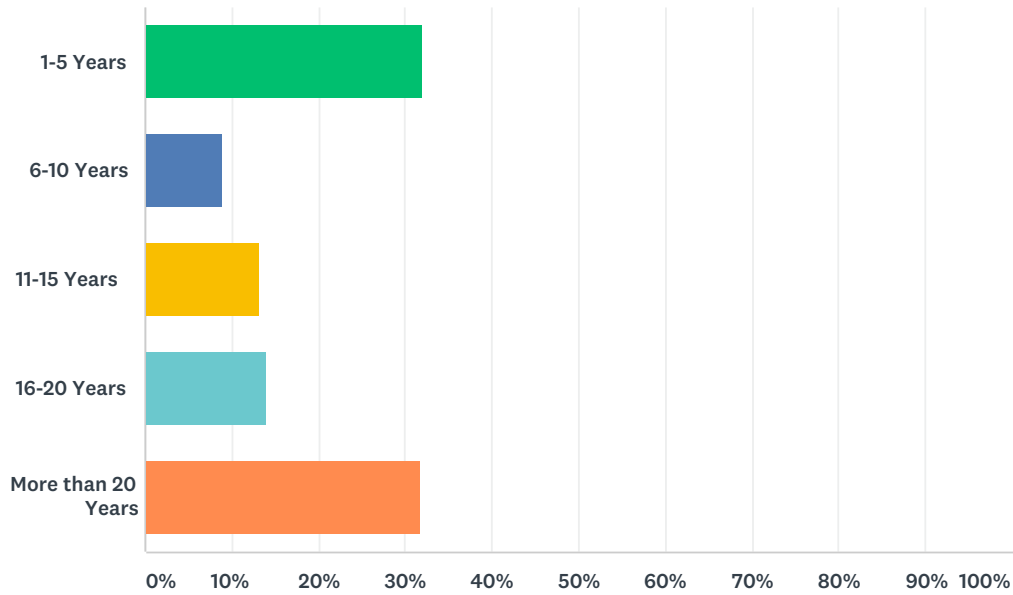


Q1 How many years have you been in real estate?

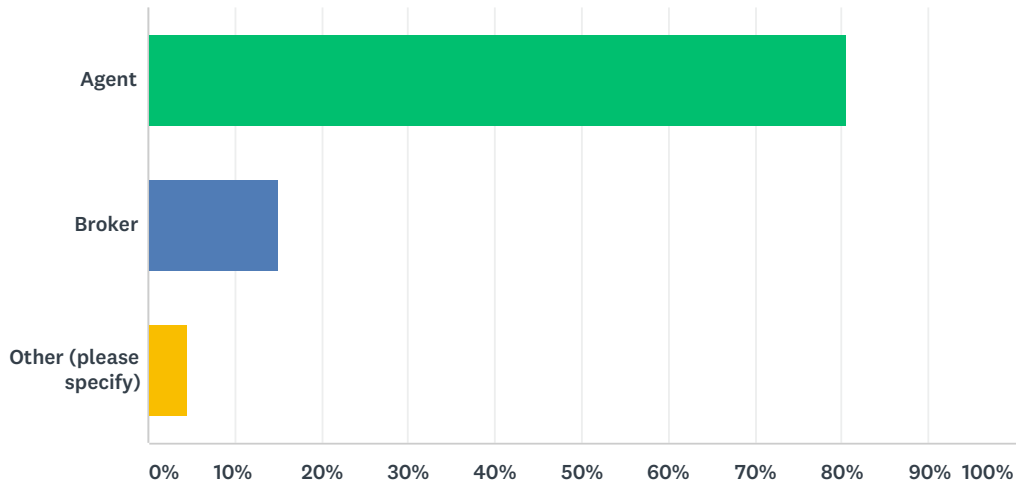
Answered: 447 Skipped: 3



ANSWER CHOICES	RESPONSES	
1-5 Years	31.99%	143
6-10 Years	8.95%	40
11-15 Years	13.20%	59
16-20 Years	14.09%	63
More than 20 Years	31.77%	142
TOTAL		447

Q2 What is your job title?

Answered: 353 Skipped: 97

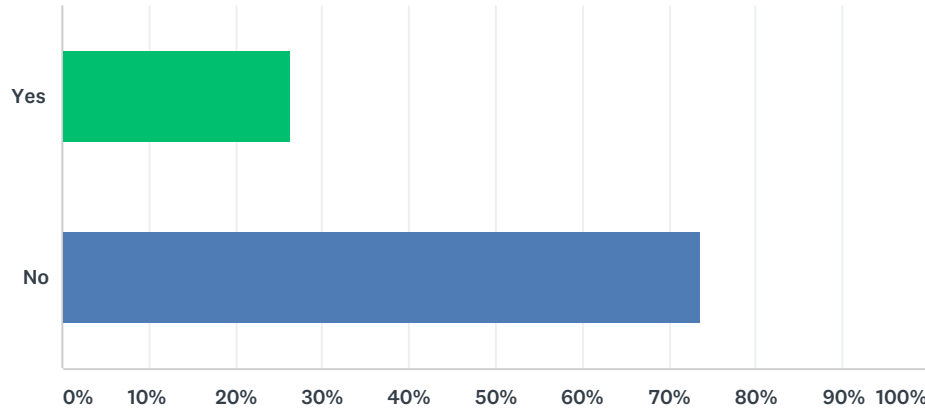


ANSWER CHOICES	RESPONSES
Agent	80.45% 284
Broker	15.01% 53
Other (please specify)	4.53% 16
TOTAL	353

#	OTHER (PLEASE SPECIFY)	DATE
1	agent/manager/broker license	4/24/2018 7:02 AM
2	Office Sales Director	4/23/2018 3:54 PM
3	I have my broker's license but work as an agent	4/23/2018 2:16 PM
4	Broker agent	4/23/2018 11:35 AM
5	Broker Associate	4/23/2018 11:17 AM
6	Have broker's license, but sell as an agent and do not manage (part of a large brokerage)	4/23/2018 10:24 AM
7	Branch Manger/Broker	4/23/2018 9:46 AM
8	Agent and Broker	4/23/2018 9:21 AM
9	Investor	4/23/2018 9:04 AM
10	Broker/Assistant Manager	4/20/2018 4:26 PM
11	agent w broker	4/20/2018 3:42 PM
12	broker manager	4/20/2018 11:30 AM
13	Managing broker of a branch	4/20/2018 10:54 AM
14	Agent Broker	4/19/2018 9:02 PM
15	Broker Associate	4/19/2018 8:31 PM
16	Licensed Admin	4/19/2018 6:21 PM

Q3 Are you on a team?

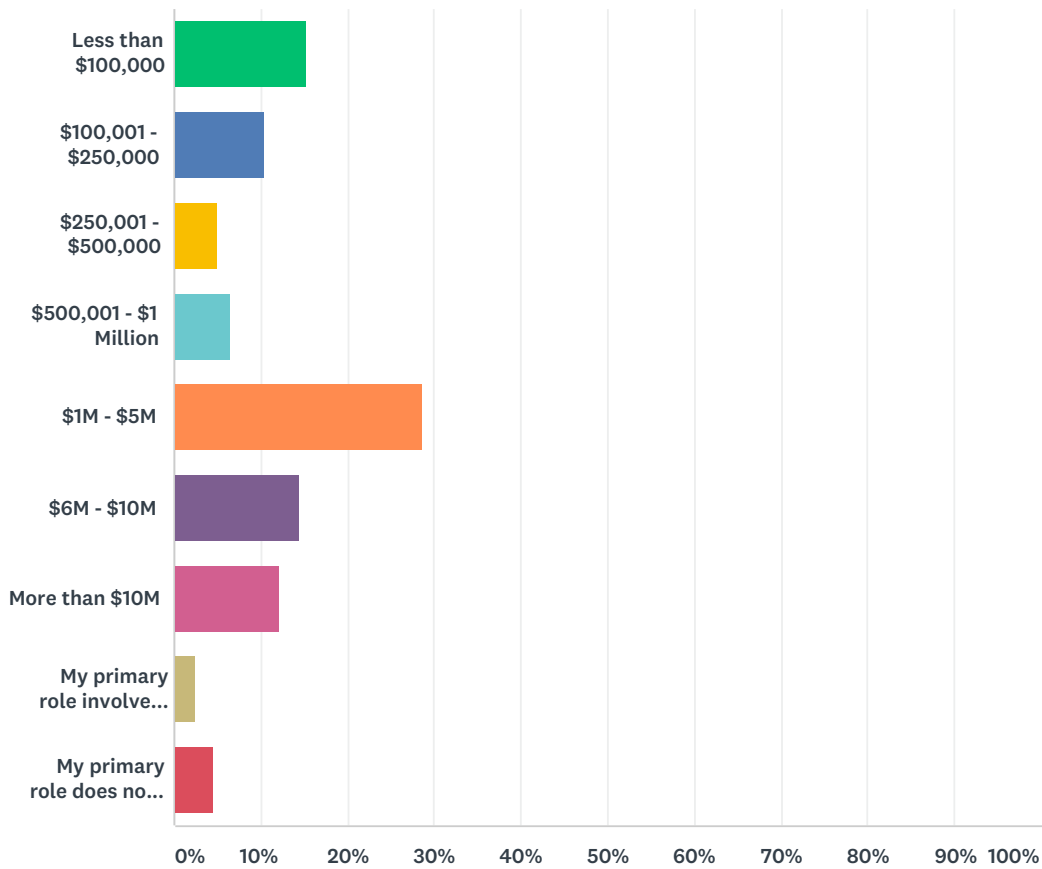
Answered: 352 Skipped: 98



ANSWER CHOICES	RESPONSES	
Yes	26.42%	93
No	73.58%	259
TOTAL		352

Q4 If your primary role is to sell real estate, what was your, or your team's, overall production in 2017?

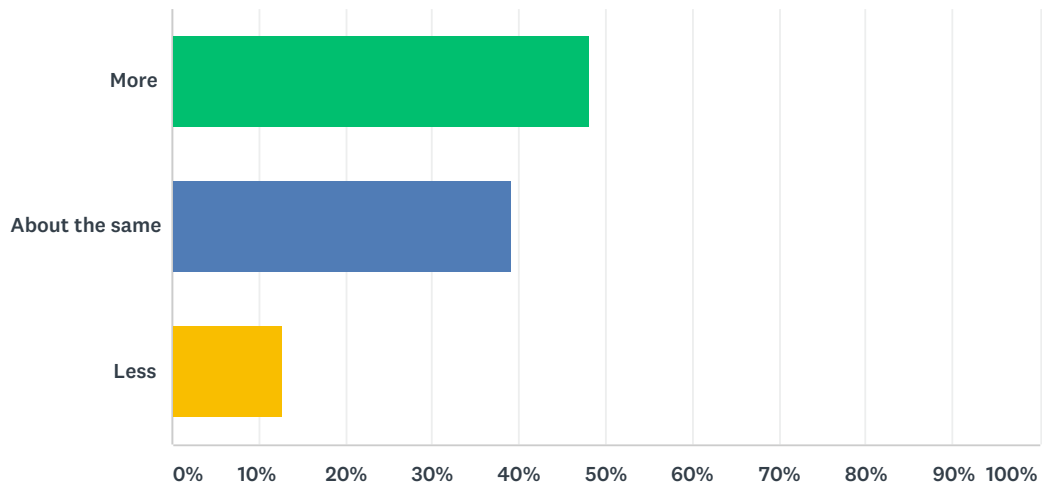
Answered: 352 Skipped: 98



ANSWER CHOICES	RESPONSES	
Less than \$100,000	15.34%	54
\$100,001 - \$250,000	10.51%	37
\$250,001 - \$500,000	5.11%	18
\$500,001 - \$1 Million	6.53%	23
\$1M - \$5M	28.69%	101
\$6M - \$10M	14.49%	51
More than \$10M	12.22%	43
My primary role involves selling real estate, but I was not selling in 2017.	2.56%	9
My primary role does not involve selling real estate.	4.55%	16
TOTAL		352

Q5 What volume of business do you expect to do this year (2018) compared to 2017?

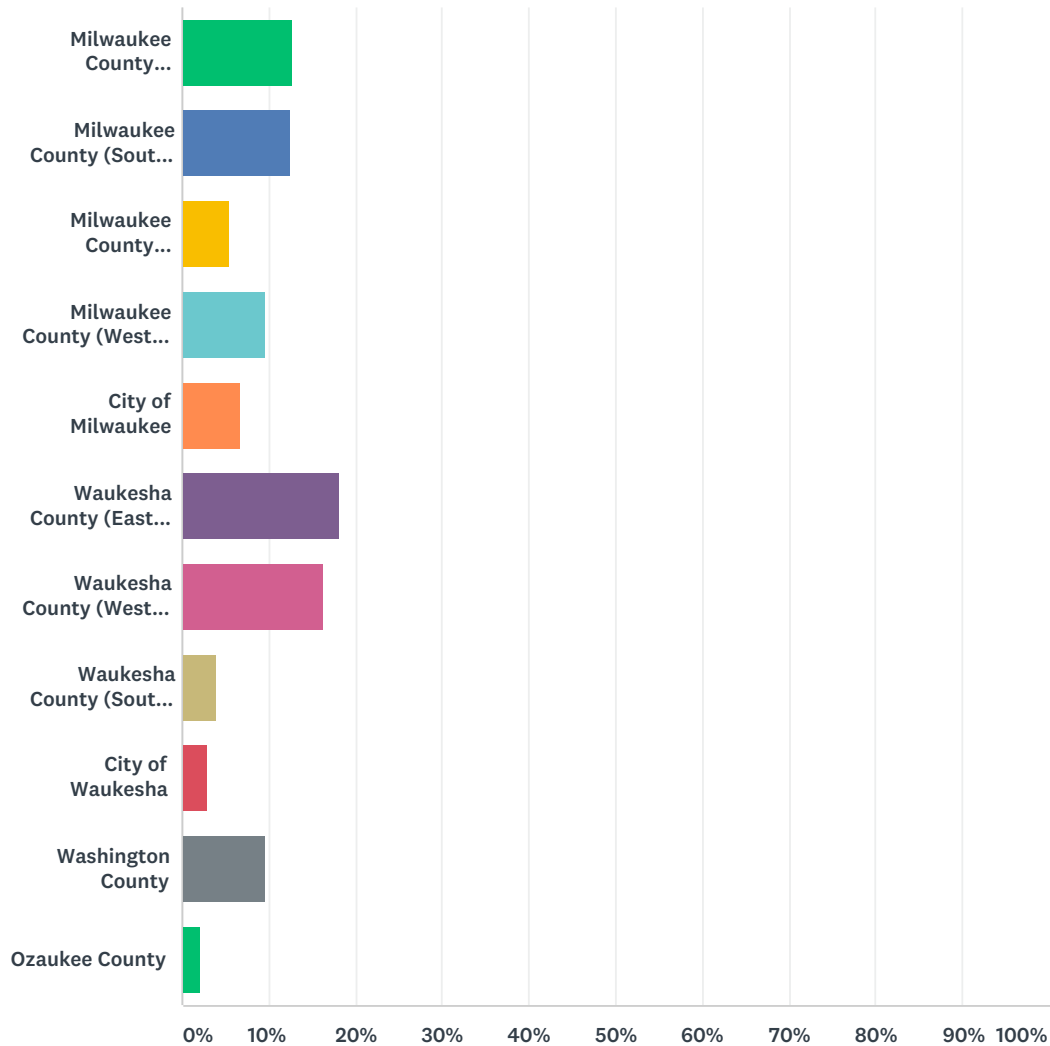
Answered: 351 Skipped: 99



ANSWER CHOICES	RESPONSES	
More	48.15%	169
About the same	39.03%	137
Less	12.82%	45
TOTAL		351

Q6 What's your primary real estate market area?

Answered: 345 Skipped: 105

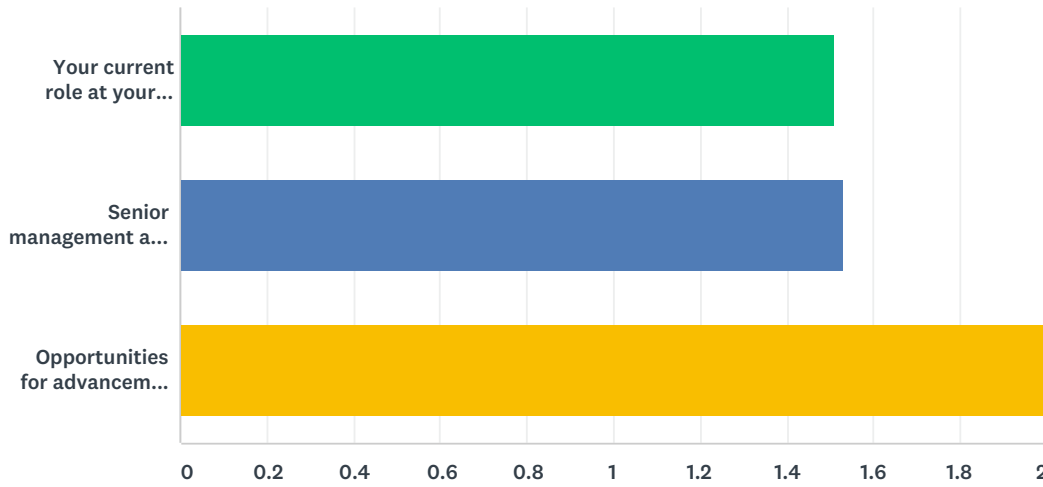


ANSWER CHOICES	RESPONSES	
Milwaukee County (Northshore)	12.75%	44
Milwaukee County (South: Franklin, Oak Creek, Southshore)	12.46%	43
Milwaukee County (Southwest: Greenfield, Greendale, Hales Corners)	5.51%	19
Milwaukee County (West: Wauwatosa, West Allis)	9.57%	33
City of Milwaukee	6.67%	23
Waukesha County (East: Men Falls, Brookfield, New Berlin)	18.26%	63
Waukesha County (West: Lake Country)	16.23%	56
Waukesha County (South: Muskego to Eagle)	4.06%	14
City of Waukesha	2.90%	10
Washington County	9.57%	33

Ozaukee County	2.03%	7
TOTAL		345

Q7 How happy/unhappy are you with the following aspects of your job?

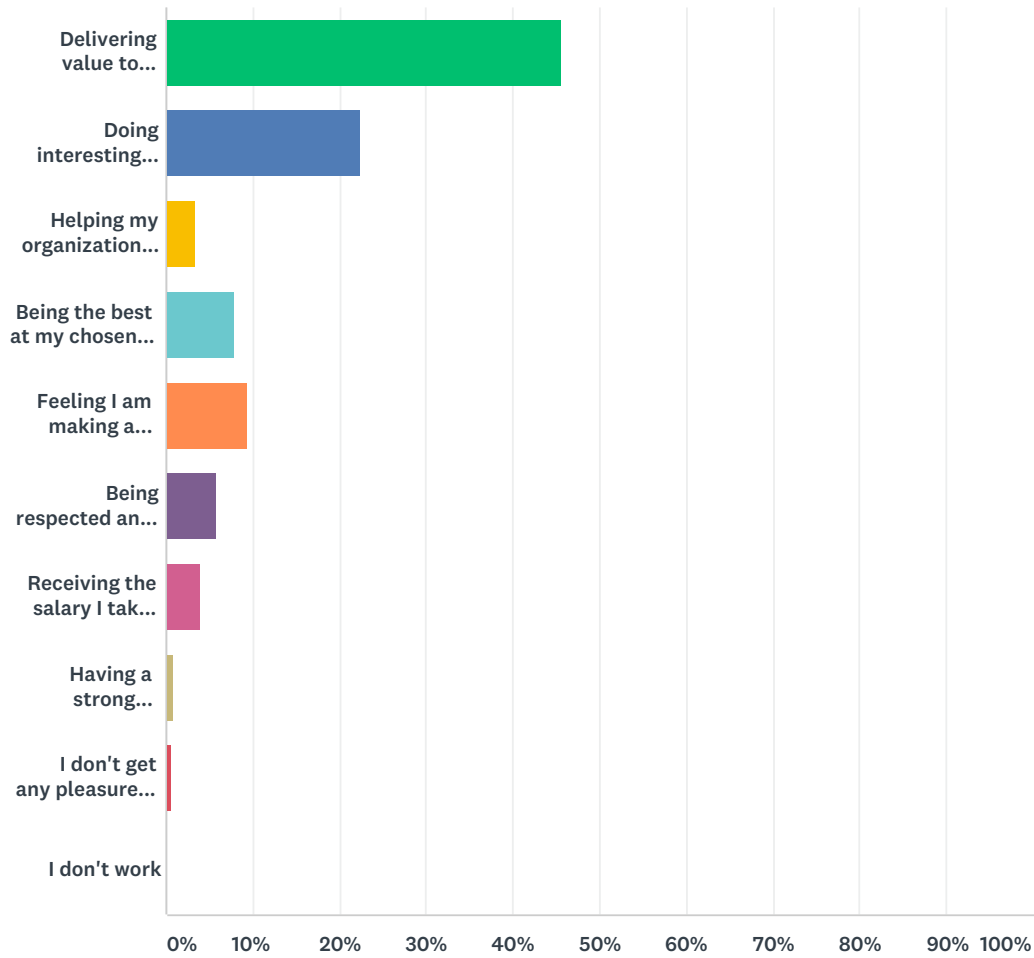
Answered: 354 Skipped: 96



	VERY HAPPY	SOMEWHAT HAPPY	NEITHER HAPPY NOR UNHAPPY	SOMEWHAT UNHAPPY	VERY UNHAPPY	TOTAL	WEIGHTED AVERAGE
Your current role at your brokerage?	64.59% 228	24.08% 85	7.65% 27	3.12% 11	0.57% 2	353	1.51
Senior management at your brokerage?	66.38% 231	21.26% 74	6.90% 24	4.31% 15	1.15% 4	348	1.53
Opportunities for advancement at your organization?	47.69% 165	16.76% 58	27.46% 95	5.20% 18	2.89% 10	346	1.99

Q8 What's the greatest pleasure you get from working in real estate?

Answered: 353 Skipped: 97



ANSWER CHOICES	RESPONSES	
Delivering value to customers/clients	45.61%	161
Doing interesting work that gives a sense of accomplishment	22.38%	79
Helping my organization to excel and grow	3.40%	12
Being the best at my chosen field and winning clients	7.93%	28
Feeling I am making a difference in the world	9.35%	33
Being respected and valued	5.95%	21
Receiving the salary I take home	3.97%	14
Having a strong relationship with my coworkers	0.85%	3
I don't get any pleasure from working	0.57%	2
I don't work	0.00%	0
TOTAL		353

Q9 If you had a magic wand and could change your biggest fear about your career, what would you change?

