

Great Advisor Interview Questions

- 👛 How long have you been in financial services sales (broker, agent, RIA, etc.)?
- 👛 What licenses do you hold?
- 👛 Where did you go to school?
- 👛 Tell me about your staff.
- 👛 What does each team member do?
- 👛 What's your money management process?
- 👛 How are product decisions made?
- 👛 Are there specific models that you follow?
- 👛 Do you use formal product screening processes?
- 👛 What is your asset allocation model today?
- 👛 How will that change over the next three years?
- 👛 Do you do full financial plans for all clients? If not, is there a threshold?
- 👛 What programs do you use to generate the financial plan?
- 👛 Can I get a copy of your client fact finder?
- 👛 How do you engage the client's attorney?
- 👛 How do engage the client's CPA?
- 👛 How many attorneys and CPAs do you partner with?
- 👛 Tell me about your client ranking process. Do you use: revenues, households, dollars over or under certain thresholds, A-B-C-D ranking?
- 👛 What are your total assets under management?
- 👛 What's your average account size?
- 👛 How many clients do you have in total?
- 👛 When was the last time you pruned your book?
- 👛 Explain to me what you did to grow revenue last year.
- 👛 How successful are you at obtaining client referrals?

- 👛 What percentage of your book has been generated from client referral?
- 👛 What was the last program, class or presentation you attended for professional development?
- 👛 How successful do you feel you are managing your team? Where could you use assistance?
- 👛 What wholesalers provide you the most support and/or value? Why?
- 👛 What was your product mix last year?
- 👛 How will that change in the year ahead?
- 👛 How are you reaching out to the next generation of your clients (i.e. children, grandchildren)?
- 👛 Why do clients like doing business with you?
- 👛 Explain to me your [PVP – Peerless Value Proposition™](#).
- 👛 Tell me about your client communication strategy (i.e. frequency, communication channels)?
- 👛 May I have a copy of your latest client communication (newsletter, blast email, etc.)?
- 👛 Who's your toughest competitor? Why?
- 👛 Is there a new product or asset class that you're exploring for your client portfolios?
- 👛 Do you work with business assets?
- 👛 Do you work with company retirement plans?
- 👛 Tell me about the product mix of your book (funds, annuities, ETFs, insurance).
- 👛 Who is/was your mentor in business?
- 👛 What was the greatest lesson you learned from them?
- 👛 Tell me about your family.
- 👛 If you could change one thing about you practice this year what would it be?
- 👛 What's the hardest part of your job?
- 👛 What do you like the most about being a financial advisor?
- 👛 How do you decompress from the demands of the job?
- 👛 How did you fare in 2008-2009?
- 👛 What would you have done differently during the meltdown?
- 👛 What was your greatest lesson from the Great Recession?
- 👛 Can you share your five year targets for your practice (revenue, assets, income, staff size)?
- 👛 What accreditations do you have?

- 👛 What local business, social or charity organizations do you belong to?
- 👛 What keeps you up at night?
- 👛 What is the biggest impediment to taking your production to the next level?
- 👛 Can you share with me your formal marketing plan?
- 👛 Have you ever engaged the services of a coach? If so, what areas of focus were most successful for you?
- 👛 What are your favorite business publications to read?
- 👛 Tell me the name of the last book you read.
- 👛 What's your favorite travel destination?
- 👛 What are your thoughts on our industry looking out 5 years?
- 👛 What's been the most successful client acquisition strategy you have used?
- 👛 Have you ever used virtual assistance ([elance](#), [guru](#), [Hire My Mom](#))?
- 👛 What conferences do you normally attend for continuing education/peer interaction?
- 👛 Have you ever belonged to an advisor mastermind group?
- 👛 How has technology assisted your business?
- 👛 Where do you need help with technology?
- 👛 Do you use RSS (i.e. [Google Reader](#)) to stay abreast of your clients, prospects and news?
- 👛 What CRM do you use?
- 👛 What your favorite part of being a financial advisor?
- 👛 Where do you feel that you/your team really excel versus the competition?
- 👛 How do you describe your practice to new prospects, aka what's your elevator speech?
- 👛 What are most important criteria to you when considering a new product provider/wholesaler relationship?
- 👛 How can I best assist you in meeting your goals?
- 👛 How do you engage in new media/social media – including blogging, LinkedIn, Facebook, Twitter?
- 👛 To date, what's the #1 lesson you've learned in our business?

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