programs. "As a hiring manager, what you do reflects on your entire organization. Information—good and bad—travels faster than ever."

Asking an applicant to share too much can be equally disturbing to a candidate.

"Students tell of interviewers making small talk and asking about their relationships and families," Kies says. "While hiring managers may authentically want to get to know the full person, it can make candidates feel like their answers may influence whether they get hired. For example, candidates with young kids worry that mentioning them puts them at risk of not receiving offers that require travel or long hours. Unfortunately, these situations and concerns occur even more with women."

Avoid Loaded Words and Phrases

Most candidates have grown wise to workplace descriptors that may once have been cutting-edge during an interview but are now past their prime. "I have heard from interviewees ... that they were scared away by an interviewer who told them how the organization is 'like a family' where 'people hang out together after work,'" Kramer says. Such supposed "selling points," he adds, might be understood as code for "no boundaries in the workplace." Similarly, candidates may react negatively to other frequently used job descriptors:

- "Fast-paced environment" could be understood as "70-hour workweeks."
- "Looking for self-starters" might be construed as little managerial direction or feedback.
- "Applicants should be humble" might give the impression that managers dislike workers with opinions.
- "Must hustle" could conjure images of a sweatshop environment.

"Must wear many hats" might raise fears of being handed too many tasks.

Train Your Managers

Kies recommends providing ongoing interview training for all employees involved in the hiring process. "Sometimes, senior managers aren't required to regularly repeat those, and they can be brief, useful reminders to all of us," she says.

Training can help interviewers frame solid, thought-provoking questions. "Not everyone shines with standard questions," Johnson says. "Come prepared with questions that 'peel the onion' as to who the candidate is as a person, their motivations, etc. Come prepared with answers about your organization that may be relevant to what's important to the candidate as a person."

Training can also help interviewers avoid land mines. "Some hiring managers may not understand what's appropriate or not these days," Johnson says.

"They may need to adjust their interview style to -virtual versus in-person. Or they may be new to -interviewing Gen Z candidates."

Prioritize Interviews

Johnson acknowledges that today's hiring managers are "exhausted and overworked."

"When it's a candidates' market, the burden usually falls on the hiring manager," she says. "Frustration is another contributing factor. Sometimes there's a disconnect between the job description, the screening process and the interview."

Regardless, Johnson says, make your candidate feel welcome, seen and heard. That is, don't be late, don't seem rushed and don't appear distracted.

"Hiring managers should consider their interview time just as sacred as any other meeting," Johnson says. "Showing up late for an interview without apologizing or providing a heads-up can send the wrong signal. Be present and engaged. While the interview may not be the most important thing in the hiring manager's day, it is likely that it's the most important part of the candidate's day."

Bad Interviews Don't Always Mean Bad Jobs

"Red flags wave when the candidates experience a drawn-out process with too many interviews, too many steps in the selection process and significant time lapses between steps," Higgins-Bigelow says. "It sends a message that the company is ineffective at decision-making, has poor time management, lacks empathy, doesn't have a humanized approach, doesn't trust their team and is generally -bureaucratic with too many hoops to jump through."

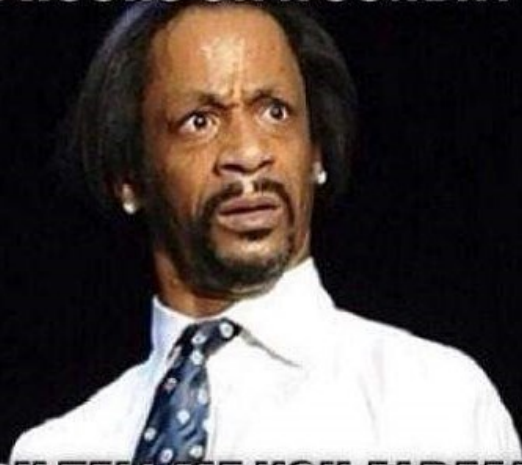
But a poor hiring process may not be an accurate reflection of employee experiences at a company. Kies has convinced a few of her Yale students to accept jobs after counseling them to separate an interviewer's questions and behavior from the overall company. She warns, however, that people like her aren't always there to cover for a company's poor interviewing process.

"It takes a lot of positive counterexperiences to balance one slip-up," Kies says, "and how an organization responds to the [interviewer's] conduct speaks volumes."

SOURCE:

Wilkie, D. (2024, January 8). Avoiding fright—and flight. *SHRM*. <https://www.shrm.org/topics-tools/news/hr-magazine/avoiding-fright-and-flight>

YOU'VE BEEN ASKING ME QUESTIONS
FOR 2 HOURS ON A SUNDAY



THEN YOU TELL ME YOU ALREADY
HAVE A REALTOR



IMAGINATION

A man walks into a real estate office and tells the agent, "I'm looking for a very *special* property."

The agent smiles. "Great! Budget?"

"Unlimited," the man says confidently.

"Location?"

"Somewhere quiet... but also in the middle of everything. I want ocean views, mountain views, city views—basically all views at once."

The agent pauses. "That's... ambitious. What else?"

"I want it to be completely secluded," the man continues, "but also within walking distance of restaurants, schools, nightlife, and my office."

"Of course," the agent nods slowly.

"Anything else?"

"Yes. It needs to be brand new... but with lots of character. You know—historic charm, but modern finishes."

The agent scribbles something down.

"Naturally."

"Oh, and I want it to be low-maintenance," the man adds, "but with a large garden, a pool, and maybe a vineyard."

"Sure," says the agent, now fully committed.

"And I'd like it to be in a safe neighbourhood," the man continues, "but with *no neighbours*."

"Ah," the agent says. "The classic."

"And one more thing," the man says. "I want to pay below market value... but I also want it to be a great investment that will double in price next year."

The agent puts down the pen, looks the man straight in the eye, and says:

"Sir... I have the *perfect* property for you."

The man lights up. "Really?! Where is it?"

The agent leans in and says:

"It's called... *your imagination*."

CALL IT A SKY-LIGHT
IF YOU WANT... I KNOW
A HOLE IN THE ROOF
WHEN I SEE ONE ...