Answered: 323 Skipped: 127

#	RESPONSES	DATE
1	I don't have a fear	4/26/2018 11:17 AM
2	NA	4/25/2018 7:17 PM
3	rude people	4/24/2018 7:30 PM
4	I would change the pervasive "self serving agenda" by majority of agents in the industry. They do not have the fiduciary responsibility to clients as their priority. Greed has driven bad behaviors in our industry.	4/24/2018 6:35 PM
5	I believe in the next 10 years less and less realtors will be needed as robots and automation will dominate our industry. You can look at properties with my robot, she will always be having a great day and know all the answers. This will be a great help as I head into major retirement.	4/24/2018 3:24 PM
6	The down times	4/24/2018 2:58 PM
7	My hesitancy to use the phone	4/24/2018 2:32 PM
8	The hours	4/24/2018 1:10 PM
9	I would be 20 years younger	4/24/2018 12:13 PM
10	that the government and lenders would maintain a steady interest rate.	4/24/2018 9:54 AM
11	Quality on the people in the industry	4/24/2018 9:06 AM
12	FSBO wouldn't be an option, nor would electronic lock boxes.	4/24/2018 8:57 AM
13	Nothing.	4/24/2018 7:02 AM
14	Confidence	4/24/2018 12:26 AM
15	The amount of money the IRS gets from me.	4/23/2018 9:52 PM
16	Have confidence in my marketing. Not sure what works and what doesn't plus finding ways to do marketing cheaply.	4/23/2018 9:19 PM
17	Our local board GMAR, they are not current on important issues & things like what procuring cause is,	4/23/2018 9:09 PM
18	Uncertainty	4/23/2018 8:22 PM
19	How the internet is changing the dynamics of personal service.	4/23/2018 7:33 PM
20	Wish I was more tech savvy	4/23/2018 7:06 PM
21	contacting past clients that I haven't kept in contract with	4/23/2018 6:58 PM
22	Fluctuating market and discount brokers	4/23/2018 6:13 PM
23	The fear of failure.	4/23/2018 5:18 PM
24	Legal coverage / protection from mistakes	4/23/2018 5:15 PM
25	I AM FEARLESS.	4/23/2018 4:56 PM
26	Financial security	4/23/2018 4:13 PM
27	Zillow no longer being a "threat" to the way we do business. And lack of inventory.	4/23/2018 3:54 PM
28	Me	4/23/2018 2:41 PM
29	The uncertainty; things outside of our control.	4/23/2018 2:16 PM
30	No fears.	4/23/2018 1:44 PM

31	Knowing how much I would make from year-to-year	4/23/2018 1:43 PM
32	income uncertainty	4/23/2018 1:35 PM
33	Public Speaking in front of groups	4/23/2018 1:09 PM
34	Customers perception that realtors are available anytime day or night, 7 days a week.	4/23/2018 12:39 PM
35	Uncertainty of future market conditions.	4/23/2018 12:32 PM
36	Discount brokers	4/23/2018 12:24 PM
37	Reduce the number of agents in the industry. The pie is cut in too many pieces and hard working agents spend their time looking for clients instead of focusing on deals	4/23/2018 12:11 PM
38	Better training (live in person) on technical issues. Our computer systems are not user friendly.	4/23/2018 12:01 PM
39	More avenues to generate clients	4/23/2018 11:56 AM
40	That people forget that I am a Realtor and end up using someone else.	4/23/2018 11:55 AM
41	Working with crabby, high strong co- brokes.	4/23/2018 11:41 AM
42	Growing old and not being able to do the amount of hours I put in, and would have to give up giving back to the customers and clients	4/23/2018 11:34 AM
43	the inconsistency of slow times vs. busy times	4/23/2018 11:33 AM
44	I don't focus on fears	4/23/2018 11:30 AM
45	stability of income	4/23/2018 11:27 AM
46	legislative laws that could hurt our industry like what happened to the lending industry where legislators change the law how more people could buy homes and when that fell apart they changed the laws to lending institutions. Now they are more regulated.	4/23/2018 11:24 AM
47	The way to getting more clients.	4/23/2018 11:21 AM
48	having confidence with form execution creating listing leadds	4/23/2018 11:17 AM
49	Handle listing appointments with more confidence	4/23/2018 11:17 AM
50	End self dealing and unethical practices by certain brokerages in the Wauwatosa market.	4/23/2018 11:08 AM
51	I don't really have any fears, but I wouldn't mind removing the greedy self-serving fools who occasionally think real estate is a good business for them.	4/23/2018 11:04 AM
52	inconsistent income	4/23/2018 10:35 AM
53	Unpredictability	4/23/2018 10:28 AM
54	More inventory	4/23/2018 10:27 AM
55	I don't have any "fears" about my career. If we had a magic wand I would wave it to create fixed interest rates for a set period of months vs. having them change daily.	4/23/2018 10:24 AM
56	Better control of the Inspection process that seems to be over bearing.	4/23/2018 10:24 AM
57	The market right now	4/23/2018 10:22 AM
58	Steady business	4/23/2018 10:16 AM
59	na	4/23/2018 10:10 AM
60	Market inventory low	4/23/2018 10:09 AM
61	Making mistakes	4/23/2018 10:08 AM
62	Unexpected disasters	4/23/2018 10:00 AM
63	Insurance Coverage. A program for Realtors	4/23/2018 9:50 AM
64	Discount and no service brokers that tout full service but do not provide the service I do. And the fact that they can advertise that 6% Brokers should be obsolete and that they do the same thing as us, yet we cannot bring up the fact that discount/no service brokers are not providing the same services without the fear of being sued because of the unfair laws.	4/23/2018 9:50 AM
65	Market drops	4/23/2018 9:47 AM

66	Consistency	4/23/2018 9:46 AM
67	Nothing	4/23/2018 9:46 AM
68	Inventory levels	4/23/2018 9:45 AM
69	That the whole state of Wisconsin would be in the same MLS and as agents we can search for any info.	4/23/2018 9:45 AM
70	Maintain my health.	4/23/2018 9:43 AM
71	More business	4/23/2018 9:43 AM
72	Less technology in R. E. for the customers. We are the experts in selling Real Property and always have been. They still need our expertise!	4/23/2018 9:40 AM
73	Security	4/23/2018 9:39 AM
74	Being able to keep more of my commission rather than the split I have with my broker - but it is an agreement I made so I live up to it	4/23/2018 9:38 AM
75	How agents treat other agents.	4/23/2018 9:36 AM
76	Change the tax bracket	4/23/2018 9:36 AM
77	The market can change so quickly. I wish it would stay stable. Not making a commission unless I got paid is a huge fear.	4/23/2018 9:36 AM
78	Health benefits	4/23/2018 9:35 AM
79	Prospecting	4/23/2018 9:35 AM
80	That we never have a market similar to the last crash	4/23/2018 9:34 AM
81	losing clients or agents because I get too busy	4/23/2018 9:32 AM
82	Big banks entering brokerage	4/23/2018 9:32 AM
83	Not having control over what I will or will not make each year in income	4/23/2018 9:30 AM
84	income uncertainty cost of health insurance professionalism	4/23/2018 9:29 AM
85	The liability of being sued	4/23/2018 9:29 AM
86	Automation in the future/our role in the transaction becoming more of a commodity	4/23/2018 9:29 AM
87	That money would be constant	4/23/2018 9:26 AM
88	That the market would crash again and everyone's equity would disappear from their properties.	4/23/2018 9:25 AM
89	Worried about not being able to sustain the rate of production that I have grown use to.	4/23/2018 9:24 AM
90	No fears	4/23/2018 9:21 AM
91	I need to come up with a plan to help more sellers.	4/23/2018 9:21 AM
92	security	4/23/2018 9:21 AM
93	Making decisions as to retirement	4/23/2018 9:20 AM
94	I would grant myself a never ending, always guaranteed flow of business/solid leads.	4/23/2018 9:20 AM
95	Market uncertainty	4/23/2018 9:19 AM
96	No fears yet	4/23/2018 9:14 AM
97	Safety	4/23/2018 9:13 AM
98	Get rid of threats to my career like Zillow and discount brokers.	4/23/2018 9:12 AM
99	Not being able to retire	4/23/2018 9:10 AM
100	inconsistent income.	4/23/2018 9:09 AM
101	Having more company benefits such as Health Insurance provided.	4/22/2018 9:48 PM
102	My biggest fear is that I will miss something for a client.	4/22/2018 9:31 PM
103	Fluctuating income	4/22/2018 4:21 PM

104	the up & downs of business/income	4/22/2018 2:00 PM
105	I have done this for so long I don't have too many fears anymore, just be honest about what I do and the rest follows!	4/22/2018 1:17 PM
106	I wish we were paid salaries based on our experience, customer service level and knowledge, rather than just commission. I am tired of "donating" time, talent and expertise to prospects who turn around and FSBO ... or who suddenly remember they have a "friend" in real estate (who cuts them a deal), after touring homes with me for weeks. The lack of customer loyalty and 3% discount brokers are ruining what was once a professional service, relationship-focused business.	4/22/2018 11:01 AM
107	Having set up necessary systems earlier and obtaining CRS designation earlier in my career	4/22/2018 10:12 AM
108	Keeping up with technology	4/22/2018 8:51 AM
109	Agents forming teams of 20+ agents and filtering	4/21/2018 10:32 PM
110	Where's my paycheck coming from in two months?	4/21/2018 8:45 PM
111	working with buyers, should be on hourly basis	4/21/2018 6:47 PM
112	Sellers using social media to sell their own home instead of using an agent.	4/21/2018 4:46 PM
113	none	4/21/2018 3:28 PM
114	That we will shift from and agent centered, with etc assist industry to a tech centered with agent assist industry	4/21/2018 2:45 PM
115	more certainty	4/21/2018 2:39 PM
116	Undependability of market forces, of the economy.	4/21/2018 12:35 PM
117	Agents who drastically underprice homes to create a false frenzy and create confusion about pricing in the market and give buyers unrealistic expectations of what they can get in their price range.	4/21/2018 8:18 AM
118	time	4/20/2018 8:33 PM
119	Retire with more money	4/20/2018 7:04 PM
120	Cold calling	4/20/2018 6:24 PM
121	More commission and more sellers	4/20/2018 5:28 PM
122	I would get rid of Zillow, and the selling of leads to agents	4/20/2018 5:13 PM
123	All the technology	4/20/2018 4:35 PM
124	I would change to current market to one with more inventory and a steadier market	4/20/2018 4:26 PM
125	I do not like the feast or famine periods in this business. I wish work was more consistent in this climate. I wish I could personally set some time boundaries. I do not have much of a life outside of real estate esp. in high season.	4/20/2018 4:20 PM
126	Get rid of discount brokerages.	4/20/2018 3:50 PM
127	limit the amount of people in the business. too many weekenders or partime people or elderly who can't keep up.	4/20/2018 3:42 PM
128	The industry has changed due to unscrupulous people.	4/20/2018 3:31 PM
129	racial stigma	4/20/2018 3:18 PM
130	industry disruptors	4/20/2018 3:02 PM
131	I would make agents more accountable for their actions and allow the public to know that giving free staging and lower commission to gain the sale is less valuable than having an agent that actually knows and understands the contracts and ramifications of decision making during the process of selling and getting ready for market. too many liars out there!	4/20/2018 2:59 PM
132	More opportunity.	4/20/2018 2:42 PM
133	Nothing, it changes without my input.	4/20/2018 1:59 PM
134	Being able to earn more income so I didn't have to have a second job	4/20/2018 1:30 PM
135	I would like my phone to ring with business and not chase it every time.	4/20/2018 1:28 PM

136	Become better at social media	4/20/2018 1:13 PM
137	that more business would come my way...the fear of the unknown	4/20/2018 12:54 PM
138	Cut out the cut rate brokers	4/20/2018 12:49 PM
139	More time for myself	4/20/2018 12:28 PM
140	I have no fears.	4/20/2018 12:17 PM
141	commission	4/20/2018 12:13 PM
142	faster growth	4/20/2018 12:01 PM
143	My age	4/20/2018 12:00 PM
144	The ups and downs of the market, health insurance	4/20/2018 11:56 AM
145	I would have worked harder in the earlier years and had more quality rental properties.	4/20/2018 11:44 AM
146	There is a read trend toward people not taking responsibility for their duties or their actions/inaction.	4/20/2018 11:30 AM
147	Lead gen, finding new business	4/20/2018 10:59 AM
148	Change in the real estate business model by non brick and mortar brokerages and Zillow like companies	4/20/2018 10:54 AM
149	The lack of training with some agents out there and problems it causes in transactions. It causes transactions to go from good to bad in a matter of minutes.	4/20/2018 10:54 AM
150	The market uncertainty.	4/20/2018 10:51 AM
151	The ups and downs of the real estate market, would be great if it was mainly a normal market.	4/20/2018 10:47 AM
152	gaining clients	4/20/2018 10:45 AM
153	I don't have fears regarding my career	4/20/2018 10:42 AM
154	Never ending leads!	4/20/2018 10:40 AM
155	Finding time to learn	4/20/2018 10:37 AM
156	The current low inventory	4/20/2018 10:18 AM
157	More time	4/20/2018 10:15 AM
158	That people would need Realtors for all their Real Estate needs and not doing everything on their own.	4/20/2018 10:07 AM
159	Nothing at the moment!	4/20/2018 10:06 AM
160	Fear of being attacked by a stranger	4/20/2018 10:05 AM
161	Our hype culture, where people don't understand that hype takes from those who don't believe in hype. The less moral taking from the more moral.	4/20/2018 10:05 AM
162	A balanced market	4/20/2018 10:03 AM
163	Constant technology changes to learn!	4/20/2018 9:54 AM
164	No fear	4/20/2018 9:50 AM
165	Lower the amount of hours needed to properly service my customers and the times of day needed to provide top notch service.	4/20/2018 9:25 AM
166	The unknown year over year	4/20/2018 9:25 AM
167	The future of another bubble bursting	4/20/2018 9:19 AM
168	risks of making a mistake	4/20/2018 9:15 AM
169	The unknown income. Stressful not knowing how the year will go.	4/20/2018 8:58 AM
170	not having enough clients	4/20/2018 8:44 AM
171	Never getting sick	4/20/2018 8:35 AM
172	Asking my past clients and sphere for referrals.	4/20/2018 8:24 AM

173	Getting older	4/20/2018 8:23 AM
174	More inventory No complaints, have had a great career.	4/20/2018 8:22 AM
175	Income	4/20/2018 8:20 AM
176	my fear of going after new business while maintaining integrity and respect amongst my sphere. being genuine and making sure that I'm taking care of the clients and not just going for a paycheck	4/20/2018 8:12 AM
177	Having other agents be more professional and have more experience.	4/20/2018 8:06 AM
178	My biggest fear is that I won't be able to stay in this industry due to rising health insurance costs. So I guess insurance costs would go down or plans would be offered by brokerages.	4/20/2018 7:58 AM
179	None	4/20/2018 7:18 AM
180	learning more about commercial real estate	4/20/2018 7:16 AM
181	when the next sale is going to be	4/20/2018 7:15 AM
182	Sellers proclivity to go to internet referral websites to select an agent. People are no longer getting referrals from friends and family.	4/20/2018 7:15 AM
183	Increase quality inventory.	4/20/2018 6:31 AM
184	Another bubble in the housing market	4/20/2018 6:15 AM
185	Provide industry/group health insurance for agents.	4/20/2018 6:01 AM
186	Be more disciplined in marketing and brand recognition.	4/20/2018 6:01 AM
187	consistency / market	4/20/2018 5:56 AM
188	Advertising with an assistant	4/20/2018 5:54 AM
189	economic volatility and low standards for the agents to get into real estate give it a low professional status	4/20/2018 5:46 AM
190	My inability to brag about myself to potential customers	4/20/2018 5:41 AM
191	It's not a fear. They should start new agents off at a higher split. Have such a low starting split put me into debt. Even when I worked hard and did well.	4/20/2018 3:39 AM
192	Lack of inventory	4/20/2018 12:42 AM
193	Not sure	4/19/2018 11:18 PM
194	Ups and downs in the market	4/19/2018 10:56 PM
195	Have more listing.	4/19/2018 10:49 PM
196	being in more than one place at one time	4/19/2018 10:48 PM
197	Real estate becoming a commodity like widgets ,not being a people bussiness	4/19/2018 10:43 PM
198	It is harder to close transactions because of all the problems that arise. We as realtors have become problem solvers more so than sales people.	4/19/2018 10:39 PM
199	I'd make more listing opportunities	4/19/2018 10:34 PM
200	The uncertainty of the marketplace	4/19/2018 10:28 PM
201	The health insurance, or I should say lack of.	4/19/2018 10:14 PM
202	Having to prospect for new clients	4/19/2018 10:08 PM
203	The business is becoming somewhat impersonal due to texting & email. I wish buyers would understand the value of a phone conversation, that listening to someone's voice can tell me a lot about how they feel about a property & what's really important to them in a home!	4/19/2018 10:06 PM
204	Not being able to meet my goals with my new brokerage	4/19/2018 10:06 PM
205	Nothing	4/19/2018 10:04 PM
206	Be more outgoing in a room full of people.	4/19/2018 10:04 PM
207	Technical assistance needed	4/19/2018 9:59 PM
208	NA	4/19/2018 9:59 PM

209	Uncertainty	4/19/2018 9:58 PM
210	The market crashing again with Foreclosures	4/19/2018 9:54 PM
211	I would have steady monthly income	4/19/2018 9:53 PM
212	Getting more listings	4/19/2018 9:48 PM
213	Remove Zillow	4/19/2018 9:40 PM
214	that people would judge me only by the level of my work and not incorrect assumptions and perceptions based on outward appearance.	4/19/2018 9:38 PM
215	Income control	4/19/2018 9:37 PM
216	Market shift	4/19/2018 9:26 PM
217	the ability we have to get sued so easily!	4/19/2018 9:14 PM
218	Not producing enough to support my family	4/19/2018 9:14 PM
219	Eleviate discount commissions	4/19/2018 9:11 PM
220	the costs	4/19/2018 9:09 PM
221	Transactions not surviving the closing	4/19/2018 9:02 PM
222	I would increase the inventory of homes available for us to sell. But I think that has to start by assuring the public that making a move right now is a good idea and the world is a safe and financially secure place to do that. How big is my magic wand?	4/19/2018 9:02 PM
223	Working on that this year trying to get back in shape-healthy again and spend more time with my family.	4/19/2018 8:58 PM
224	The challenge of time and lack of the public's knowledge of our standard of professionalism.	4/19/2018 8:56 PM
225	The uncertainty from year to year	4/19/2018 8:55 PM
226	I would heighten/raise the bar to entry into our "profession". It is way too easy for one to obtain a Real Estate Sales/Broker's license.	4/19/2018 8:47 PM
227	more steady income	4/19/2018 8:44 PM
228	knowing where the next customer/client will come from	4/19/2018 8:42 PM
229	The issues from the sale to the close(financing, appraisal, inspections)	4/19/2018 8:41 PM
230	Stable Market trends	4/19/2018 8:34 PM
231	Fear of cold calling	4/19/2018 8:34 PM
232	stability of market	4/19/2018 8:31 PM
233	More consistent income	4/19/2018 8:26 PM
234	Obtaining constant referrals	4/19/2018 8:11 PM
235	The overall attitude toward cooperation. I see too many agents putting their own interests ahead of those of their clients. (Pocket listings, non-MLS listings)	4/19/2018 8:08 PM
236	Cost effective marketing	4/19/2018 8:06 PM
237	Another crash. With so few listings, offers are without appraisals, inspections, way above asking. I am worried is they have sell in a year or two, I am not sure they will be able to sell for that.	4/19/2018 8:03 PM
238	More certainty in where my next deal will come from as a newer agent	4/19/2018 8:01 PM
239	Changing economy	4/19/2018 7:54 PM
240	I would change how the market moves in abs and flows. I fear for my business in 2-3 years when the market dips.	4/19/2018 7:46 PM
241	A better economy so more sellers would be selling and buyers would be moving up.	4/19/2018 7:44 PM
242	There's be more sellers for all of the buyers I have.	4/19/2018 7:42 PM
243	Stable income	4/19/2018 7:42 PM
244	Have a better understanding of technology.	4/19/2018 7:42 PM

245	Safety	4/19/2018 7:38 PM
246	The market adjusting or the economy crashing.	4/19/2018 7:38 PM
247	my age.....I am retiring this year	4/19/2018 7:38 PM
248	Client base - finding new	4/19/2018 7:37 PM
249	Nothing	4/19/2018 7:36 PM
250	FSBO sellers	4/19/2018 7:33 PM
251	Work/Life balance	4/19/2018 7:32 PM
252	none	4/19/2018 7:32 PM
253	The risk in representing clients to the best of our ability but still taking on risk.	4/19/2018 7:25 PM
254	NA	4/19/2018 7:24 PM
255	all Agents should be trained on contracts extensively. That is the common upset of all of us new agents. A required Mentoring period should be part also.	4/19/2018 7:24 PM
256	Reputation of the industry brought on by a minority in the business who act unethically, but flaunt that behavior and the success it brings them. I fear that the actions of others will soil my reputation and ability to do my business well.	4/19/2018 7:21 PM
257	Better more creative advertizing	4/19/2018 7:18 PM
258	The amount of unprofessional talk by certain brokers constantly berating full service brokers as "fat cats" via nonstop radio ads.	4/19/2018 7:18 PM
259	Make a base salary as part of the job	4/19/2018 7:17 PM
260	I dont understand the new business models that are market disruptors. Maybe understanding what changes that will be coming to our industry would be helpful.	4/19/2018 7:09 PM
261	Add Racine County to GMAR	4/19/2018 7:09 PM
262	Stop inference from entities like zillow that are slowly strangling traditional brokerage services	4/19/2018 7:08 PM
263	Being more confident	4/19/2018 7:06 PM
264	I miss having employer-sponsored benefits	4/19/2018 7:06 PM
265	The ability to foresee the future market trends	4/19/2018 7:02 PM
266	discount brokers	4/19/2018 6:59 PM
267	That you can work very hard and do everything right and still not get paid!	4/19/2018 6:58 PM
268	Safety	4/19/2018 6:54 PM
269	Zillow	4/19/2018 6:51 PM
270	The amount of listing that would improve as I have not won a listing yet, along with more listings in general	4/19/2018 6:50 PM
271	Nothing	4/19/2018 6:49 PM
272	Technologies are changing so quickly, it's difficult to keep up with all the most current trends.	4/19/2018 6:46 PM
273	The commission split for the buyers/selling agent	4/19/2018 6:44 PM
274	Nice to have some Relo or bus development which hardly ever happens	4/19/2018 6:42 PM
275	Not having a crystal ball	4/19/2018 6:39 PM
276	None	4/19/2018 6:38 PM
277	The mindset of some of our clients when dealing with a black agent	4/19/2018 6:26 PM
278	Market dropping	4/19/2018 6:24 PM
279	More steady income and insurance	4/19/2018 6:24 PM
280	Should have become a doctor.	4/19/2018 6:22 PM
281	The unknown market	4/19/2018 6:21 PM

282	Job stability/equality	4/19/2018 6:20 PM
283	my age	4/19/2018 6:20 PM
284	Threat posed by discount Brokers and loss of control of information to big, non Broker sites like Zillow etc...	4/19/2018 6:20 PM
285	Discount/Limited service brokerages who claim to be full service and leave others to clean their messes. Their work is often times unworthy of calling themselves professionals. Substandard practices and work ethic. I'd hold them to the high standards that we're meant to demonstrate.	4/19/2018 6:20 PM
286	Safety issue	4/19/2018 6:20 PM
287	more hours to do a better job for my clients.	4/19/2018 6:19 PM
288	Health Care is a Joke! What's the NRA doing about it besides nothing right now	4/19/2018 6:19 PM
289	afraid no listing opportunities coming down the pike	4/19/2018 6:18 PM
290	Slow business cycles	4/19/2018 6:17 PM
291	Untrained agents	4/19/2018 6:16 PM
292	Stable income.	4/19/2018 6:15 PM
293	The market	4/19/2018 6:15 PM
294	More business	4/19/2018 6:10 PM
295	I don't have any!!	4/19/2018 6:10 PM
296	Unpredictability in the market and need for Realtors at the center of the transaction.	4/19/2018 6:10 PM
297	Lack of clients	4/19/2018 6:09 PM
298	Cold calling.	4/19/2018 6:09 PM
299	biggest fear is unhappy clients	4/19/2018 6:08 PM
300	Not knowing when and where the next transaction will occur	4/19/2018 6:07 PM
301	not having enough money all the time	4/19/2018 6:06 PM
302	the flood of untrained, unethical agents giving our profession a bad name	4/19/2018 6:06 PM
303	Fear of not being good enough	4/19/2018 6:05 PM
304	No down markets!	4/19/2018 6:05 PM
305	"Fear" is a weird choice of words for this question.	4/19/2018 6:05 PM
306	There are a lot of realtors because of their actions who create a bad image for our profession. Most of the realtors I work with are very professional.	4/19/2018 6:05 PM
307	Buyers and sellers to be more patient than they are today. People need to be kind and respectful of our time as realtors, we are not doctors, maybe we are 24-7.	4/19/2018 6:04 PM
308	Lack of inventory	4/19/2018 6:03 PM
309	Work with smarter agents	4/19/2018 6:03 PM
310	I'd add a health insurance option of NAR members	4/19/2018 6:03 PM
311	More listings for my pent-up Buyers	4/19/2018 6:01 PM
312	Missing opportunities for my clients due to other broker's unethical behavior.	4/19/2018 6:01 PM
313	more inventory	4/19/2018 6:01 PM
314	The fear of the market not being good year after year and being able to depend on making same income year after year.	4/19/2018 6:01 PM
315	Taxes	4/19/2018 6:00 PM
316	unknowns of Zillow and other online competition	4/19/2018 6:00 PM
317	Lawyers and the chances of getting sued.	4/19/2018 5:58 PM
318	Consistent	4/19/2018 5:58 PM

319	no comment	4/19/2018 5:58 PM
320	The advancement of so much technology that clients won't need us anymore.	4/19/2018 5:56 PM
321	Consistent income.	4/19/2018 5:56 PM
322	Technology taking over the importance of the agent	4/19/2018 5:55 PM
323	Eliminate discount brokers and set a flat percentage that all agents use.	4/19/2018 5:54 PM

Q10 What is your biggest frustration in your career or your professional development?

Answered: 328 Skipped: 122

#	RESPONSES	DATE
1	Na	4/26/2018 11:17 AM
2	Nothing	4/25/2018 7:17 PM
3	unprofessional conduct	4/24/2018 7:30 PM
4	I feel if we had more clearly defined rules and regs along with stronger enforcement, our industry would yield more professional agents/brokers/owners.	4/24/2018 6:35 PM
5	How the newer agents in the industry really believe they are not here to work, entered the field knowing everything there is to know, and certainly know more than any veteran agent on the street. However, they are not accountable for anything they do, and certainly do not expect to ever speak to them to try and resolve any issues with a transaction. They give the industry a real bad name.	4/24/2018 3:24 PM
6	Dealing with incompetent agents.	4/24/2018 2:58 PM
7	I have enough rope to hang myself	4/24/2018 2:32 PM
8	Lack of meaningful training	4/24/2018 1:10 PM
9	The lack of quality agents coming into the business the lack of professionalism	4/24/2018 12:13 PM
10	ruthless compition	4/24/2018 9:54 AM
11	One again the quality of the people in the industry	4/24/2018 9:06 AM
12	ethics of other RE professionals.	4/24/2018 8:57 AM
13	Nothing	4/24/2018 7:02 AM
14	Competition	4/24/2018 12:26 AM
15	Incompetent home inspectors, lenders and agents.	4/23/2018 9:52 PM
16	Being in a commission-only position	4/23/2018 9:32 PM
17	I wish there was a mentor program for new agents. Couple up new agents with seasoned agent for at least 6 months because I don t know what I don t know. And after over 3 years there are still things at the office that I don t have a clue about because it was info that was never shared	4/23/2018 9:19 PM
18	Lack of educated support from our local board	4/23/2018 9:09 PM
19	Finding time	4/23/2018 8:22 PM
20	Seeing the likes of Zillow trying to change our industry, like Expedia like companies changed the travel industry.	4/23/2018 7:33 PM
21	Learning all the documents	4/23/2018 7:06 PM
22	lack of opportunities offered by my company	4/23/2018 6:58 PM
23	Agents who don't realize we are all in this together. The ones who think there is a winner and loser in a transaction.	4/23/2018 6:13 PM
24	The broker's lack of financial support to advance training of their agents. Modest support is given to new agents and not as much support to creating a cadre of experienced agents.	4/23/2018 5:18 PM
25	Difficulty with other agents being overly competitive and not working to make a peaceful transaction	4/23/2018 5:15 PM
26	DEALING WITH CORPORATE MINDSET AND INFLATED EGOS	4/23/2018 4:56 PM
27	Learning curve	4/23/2018 4:13 PM

28	Other agents that don't have the resources &/or education to effectively deal with a transaction.	4/23/2018 3:54 PM
29	No verbal communication with younger Sales Agents-	4/23/2018 3:13 PM
30	Me	4/23/2018 2:41 PM
31	Lately, agents who aren't cooperating properly with other agents.	4/23/2018 2:16 PM
32	Having to work every day of the week sometimes and having customers not appreciate it when you have time off	4/23/2018 1:43 PM
33	Local competitor using deceptive practices. I'm just starting out as agent, so lack of leads and activity is frustrating.	4/23/2018 1:35 PM
34	Lack of communication between agents	4/23/2018 1:09 PM
35	Sometimes I feel like I'm training other agents throughout the course of transactions	4/23/2018 12:39 PM
36	Unprofessional/untrained agents at small discount companies.	4/23/2018 12:32 PM
37	Discount brokers	4/23/2018 12:24 PM
38	Unqualified agents	4/23/2018 12:11 PM
39	Technology and lack o calls on floor time.	4/23/2018 12:01 PM
40	My brokerage firm is out of touch with the times	4/23/2018 11:56 AM
41	Other Agents not responding within transactions in timely and professional manner.	4/23/2018 11:55 AM
42	agents cutting their commission or loosing out to a flat fee.	4/23/2018 11:41 AM
43	Need more time	4/23/2018 11:35 AM
44	Having agents who are not apart of NAR or GMAR and they seem to get on the MLS or advertise properties.	4/23/2018 11:34 AM
45	agents who don't respond	4/23/2018 11:33 AM
46	lack of listings	4/23/2018 11:30 AM
47	ce	4/23/2018 11:27 AM
48	The commercials on radio stating commission rates and blasting all other real estate company's.	4/23/2018 11:24 AM
49	Getting clients.	4/23/2018 11:21 AM
50	building clients	4/23/2018 11:17 AM
51	the crazy work hours	4/23/2018 11:17 AM
52	Having buyers shut out of opportunities to offer on certain listings in the Wauwatosa Market.	4/23/2018 11:08 AM
53	Over use of technologies without enough "tech-support". When a glitch occurs, it's often a challenge to find the right person to help fix it...	4/23/2018 11:04 AM
54	Not recaching potential	4/23/2018 10:35 AM
55	Always having to chase the next transaction	4/23/2018 10:28 AM
56	When other agents don't do as their supposed to	4/23/2018 10:27 AM
57	Not having affordable group health insurance - as big as our organization is both locally, state, and nationally, it seems we would have our own group network to pool together for a health insurance pool	4/23/2018 10:24 AM
58	Time for training and yet service clients properly.	4/23/2018 10:24 AM
59	Not being on a team	4/23/2018 10:22 AM
60	None - opportunities are endless.	4/23/2018 10:16 AM
61	na	4/23/2018 10:10 AM
62	The market	4/23/2018 10:09 AM
63	People who only care about the bottom line rather than service	4/23/2018 10:08 AM
64	At the moment is limited inventory	4/23/2018 10:00 AM

65	not having health insurance	4/23/2018 9:50 AM
66	That we rely strictly on commission, paying the full 15% FICA with no healthcare provided and have our commissions constantly being pushed lower and lower and lower by no service and discount brokers. In addition the fact that we're in what is supposedly a good market you have everybody and their bother thinking that they're going to get into Real Estate and make all kinds of money. And then find out how much it takes to get through a transaction smoothly and efficiently. And now how much competition there is out there and those agent are taking customers and clients away from agents like myself that have been doing this beyond full time for over thirty years and then they're out of the business in a couple years. Granted there is always in influx of new Realtors in a up market, but this seems to be even more then ever.	4/23/2018 9:50 AM
67	Having buyers get beat out for homes they really like.	4/23/2018 9:47 AM
68	Agents not understanding contract	4/23/2018 9:46 AM
69	incompetent agents	4/23/2018 9:45 AM
70	Sellers that blame agent when the transaction takes a hard detour when ultimately they are not cooperating in a reasonable fashion.	4/23/2018 9:45 AM
71	The fast moving market. Buyers and sellers are being forced to make a large financial decision with no time to contemplate.	4/23/2018 9:43 AM
72	My advertising had not paid off as well as it could. Lots of competition.	4/23/2018 9:43 AM
73	The internet! 20 years ago customers walked in or called the office to buy or sell Real Estate. Now if you don't have a presence on Zillow, and pay this honor, you are screwed!	4/23/2018 9:40 AM
74	Security	4/23/2018 9:39 AM
75	The peak and valley business we operate in	4/23/2018 9:38 AM
76	Currently, the lack of inventory.	4/23/2018 9:36 AM
77	Newly licensed agents not knowing what they're doing. Lack of training	4/23/2018 9:36 AM
78	Having to drop everything to show a house that just came on the market because it may be gone if I don't.	4/23/2018 9:36 AM
79	Not enough homes to sell.	4/23/2018 9:35 AM
80	Not receiving relative market info from my brokerage. Things like, new subdivisions, city approved projects, and government changes that affect home owners.	4/23/2018 9:35 AM
81	Missing time with my family and weekends	4/23/2018 9:34 AM
82	Not enough time and training people to help me.	4/23/2018 9:32 AM
83	Time available for training	4/23/2018 9:32 AM
84	Agents being treated differently at work based upon years of being an agent	4/23/2018 9:30 AM
85	the professionalism of other agents and brokers	4/23/2018 9:29 AM
86	Clients backing out of contracts	4/23/2018 9:29 AM
87	Paperwork	4/23/2018 9:29 AM
88	Relying on other professionals to work as I do	4/23/2018 9:26 AM
89	Not sure. It's going pretty well right now. Perhaps working with buyers and and having to jump as soon as a new listing hits the market and still having to compete with other offers. That's why I like being a listing agent.	4/23/2018 9:25 AM
90	Lenders make it difficult to get things done easily.	4/23/2018 9:24 AM
91	The lack of training co brokes have. The fly by night brokerages that pop in and out of the market and are not properly trained.	4/23/2018 9:21 AM
92	working with a lot of buyers sometimes is stressful.	4/23/2018 9:21 AM
93	Some agents do not respond to emails or phone calls	4/23/2018 9:21 AM
94	lack of professionalism with other agents/brokers	4/23/2018 9:21 AM
95	That we are not always able to help our sales people see the value in this industry	4/23/2018 9:20 AM

96	Poorly educated agents, unqualified buyers	4/23/2018 9:20 AM
97	Frustration with factors I can not control with in the transaction. Cost of professional training.	4/23/2018 9:19 AM
98	Lack of time to give 100% to real estate	4/23/2018 9:14 AM
99	Appraisals	4/23/2018 9:13 AM
100	Non loyal past customers	4/23/2018 9:12 AM
101	Being affected by things I can't control	4/23/2018 9:10 AM
102	unethical realtors in my marketplace.	4/23/2018 9:09 AM
103	Having the highs and lows of the market place	4/22/2018 9:48 PM
104	I haven't been able to attend enough classes because they aren't available on nights or weekends.	4/22/2018 9:31 PM
105	Being lied to by management at my firm	4/22/2018 4:21 PM
106	co-brokers that don't know the business	4/22/2018 2:00 PM
107	Discount brokers saying they give full service but in reality other brokers selling their properties end up doing much of the listing side of things because they want the property to close and the seller usually does not understand that isn't the responsibility of the selling broker. The selling broker is responsible for the selling side with the buyer, not to be confused with always being a buyer's agent, but working for or with the buyer and getting paid as the selling broker.	4/22/2018 1:17 PM
108	see #9	4/22/2018 11:01 AM
109	Market fluctuations in seasonality and making it through the valleys.	4/22/2018 10:12 AM
110	Current lack of inventory	4/22/2018 8:51 AM
111	Lack of professionalism by colleagues	4/21/2018 8:45 PM
112	not enough inventory for buyers to be able to negotiate anything like they want to	4/21/2018 6:47 PM
113	Listings going live without pics and Zillow not being required to keep their info current and correct- so much wasted time when a buyer asks to see something they have seen on Zillow, only to find out that it sold 2 years prior. Urgh!!	4/21/2018 4:46 PM
114	none	4/21/2018 3:28 PM
115	Quality of online leads	4/21/2018 2:45 PM
116	na	4/21/2018 2:39 PM
117	Other agents' lack of professionalism. Of course there are many excellent agents who are a pleasure to work with; but there are too many who think they can skate along, draft carelessly, not watch due dates, etc., etc.	4/21/2018 12:35 PM
118	Too many low quality realtors	4/21/2018 8:58 AM
119	None	4/21/2018 8:18 AM
120	time	4/20/2018 8:33 PM
121	Dealing with agents that are not trained properly	4/20/2018 7:04 PM
122	Unprofessional behavior by other agents	4/20/2018 6:24 PM
123	Not having a mentor!	4/20/2018 5:28 PM
124	Time management	4/20/2018 5:13 PM
125	technology happening too fast	4/20/2018 4:35 PM
126	Feast or famine	4/20/2018 4:20 PM
127	Discount brokerages	4/20/2018 3:50 PM
128	uninformed agents	4/20/2018 3:42 PM
129	Trying to close city REO properties	4/20/2018 3:31 PM
130	the fact that people in milwaukee are so stuck on skin color. I have been on listing appointments where people wouldn't even open the door once they saw my face.	4/20/2018 3:18 PM

131	uneducated and unprofessional agents	4/20/2018 3:02 PM
132	Too many agents that are not being truthful about the services and knowledge they will actually provide. And, what I said above - too many liars out there and too many agents that are just NOT good at their job. It makes all of us look bad.	4/20/2018 2:59 PM
133	Waiting to close and deals falling apart.	4/20/2018 2:42 PM
134	Exclusion listings currently in a low inventory market. Why?	4/20/2018 2:16 PM
135	Have no frustrations with my career	4/20/2018 1:59 PM
136	Not enough customers	4/20/2018 1:30 PM
137	Not agreeing with management choices on my team.	4/20/2018 1:28 PM
138	not meeting potential	4/20/2018 1:13 PM
139	inconsitancy when dealing with other agents both within and not within my own brokerage	4/20/2018 12:54 PM
140	Making a living	4/20/2018 12:49 PM
141	Unloyal buyers.	4/20/2018 12:17 PM
142	discount brokers	4/20/2018 12:13 PM
143	technology's rapid growth	4/20/2018 12:01 PM
144	Keeping up with changes and innovations.	4/20/2018 12:00 PM
145	dealing with discount brokers	4/20/2018 11:56 AM
146	Agents who treat real estate as a hobby instead of a real job.	4/20/2018 11:30 AM
147	Finding inventory at this point	4/20/2018 11:26 AM
148	ditto above	4/20/2018 10:59 AM
149	overall unprofessionalism of the industry in general and lack of education for agents. It's too easy to get a license and start practicing without training.	4/20/2018 10:54 AM
150	The lack of inventory causes buyer to get angry with agents and take it out on us.	4/20/2018 10:54 AM
151	Part time or untrained agents who think they have all the answers.	4/20/2018 10:51 AM
152	Frustration with working with unprofessional agents.	4/20/2018 10:47 AM
153	not enough time	4/20/2018 10:45 AM
154	Working with cooperating agents who are unehtical and/or unprofessional	4/20/2018 10:42 AM
155	Clients that do not follow through, aren't honest.	4/20/2018 10:40 AM
156	Being a part time agent	4/20/2018 10:37 AM
157	In my expereince senior leadership may not understand what agents in the field expereince in the current real estate market.	4/20/2018 10:18 AM
158	not enought time	4/20/2018 10:15 AM
159	Realtors that cut their commission because they are weak and feel they have no value to their clients and sell themselves and in turn all Realtors short of earning their trur value.	4/20/2018 10:07 AM
160	Nothing!	4/20/2018 10:06 AM
161	none	4/20/2018 10:05 AM
162	See above, followed by lack of training.	4/20/2018 10:05 AM
163	none	4/20/2018 10:03 AM
164	None	4/20/2018 9:54 AM
165	No frustration	4/20/2018 9:50 AM
166	Again, crazy schedule of hours and lack of private time.	4/20/2018 9:25 AM
167	The fast pace due to low inventory and competition and uneducated agents that don't know the contract	4/20/2018 9:25 AM

168	The unstable markets	4/20/2018 9:19 AM
169	keeping up with technology	4/20/2018 9:15 AM
170	Managing constant meaningful contact with clients.	4/20/2018 8:58 AM
171	Other agents that do not do their job ethically, that care more about money then their client obligations.	4/20/2018 8:58 AM
172	With the market on the incline, there are several new agents. I feel that they need more training. There is so much more at stake than they, without experience, have the ability to detect or see coming. In this specific low inventory market this is causing a trickle effect of bad experiences on both seller and buyer side that are unnecessary and are giving Realtors a bad name.	4/20/2018 8:44 AM
173	Disloyal people	4/20/2018 8:35 AM
174	Unprofessional, dishonest agents.	4/20/2018 8:24 AM
175	Paperwork	4/20/2018 8:23 AM
176	Learning to use the computer,. Once learned , it has saved a lot of time.	4/20/2018 8:22 AM
177	Not being able to do full-time	4/20/2018 8:20 AM
178	the low barrier of entry in our field. I don't think that all real estate agents in our market place are equipped for the job. Lack of knowledge and good business practice in general makes this job difficult with some cobrokes.	4/20/2018 8:12 AM
179	Lack of consistency in working w other agents and brokerages.	4/20/2018 8:06 AM
180	The challenge of competing with mega teams.	4/20/2018 7:58 AM
181	None	4/20/2018 7:18 AM
182	Attitudes of some agents. We are all in this together - some feel it's all about them	4/20/2018 7:16 AM
183	trying to manage my time	4/20/2018 7:15 AM
184	Realtors work from home now, and there is less interaction and opportunity to share and learn together. Trainers with learning events like Floyd Wickman and Howard Brinton are gone.	4/20/2018 7:15 AM
185	Lack of inventory.	4/20/2018 6:31 AM
186	None	4/20/2018 6:15 AM
187	More professional training should be required prior to entering the workforce.	4/20/2018 6:01 AM
188	Lack of consistent income.	4/20/2018 6:01 AM
189	market	4/20/2018 5:56 AM
190	No Listing now	4/20/2018 5:54 AM
191	the industry is not run like other corporate industries so climbing the corporate ladder is not an option	4/20/2018 5:46 AM
192	Unknown	4/20/2018 5:41 AM
193	No clock out.	4/20/2018 3:39 AM
194	Wish I was more tech savvy	4/20/2018 12:42 AM
195	Needing to know more about running the business as a business.	4/19/2018 11:18 PM
196	Having enough time to accomplish what I need to do to reach my goals.	4/19/2018 10:56 PM
197	Not having enough inventory in the market.	4/19/2018 10:49 PM
198	loyalty among buyers	4/19/2018 10:48 PM
199	Non cooperative competators	4/19/2018 10:43 PM
200	Not enough time to do everything. So busy showing houses and writing contracts and forms. Not enough time to develop my on line presence or even be present on social media.	4/19/2018 10:39 PM
201	The public thinking all realtors are the same and not seeing the value in a well educated agent	4/19/2018 10:34 PM
202	FSBO's in a hot market like today	4/19/2018 10:28 PM

203	no health insurance offered	4/19/2018 10:14 PM
204	Working with unprofessional people	4/19/2018 10:08 PM
205	Not enough real leads, so called "scrubbed" leads that are anything but!	4/19/2018 10:06 PM
206	Management not doing what they say	4/19/2018 10:06 PM
207	Lack of ethics in the industry	4/19/2018 10:04 PM
208	Lack of inventory.	4/19/2018 10:04 PM
209	Technology	4/19/2018 9:59 PM
210	Spending too much money for too few of leads.	4/19/2018 9:59 PM
211	Lack of knowledge as new agent	4/19/2018 9:58 PM
212	Buyers and Sellers not listening to us.	4/19/2018 9:54 PM
213	working with co broke agents that don't play nice	4/19/2018 9:53 PM
214	the WRA is a right-leaning organization and I am constantly frustrated by them. I take issue when they tell me how to vote and when they endorse the republican candidates exclusively. Makes me very angry.	4/19/2018 9:49 PM
215	Technology- computer knowledge	4/19/2018 9:48 PM
216	Free loaders	4/19/2018 9:40 PM
217	that so many other agents have disappointed people that it is sometimes an uphill battle to gain trust when I'm not the one that lost it.	4/19/2018 9:38 PM
218	No real control of my time in this market	4/19/2018 9:37 PM
219	Agents who bully other agents	4/19/2018 9:26 PM
220	Not enough time to get the marketing, advertising, prospecting, paperwork, expense reports, etc. done and not enough income yet to afford a part time assistant.	4/19/2018 9:14 PM
221	Other agents and their lack of knowledge, professionalism, and lack of communication	4/19/2018 9:14 PM
222	Keeping up with technology	4/19/2018 9:11 PM
223	seeing the decline in ethical behavior amongst newer agents	4/19/2018 9:09 PM
224	Lack of administrative support considering what commission shares are	4/19/2018 9:02 PM
225	technology	4/19/2018 9:02 PM
226	Don't have enough time for organization. Overwhelmed with paperwork. Not always enough time to call back leads right away. Too many fees/to high of office fees. Don't like that if I'm paying to stay on a 90/10 plan then if I take a relocation client they should not knock me down to 50% and still take a 35-40% referral fee off that. Wish the office would redecorate to create a more updated/casual-contemporary feel. Don't charge me a desk fee because I haven't used my desk phone in YEARS! Simplify the CMA with less written and more visuals - there are way to many pages. Hard to get work done in the workroom with so many interruptions. There should be a lounge/coffee shop type area for agents to talk instead of all gathering in the work room when other agents are actually trying to work. 1 of our copy machines always jams up when you try to scan several pages - good thing we have a 2nd one.	4/19/2018 8:58 PM
227	We don't have built in structure to bridge between getting a license and being successful and earning a living. Makes many awesome people leave the business.	4/19/2018 8:56 PM
228	Keeping up with the ever growing technology and promoting myself via web AND organizing with the technology	4/19/2018 8:55 PM
229	See answer to #9. We lack "professionalism" and well-educated peers.	4/19/2018 8:47 PM
230	lack of ethics and training in co-broke agents	4/19/2018 8:44 PM
231	Other agent that either don't know what they are doing, or are unethical/unprofessional	4/19/2018 8:42 PM
232	Lack of clients	4/19/2018 8:41 PM
233	Inconsistent paycheck	4/19/2018 8:34 PM

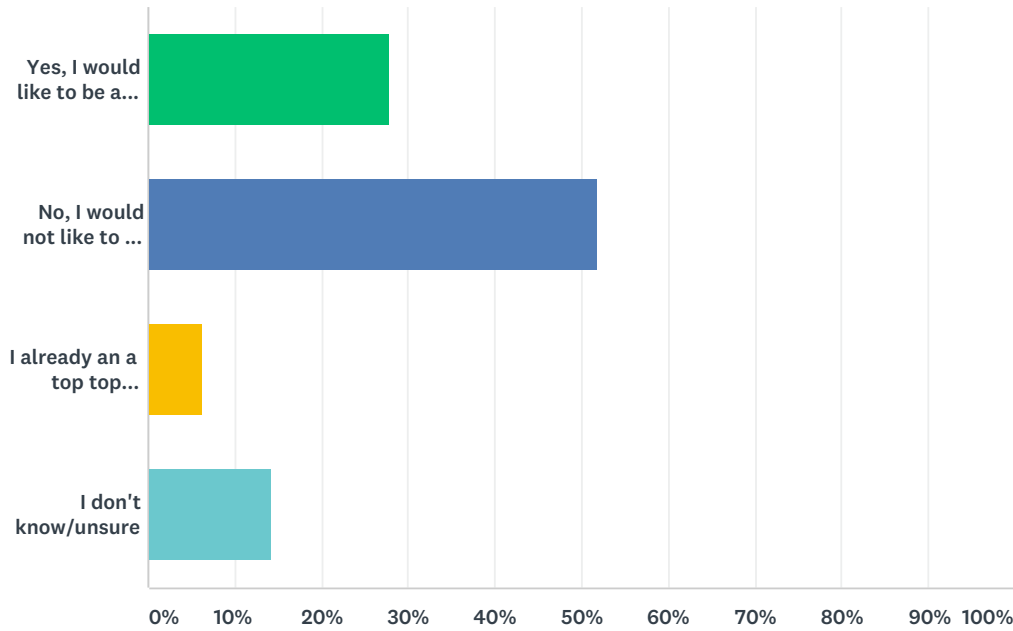
234	Being overwhelmed with computer advances	4/19/2018 8:34 PM
235	discount brokers/agents that leave buyers/sellers with promises but no help	4/19/2018 8:31 PM
236	Wishing I had support in starting a team or more personal admin help	4/19/2018 8:26 PM
237	The financial inconsistencies	4/19/2018 8:11 PM
238	Feeling underutilized in my current role.	4/19/2018 8:08 PM
239	Marketing that works	4/19/2018 8:06 PM
240	Technology	4/19/2018 8:03 PM
241	Shorewest has provided everything I need for professional development	4/19/2018 8:01 PM
242	Having to sell at 6% plus 295!!	4/19/2018 7:54 PM
243	How there are costs for everything! Putting a sign up, taking it down, marketing, printing, open house signs, lock boxes, annual dues, monthly costs to the brokerage.....	4/19/2018 7:46 PM
244	Communication	4/19/2018 7:44 PM
245	All the fees and charges it takes just to stay an agent.	4/19/2018 7:42 PM
246	None	4/19/2018 7:42 PM
247	Working with poorly trained agents	4/19/2018 7:42 PM
248	Competition	4/19/2018 7:38 PM
249	There are too many unprofessional realtors that work in this industry. Very ego driven individuals and honestly, they can be petty.	4/19/2018 7:38 PM
250	Lack of communication with some agents.	4/19/2018 7:37 PM
251	How to retire- I need to slow down!	4/19/2018 7:36 PM
252	Incompetent agents	4/19/2018 7:33 PM
253	Finding new clients	4/19/2018 7:32 PM
254	Other agents	4/19/2018 7:32 PM
255	There are many but mostly unreasonable people.	4/19/2018 7:25 PM
256	NA	4/19/2018 7:24 PM
257	trial by fire	4/19/2018 7:24 PM
258	The anything-for-a-dollar attitude of some agents. My primary goal is to serve my clients. It can sometimes feel like I'm a minority in that.	4/19/2018 7:21 PM
259	Losing a listing I should have won	4/19/2018 7:18 PM
260	See above	4/19/2018 7:18 PM
261	People who put in offers and withdraw them within the first 24 hours	4/19/2018 7:17 PM
262	Agents who are not acting professional or working full time in their business.	4/19/2018 7:09 PM
263	Racine County missing from this survey	4/19/2018 7:09 PM
264	Agents discounting their services and offering horrible service. This is a service industry and we should be compensated accordingly. Not working harder for discounted fees	4/19/2018 7:08 PM
265	Getting enough buyers	4/19/2018 7:06 PM
266	None	4/19/2018 7:06 PM
267	Lack of inventory causing stress for all trying to accomplish the same end goal.	4/19/2018 7:02 PM
268	traffic	4/19/2018 6:59 PM
269	Working with buyers is difficult because you write very good offers and still don't get them accepted !	4/19/2018 6:58 PM
270	None	4/19/2018 6:54 PM

271	Discount and or part time agents	4/19/2018 6:51 PM
272	I don't feel there is a sense of comradery in the real estate business it seems everyone is out for themselves and new people on the block truly don't have a chance until they spend a lot of time and money marketing themselves. I feel the amount of money you have to come up with monthly when you are not making any is a challange	4/19/2018 6:50 PM
273	Discount brokerages. Also agents that are not properly trained or professional.	4/19/2018 6:49 PM
274	Lack of inventory	4/19/2018 6:46 PM
275	Agents that are not honest and are not professional	4/19/2018 6:44 PM
276	Hard for me getting listings n buyers	4/19/2018 6:42 PM
277	People buyers and sellers.	4/19/2018 6:38 PM
278	Staying productive	4/19/2018 6:26 PM
279	Time managment	4/19/2018 6:24 PM
280	Never enough time!	4/19/2018 6:24 PM
281	Having to work with others (agents, lenders, title companies) who do not CARE about people. It's not all about the paycheck	4/19/2018 6:24 PM
282	The peaks and valleys of income earned. Wish it was more steady.	4/19/2018 6:22 PM
283	Others not having high ethical standards	4/19/2018 6:21 PM
284	The abysmally low professionalism and ethics of other industry professionals.	4/19/2018 6:21 PM
285	Instability in market.	4/19/2018 6:20 PM
286	image of our industry	4/19/2018 6:20 PM
287	Balancing work and home life.	4/19/2018 6:20 PM
288	Dealing with unprofessional agents who don't know contracts and the required standards of practice	4/19/2018 6:20 PM
289	Dealing with incompetent agents who are not willing to learn. I'd like to have more oppourtunities for brown bag lunches at GMAR so I can learn more...	4/19/2018 6:20 PM
290	untrained agents who don't represent their clients and are deliquent in their duties.	4/19/2018 6:19 PM
291	Technology, we keep selling all our data.	4/19/2018 6:19 PM
292	Lack of inventory means writing 3-4-5 offers with buyers before they get an accepted offer	4/19/2018 6:18 PM
293	Working with relocation companies and working with incompetent agents	4/19/2018 6:17 PM
294	Lack of inventory	4/19/2018 6:16 PM
295	Other agents who aren't skilled or trained.	4/19/2018 6:15 PM
296	Discount Brokers	4/19/2018 6:15 PM
297	People hate real estate agents	4/19/2018 6:10 PM
298	Incorrect information in the MLS with no fines or over sight. Agents will not turn the bad guys in because next time they need to show that agents listings their phone calls aren't returned. 3rd State I have been licensed in and this ones the worst!	4/19/2018 6:10 PM
299	Lack of continued training from broker.	4/19/2018 6:10 PM
300	Not knowing enough people	4/19/2018 6:09 PM
301	Dealing with incompetent people.	4/19/2018 6:09 PM
302	I feel like I'm on a hamster wheel . With every client I start all over . A little bit never ending	4/19/2018 6:08 PM
303	no homes to show, multiple offer situations, agents writing without home inspection to win offers	4/19/2018 6:08 PM
304	Working with some of the co-brokes	4/19/2018 6:07 PM
305	discount agents and agents that will say anything to get the listing, even if it is false.	4/19/2018 6:06 PM

306	A general lack of ethics and standards and no way of combating agents who continually defy the rules. It makes it hard to want to be a part of this industry. There seems to be no way to enforce best practices.	4/19/2018 6:06 PM
307	Hesitation	4/19/2018 6:05 PM
308	Leads	4/19/2018 6:05 PM
309	Lots of older agents think they're smarter than they are and do stupid things and take themselves too seriously.	4/19/2018 6:05 PM
310	We really receive very few in house referrals from our company.This could greatly grow our business.	4/19/2018 6:05 PM
311	Agents not returning calls and confirming that they received an offer, counter or amendment. We need to be a bit more professional.	4/19/2018 6:04 PM
312	None	4/19/2018 6:03 PM
313	Poor agents	4/19/2018 6:03 PM
314	Lack of health insurance option!	4/19/2018 6:03 PM
315	Time to earn more accreditations.	4/19/2018 6:01 PM
316	The continued unethical behavior by top brokers in the North Shore.	4/19/2018 6:01 PM
317	sloppy agents who are not trained properly and are not looking out for the best interest of there clients	4/19/2018 6:01 PM
318	That it's so easy to get into the business and our industry is flooded with newbies who don't know what they're doing. Lack of inconsistent methods and standard practices regarding days to list homes and present multiple offers.	4/19/2018 6:01 PM
319	The unethical behavior of the boutique brokers in Wauwatosa	4/19/2018 6:01 PM
320	Instability	4/19/2018 6:00 PM
321	having to work with other agents who are part-time, poorly trained, etc.	4/19/2018 6:00 PM
322	Getting clients.	4/19/2018 5:58 PM
323	Under appreciated	4/19/2018 5:58 PM
324	too many new gadgets and changes	4/19/2018 5:58 PM
325	The lack of professionalism of other agents.	4/19/2018 5:56 PM
326	Dealing with lazy/inadequate agents.	4/19/2018 5:56 PM
327	I am a buyer's agent, so the seller's market is challenging right now.	4/19/2018 5:55 PM
328	Discount brokers	4/19/2018 5:54 PM

Q11 In general, and not just thinking about where you work now, would you like someday to be a top executive/manager?

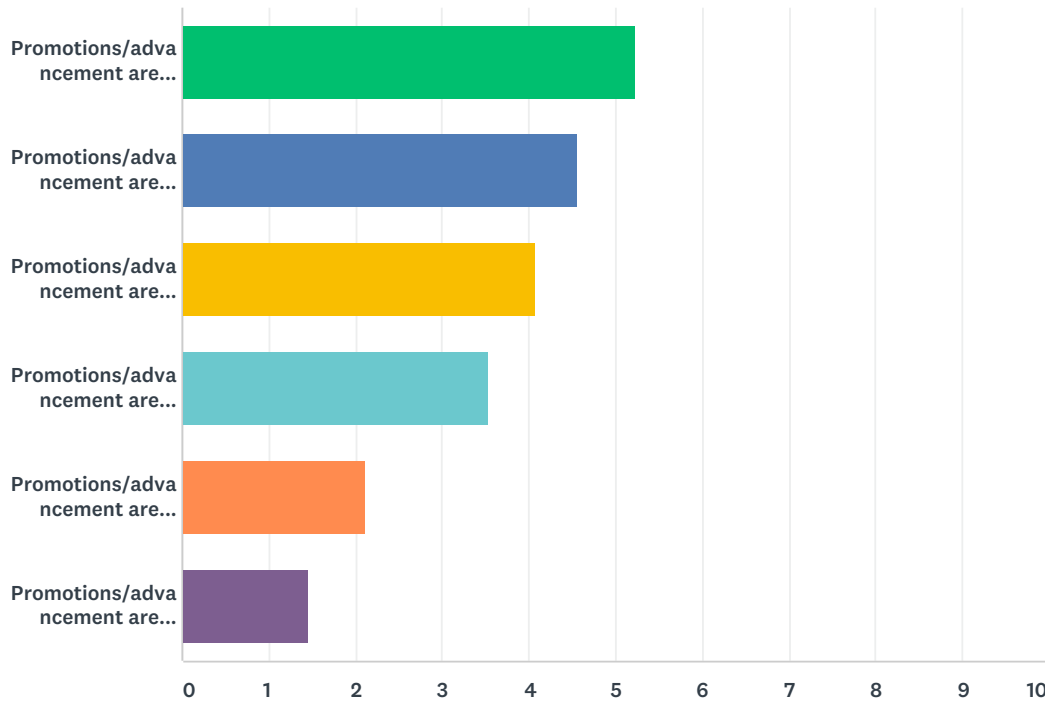
Answered: 353 Skipped: 97



ANSWER CHOICES	RESPONSES	
Yes, I would like to be a top executive/manager	27.76%	98
No, I would not like to be a top executive/manager	51.84%	183
I already an a top top executive/manager	6.23%	22
I don't know/unsure	14.16%	50
TOTAL		353

Q12 Please rank the following statements in the order in which you feel they most accurately describe your organization (1 = most apt description and 6 = the least apt description)

Answered: 317 Skipped: 133



	1	2	3	4	5	6	TOTAL	SCORE
Promotions/advancement are based only on individual employee performance	63.96% 181	13.07% 37	10.25% 29	9.54% 27	1.41% 4	1.77% 5	283	5.23
Promotions/advancement are based on sponsorship from senior-level staff	24.12% 62	38.13% 98	17.12% 44	14.01% 36	3.11% 8	3.50% 9	257	4.56
Promotions/advancement are based on the length of time spent in the organization	6.92% 18	24.23% 63	45.77% 119	17.31% 45	3.85% 10	1.92% 5	260	4.07
Promotions/advancement are based on academic/professional certifications	4.06% 11	16.24% 44	22.14% 60	47.97% 130	6.64% 18	2.95% 8	271	3.54
Promotions/advancement are based on gender	1.66% 4	2.07% 5	2.90% 7	5.39% 13	74.69% 180	13.28% 32	241	2.11
Promotions/advancement are based on race	3.48% 10	1.74% 5	2.09% 6	2.79% 8	11.15% 32	78.75% 226	287	1.47

Q13 How do you feel about your company's/brokerage's priorities when promoting individuals?

Answered: 309 Skipped: 141

#	RESPONSES	DATE
1	Na	4/26/2018 11:17 AM
2	Good	4/25/2018 7:17 PM
3	ok	4/24/2018 7:30 PM
4	I feel it has been a 'good ol boys' club but more recently has shown some movement toward bringing smart competent women into management. Unfortunately, I don't believe the compensation is equal.	4/24/2018 6:35 PM
5	No individuals are promoted by the brokerage here.	4/24/2018 3:24 PM
6	You're pretty much on your own. So, it's your incentive and determination and asking for raises, which only go so far as % of commission you get to keep.	4/24/2018 2:58 PM
7	My company does a great job	4/24/2018 2:32 PM
8	Good	4/24/2018 1:10 PM
9	Great	4/24/2018 12:13 PM
10	unkown	4/24/2018 9:54 AM
11	important	4/24/2018 9:06 AM
12	unsure	4/24/2018 8:57 AM
13	OK so far	4/24/2018 12:26 AM
14	I really don't give it any thought. It doesn't interest me.	4/23/2018 9:52 PM
15	I don't have experience with that	4/23/2018 9:32 PM
16	Seems to be a bit of old boys club	4/23/2018 9:19 PM
17	Not interested how they promote, we are independent contractors	4/23/2018 9:09 PM
18	Not sure	4/23/2018 8:22 PM
19	No problem	4/23/2018 7:33 PM
20	No comment yet	4/23/2018 7:06 PM
21	no comment	4/23/2018 6:58 PM
22	Unsure	4/23/2018 6:13 PM
23	I have had No experience in this matter.	4/23/2018 5:18 PM
24	No opinion	4/23/2018 5:15 PM
25	HAH! TEAMS ARE SUPER PROMOTED, THOUGH WE ARE REMINDED WE ARE INDEPENDENT CONTRACTORS---VERY LITTLE INDIVIDUAL INPUT/INSIGHT & CERTAINLY NO SUPPORT FOR INNOVATION.	4/23/2018 4:56 PM
26	Advancement is based on production.	4/23/2018 4:13 PM
27	Excellant	4/23/2018 3:13 PM
28	#2	4/23/2018 2:41 PM
29	Not good--people brought in from outside w/o consulting whether current employees may be interested.	4/23/2018 2:16 PM
30	I think they are fair	4/23/2018 1:43 PM

31	No info to judge. I'm essentially self employed and business is mine to generate or not. Management is available to assist as I request or require.	4/23/2018 1:35 PM
32	Very good. I have been given the opportunity for management	4/23/2018 1:09 PM
33	No opinion	4/23/2018 12:39 PM
34	Very pleased.	4/23/2018 12:32 PM
35	There is an insider group and nepotism	4/23/2018 12:11 PM
36	good	4/23/2018 12:01 PM
37	It doesn't. It promotes itself. My brokerage offers more help to agents who are already doing well and not much to the agents not selling	4/23/2018 11:56 AM
38	Confident	4/23/2018 11:55 AM
39	our brokerage is independent contracts.	4/23/2018 11:34 AM
40	good	4/23/2018 11:33 AM
41	fine	4/23/2018 11:30 AM
42	great	4/23/2018 11:27 AM
43	ok	4/23/2018 11:17 AM
44	No opinion	4/23/2018 11:17 AM
45	Fine	4/23/2018 11:08 AM
46	I find it fascinating.	4/23/2018 11:04 AM
47	Good	4/23/2018 10:35 AM
48	Its a pretty limited prospect in terms of promoting someone to a different position within the organization. But they do a good job helping us build our business, teams, etc.	4/23/2018 10:28 AM
49	I have no opinion	4/23/2018 10:27 AM
50	We don't promote individuals per se - everyone is equal when it comes to selling real estate	4/23/2018 10:24 AM
51	I don't want or need to worry about it.	4/23/2018 10:24 AM
52	NA	4/23/2018 10:22 AM
53	-	4/23/2018 10:16 AM
54	na	4/23/2018 10:10 AM
55	DO a good job	4/23/2018 10:09 AM
56	I don't know	4/23/2018 10:08 AM
57	Sometimes confused	4/23/2018 10:00 AM
58	promotions rarely come because managment loves their job and they stay	4/23/2018 9:50 AM
59	Fair	4/23/2018 9:50 AM
60	Good	4/23/2018 9:47 AM
61	We do our own individual promoting. Company does team promoting	4/23/2018 9:46 AM
62	Great, fair	4/23/2018 9:46 AM
63	No opinion	4/23/2018 9:45 AM
64	Very satisfying	4/23/2018 9:45 AM
65	I have confidence in their decison making process.	4/23/2018 9:43 AM
66	It's based on amount you sell.	4/23/2018 9:43 AM
67	No opinion now.	4/23/2018 9:40 AM
68	unknown	4/23/2018 9:39 AM
69	My brokerage firm is outstanding and leading the way in culture and diversity	4/23/2018 9:38 AM

70	Fine	4/23/2018 9:36 AM
71	Good	4/23/2018 9:36 AM
72	I am an agent and they really don't promote agents to any level. They award agents based on their income level but not anything to do with being an agent.	4/23/2018 9:36 AM
73	Good	4/23/2018 9:35 AM
74	No opinion	4/23/2018 9:35 AM
75	Fine	4/23/2018 9:34 AM
76	It is fair and keeps growth potential and service at the forefront	4/23/2018 9:32 AM
77	Excellent firm. You can go as far as you apply yourself	4/23/2018 9:32 AM
78	Little room for advancement but some decisions have been good	4/23/2018 9:30 AM
79	I have opinions about it.	4/23/2018 9:29 AM
80	No issues	4/23/2018 9:29 AM
81	Unsure	4/23/2018 9:26 AM
82	Great. They do a wonderful job of promoting the individual agent making us feel they are there to support us.	4/23/2018 9:25 AM
83	I don't really think they promote individuals. It is not that kind of organization- and if it is, I don't have much part of that side of the company.	4/23/2018 9:24 AM
84	Agents are clearly our company's clients - and the company goes above and beyond to help agents excel	4/23/2018 9:21 AM
85	very fair	4/23/2018 9:21 AM
86	That we are fair. This is one of the most difficult tasks as the skill level in our industry is so very diversified.	4/23/2018 9:20 AM
87	I don't know enough about how they decide to have an educated opinion on this. My focus is on selling and providing service to my clients.	4/23/2018 9:20 AM
88	Not many are promoted. There are more salespeople than managers, which is normal in this industry.	4/23/2018 9:19 AM
89	All good	4/23/2018 9:14 AM
90	Good	4/23/2018 9:13 AM
91	Normal	4/23/2018 9:12 AM
92	They pick the best	4/23/2018 9:10 AM
93	Priorities include those who are favorites of the management.	4/23/2018 9:09 AM
94	?	4/22/2018 9:48 PM
95	No opinion	4/22/2018 9:31 PM
96	Fine	4/22/2018 8:25 PM
97	--	4/22/2018 4:21 PM
98	-	4/22/2018 2:00 PM
99	it's all based on recent sales production	4/22/2018 11:01 AM
100	Fine	4/22/2018 10:12 AM
101	No real feelings	4/22/2018 8:51 AM
102	NOT sure	4/21/2018 10:32 PM
103	Neutral	4/21/2018 8:45 PM
104	I feel they do a great job	4/21/2018 4:46 PM
105	n/a	4/21/2018 3:28 PM

106	My brokerage gives me resources a support to grow my business	4/21/2018 2:45 PM
107	na	4/21/2018 2:39 PM
108	I'd give an average grade here. Our company mainly leaves this up to the individual. The company promotions mainly come thru our website. Otherwise the agent does their own promotion. And agents joining us know that.	4/21/2018 12:35 PM
109	Good	4/21/2018 8:58 AM
110	Indifferent	4/21/2018 8:18 AM
111	good	4/20/2018 8:33 PM
112	I don't care.	4/20/2018 7:04 PM
113	It is fantastic	4/20/2018 6:24 PM
114	I don't know the policy	4/20/2018 5:28 PM
115	very good, they look for a fit with the specific office environment	4/20/2018 5:13 PM
116	don't think there are any promotions	4/20/2018 4:35 PM
117	It's unclear and communication is lacking	4/20/2018 4:26 PM
118	We promote ourselves through sales. I do not feel some of these questions reflect our industry. It is not up to management to promote us, it is up to us and seems only achievable by sales.	4/20/2018 4:20 PM
119	Fair and provide opportunity to everyone	4/20/2018 3:50 PM
120	so so	4/20/2018 3:42 PM
121	They are fair	4/20/2018 3:31 PM
122	no comment	4/20/2018 3:18 PM
123	I feel they that a sincere look on who is the best fit for the position.	4/20/2018 3:02 PM
124	We promote ourselves.	4/20/2018 2:59 PM
125	None	4/20/2018 2:42 PM
126	I have no comment	4/20/2018 2:16 PM
127	Fine	4/20/2018 1:59 PM
128	It's fair	4/20/2018 1:30 PM
129	Not good.	4/20/2018 1:28 PM
130	they seek most qualified	4/20/2018 1:13 PM
131	unsure...no comment	4/20/2018 12:54 PM
132	?	4/20/2018 12:49 PM
133	great	4/20/2018 12:17 PM
134	Fine	4/20/2018 12:13 PM
135	Based on skillset and performance - very good at Keller williams	4/20/2018 12:01 PM
136	Neutral	4/20/2018 12:00 PM
137	I think they do a good job of promoting or acquiring quality individuals	4/20/2018 11:56 AM
138	ok	4/20/2018 11:44 AM
139	neutral	4/20/2018 11:30 AM
140	I have witnessed great things within my organization relative to this topic	4/20/2018 10:59 AM
141	Culture is important to our company and they look to individuals who embrace that and are able to be leaders of others in also embracing the culture	4/20/2018 10:54 AM
142	I think they take time to find the right person for the job	4/20/2018 10:54 AM
143	No comment	4/20/2018 10:51 AM

144	I feel they do a pretty good job of identifying individuals that will do an excellent job for the company and agents.	4/20/2018 10:47 AM
145	they are doing great	4/20/2018 10:45 AM
146	I think they do a good job partnering in self promotion	4/20/2018 10:42 AM
147	Good	4/20/2018 10:40 AM
148	We are all self contractors	4/20/2018 10:37 AM
149	There aren't enough opportunities locally	4/20/2018 10:18 AM
150	good	4/20/2018 10:15 AM
151	Good.	4/20/2018 10:07 AM
152	Don't understand the hierarchy question?	4/20/2018 10:06 AM
153	They only post accomplishments so every agent is a priority.	4/20/2018 10:05 AM
154	number 12 and 13 are not relevant to me	4/20/2018 10:05 AM
155	no feelings	4/20/2018 10:03 AM
156	They're fair & equitable to all!	4/20/2018 9:54 AM
157	Fine	4/20/2018 9:50 AM
158	Unknown	4/20/2018 9:25 AM
159	Not sure they are accurate	4/20/2018 9:19 AM
160	fine	4/20/2018 9:15 AM
161	Very good.	4/20/2018 8:58 AM
162	My organization promotes our brand, not individuals	4/20/2018 8:44 AM
163	Pleased	4/20/2018 8:35 AM
164	They look for the right people--not just skills but vision--to fill positions.	4/20/2018 8:24 AM
165	Not always the best experience agents receive opportunities	4/20/2018 8:23 AM
166	There is a training program but I do not know much about it.	4/20/2018 8:22 AM
167	I think they are very fair	4/20/2018 8:20 AM
168	i feel great, it is an open book organization at keller williams and the staff is completely open to new ideas and advancement if that is something you would like to pursue	4/20/2018 8:12 AM
169	Good	4/20/2018 8:06 AM
170	No opinion	4/20/2018 7:58 AM
171	No feelings	4/20/2018 7:18 AM
172	it's all good	4/20/2018 7:16 AM
173	totally fine with it	4/20/2018 7:15 AM
174	It's good. When I was with Shorewest, it was very different. Shorewest remains a Good Ol' Boy network.	4/20/2018 7:15 AM
175	No comment.	4/20/2018 6:31 AM
176	Satisfied	4/20/2018 6:15 AM
177	Really no opinions in this area. As agents and independent contractors we have little input in this area.	4/20/2018 6:01 AM
178	input for associates for future plans not sought	4/20/2018 5:56 AM
179	They train us a lot to understand and stay ahead of the game	4/20/2018 5:54 AM
180	people aren't promoted...what is there to promote to? There are only bigger self employment possibilities not corporate jobs locally..	4/20/2018 5:46 AM

181	Fine	4/20/2018 5:41 AM
182	They are willing to help if you want to put in the effort	4/20/2018 3:39 AM
183	Ok	4/20/2018 12:42 AM
184	I don't really see individual being promoted	4/19/2018 11:18 PM
185	Our company values advancement for all and does a great job in recognizing and promoting talent	4/19/2018 10:56 PM
186	Happiness!	4/19/2018 10:49 PM
187	promote ideas and relocation to new agents coming in to get them to move brokerages	4/19/2018 10:48 PM
188	Good	4/19/2018 10:43 PM
189	I feel that the company does what is good for the company. Not necessarily what is good for the individual or the transaction. We have to look at each transaction differently and every one of them has its own problems or difficulties. Sometimes that should be taken into consideration.	4/19/2018 10:39 PM
190	I think people chosen for management do not have current sales skills	4/19/2018 10:34 PM
191	Not something I've been focused on	4/19/2018 10:28 PM
192	n/a	4/19/2018 10:14 PM
193	It's good.	4/19/2018 10:08 PM
194	Fine	4/19/2018 10:06 PM
195	I haven't been there long enough to answer this	4/19/2018 10:06 PM
196	Ok	4/19/2018 10:04 PM
197	No opinion.	4/19/2018 10:04 PM
198	Exceptional wisdom and discernment are in place	4/19/2018 9:59 PM
199	NA	4/19/2018 9:59 PM
200	Unfamiliar with topic in my company	4/19/2018 9:58 PM
201	They are fair	4/19/2018 9:54 PM
202	n/a...I have no idea.	4/19/2018 9:53 PM
203	I think they are GREAT	4/19/2018 9:49 PM
204	Agree	4/19/2018 9:48 PM
205	Good	4/19/2018 9:40 PM
206	That it matters very little to me because I dont wish to advance higher than being a broker associate at the brokerage I'm at.	4/19/2018 9:38 PM
207	Independent contractors	4/19/2018 9:37 PM
208	fine, doesnt really affect my job	4/19/2018 9:14 PM
209	NA	4/19/2018 9:14 PM
210	Not sure I'm an independent contractor	4/19/2018 9:11 PM
211	Needs improvement	4/19/2018 9:02 PM
212	I have felt overlooked in the past.	4/19/2018 9:02 PM
213	not really relevant to me as an agent and I haven't really payed much attention to it.	4/19/2018 8:58 PM
214	Overall good, but it's still a very male oriented profession at the top levels	4/19/2018 8:56 PM
215	good	4/19/2018 8:55 PM
216	good, fair	4/19/2018 8:44 PM
217	Lacks consistency	4/19/2018 8:42 PM
218	Excellent	4/19/2018 8:41 PM
219	If you perform well you deserve it	4/19/2018 8:34 PM

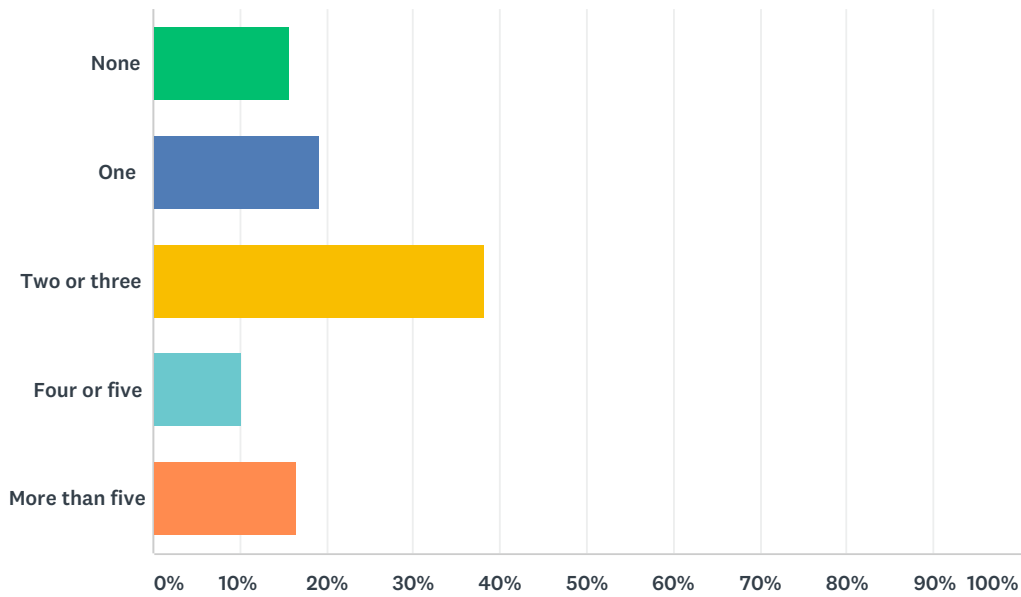
220	never seen a recruitment among present staff. this is a negative	4/19/2018 8:34 PM
221	I am not involved in the staff, I work as a sales person and very independently. I am concerned about the brokerage firm overall but not involved in the staffing decisions.	4/19/2018 8:31 PM
222	Upper management favoritism	4/19/2018 8:26 PM
223	There is support but not much promotion	4/19/2018 8:11 PM
224	Frustrated	4/19/2018 8:08 PM
225	I feel they are in line with good intentions	4/19/2018 8:06 PM
226	I am not familiar with all of the details.	4/19/2018 8:03 PM
227	It has handled fairly from what I know	4/19/2018 8:01 PM
228	Unsure	4/19/2018 7:54 PM
229	Very good.	4/19/2018 7:46 PM
230	Good	4/19/2018 7:44 PM
231	It could be better, but generally it's great.	4/19/2018 7:42 PM
232	It's food	4/19/2018 7:42 PM
233	It doesn't affect me	4/19/2018 7:42 PM
234	Not concerned about it.	4/19/2018 7:38 PM
235	I love my brokerage and I love that they focus on the agent and not the brand.	4/19/2018 7:38 PM
236	Unsure.	4/19/2018 7:37 PM
237	Not my concern	4/19/2018 7:36 PM
238	Confident	4/19/2018 7:32 PM
239	I don't	4/19/2018 7:32 PM
240	They are making mostly good decisions	4/19/2018 7:25 PM
241	NA	4/19/2018 7:24 PM
242	fine	4/19/2018 7:24 PM
243	I haven't noticed any specific priorities emerging across all promotions.	4/19/2018 7:21 PM
244	no problem	4/19/2018 7:18 PM
245	Neutral	4/19/2018 7:18 PM
246	I don't know	4/19/2018 7:17 PM
247	fine	4/19/2018 7:09 PM
248	They gave me, a rookie, a great opportunity to build an office 18 years ago.	4/19/2018 7:09 PM
249	No opinion	4/19/2018 7:08 PM
250	Great	4/19/2018 7:06 PM
251	They choose individuals who are qualified	4/19/2018 7:06 PM
252	They are supportive	4/19/2018 7:02 PM
253	All good!	4/19/2018 6:58 PM
254	Neutral	4/19/2018 6:54 PM
255	Very poorly	4/19/2018 6:51 PM
256	I can not comment as I haven't been there long enough	4/19/2018 6:50 PM
257	Great. My company is open an open book company. I feel that they do the best for our agents. Agents first at my brokerage.	4/19/2018 6:49 PM
258	I am unaware of this in the company that I work for.	4/19/2018 6:46 PM

259	I have not seen this too much in my brokerage	4/19/2018 6:44 PM
260	Do only top producers get benefits of outside like Relo	4/19/2018 6:42 PM
261	Mostly fair	4/19/2018 6:39 PM
262	Stellar	4/19/2018 6:38 PM
263	They earned it	4/19/2018 6:26 PM
264	Good	4/19/2018 6:24 PM
265	I haven't seen enough of them to make a decision either way.	4/19/2018 6:24 PM
266	It's fine. I don't get involved in that.	4/19/2018 6:24 PM
267	Seems to be fair.	4/19/2018 6:22 PM
268	They look for the best fit for our market center's culture	4/19/2018 6:21 PM
269	They are based almost exclusively on nepotism and intra-personal politics.	4/19/2018 6:21 PM
270	Wish they communicated any positions better. I don't usually know if any.	4/19/2018 6:20 PM
271	the best qualified are usually promoted	4/19/2018 6:20 PM
272	Good	4/19/2018 6:20 PM
273	I'm not mired in those decisions	4/19/2018 6:20 PM
274	good	4/19/2018 6:19 PM
275	Great	4/19/2018 6:19 PM
276	neutral	4/19/2018 6:18 PM
277	I feel the company should take nepotism out of the equation - they should rid themselves of old management people that are not necessarily bringing energy or new people into their offices	4/19/2018 6:17 PM
278	Undecided	4/19/2018 6:16 PM
279	We don't really have promotions.	4/19/2018 6:15 PM
280	Good	4/19/2018 6:15 PM
281	Not sure	4/19/2018 6:10 PM
282	N/A	4/19/2018 6:10 PM
283	There is an opportunity for advancement.	4/19/2018 6:10 PM
284	It's fine	4/19/2018 6:09 PM
285	Promoting agents and always doing the "right" thing.	4/19/2018 6:09 PM
286	Love it	4/19/2018 6:08 PM
287	Fair	4/19/2018 6:07 PM
288	ok	4/19/2018 6:06 PM
289	They don't have any. Production is the bottom line and agents who produce the most, get the most.	4/19/2018 6:06 PM
290	Fine	4/19/2018 6:05 PM
291	My company promotes the team not individuals.	4/19/2018 6:05 PM
292	Fine	4/19/2018 6:05 PM
293	I do not have an opinion on this	4/19/2018 6:03 PM
294	No problem	4/19/2018 6:03 PM
295	Fair and the brokerage offers training so everyone is their best. You have the ability to promote yourself as you are in control of your business	4/19/2018 6:03 PM
296	Good	4/19/2018 6:01 PM
297	Good	4/19/2018 6:01 PM

298	good	4/19/2018 6:01 PM
299	I feel it's simple - if you perform at a high level, regardless of who you are, you'll succeed and be promoted.	4/19/2018 6:01 PM
300	We shouldn't promote into management people who didn't know how to sell.	4/19/2018 6:01 PM
301	Ok	4/19/2018 6:00 PM
302	very good	4/19/2018 6:00 PM
303	I have no opinion.	4/19/2018 5:58 PM
304	Ok	4/19/2018 5:58 PM
305	they do not do a good job they promote themselves only. I mean really? they could do for free on social media websites	4/19/2018 5:58 PM
306	I don't really know much about it.	4/19/2018 5:56 PM
307	No opinion	4/19/2018 5:56 PM
308	Very appropriate	4/19/2018 5:55 PM
309	Excellent	4/19/2018 5:54 PM

Q14 How many senior-level staff members at your company/brokerage have actively assisted you in getting ahead in your career?

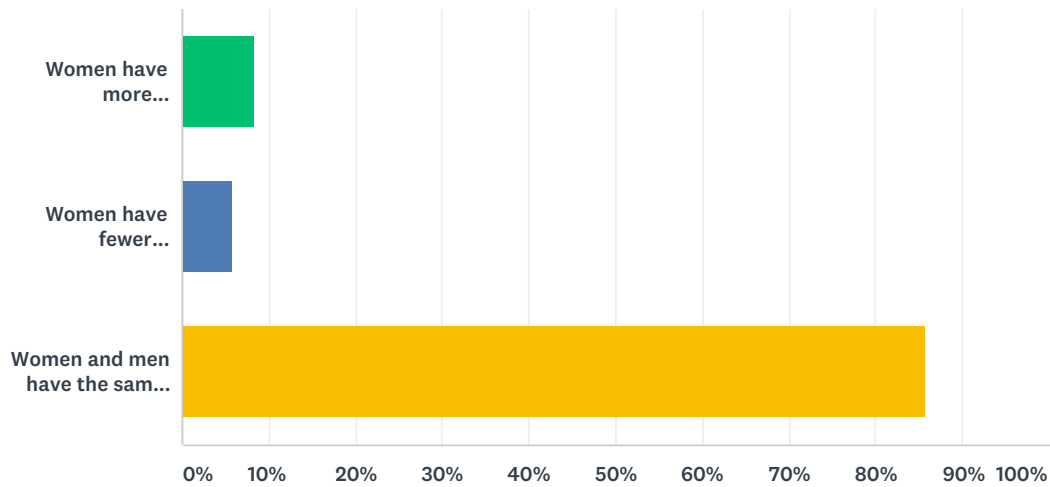
Answered: 343 Skipped: 107



ANSWER CHOICES	RESPONSES	
None	15.74%	54
One	19.24%	66
Two or three	38.19%	131
Four or five	10.20%	35
More than five	16.62%	57
TOTAL		343

Q15 In your company/brokerage, do you think women have more, fewer or the same opportunities as men?

Answered: 346 Skipped: 104



ANSWER CHOICES	RESPONSES
Women have more opportunities than men	8.38% 29
Women have fewer opportunities than men	5.78% 20
Women and men have the same opportunities	85.84% 297
TOTAL	346

Q16 Do you have any examples to share?

Answered: 237 Skipped: 213

#	RESPONSES	DATE
1	No	4/26/2018 11:17 AM
2	no	4/25/2018 7:17 PM
3	I know that male managers were making substantially more than the compensation offered to a woman manager	4/24/2018 6:35 PM
4	no	4/24/2018 3:24 PM
5	It's known as 'the boys club'	4/24/2018 2:58 PM
6	I was an Asst Mgr for a while. There have been many female Sales Directors in our offices. We have women employed in corporate level positions.	4/24/2018 2:32 PM
7	no	4/24/2018 12:13 PM
8	Yes our client service division.	4/24/2018 9:06 AM
9	Top 5 are men but maybe it will change down the road	4/24/2018 12:26 AM
10	No	4/23/2018 9:52 PM
11	No	4/23/2018 9:19 PM
12	No	4/23/2018 8:22 PM
13	We have both genders serving our firm.	4/23/2018 7:33 PM
14	N/a	4/23/2018 7:06 PM
15	no comment	4/23/2018 6:58 PM
16	No	4/23/2018 5:15 PM
17	NO	4/23/2018 4:56 PM
18	no	4/23/2018 4:13 PM
19	none	4/23/2018 2:41 PM
20	No	4/23/2018 1:43 PM
21	No	4/23/2018 1:35 PM
22	Our Management staff seems to have the same amount of women as men.	4/23/2018 1:09 PM
23	No	4/23/2018 12:39 PM
24	Many successful women in management.	4/23/2018 12:32 PM
25	The paid management positions have all gone to women	4/23/2018 12:11 PM
26	no	4/23/2018 12:01 PM
27	no	4/23/2018 11:55 AM
28	no	4/23/2018 11:33 AM
29	no	4/23/2018 11:30 AM
30	I think the brokerage promotes women to open their own brokerage office as well as men.	4/23/2018 11:17 AM
31	No	4/23/2018 11:08 AM
32	Not really...	4/23/2018 11:04 AM
33	All of our admin. with only one exception are female and have grown with the company.	4/23/2018 10:35 AM

34	Our main operational person is a woman, and has been for many years. Women run our title and back office operations. We have had other women in roles of coach, mentor, etc.	4/23/2018 10:28 AM
35	Certain buyers prefer to work with only males	4/23/2018 10:27 AM
36	no	4/23/2018 10:24 AM
37	None, not worth worrying about it.	4/23/2018 10:24 AM
38	No	4/23/2018 10:22 AM
39	na	4/23/2018 10:10 AM
40	NO	4/23/2018 10:09 AM
41	No	4/23/2018 10:08 AM
42	Most of the "go-to" people are women. I think there is roughly an even number of women and men managers/senior-level employees.	4/23/2018 9:47 AM
43	No	4/23/2018 9:46 AM
44	NO	4/23/2018 9:45 AM
45	No	4/23/2018 9:45 AM
46	No. Just my feeling/opinion.	4/23/2018 9:43 AM
47	There are more women in Real Estate sales then men typically.	4/23/2018 9:40 AM
48	no	4/23/2018 9:39 AM
49	no	4/23/2018 9:38 AM
50	No	4/23/2018 9:36 AM
51	Never looked at it.	4/23/2018 9:36 AM
52	no	4/23/2018 9:36 AM
53	No	4/23/2018 9:35 AM
54	No	4/23/2018 9:35 AM
55	No	4/23/2018 9:34 AM
56	Na	4/23/2018 9:32 AM
57	Top tier of firm shared responsibility between men and women	4/23/2018 9:32 AM
58	No	4/23/2018 9:30 AM
59	no	4/23/2018 9:29 AM
60	No	4/23/2018 9:29 AM
61	It is just as easy for a woman to become a realtor as a man. No real gender inequality- if anything, it is more saturated with women at our office.	4/23/2018 9:24 AM
62	I don't feel a person's gender is ever measured in our company - it just does not matter	4/23/2018 9:21 AM
63	NO	4/23/2018 9:21 AM
64	no	4/23/2018 9:21 AM
65	We have female management and mentors	4/23/2018 9:20 AM
66	I feel in first Weber we have a pretty equal number of Men and Women managers state wide.	4/23/2018 9:19 AM
67	Not yet	4/23/2018 9:14 AM
68	None	4/23/2018 9:13 AM
69	No	4/23/2018 9:10 AM
70	No	4/22/2018 9:31 PM
71	--	4/22/2018 4:21 PM
72	no	4/22/2018 2:00 PM

73	no	4/22/2018 11:01 AM
74	No	4/22/2018 8:51 AM
75	Women are very successful in real estate... this whole topic is misleading	4/21/2018 10:32 PM
76	no	4/21/2018 3:28 PM
77	na	4/21/2018 2:39 PM
78	Women are part owners of both our affiliated companies, along with men.	4/21/2018 12:35 PM
79	No	4/21/2018 8:18 AM
80	no	4/20/2018 8:33 PM
81	no	4/20/2018 7:04 PM
82	No	4/20/2018 6:24 PM
83	No	4/20/2018 5:28 PM
84	management positions are filled based on the fit for the job, not the gender of the candidate	4/20/2018 5:13 PM
85	no.	4/20/2018 3:50 PM
86	There has been an equal amount of promotions across the gender lines	4/20/2018 3:31 PM
87	no	4/20/2018 3:18 PM
88	To be truthful, I have no idea what the corporate culture is because I am not at our corporate office. I can say that I have always been treated with respect and am made to feel like I am a valued employee whenever I have any interaction with any senior staff.	4/20/2018 2:59 PM
89	No	4/20/2018 2:42 PM
90	No	4/20/2018 1:30 PM
91	no	4/20/2018 1:28 PM
92	women are 3 of top 4 producers. 1 of 3 offices have a woman manager relocation director is a woman	4/20/2018 1:13 PM
93	none	4/20/2018 12:54 PM
94	no	4/20/2018 12:17 PM
95	no	4/20/2018 12:13 PM
96	Keller Williams Milwaukee Southwest was just awarded the New Berlin best big business by chamber, city, county and state... from 3 to 91 agents in 3 years...	4/20/2018 12:01 PM
97	Every agent is in business for themselves in coordination with all other agents.	4/20/2018 12:00 PM
98	no	4/20/2018 11:44 AM
99	n/a	4/20/2018 11:30 AM
100	no	4/20/2018 10:54 AM
101	no comment	4/20/2018 10:51 AM
102	We have some office managers and assistant managers that are women, as well as women executive owner.	4/20/2018 10:47 AM
103	Examples of what?	4/20/2018 10:42 AM
104	No	4/20/2018 10:40 AM
105	No	4/20/2018 10:37 AM
106	no	4/20/2018 10:15 AM
107	We have/had women in al managerial positions.	4/20/2018 10:07 AM
108	No	4/20/2018 10:06 AM

109	Sometimes I've gotten business because I'm a man and sometimes I've lost business because I'm a man. Barbara Corcoran is a classic example of our hype society and that if you fool enough people enough of the time, you can get very rich. She has cost me a business.	4/20/2018 10:05 AM
110	no	4/20/2018 10:03 AM
111	Our company has a balance of men/women in leadership roles in our company.	4/20/2018 9:54 AM
112	No	4/20/2018 9:50 AM
113	No	4/20/2018 9:25 AM
114	Management is made up of both sexes	4/20/2018 9:19 AM
115	lots of women to top positions	4/20/2018 9:15 AM
116	there is a mix but all top executives are men	4/20/2018 8:44 AM
117	No	4/20/2018 8:35 AM
118	Look at the management structure of Realty Executives Integrity. Says it all. It is a sharp contrast to the management team of my prior brokerage. All white males.	4/20/2018 8:24 AM
119	No	4/20/2018 8:23 AM
120	Each person reaps the rewards of their sphere and hard work regardless of gender.	4/20/2018 8:22 AM
121	n/a	4/20/2018 8:20 AM
122	No	4/20/2018 8:06 AM
123	No	4/20/2018 7:58 AM
124	No	4/20/2018 7:18 AM
125	no	4/20/2018 7:16 AM
126	our LG office had a man as a managing supervisor and now a woman is in that position when he chose to leave	4/20/2018 7:15 AM
127	I was with Shorewest for 20 yrs and hit many road blocks. After 6 months with RE/MAX I was invited by management several times specifically asking for feedback and opinion.	4/20/2018 7:15 AM
128	no	4/20/2018 6:31 AM
129	Our management team is very diverse	4/20/2018 6:15 AM
130	Emily Matthews team seems to be all female staff members. All office administrators are women.	4/20/2018 6:01 AM
131	We are all treated the same	4/20/2018 5:54 AM
132	no	4/20/2018 5:46 AM
133	No	4/20/2018 5:41 AM
134	It's based on effort. Gender doesn't seem to effect	4/20/2018 3:39 AM
135	No	4/20/2018 12:42 AM
136	Not really, sorry	4/19/2018 10:56 PM
137	no	4/19/2018 10:49 PM
138	no	4/19/2018 10:48 PM
139	Women will take over our company,daughter and daughterinlaw	4/19/2018 10:43 PM
140	Sometimes it feels as though the men are more respected and given more opportunities.	4/19/2018 10:39 PM
141	In a real estate sales career, I believe men and women have the same opportunities in sales although perhaps not in management.	4/19/2018 10:34 PM
142	no	4/19/2018 10:14 PM
143	No	4/19/2018 10:08 PM
144	We've had men & women receptionists, agents.	4/19/2018 10:06 PM
145	not yet	4/19/2018 10:06 PM

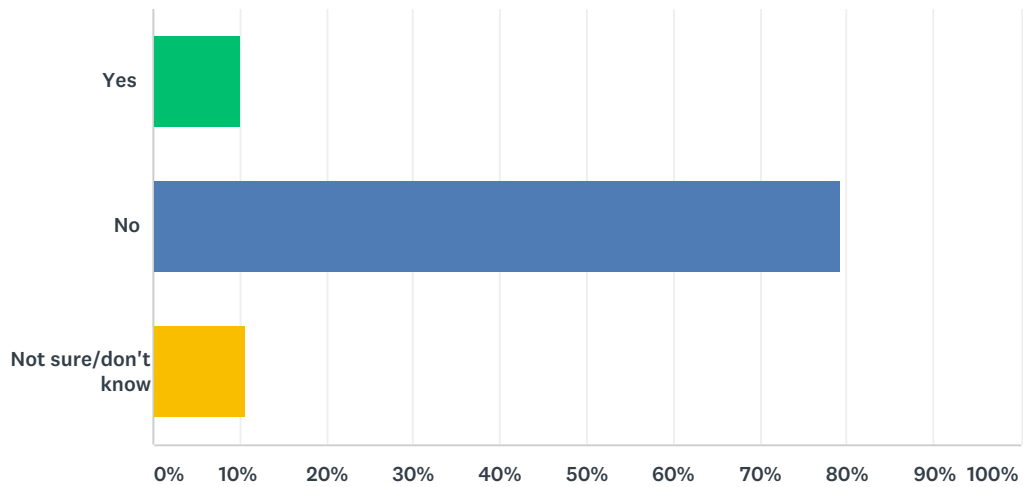
146	No	4/19/2018 10:04 PM
147	No.	4/19/2018 10:04 PM
148	Yes	4/19/2018 9:59 PM
149	No, I have only been with the firm for a year	4/19/2018 9:59 PM
150	No. Have only been with company for three months	4/19/2018 9:58 PM
151	no	4/19/2018 9:53 PM
152	No	4/19/2018 9:48 PM
153	No	4/19/2018 9:40 PM
154	I have witnessed both Men and Women Excel in their careers.	4/19/2018 9:40 PM
155	as far as I know we have no senior leadership roles at our company that are women. I'm not sure though that any women want those jobs. I dont want a senior leadership position because it seems like a boring desk job and one reason I got into real estate was to avoid having to be management to advance. I'd rather manage just me and my team and none others.	4/19/2018 9:38 PM
156	no	4/19/2018 9:14 PM
157	No	4/19/2018 9:14 PM
158	I see men and women equal in this profession	4/19/2018 9:11 PM
159	No	4/19/2018 9:02 PM
160	no	4/19/2018 9:02 PM
161	Just seems like there are more men executives than women.	4/19/2018 8:58 PM
162	Not at this time. :)	4/19/2018 8:56 PM
163	Women are nurturers and lord knows clients need to be nurtured.	4/19/2018 8:55 PM
164	no	4/19/2018 8:44 PM
165	# of men & women are about equal in number in the executive positions	4/19/2018 8:42 PM
166	More women work in our brokerage than men	4/19/2018 8:41 PM
167	just looking at the awards, seems to be about the same as the distribution of male/female	4/19/2018 8:34 PM
168	most of the senior management and leadership roles appear to be women	4/19/2018 8:31 PM
169	I've never witnessed favoritism either direction.	4/19/2018 8:26 PM
170	Everyone is treated equally	4/19/2018 8:11 PM
171	Majority of managers are women	4/19/2018 8:08 PM
172	Yes recently a female was moved to management position and there are just as many men and women in similar roles or titles	4/19/2018 8:06 PM
173	There are almost equal numbers of men and women in management positions	4/19/2018 8:01 PM
174	No	4/19/2018 7:54 PM
175	Our management is an equal mix of men and women.	4/19/2018 7:46 PM
176	No	4/19/2018 7:44 PM
177	We have a similar number of sales directors and managers both men and women	4/19/2018 7:42 PM
178	No	4/19/2018 7:42 PM
179	My sales managers	4/19/2018 7:38 PM
180	N/A	4/19/2018 7:38 PM
181	No	4/19/2018 7:37 PM
182	Nope	4/19/2018 7:36 PM
183	no	4/19/2018 7:32 PM

184	No	4/19/2018 7:32 PM
185	Top producers in my company have been Men, Women, Gay, Straight doesn't matter as long as they work hard and deliver good service	4/19/2018 7:25 PM
186	no	4/19/2018 7:24 PM
187	Not at the moment	4/19/2018 7:21 PM
188	most of the leadership team are women	4/19/2018 7:18 PM
189	No	4/19/2018 7:18 PM
190	No	4/19/2018 7:17 PM
191	i have had both men and women in management work with me.	4/19/2018 7:09 PM
192	Department heads, Sales Directors been filled by women	4/19/2018 7:09 PM
193	No	4/19/2018 7:08 PM
194	No. But I think people more freely trust women in RE.	4/19/2018 7:06 PM
195	My sales director and assistant sales director are both women, but there are several men in the higher level management as well	4/19/2018 7:06 PM
196	Not at this time	4/19/2018 7:02 PM
197	No	4/19/2018 6:58 PM
198	None	4/19/2018 6:54 PM
199	no	4/19/2018 6:50 PM
200	You put in the effort, you become successful. Period.	4/19/2018 6:46 PM
201	n/a	4/19/2018 6:44 PM
202	Yes but choose not too	4/19/2018 6:42 PM
203	No	4/19/2018 6:38 PM
204	More women are in leadership roles	4/19/2018 6:26 PM
205	No	4/19/2018 6:24 PM
206	NA	4/19/2018 6:24 PM
207	We have both men and women in high leadership roles	4/19/2018 6:21 PM
208	No.	4/19/2018 6:21 PM
209	No	4/19/2018 6:20 PM
210	man/woman ratios of leadership roles	4/19/2018 6:20 PM
211	Not to share	4/19/2018 6:20 PM
212	Many women hold top levels	4/19/2018 6:20 PM
213	look at the rankings. those who work hard, succeed	4/19/2018 6:19 PM
214	No	4/19/2018 6:19 PM
215	all women in senior management	4/19/2018 6:18 PM
216	We have some exceptional women in management. They are highly regarded and respected.	4/19/2018 6:17 PM
217	No	4/19/2018 6:16 PM
218	No.	4/19/2018 6:15 PM
219	No	4/19/2018 6:10 PM
220	No	4/19/2018 6:10 PM
221	Leadership is split evenly with men and women	4/19/2018 6:10 PM
222	no	4/19/2018 6:09 PM

223	No	4/19/2018 6:07 PM
224	no	4/19/2018 6:06 PM
225	No	4/19/2018 6:05 PM
226	Women's council	4/19/2018 6:03 PM
227	No	4/19/2018 6:03 PM
228	No	4/19/2018 6:01 PM
229	no	4/19/2018 6:01 PM
230	Many of our leadership are women in both our local office and with our national company.	4/19/2018 6:01 PM
231	N/A	4/19/2018 6:00 PM
232	No	4/19/2018 5:58 PM
233	no	4/19/2018 5:58 PM
234	There are more senior management brokers that are women than men.	4/19/2018 5:56 PM
235	No	4/19/2018 5:56 PM
236	Appears to be equal	4/19/2018 5:55 PM
237	No	4/19/2018 5:54 PM

Q17 Have you ever felt your gender has played a role in your missing out on a key assignment, chance to get ahead, listing/sale?

Answered: 346 Skipped: 104



ANSWER CHOICES	RESPONSES	
Yes	10.12%	35
No	79.19%	274
Not sure/don't know	10.69%	37
TOTAL		346

Q18 Would you like to explain your answer?

Answered: 195 Skipped: 255

#	RESPONSES	DATE
1	No	4/26/2018 11:17 AM
2	no	4/25/2018 7:17 PM
3	-	4/24/2018 6:35 PM
4	I'm quiet but aggressive so that helps me here.	4/24/2018 2:58 PM
5	Sometimes you don't why you don't get the listing or sale.	4/24/2018 2:32 PM
6	Not at my current brokerage, but I felt this acutely when I was at Shorewest	4/24/2018 1:10 PM
7	Not sure how agents or employees may respond	4/24/2018 9:06 AM
8	N/A	4/23/2018 9:52 PM
9	Seems that any calls that come on from potential clients ar given to favored people.	4/23/2018 9:19 PM
10	N/a	4/23/2018 8:22 PM
11	No	4/23/2018 7:33 PM
12	no comment	4/23/2018 6:58 PM
13	People select the person they feel most comfortable and confident working relationship or personal relationship. Women tend to excel in relationships so they have a natural advantage.	4/23/2018 5:18 PM
14	IN MY SALAD DAYS I WAS TOLD I DIDN'T LOOK THE PART. WOULD HAVE BEEN A CLASSIC HARRASMENT SUIT NOW.	4/23/2018 4:56 PM
15	no	4/23/2018 4:13 PM
16	no	4/23/2018 2:41 PM
17	na	4/23/2018 1:35 PM
18	I think people work with me because I am knowlegable and I care about my clients. I don't think it has to do with gender	4/23/2018 1:09 PM
19	No	4/23/2018 12:39 PM
20	none	4/23/2018 12:01 PM
21	no	4/23/2018 11:55 AM
22	no	4/23/2018 11:33 AM
23	na	4/23/2018 11:30 AM
24	As a male, woman do have the upper hand in getting clients.	4/23/2018 11:21 AM
25	no	4/23/2018 11:17 AM
26	Different people respond to different styles, that's why we have so much variety in our field...young, old, men, women, from various cultures.	4/23/2018 11:04 AM
27	Never gotten anything I didn't deserve, good or bad.	4/23/2018 10:35 AM
28	Only regarding listings/sales - some customers have preferred working with a woman, others a man. In my experience, they have expressed a preference for a woman more often than for a man. I have sometimes had to partner with a woman in my office to hold a deal together, and have had to refer clients to a woman.	4/23/2018 10:28 AM
29	No	4/23/2018 10:27 AM
30	not needed	4/23/2018 10:24 AM

31	NA	4/23/2018 10:22 AM
32	na	4/23/2018 10:10 AM
33	No	4/23/2018 10:08 AM
34	No.	4/23/2018 9:47 AM
35	No	4/23/2018 9:46 AM
36	No	4/23/2018 9:45 AM
37	Na	4/23/2018 9:45 AM
38	No. Have never felt discriminated on the job.	4/23/2018 9:43 AM
39	I don't see discrimination due to gender in my office.	4/23/2018 9:40 AM
40	no	4/23/2018 9:39 AM
41	I have never noticed that I did or did not win a listing due to my gender.	4/23/2018 9:36 AM
42	There are agents that are obviously leads	4/23/2018 9:36 AM
43	none	4/23/2018 9:36 AM
44	No	4/23/2018 9:34 AM
45	I don't feel my gender played a role but when I was first starting out in real estate I lost listings because other agents would say I did not have enough experience	4/23/2018 9:30 AM
46	no	4/23/2018 9:29 AM
47	No	4/23/2018 9:29 AM
48	Sometimes you get the feeling on listing appointments that a man would prefer working with a male agent because they "know more".	4/23/2018 9:24 AM
49	no	4/23/2018 9:21 AM
50	I have excelled and grown in this company because as I requested new challenges along the way, I was given opportunities.	4/23/2018 9:20 AM
51	No	4/23/2018 9:19 AM
52	No	4/23/2018 9:14 AM
53	No	4/23/2018 9:13 AM
54	No	4/23/2018 9:10 AM
55	No	4/22/2018 9:31 PM
56	--	4/22/2018 4:21 PM
57	no	4/22/2018 11:01 AM
58	No	4/22/2018 8:51 AM
59	No	4/21/2018 10:32 PM
60	no	4/21/2018 3:28 PM
61	na	4/21/2018 2:39 PM
62	Nothing to add here.	4/21/2018 12:35 PM
63	I am a white male. I was very successful and Freddie and Fannie network selling REO. During down sizing, minorities were retained over report scores/performances/seniority.	4/21/2018 8:58 AM
64	No	4/21/2018 8:18 AM
65	no	4/20/2018 8:33 PM
66	no	4/20/2018 7:04 PM
67	I feel you get what you put in to it	4/20/2018 6:24 PM
68	no	4/20/2018 3:50 PM

69	Not sure	4/20/2018 3:31 PM
70	no	4/20/2018 3:18 PM
71	How would I know unless it was blatantly put in front of me.	4/20/2018 2:59 PM
72	Depending on the Seller if it's a single woman, they prefer a Female Agent.	4/20/2018 2:42 PM
73	I have definitely experienced a few clients that clearly preferred a male agent.	4/20/2018 1:28 PM
74	Our owner/broker does not have discrimination in his DNA	4/20/2018 1:13 PM
75	I have never seen any issue with regard to gender, race or sexual orientation playing a role in any missed opportunity, not in this office or my brokerage	4/20/2018 12:54 PM
76	no	4/20/2018 12:17 PM
77	I see more women being successful in real estate... great time to grow.	4/20/2018 12:01 PM
78	No	4/20/2018 12:00 PM
79	no	4/20/2018 11:44 AM
80	n/a	4/20/2018 11:30 AM
81	I think this depends on the clients preference to work with a female or male realtor.	4/20/2018 11:26 AM
82	no	4/20/2018 10:54 AM
83	no	4/20/2018 10:51 AM
84	I really don't feel that my gender played a part in me not getting a listing or a sale, but there may have been that instance without me knowing it.	4/20/2018 10:47 AM
85	No	4/20/2018 10:37 AM
86	no	4/20/2018 10:15 AM
87	N/A	4/20/2018 10:07 AM
88	?	4/20/2018 10:06 AM
89	See above	4/20/2018 10:05 AM
90	Sometimes a project lends itself to a VERY strong personality, which isn't me! More men tend to have a dominant behavior when required in bizness.	4/20/2018 9:54 AM
91	N/a	4/20/2018 9:50 AM
92	No	4/20/2018 9:25 AM
93	No	4/20/2018 9:19 AM
94	I am so sick of women complaining about getting ahead, (I'm a woman). Work your butt off and you will break your glass ceiling. Its a struggle to balance career, family, etc. Make your choices, and live with them. I'm 56 years old. We woman fought for equality. I don't know of any woman my age who works full time that does not struggle with taking care of herself, meeting extended family obligations and career. Its exhausting!	4/20/2018 9:15 AM
95	There is still a bias in favor of white men--especially those with sales pitches. People seem to trust their words, overlooking their actions (or lack thereof). There are too many men who have great sales pitches, get the listing, and move on to getting the next one providing little to no service to their listings once they have them.	4/20/2018 8:24 AM
96	Sometimes clients prefer a Male thinking that they are stronger negotiators	4/20/2018 8:23 AM
97	n/a	4/20/2018 8:20 AM
98	B	4/20/2018 8:06 AM
99	No	4/20/2018 7:58 AM
100	felt it was based on presentation	4/20/2018 7:16 AM
101	Real Estate is the MOST equal opportunity work on the planet.	4/20/2018 7:15 AM
102	no	4/20/2018 6:31 AM

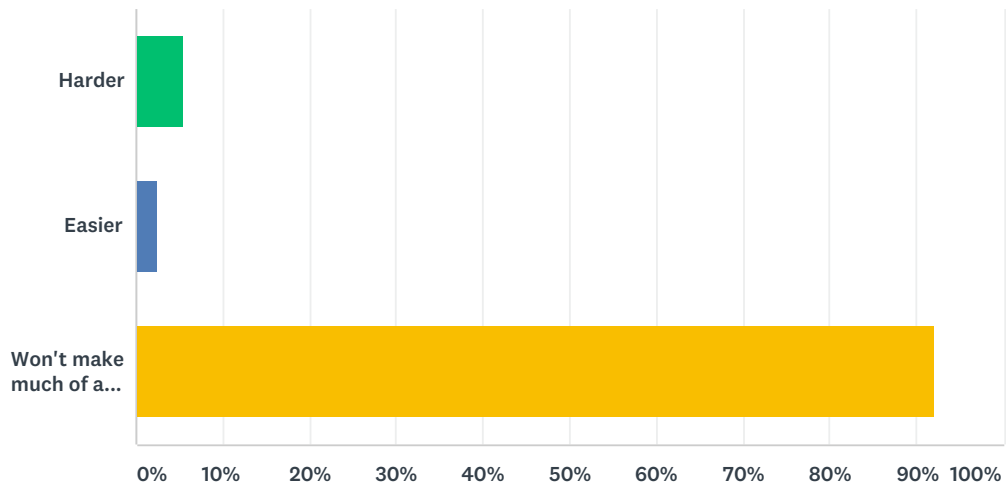
103	No	4/20/2018 6:15 AM
104	No	4/20/2018 6:01 AM
105	No	4/20/2018 5:41 AM
106	Again; gender doesn't seem to play a role	4/20/2018 3:39 AM
107	Attractive young lady gets client before old man	4/20/2018 12:42 AM
108	I've never had any issues based on gender	4/19/2018 10:56 PM
109	I treat people equally.	4/19/2018 10:49 PM
110	no	4/19/2018 10:48 PM
111	Na	4/19/2018 10:43 PM
112	I feel that some clients prefer a male and some may prefer a female. It is their choice.	4/19/2018 10:34 PM
113	Men in certain cultures don't think women belong in the business world.	4/19/2018 10:14 PM
114	No	4/19/2018 10:08 PM
115	I feel if you are confidant, know your business, it doesn't matter if you're a man or a woman!	4/19/2018 10:06 PM
116	I haven't been at my brokerage long enough to answer	4/19/2018 10:06 PM
117	No.	4/19/2018 10:04 PM
118	No	4/19/2018 9:59 PM
119	N/a	4/19/2018 9:58 PM
120	No	4/19/2018 9:48 PM
121	No	4/19/2018 9:40 PM
122	nothing to explain. My gender has not held me back from anything I've wanted to achieve.	4/19/2018 9:38 PM
123	no	4/19/2018 9:14 PM
124	No	4/19/2018 9:14 PM
125	No	4/19/2018 9:02 PM
126	I think my Brokerage feels a Team can handle a transaction better than an individual agent. I think they get help over the Individual agent.	4/19/2018 9:02 PM
127	N/A	4/19/2018 8:58 PM
128	Not at this time.	4/19/2018 8:56 PM
129	no	4/19/2018 8:55 PM
130	no	4/19/2018 8:42 PM
131	No	4/19/2018 8:41 PM
132	I think some feel that women are more approachable	4/19/2018 8:34 PM
133	no	4/19/2018 8:31 PM
134	This hasn't come up as a problem	4/19/2018 8:11 PM
135	no	4/19/2018 8:08 PM
136	It is all about confidence and positive attitude	4/19/2018 8:06 PM
137	N/A	4/19/2018 8:01 PM
138	No	4/19/2018 7:54 PM
139	no	4/19/2018 7:46 PM
140	I don't feel gender has played a part at all in getting ahead.	4/19/2018 7:44 PM
141	No	4/19/2018 7:42 PM
142	I've never had a problem	4/19/2018 7:42 PM

143	No issues with this.	4/19/2018 7:38 PM
144	N/A	4/19/2018 7:38 PM
145	No	4/19/2018 7:36 PM
146	no	4/19/2018 7:32 PM
147	No	4/19/2018 7:32 PM
148	I get most of the listings when I go on appointment	4/19/2018 7:25 PM
149	no	4/19/2018 7:24 PM
150	I frequently encounter potential clients or customers who place more trust in men than women. Several have outwardly stated that preference.	4/19/2018 7:21 PM
151	No	4/19/2018 7:18 PM
152	No	4/19/2018 7:17 PM
153	no	4/19/2018 7:09 PM
154	No.	4/19/2018 7:08 PM
155	No	4/19/2018 7:06 PM
156	I haven't experienced discrimination based on gender	4/19/2018 7:06 PM
157	Within the last year after a listing appointment I and my female colleague felt that the seller chose a male agent over the female agent(s) based on a comment the male seller made during our appointment	4/19/2018 7:02 PM
158	Some people feel men are more competent	4/19/2018 6:58 PM
159	No	4/19/2018 6:54 PM
160	no	4/19/2018 6:50 PM
161	n/a	4/19/2018 6:44 PM
162	Not in a survey	4/19/2018 6:42 PM
163	Never felt that way	4/19/2018 6:26 PM
164	no	4/19/2018 6:24 PM
165	NA	4/19/2018 6:24 PM
166	I've never felt my gender has gotten in the way	4/19/2018 6:21 PM
167	No.	4/19/2018 6:21 PM
168	No	4/19/2018 6:20 PM
169	I've never felt gender discrimination	4/19/2018 6:20 PM
170	No	4/19/2018 6:20 PM
171	N/A	4/19/2018 6:20 PM
172	I speak with an accent. Usually it does not help in business.	4/19/2018 6:20 PM
173	no	4/19/2018 6:19 PM
174	No	4/19/2018 6:19 PM
175	seller thought a man would be a stronger negotiator	4/19/2018 6:18 PM
176	I am female and I do feel that some sellers would prefer a female perspective given that selling homes is an emotional process and they feel women handle emotions better than men	4/19/2018 6:17 PM
177	No	4/19/2018 6:16 PM
178	I've had sellers that have wanted to list with a man before, and they told me so.	4/19/2018 6:15 PM
179	Not enough time in the business	4/19/2018 6:10 PM
180	N/A	4/19/2018 6:10 PM

181	No	4/19/2018 6:10 PM
182	No	4/19/2018 6:07 PM
183	no	4/19/2018 6:06 PM
184	No	4/19/2018 6:05 PM
185	No	4/19/2018 6:03 PM
186	No	4/19/2018 6:01 PM
187	Some sellers would prefer to work with a male agent.	4/19/2018 6:01 PM
188	I think the real estate industry is fair when it comes to men/women and opportunities.	4/19/2018 6:01 PM
189	I've lost multiple listings because Mr Seller was intimidated by his perception of me. Mrs Seller wanted me to represent them, however	4/19/2018 6:01 PM
190	N/A	4/19/2018 6:00 PM
191	occasionally it will appear that a Seller or Buyer would prefer a female agent	4/19/2018 6:00 PM
192	no	4/19/2018 5:58 PM
193	no	4/19/2018 5:56 PM
194	No	4/19/2018 5:56 PM
195	No	4/19/2018 5:54 PM

Q19 Going forward, do you think your gender will make it harder or easier to advance in your career, or will it not make much difference?

Answered: 348 Skipped: 102



ANSWER CHOICES	RESPONSES	
Harder	5.46%	19
Easier	2.59%	9
Won't make much of a difference	91.95%	320
TOTAL		348

Q20 Why?

Answered: 220 Skipped: 230

#	RESPONSES	DATE
1	-	4/24/2018 6:35 PM
2	It is how hard and well you do your job that matters. This is what success is based on.	4/24/2018 3:24 PM
3	I believe if I work hard, I will get results	4/24/2018 2:32 PM
4	I am an owner	4/24/2018 9:06 AM
5	because our job is so individually driven.	4/24/2018 8:57 AM
6	I power my own destiny	4/24/2018 12:26 AM
7	I think that it's fairly equal.	4/23/2018 9:52 PM
8	Many of the men have a team that usually gets more attention from listers	4/23/2018 9:19 PM
9	It is based on performance and knowledge.	4/23/2018 7:33 PM
10	promotions are based upon results not gender	4/23/2018 6:58 PM
11	Im not likely to be in the business another decade.	4/23/2018 5:18 PM
12	WELL, WOULD LIKE TO BELIEVE WE'VE GOTTEN SMARTER, CERTAINLY WOULD NOT BAD BEHAVIOR AT THIS STAGE IN THE GAME.	4/23/2018 4:56 PM
13	na	4/23/2018 4:13 PM
14	Advancement is based on abilities.	4/23/2018 2:41 PM
15	I don't believe gender plays a part--professional expertise is how you gain your advancement	4/23/2018 1:43 PM
16	na	4/23/2018 1:35 PM
17	You either connect with the client or you don't. I don't believe it has to do with your gender	4/23/2018 1:09 PM
18	I feel I am looked at for my abilities, not my gender.	4/23/2018 12:39 PM
19	I work hard and have a high level of knowledge	4/23/2018 12:11 PM
20	n/a	4/23/2018 12:01 PM
21	Men and masculinity is under assault by Satan. This opposition is expressed from media, political and university platforms.	4/23/2018 11:55 AM
22	Women have always excelled in this industry (my opinion)	4/23/2018 11:35 AM
23	I personally feel women are more maternal in selling single family homes	4/23/2018 11:33 AM
24	because I dont feel that way	4/23/2018 11:30 AM
25	getting older, some millenials will not want to work with their grandmother.	4/23/2018 11:17 AM
26	It only matters with customer preference in who they want to work with not with the brokerage.	4/23/2018 11:08 AM
27	Ultimately, it's up to me!	4/23/2018 11:04 AM
28	Real Estate seems very outcome based	4/23/2018 10:35 AM
29	If feel most of my opportunities are self-generated.	4/23/2018 10:28 AM
30	---	4/23/2018 10:24 AM
31	Na	4/23/2018 10:22 AM
32	na	4/23/2018 10:10 AM
33	It just wont	4/23/2018 10:08 AM
34	There is so much emphasis in society on this instead of qualified candidates	4/23/2018 10:00 AM

35	I feel like women and men both attain success in this industry.	4/23/2018 9:47 AM
36	It is not about gender	4/23/2018 9:46 AM
37	No opinion	4/23/2018 9:45 AM
38	Na	4/23/2018 9:45 AM
39	It's mostly about how much you sell. Not your gender.	4/23/2018 9:43 AM
40	Again, I don't think gender is an issue in Real Estate sales.	4/23/2018 9:40 AM
41	Equal Opportunity	4/23/2018 9:39 AM
42	I think clients look at my skill level & not my gender. Also, it's a relationship business, so how you connect to clients makes a huge difference.	4/23/2018 9:36 AM
43	Your hard work will advance you no matter what.	4/23/2018 9:36 AM
44	I don't feel discriminated at all.	4/23/2018 9:36 AM
45	I don't allow it to. I refuse to play the victims and make being a female an excuse. It is my job to show my worth and to make sure people notice.	4/23/2018 9:35 AM
46	Because it won't	4/23/2018 9:34 AM
47	I think my company is equitable with gender and promotions.	4/23/2018 9:32 AM
48	Business is becoming more open to equality	4/23/2018 9:32 AM
49	It all is decided upon your presentation, personality, ability to relate to the client, etc. and not your gender	4/23/2018 9:30 AM
50	I believe you get out of your career what you put into it.	4/23/2018 9:29 AM
51	I don't think it matters much	4/23/2018 9:29 AM
52	It's hard to be an assertive woman in general. And to rise above that, takes time and patience.	4/23/2018 9:24 AM
53	My gender does not have to do anything with the knowledge I have.	4/23/2018 9:21 AM
54	dont see it making a difference	4/23/2018 9:21 AM
55	I am at the top level of management	4/23/2018 9:20 AM
56	Women have always dominated this industry. We all make our own success - men fail, women fail. Women succeed and men succeed. We make what we put into this. This career isn't based on promotions or management giving any one agent more business than another. We make our own business.	4/23/2018 9:20 AM
57	It's about the relations ship to the buyers and sellers, not gender.	4/23/2018 9:19 AM
58	Don't see any difference	4/23/2018 9:14 AM
59	We are all treated equal	4/23/2018 9:13 AM
60	Wife is a realtor too	4/23/2018 9:12 AM
61	x	4/23/2018 9:10 AM
62	If I .invited to talk to someone about their home I have a chance.	4/22/2018 9:31 PM
63	--	4/22/2018 4:21 PM
64	-	4/22/2018 2:00 PM
65	I really don't have a comment, just don't feel it is an issue.	4/22/2018 1:17 PM
66	not willing to share response	4/22/2018 11:01 AM
67	N/a	4/22/2018 8:51 AM
68	It's not about gender	4/21/2018 10:32 PM
69	I don't think it makes a difference.	4/21/2018 8:45 PM
70	so many vacant homes is unsafe for females and males but males are bigger and stronger	4/21/2018 6:47 PM
71	In our company gender doesn't play a role in advancement	4/21/2018 4:46 PM

72	In residential sales it is about how hard and smart you work. Not gender	4/21/2018 2:45 PM
73	na	4/21/2018 2:39 PM
74	Real estate success is based mainly on performance; sales numbers can't be ignored. All three companies I've been a part of had women in senior mgt.	4/21/2018 12:35 PM
75	Any government opportunities will be harder me	4/21/2018 8:58 AM
76	Real Estate is not my primary job. I mostly do it to help family and friends. Advancement is not a personal goal at this time.	4/21/2018 8:18 AM
77	this business is open to all	4/20/2018 8:33 PM
78	I don't care one way or the other and this survey is getting to long	4/20/2018 7:04 PM
79	Because I hold myself to high standards. The only thing that can stop me is me.	4/20/2018 6:24 PM
80	I think it's up to management	4/20/2018 5:28 PM
81	See 16 above	4/20/2018 5:13 PM
82	Everything comes down to you. Your work ethic and taking action. You are always in total control no matter where you are at.	4/20/2018 3:50 PM
83	Based on experience	4/20/2018 3:31 PM
84	from what I have seen both are doing a fantastic job. Again, where there is a disparity is racial.	4/20/2018 3:18 PM
85	In my experience, I have not found this industry to be a sexist one. I get clients based on my merits.	4/20/2018 2:59 PM
86	There is more Women in Real Estate than Men.	4/20/2018 2:42 PM
87	women are not perceived as being good negotiators sometimes so those types of clients often go with men	4/20/2018 1:28 PM
88	if you are a 1099 employee you know its all about food, clothing, shelter. Its up tp the individual.	4/20/2018 1:13 PM
89	doesn't mater	4/20/2018 12:54 PM
90	Because you have buyers and sellers that are either male or female.	4/20/2018 12:13 PM
91	I have been competing with men at an executive level for more then 20 years, getting good at it.	4/20/2018 12:01 PM
92	Real estate sales are the culmination of educational opportunities, desire to help individuals, work ethic and professionalism.	4/20/2018 12:00 PM
93	I see more women promoted than men .	4/20/2018 11:44 AM
94	women have always had a strong presence in the real estate industry and that will surely continue and grow stronger as the world continues to recognize the knowledge, power, and strength women have.	4/20/2018 11:30 AM
95	I think it is pretty equal	4/20/2018 10:54 AM
96	Real estate a career where women can excel and have a successful career. It all depends on how much work you put into it.	4/20/2018 10:47 AM
97	It is who you are personality wise not your gender. To be blunt, if you are/act like a turd you will be treated like a turd.	4/20/2018 10:43 AM
98	N/A	4/20/2018 10:42 AM
99	I feel Men and Women are treated similarly in this field.	4/20/2018 10:40 AM
100	Past experience	4/20/2018 10:37 AM
101	not a factor	4/20/2018 10:15 AM
102	We don't discriminate.	4/20/2018 10:07 AM
103	?	4/20/2018 10:06 AM

104	Bias is an intrinsic part of what we are. Changing that is a monumental task. We can and should incorporate it in our daily lives but until we can afford things like cognitive therapy for everyone, we will continue to have a male dominated society that won't be fixed until sometime after the first female pope.	4/20/2018 10:05 AM
105	Our field is pretty gender neutral to begin with & opportunities are always opening up. It's if you wish to pursue it or not.	4/20/2018 9:54 AM
106	My personal belief	4/20/2018 9:50 AM
107	No response	4/20/2018 9:25 AM
108	Just my opinion	4/20/2018 9:19 AM
109	It's 2018 for goodness sake!	4/20/2018 9:15 AM
110	I think overall when people think of the Real Estate world they imagine woman.	4/20/2018 8:44 AM
111	People either like and respect you or not. Real estate is what YOU make it to be. If really is all up to you.	4/20/2018 8:35 AM
112	The WI market lags behind the rest of the country. There is a culture here that favors white males across industries. That will take a while to change. I think change has started but there is still more that needs to come.	4/20/2018 8:24 AM
113	Because with the length of time I have been there I'm not looking for advancement	4/20/2018 8:23 AM
114	My personal opinion is that in the real estate industry, it is fair across the board. It all depends on how hard you work your business	4/20/2018 8:20 AM
115	Real estate is dominated by women	4/20/2018 8:06 AM
116	The world is changing.	4/20/2018 7:58 AM
117	not interested in advancement	4/20/2018 7:16 AM
118	it's up to me to prove how valuable I am - may the best man/woman win	4/20/2018 7:15 AM
119	Good grief - what's with all the gender and race questions? Real Estate offers everyone an equal opportunity. If anyone believes differently, they are looking for someone to blame for their ineffectiveness.	4/20/2018 7:15 AM
120	If you do your job competently you will do well.	4/20/2018 6:31 AM
121	I believe our clients don't consider gender an issue. They are looking for proven results.	4/20/2018 6:15 AM
122	Doesn't seem to be a factor.	4/20/2018 6:01 AM
123	I am male	4/20/2018 5:41 AM
124	Age seems to matter. Not gender in my cases.	4/20/2018 3:39 AM
125	Not in it to make a ton of money	4/20/2018 12:42 AM
126	I am thinking more about retiring than moving ahead	4/19/2018 11:18 PM
127	My advancement is based on my talents and abilities	4/19/2018 10:56 PM
128	We all are the same human.	4/19/2018 10:49 PM
129	doesnt now	4/19/2018 10:48 PM
130	The women are in the family	4/19/2018 10:43 PM
131	Some prefer working with a male and some prefer working with a female when it comes to selling a home.	4/19/2018 10:34 PM
132	I don't plan on advancing, I am looking to leave real estate	4/19/2018 10:14 PM
133	The current social atmosphere of the power of women	4/19/2018 10:08 PM
134	It's being knowledgeable that counts, along with confidence, empathy & genuine care of the customer/client.	4/19/2018 10:06 PM
135	I believe that performance will be the key factor	4/19/2018 10:06 PM
136	I am an independent contractor.	4/19/2018 10:04 PM

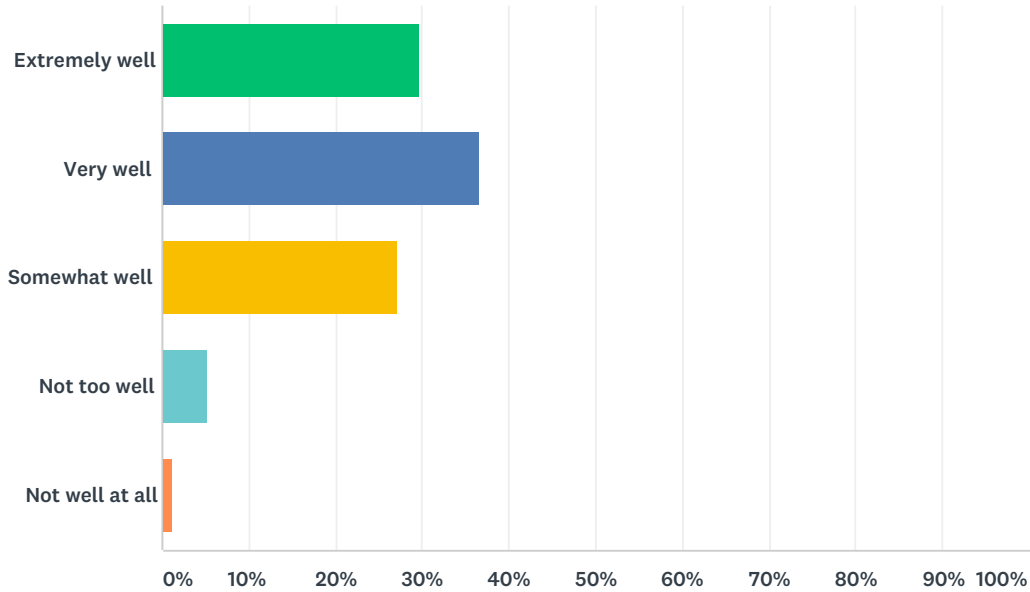
137	I do not believe gender is an issue for anyone I work with.	4/19/2018 9:59 PM
138	Haven't noticed a difference in treatment	4/19/2018 9:58 PM
139	Gender should play any roll in it. It should be based on your production and Dedications Equal rights to all.	4/19/2018 9:54 PM
140	Don't see any bias in seeing advancement for anyone.	4/19/2018 9:48 PM
141	Why not	4/19/2018 9:40 PM
142	Because I'm not sure gender plays as strong a role in Real Estate as it does in many other industries. If anything women seem to flourish in this industry.	4/19/2018 9:38 PM
143	I work for myself	4/19/2018 9:14 PM
144	No	4/19/2018 9:14 PM
145	Not a profession where there is gender bias. Completely based on performance	4/19/2018 9:11 PM
146	Women are growing a stronger presence in their careers in general.	4/19/2018 9:02 PM
147	I don't feel my Brokerage treats me different based on gender, but I know I miss out on getting business from the public because they assume a man can do it better.	4/19/2018 9:02 PM
148	N/A	4/19/2018 8:58 PM
149	I'm not a man	4/19/2018 8:56 PM
150	See 16	4/19/2018 8:55 PM
151	Opporotunities are equally available	4/19/2018 8:42 PM
152	N/A	4/19/2018 8:41 PM
153	Based on performance	4/19/2018 8:34 PM
154	I've been satisfied in the production I have done	4/19/2018 8:34 PM
155	I am a woman and don't feel like there has been any bias against me, I work hard for my personal business and growth. I believe it is up to me to advance myself.	4/19/2018 8:31 PM
156	What you put into your business you get out	4/19/2018 8:11 PM
157	You get out what you put in	4/19/2018 8:06 PM
158	I don't see any gender bias	4/19/2018 8:01 PM
159	Non factor	4/19/2018 7:54 PM
160	It's not an issue at my brokerage.	4/19/2018 7:46 PM
161	In my career, my gender does very well	4/19/2018 7:44 PM
162	It's never been an issue for me in real estate or in my company	4/19/2018 7:42 PM
163	Our company promotes the best candidate	4/19/2018 7:42 PM
164	We are all equal.	4/19/2018 7:38 PM
165	I've not experience discrimination in the workplace based on my gender. Although their may still be incidence pertaining to this, I cannot speak to it personally.	4/19/2018 7:38 PM
166	In the past, sales positions have been dominated by men. I feel like this is shifting, but slowly.	4/19/2018 7:37 PM
167	Not an isdye	4/19/2018 7:36 PM
168	--	4/19/2018 7:32 PM
169	Why not?	4/19/2018 7:32 PM
170	We work on 100% commission you get exactly what you are worth.	4/19/2018 7:25 PM
171	It's up to the consumers and if they want to work with you.	4/19/2018 7:24 PM
172	There is implicit bias towards men in leadership positions throughout our culture. Real Estate is no different. The demanding hours of real estate place an even greater bias towards promoting those who can eschew family responsibilities in the interest of work. In our current culture, those who can eschew those possibilities are mostly men.	4/19/2018 7:21 PM

173	Real Estate is a performance measured success system	4/19/2018 7:18 PM
174	No	4/19/2018 7:18 PM
175	Woman also work and do a fabulous job!	4/19/2018 7:17 PM
176	its about individual performance	4/19/2018 7:09 PM
177	I'm a tall white male. I enjoy white privilege.	4/19/2018 7:09 PM
178	Am sole proprietor	4/19/2018 7:08 PM
179	NA	4/19/2018 7:06 PM
180	The real estate market has changed dramatically since 1981 where there were more men in the real estate profession. Over time I believe that women currently outnumber men.	4/19/2018 7:02 PM
181	Work hard, you won'twin them all	4/19/2018 6:59 PM
182	World is changing	4/19/2018 6:58 PM
183	None	4/19/2018 6:54 PM
184	Real Estate Professionals are judged on their reputation, fairness, market knowledge and level of service.	4/19/2018 6:49 PM
185	My experience and professionalism speaks for itself.	4/19/2018 6:46 PM
186	n/a	4/19/2018 6:44 PM
187	It goes to top producers 99% of the time	4/19/2018 6:42 PM
188	It's about the work you put in	4/19/2018 6:26 PM
189	no reason	4/19/2018 6:24 PM
190	My sales experience and referrals will help me advance my career.	4/19/2018 6:24 PM
191	I am a honest, hardworking and work hard to fair to everyone. It doesn't matter if those qualities come from a woman or man.	4/19/2018 6:24 PM
192	It has not been an issue thus far	4/19/2018 6:21 PM
193	N/A	4/19/2018 6:21 PM
194	N/a	4/19/2018 6:20 PM
195	If anything, my gender will help given the present climate	4/19/2018 6:20 PM
196	Never really thought about it. Does not matter who.	4/19/2018 6:20 PM
197	N/A	4/19/2018 6:20 PM
198	you get what you earn.	4/19/2018 6:19 PM
199	Women have become more accepted as strong negotiators	4/19/2018 6:18 PM
200	Don't know	4/19/2018 6:16 PM
201	There will always be people that don't like something.	4/19/2018 6:15 PM
202	I see many successful agents both male and female	4/19/2018 6:10 PM
203	N/A	4/19/2018 6:10 PM
204	My company doesn't discriminate	4/19/2018 6:10 PM
205	No reason	4/19/2018 6:07 PM
206	my career is based on my performance not gender	4/19/2018 6:06 PM
207	Because I have passion and integrity and trusted by my customers.	4/19/2018 6:05 PM
208	Other factors make up for it	4/19/2018 6:05 PM
209	We are all treated equally	4/19/2018 6:03 PM
210	No problem	4/19/2018 6:03 PM
211	Blank	4/19/2018 6:01 PM

212	It's the overall culture in our country.	4/19/2018 6:01 PM
213	Company is equal to genders	4/19/2018 6:00 PM
214	Advancement is based on my attitude, energy, etc. Will not matter what gender I am.	4/19/2018 6:00 PM
215	Gender is only a factor in whiny, over-sensitive people.	4/19/2018 5:58 PM
216	I'm gen-x. I think my future will be determined by my performance, not my gender.	4/19/2018 5:58 PM
217	Because I am good at what I do	4/19/2018 5:58 PM
218	I think companies want to be perceived as women-advancing, even if they don't deserve it.	4/19/2018 5:56 PM
219	N/a	4/19/2018 5:56 PM
220	NA	4/19/2018 5:54 PM

Q21 How well does the following statement describe your company/brokerage: Workforce diversity (i.e. people with a broad range of experience, race, gender and age) is a top priority for my organization?

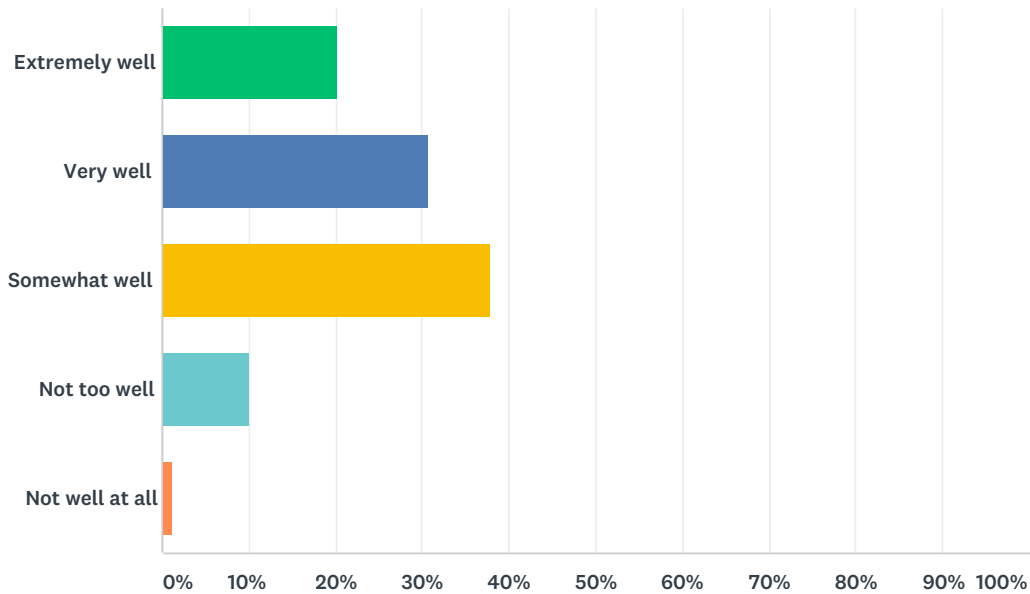
Answered: 339 Skipped: 111



ANSWER CHOICES	RESPONSES	
Extremely well	29.79%	101
Very well	36.58%	124
Somewhat well	27.14%	92
Not too well	5.31%	18
Not well at all	1.18%	4
TOTAL		339

Q22 How well does the following statement describe the real estate industry: Workforce diversity (i.e. people with a broad range of experience, race, gender and age) is a top priority for the real estate industry?

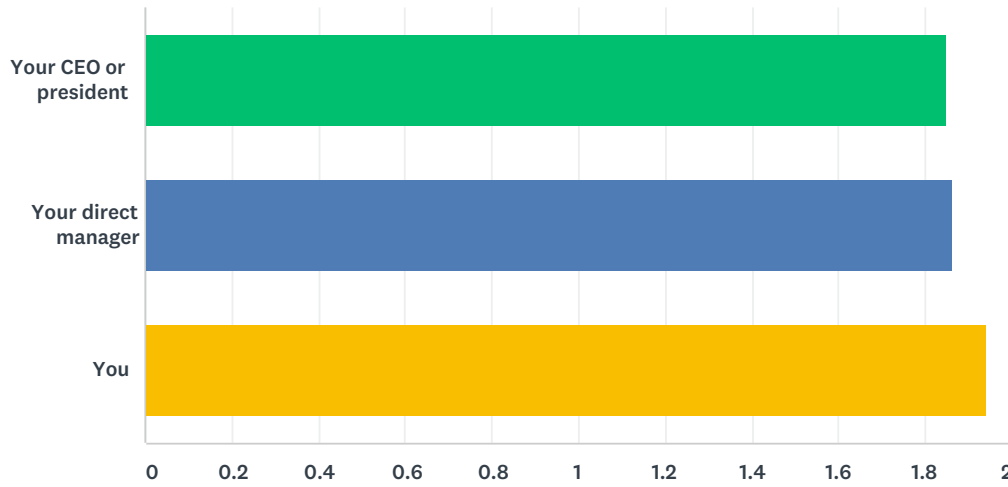
Answered: 341 Skipped: 109



ANSWER CHOICES	RESPONSES
Extremely well	20.23% 69
Very well	30.79% 105
Somewhat well	37.83% 129
Not too well	9.97% 34
Not well at all	1.17% 4
TOTAL	341

Q23 How much of a priority is gender diversity to:

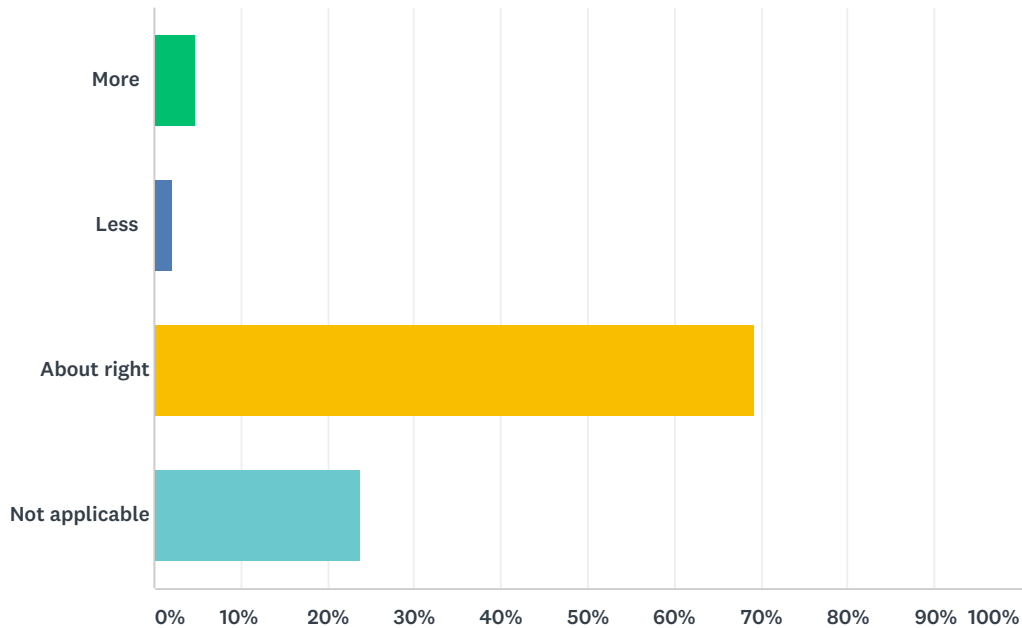
Answered: 306 Skipped: 144



	TOP PRIORITY	MODERATE PRIORITY	LOW PRIORITY	TOTAL	WEIGHTED AVERAGE
Your CEO or president	32.77% 97	49.66% 147	17.57% 52	296	1.85
Your direct manager	34.25% 100	45.21% 132	20.55% 60	292	1.86
You	29.93% 91	45.72% 139	24.34% 74	304	1.94

Q24 Do you think your company/brokerage should do more to promote gender diversity, do less, or is the amount of effort currently put forth about right?

Answered: 328 Skipped: 122



ANSWER CHOICES	RESPONSES	
More	4.88%	16
Less	2.13%	7
About right	69.21%	227
Not applicable	23.78%	78
TOTAL		328

Q25 What is your company/brokerage doing right or wrong?

Answered: 201 Skipped: 249

#	RESPONSES	DATE
1	This questionnaire seems to have a hidden agenda.	4/24/2018 2:32 PM
2	giving everyone the ability to get training	4/24/2018 9:54 AM
3	Not finding and moving enough quality agents	4/24/2018 9:06 AM
4	Not giving ALL agents right to adjust commission to get listings	4/24/2018 12:26 AM
5	They are an equal opportunity employer.	4/23/2018 9:52 PM
6	Don t know	4/23/2018 9:19 PM
7	My company does an awesome job in the industry	4/23/2018 9:09 PM
8	We have no quotas to fill, but hire based on qualifications an individual brings forth.	4/23/2018 7:33 PM
9	We have a great energy at our office	4/23/2018 7:06 PM
10	no comment	4/23/2018 6:58 PM
11	I do not know how these questions, 19-24, apply to a company's bottom line. Results matter and diversity of ideas and opinions matter more in a successful, well functioning organization than do race , gender, sexual orientation, in my opinion.	4/23/2018 5:18 PM
12	It doesn't appear there is focus on trying to find balance, I prefer people just be brought into the company because they are an asset. I believe we do that already.	4/23/2018 5:15 PM
13	AGAIN, HAH! SO FAR, THEY HAVEN'T ASKED ME TO LEAVE-RIGHT & WRONG, I GUESS.	4/23/2018 4:56 PM
14	Cooperate friendly environment.	4/23/2018 4:13 PM
15	To many good things to list here.	4/23/2018 2:41 PM
16	We need to recruit more as a whole	4/23/2018 1:43 PM
17	na	4/23/2018 1:35 PM
18	I don't think it is a factor for our company	4/23/2018 1:09 PM
19	There is a nice mix or male and female leadership in our offices.	4/23/2018 12:39 PM
20	They should focus on real estate , not diversity.	4/23/2018 12:11 PM
21	More training on technology and should provide leads to everyone.	4/23/2018 12:01 PM
22	Hiring and advancing men and women of racial minority groups.	4/23/2018 11:55 AM
23	all good	4/23/2018 11:33 AM
24	nothing	4/23/2018 11:30 AM
25	They are doing everything right and update as technology expands	4/23/2018 11:24 AM
26	need more people of different ethnicities.	4/23/2018 11:17 AM
27	Treats people fairly. Emphasis is on ethics. No self dealing policies or practices. Free to serve clients bests interests.	4/23/2018 11:08 AM
28	I've always felt that my company is very open & diverse.	4/23/2018 11:04 AM
29	They support everyone who is willing to do the work!	4/23/2018 10:35 AM
30	They recruit women and men equally. They try to provide information to women on seminars, etc. focusing on women's safety, development, etc.	4/23/2018 10:28 AM
31	Everyone has equal opportunities if they want to take advantage of them. They aren't available to only one group	4/23/2018 10:24 AM

32	Treat people fairly.	4/23/2018 10:24 AM
33	Na	4/23/2018 10:22 AM
34	na	4/23/2018 10:10 AM
35	Training and tools available	4/23/2018 10:00 AM
36	Nothing that I can see	4/23/2018 9:46 AM
37	No opinion	4/23/2018 9:45 AM
38	The questions above seem to be confusing because my company puts all opportunity whether gender or race. They will not favor one over a more qualified because of race or color. Deceiving question you gave us....	4/23/2018 9:45 AM
39	They appear to be growing. You are not pressured about how much you sell. Very helpful.	4/23/2018 9:43 AM
40	I am satisfied with my Broker.	4/23/2018 9:40 AM
41	These questions are weird	4/23/2018 9:39 AM
42	Don't really know.	4/23/2018 9:36 AM
43	Very fair company.	4/23/2018 9:36 AM
44	Not enough hands on training. Too many webinars.	4/23/2018 9:32 AM
45	Non bias and very diverse in workforce, sticking with policy and equal treatment to all	4/23/2018 9:32 AM
46	I think the company is hiring agents that are a good fit and gender doesn't matter.	4/23/2018 9:30 AM
47	They don't want to change with the times in terms of online presence or updating office atmosphere	4/23/2018 9:29 AM
48	They seem to want to hire management that is loyal to the company first and foremost.	4/23/2018 9:29 AM
49	In terms of what?	4/23/2018 9:24 AM
50	nothing	4/23/2018 9:21 AM
51	Sometimes changes are delayed.	4/23/2018 9:20 AM
52	They do have a fair amount of gender diversity. In our area not much of racial diversity. It would be nice to try and recruit some more diverse people.	4/23/2018 9:19 AM
53	Too early to tell at this time	4/23/2018 9:14 AM
54	N/A	4/23/2018 9:13 AM
55	x	4/23/2018 9:10 AM
56	They are low on comission structure and that is well known in the marketplace.	4/22/2018 9:31 PM
57	--	4/22/2018 4:21 PM
58	-	4/22/2018 2:00 PM
59	no response	4/22/2018 11:01 AM
60	Very satisfied things are fine	4/22/2018 8:51 AM
61	This is the full commission position ... this is the most pure value based position there is! It's all up to you if you succeed not gender not race!	4/21/2018 10:32 PM
62	Hiring and training capable hard working individuals regardless of race or gender creating a very diverse workplace	4/21/2018 4:46 PM
63	pay schedule	4/21/2018 3:28 PM
64	Right - bringing on agents with integrity and experience who are competent.	4/21/2018 2:45 PM
65	na	4/21/2018 2:39 PM
66	Nothing to add here.	4/21/2018 12:35 PM
67	Opportunities are available on preformance, hard work, taking responsibility. Never on types of people.	4/21/2018 8:58 AM

68	Equal opportunity is given to all. It isn't a priority or a non-priority, it's just how they do business. Isn't that the way it should be?	4/21/2018 8:18 AM
69	have no ideal	4/20/2018 8:33 PM
70	bored with this	4/20/2018 7:04 PM
71	Nothing wrong. They help me grow my business	4/20/2018 6:24 PM
72	We do not have a person that strictly trains new agents. I wish we had someone in our office that would do this full time	4/20/2018 5:28 PM
73	We have a strong convivial atmosphere and I know my opinions are valued and encouraged.	4/20/2018 5:13 PM
74	Provide lots of training, education and support	4/20/2018 3:50 PM
75	Can't say	4/20/2018 3:31 PM
76	Overall, the new agent training is very good.	4/20/2018 3:18 PM
77	I cannot tell you what is in someone's heart or head unless they blatantly display racism or gender bias. My company has tons of ages ranges, cultures and plenty of men and women, both gay and straight. I think the real estate business as a whole is very diverse.	4/20/2018 2:59 PM
78	No Comment.	4/20/2018 2:42 PM
79	?	4/20/2018 1:28 PM
80	make use of our intranet IQ Office to reach out when an agent has a special need.	4/20/2018 1:13 PM
81	They are fair	4/20/2018 12:13 PM
82	Providing training and leadership opportunities to anyone who steps up.	4/20/2018 12:01 PM
83	Providing educational opportunities on an ongoing basis, guiding agents in difficult transaction, supporting individuals in confusing circumstances.	4/20/2018 12:00 PM
84	Everything right! I am so happy to be a part of what is going on at my brokerage.	4/20/2018 10:59 AM
85	My company stays abreast of all current technology, they support the agents with great training and opportunities to learn, they are customer and agent centric	4/20/2018 10:54 AM
86	n/a	4/20/2018 10:54 AM
87	no comment	4/20/2018 10:51 AM
88	There are several male and female agents, and I would say there are probably more female agents but I don't know what the numbers are.	4/20/2018 10:47 AM
89	Giving all an equal chance to succeed.	4/20/2018 10:42 AM
90	None	4/20/2018 10:40 AM
91	No comment	4/20/2018 10:37 AM
92	The company has gender diversity as a national priority	4/20/2018 10:18 AM
93	none	4/20/2018 10:15 AM
94	?	4/20/2018 10:06 AM
95	I feel my company is very diverse and is an enjoyable place to work. All experienced agents help mentor new agents, all agents participate in trainings. No one is given advantages over other agents.	4/20/2018 10:05 AM
96	Too focused on additional income streams but not as bad as the larger companies	4/20/2018 10:05 AM
97	They embrace everyone & are always encouraging us to reach higher plateaus in our careers & support us educationally in this regard.	4/20/2018 9:54 AM
98	Great leadership and encouragement	4/20/2018 9:50 AM
99	No opinion	4/20/2018 9:19 AM
100	They are doing things right in giving everyone opportunity-its degrading to have them focus on us women.	4/20/2018 9:15 AM

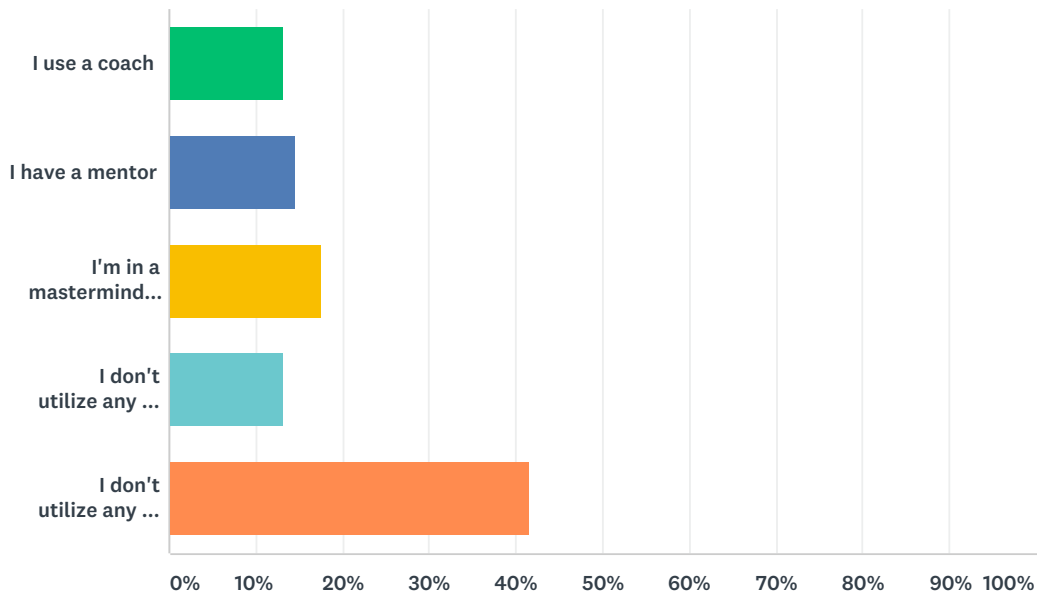
101	I do wish it were easier to gain commission percentage, They take and take and take. As far as diversity, yes if they wanted too they could go looking to diversify. I do believe as a whole, the real estate industry does not attract enough black, hispanic or Indian agents. It would be great for the industry if we could become more diversified to represent all home buyers and sellers	4/20/2018 8:44 AM
102	They are promoting people based on skills and vision.	4/20/2018 8:24 AM
103	Nothing	4/20/2018 8:23 AM
104	Gender is not used with discrimination. Probably could help more minorities to get into management.	4/20/2018 8:22 AM
105	n/a	4/20/2018 8:20 AM
106	Senior management is all white men	4/20/2018 8:06 AM
107	Our brokerage has the most diversity in our market.	4/20/2018 7:58 AM
108	on the cutting edge of new programs/changes	4/20/2018 7:16 AM
109	they're a great family company - no issues	4/20/2018 7:15 AM
110	RE/MAX has a very fair and balanced management team. Diversity is more than color and gender - there is a diversity of thought there also.	4/20/2018 7:15 AM
111	Treating everyone with respect.	4/20/2018 6:31 AM
112	Diversity training	4/20/2018 6:15 AM
113	my firm is looking for the best people	4/20/2018 5:56 AM
114	They are doing everything correct	4/20/2018 5:54 AM
115	hiring anyone-wrong creating a decent culture considering no one has to listen to management-right	4/20/2018 5:46 AM
116	Opportunities are available to all people	4/20/2018 5:41 AM
117	I think trying hard to make sure the gender is diverse makes it seem like you're trying to hard. We don't want all of one gender doing everything. However, productivity is based on individuality. So if only men in that office are trying. Who's to push them away.	4/20/2018 3:39 AM
118	Doing right - recognizing talent and accomplishments in all	4/19/2018 10:56 PM
119	N/A	4/19/2018 10:49 PM
120	no comment	4/19/2018 10:48 PM
121	Na	4/19/2018 10:43 PM
122	I think the company shows some signs of diversity depending on the office location.	4/19/2018 10:34 PM
123	Hiring people who want to work	4/19/2018 10:08 PM
124	Diversity is good!	4/19/2018 10:06 PM
125	I can't answer this question yet	4/19/2018 10:06 PM
126	Unknown	4/19/2018 10:04 PM
127	Tremendous support and training on MANY levels. Improvement could be seen in Social Media Marketing to get clients.	4/19/2018 9:59 PM
128	The company treats everyone in a very nurturing manner and success truly comes down to the individual. Concerns are taken seriously but no one of these groups is overly dwelt on. There is a lot of diversity in our office	4/19/2018 9:58 PM
129	Wtf	4/19/2018 9:40 PM
130	I think too much focus on gender takes away from performance based evaluation	4/19/2018 9:38 PM
131	?	4/19/2018 9:14 PM
132	Dumb question	4/19/2018 9:14 PM
133	In what regard?	4/19/2018 9:11 PM
134	Desire to advance as a leader is desired but changes don't happen fast enough.	4/19/2018 9:02 PM

135	charging to much monthly expense/fees especially when they give us a referral and then knock us down to 50% and then take a referral fee out of that. I have not sent out baseball, festival, football magnets in years but keep getting marketing asking to order them. Hate the +\$495 in addition to the commission fee. Love that we have our own marketing dept but wish I could actually have someone condense all of my material about me into a better presentation format. I like that they are a well known brand, continue to market and offer educational and information speakers and classes. I used to be able to sell FSBOs at a reduced rate when I worked for Coldwell Banker-Burnet in Edina, MN and it is much more difficult to work with FSBOs here.	4/19/2018 8:58 PM
136	N/A	4/19/2018 8:56 PM
137	nothing	4/19/2018 8:55 PM
138	They listen and truly care about the well-being and success of all who work and/or licensed there.	4/19/2018 8:47 PM
139	the company I work for is great	4/19/2018 8:44 PM
140	hiring and promoting people based on skills performance	4/19/2018 8:42 PM
141	Hiring anyone who wants to sell lots of real estate	4/19/2018 8:41 PM
142	I think they are welcoming	4/19/2018 8:34 PM
143	working	4/19/2018 8:31 PM
144	My company is strong and appreciate all they do.	4/19/2018 8:11 PM
145	Doing much more right than wrong, prefer to keep details confidential	4/19/2018 8:08 PM
146	not sure but it is working	4/19/2018 8:06 PM
147	Supporting us always	4/19/2018 7:54 PM
148	Doing things right	4/19/2018 7:44 PM
149	Nothing that I can see	4/19/2018 7:42 PM
150	Equal	4/19/2018 7:38 PM
151	N/A	4/19/2018 7:38 PM
152	More women are taking sales director leadership roles. It's nice to see and we are having a few top producing females in the company. But there are not many in the executive role - however this may be due to longevity of execs.	4/19/2018 7:37 PM
153	Nothing	4/19/2018 7:36 PM
154	--	4/19/2018 7:32 PM
155	Well, they don't pay me enough for starters.	4/19/2018 7:32 PM
156	It's based on performance. Do the job get the money. Everyone has an equal shot.	4/19/2018 7:25 PM
157	corporate encouragement and supporting	4/19/2018 7:24 PM
158	They are unaware of unconscious bias and do not have any initiatives in place that might challenge the status quo. They are not doing anything to make it worse, but are also not seeking to make things better.	4/19/2018 7:21 PM
159	.	4/19/2018 7:18 PM
160	In my opinion they are doing everything correct	4/19/2018 7:17 PM
161	Top management is a good mix currently	4/19/2018 7:09 PM
162	All good	4/19/2018 7:06 PM
163	Men and women are both respected	4/19/2018 7:06 PM
164	They are equal opportunity focused	4/19/2018 7:02 PM
165	All good	4/19/2018 6:58 PM
166	Everything	4/19/2018 6:54 PM
167	Leaders are not technically Davy or "hip"	4/19/2018 6:51 PM

168	Our Company hired like minded people that believe in training, giving back, sharing and helping each other grow. It does not matter a person's age, race, gender, ethnicity.	4/19/2018 6:49 PM
169	Uncertain	4/19/2018 6:46 PM
170	n/a	4/19/2018 6:44 PM
171	It runs ok	4/19/2018 6:42 PM
172	Being fair	4/19/2018 6:39 PM
173	N/a	4/19/2018 6:26 PM
174	I don't feel there are any complaints or concerns in this area.	4/19/2018 6:24 PM
175	Our company is about culture. It's about fitting that more than anything	4/19/2018 6:21 PM
176	Top-level management will only promote or hire family members or friends who will reinforce their own job security.	4/19/2018 6:21 PM
177	Not sure. Don't really notice them trying to promote diversity.	4/19/2018 6:20 PM
178	I'd like to see more racial diversity	4/19/2018 6:20 PM
179	Gender/race etc... Does not matter.	4/19/2018 6:20 PM
180	Family owned company with what I can see is excellent	4/19/2018 6:20 PM
181	everyone has the opportunity for success	4/19/2018 6:19 PM
182	Nothing. Get top producers.	4/19/2018 6:19 PM
183	All women in management roles	4/19/2018 6:18 PM
184	Real estate has always been open to diversity in gender. Regarding racial diversity, I have never experienced any pushback on this - I do think it's just that some people of different cultures do not prefer to do this type of work. After all, we are 100% commissioned employees and not even single white males or females are always comfortable diving into that pool.	4/19/2018 6:17 PM
185	?	4/19/2018 6:16 PM
186	N/A	4/19/2018 6:15 PM
187	I don't know Not enough experience	4/19/2018 6:10 PM
188	I feel they are hiring on a very equal opportunity basis. Because you are an independent contractor how well your business performs is entirely on your shoulders. If you have a chip on them it's probably blocking your vision from your opportunities.	4/19/2018 6:10 PM
189	Na	4/19/2018 6:10 PM
190	An equal opportunity work place	4/19/2018 6:09 PM
191	nothing	4/19/2018 6:06 PM
192	No problem	4/19/2018 6:03 PM
193	Blank	4/19/2018 6:01 PM
194	We promote and hire based on performance - that's it. There are many, many women and men in all leadership positions - I feel it's very balanced.	4/19/2018 6:01 PM
195	Management's job is to hire agents that can produce for the company. Filling a slot just because it fits some diversity guideline is ridiculous. Either you can produce, or you cannot.	4/19/2018 6:01 PM
196	N/A	4/19/2018 6:00 PM
197	Successful agents of both genders	4/19/2018 6:00 PM
198	Nothing. Again, this is only an issue because people get attention doing it.	4/19/2018 5:58 PM
199	I'm a female, but diversity obsession feels patronizing and demeaning. I don't need a man to "mansplain," condescend, or "help" me get ahead.	4/19/2018 5:58 PM
200	I think all genders are treated the same	4/19/2018 5:58 PM
201	I think they do a great job of promoting based on performance, not gender or race.	4/19/2018 5:56 PM

Q26 Do you currently utilize a coach, work with a mentor, or participate in a mastermind group?

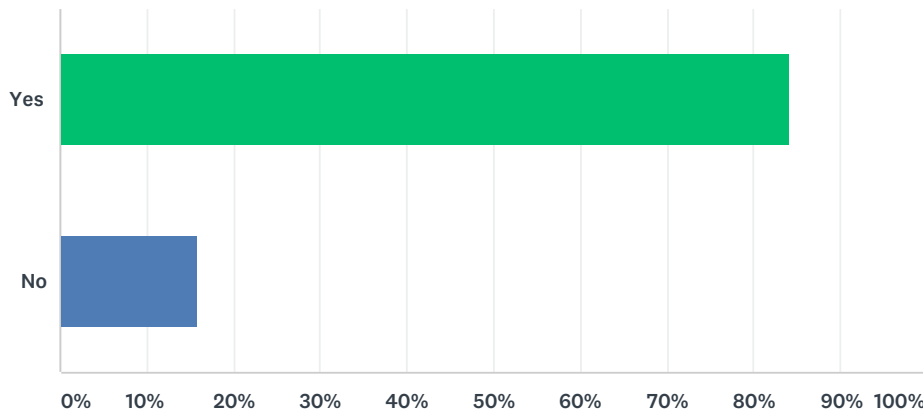
Answered: 343 Skipped: 107



ANSWER CHOICES	RESPONSES	
I use a coach	13.12%	45
I have a mentor	14.58%	50
I'm in a mastermind group	17.49%	60
I don't utilize any of these, but I would like to	13.12%	45
I don't utilize any of these in my business	41.69%	143
TOTAL		343

Q27 Is there anyone in your company/brokerage you feel would be a good mentor, either to you or someone else?

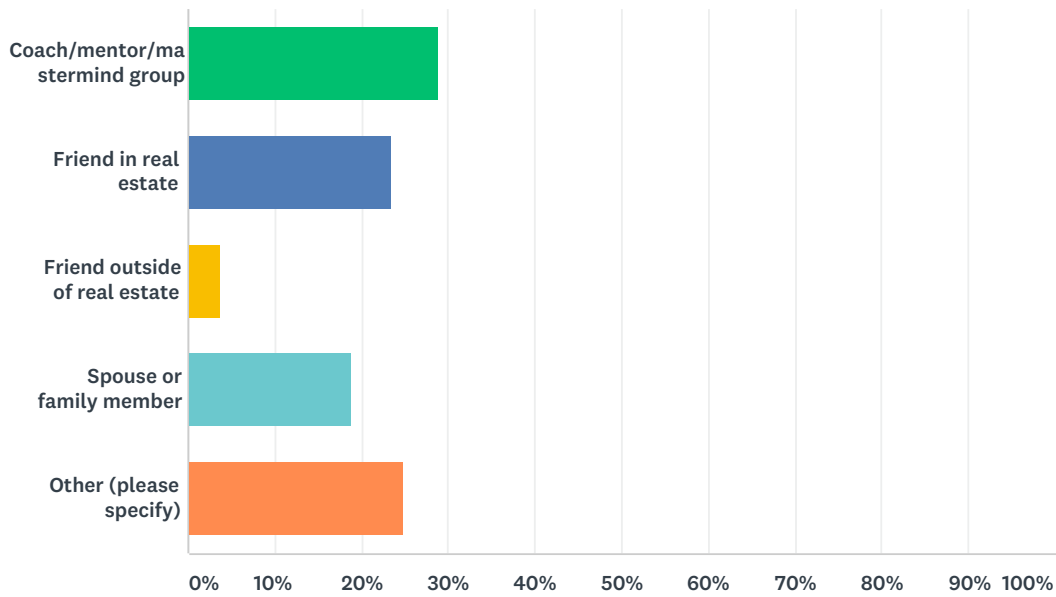
Answered: 333 Skipped: 117



ANSWER CHOICES	RESPONSES	
Yes	84.08%	280
No	15.92%	53
TOTAL		333

Q28 Who has made the biggest impact on your success in the real estate industry?

Answered: 336 Skipped: 114



ANSWER CHOICES	RESPONSES
Coach/mentor/mastermind group	28.87% 97
Friend in real estate	23.51% 79
Friend outside of real estate	3.87% 13
Spouse or family member	18.75% 63
Other (please specify)	25.00% 84
TOTAL	336

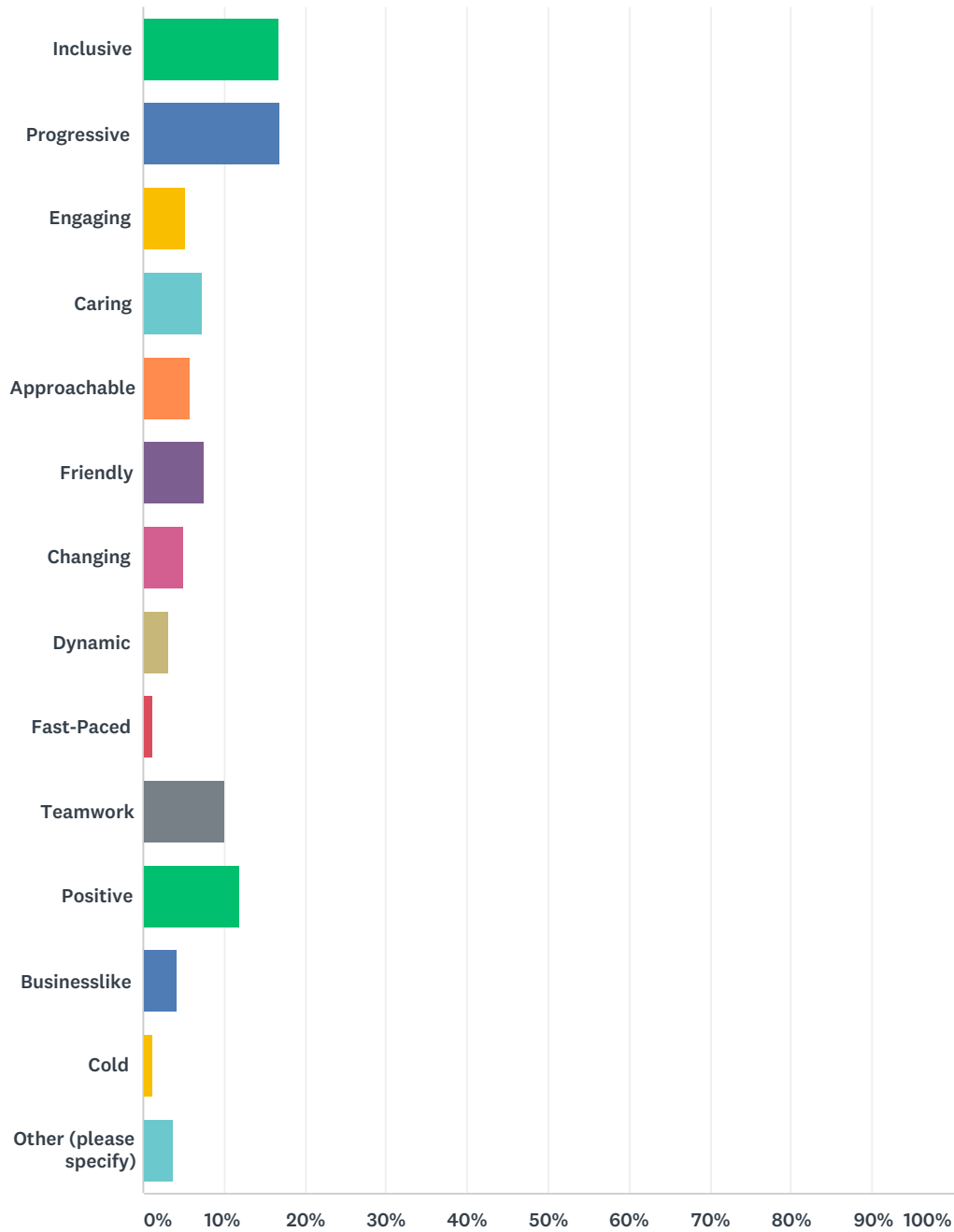
#	OTHER (PLEASE SPECIFY)	DATE
1	Manager	4/25/2018 7:17 PM
2	Some of the top producers- although not directly a mentor- did inspire me by their example and success	4/24/2018 6:35 PM
3	I work really hard, watch and listen.	4/24/2018 2:58 PM
4	Me: reading, attending meetings, practicing ethics, working hard	4/23/2018 9:52 PM
5	F. Wickman, Friends inside and outside RE.	4/23/2018 5:18 PM
6	THE PEOPLE I'VE HELPED REALIZE THE AMERICAN DREAM.	4/23/2018 4:56 PM
7	Me	4/23/2018 4:13 PM
8	Me	4/23/2018 2:41 PM
9	myself!	4/23/2018 2:16 PM
10	Former senior lenders/bank presidents	4/23/2018 1:35 PM
11	Managing Broker	4/23/2018 1:09 PM

12	Myself. Self motivated and educated	4/23/2018 12:11 PM
13	Prior real estate broker/owner	4/23/2018 11:35 AM
14	Effort	4/23/2018 11:08 AM
15	Hard work and perseverance	4/23/2018 10:24 AM
16	Sales Managers	4/23/2018 10:16 AM
17	Original Manager was my mentor	4/23/2018 9:50 AM
18	My manager and the CEO of my company	4/23/2018 9:50 AM
19	Regional VP	4/23/2018 9:46 AM
20	Broker, company training opportunities	4/23/2018 9:45 AM
21	Last Real Estate Employer	4/23/2018 9:43 AM
22	My manager & the Brian Buffing course I took.	4/23/2018 9:36 AM
23	My wife	4/23/2018 9:36 AM
24	As stated earlier. I asked for new responsibilities and challenges and was given the opportunity to advance.	4/23/2018 9:20 AM
25	Me	4/23/2018 9:20 AM
26	Former manager	4/22/2018 4:21 PM
27	no response	4/22/2018 11:01 AM
28	Manager	4/21/2018 10:32 PM
29	convention coaches	4/21/2018 6:47 PM
30	my drive	4/20/2018 5:28 PM
31	co-workers	4/20/2018 4:26 PM
32	Myself. Learning networking marketing prior to real estate	4/20/2018 3:50 PM
33	Former VP	4/20/2018 3:31 PM
34	Outside independent sources	4/20/2018 2:16 PM
35	Mother	4/20/2018 1:59 PM
36	My mother, also an agent	4/20/2018 1:30 PM
37	Excellent educational opportunities provided by the board	4/20/2018 12:00 PM
38	past realtor who has retired and my current office manager	4/20/2018 10:47 AM
39	Myself	4/20/2018 10:43 AM
40	Self	4/20/2018 10:37 AM
41	Me, masterminds are idiots	4/20/2018 10:05 AM
42	Our owner! He personally conducts educational seminars & growth in biz all the time!	4/20/2018 9:54 AM
43	Broker	4/20/2018 9:50 AM
44	My Manager	4/20/2018 8:58 AM
45	My broker	4/20/2018 8:20 AM
46	Howard Brinton and Floyd Wickman	4/20/2018 7:15 AM
47	Me, I'm determined	4/20/2018 5:54 AM
48	Dan Bunch-Vesta, at least he taught me the business well	4/20/2018 5:46 AM
49	WCR	4/19/2018 11:18 PM
50	Myself.	4/19/2018 10:14 PM
51	No one yet	4/19/2018 10:06 PM

52	My managing broker	4/19/2018 10:04 PM
53	Managing Brokers	4/19/2018 9:59 PM
54	it's all on me. It's a lonely business. I love my clients!	4/19/2018 9:02 PM
55	Owner of Company...and me.	4/19/2018 8:55 PM
56	Manager	4/19/2018 8:42 PM
57	Experience. Every client, agent and transaction is different offering learning experiences that help you grow as an agent. Working with experienced agents who follow a high level	4/19/2018 8:26 PM
58	Me	4/19/2018 7:42 PM
59	Industry people outside of real estate like mortgage brokers	4/19/2018 7:42 PM
60	My peers and management	4/19/2018 7:42 PM
61	Sales Manager	4/19/2018 7:38 PM
62	former manager (changed offices)	4/19/2018 7:38 PM
63	Myself	4/19/2018 7:32 PM
64	Someone I tried to help actually helped me more	4/19/2018 7:25 PM
65	My manager	4/19/2018 7:17 PM
66	Broker / manager	4/19/2018 7:09 PM
67	No one	4/19/2018 6:59 PM
68	Manager	4/19/2018 6:51 PM
69	Me! My work ethic,, my desire to succeed and make money	4/19/2018 6:46 PM
70	Nobody	4/19/2018 6:26 PM
71	None of the above.	4/19/2018 6:21 PM
72	me	4/19/2018 6:20 PM
73	the agents in my office, we share ideas.	4/19/2018 6:19 PM
74	Not enough experience	4/19/2018 6:10 PM
75	Myself	4/19/2018 6:10 PM
76	My broker that hired me as a new agent	4/19/2018 6:10 PM
77	Former broker	4/19/2018 6:07 PM
78	Former broker	4/19/2018 6:05 PM
79	Nobody really	4/19/2018 6:05 PM
80	myself being motivated to be successful	4/19/2018 6:04 PM
81	Office manager	4/19/2018 6:01 PM
82	Business partner in real estate	4/19/2018 6:01 PM
83	Me	4/19/2018 6:00 PM
84	Team Leader	4/19/2018 5:56 PM

Q29 How would you describe your company's/brokerage's culture?

Answered: 342 Skipped: 108



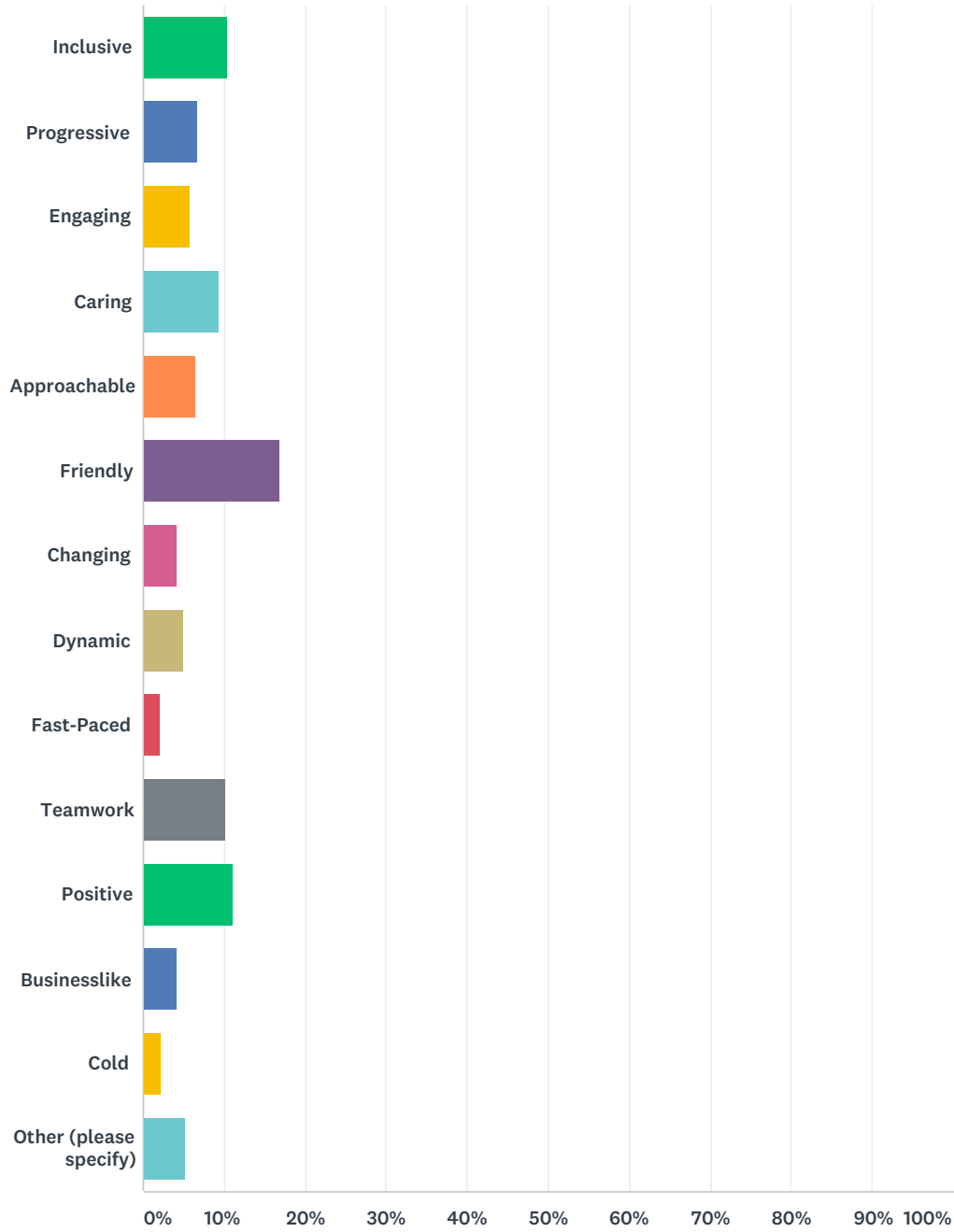
ANSWER CHOICES	RESPONSES
Inclusive	16.67% 57
Progressive	16.96% 58
Engaging	5.26% 18
Caring	7.31% 25
Approachable	5.85% 20

Friendly	7.60%	26
Changing	4.97%	17
Dynamic	3.22%	11
Fast-Paced	1.17%	4
Teamwork	9.94%	34
Positive	11.99%	41
Businesslike	4.09%	14
Cold	1.17%	4
Other (please specify)	3.80%	13
TOTAL		342

#	OTHER (PLEASE SPECIFY)	DATE
1	many of these are great	4/23/2018 2:41 PM
2	Everyone is out for themselves secretly	4/23/2018 9:36 AM
3	Individualized	4/20/2018 10:37 AM
4	I feel many of these describe our culture - except cold.	4/20/2018 10:05 AM
5	Inclusive, engaging, caring, approachable, friendly, positive	4/20/2018 10:05 AM
6	A great place to work	4/20/2018 9:15 AM
7	fragmented	4/20/2018 5:46 AM
8	I think it's rather stuffy and a bit too conservative	4/19/2018 10:34 PM
9	Not sure yet	4/19/2018 10:06 PM
10	Positive changes are currently happening now but have not been in the past	4/19/2018 9:02 PM
11	Corporate, bureaucratic, dehumanizing	4/19/2018 6:21 PM
12	This survey only lets me check one - I'd say inclusive, progressive, caring, approachable, friendly, teamwork, positive, businesslike	4/19/2018 6:17 PM
13	Just a clickin along.	4/19/2018 6:10 PM

Q30 How would you describe the culture in your office?

Answered: 342 Skipped: 108



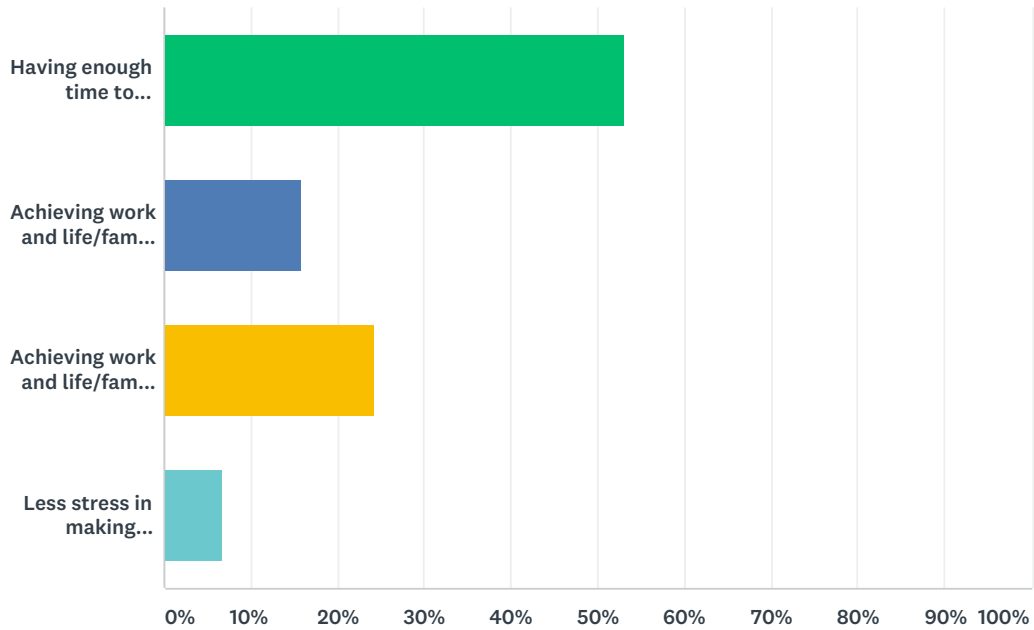
ANSWER CHOICES	RESPONSES
Inclusive	10.53% 36
Progressive	6.73% 23
Engaging	5.85% 20
Caring	9.36% 32
Approachable	6.43% 22

Friendly	16.96%	58
Changing	4.09%	14
Dynamic	4.97%	17
Fast-Paced	2.05%	7
Teamwork	10.23%	35
Positive	11.11%	38
Businesslike	4.09%	14
Cold	2.34%	8
Other (please specify)	5.26%	18
TOTAL		342

#	OTHER (PLEASE SPECIFY)	DATE
1	many of these describe the wonderful culture in our office	4/23/2018 2:41 PM
2	Clique	4/23/2018 12:39 PM
3	everyone does their own thing	4/23/2018 12:11 PM
4	Independent, we don't interact much, but when we do it's friendly.	4/21/2018 8:18 AM
5	i don't go to the office	4/20/2018 7:04 PM
6	We have a mix of agents and personality. There are some very friendly agents always willing to help. We have some know it alls. We have some who keep to themselves. It is a mix but it works.	4/20/2018 10:54 AM
7	Same as above	4/20/2018 10:05 AM
8	Inclusive, engaging, caring, approachable, friendly, positive	4/20/2018 10:05 AM
9	Great	4/20/2018 9:15 AM
10	very surfacy, meaning everything is done on a surface level but deep diving and true learning is the responsibility of the agent	4/20/2018 5:46 AM
11	Family	4/19/2018 9:54 PM
12	Currently improving	4/19/2018 9:02 PM
13	Exceptional	4/19/2018 7:32 PM
14	Uninspiring, Machiavellian, whiny	4/19/2018 6:21 PM
15	Friendly and approachable, positive, teamwork, caring.	4/19/2018 6:17 PM
16	None of these are great fits. The office is fine.	4/19/2018 6:05 PM
17	can't check all that apply system won't allow	4/19/2018 6:01 PM
18	all of the above! except cold	4/19/2018 5:58 PM

Q31 What does work/life balance mean to you?

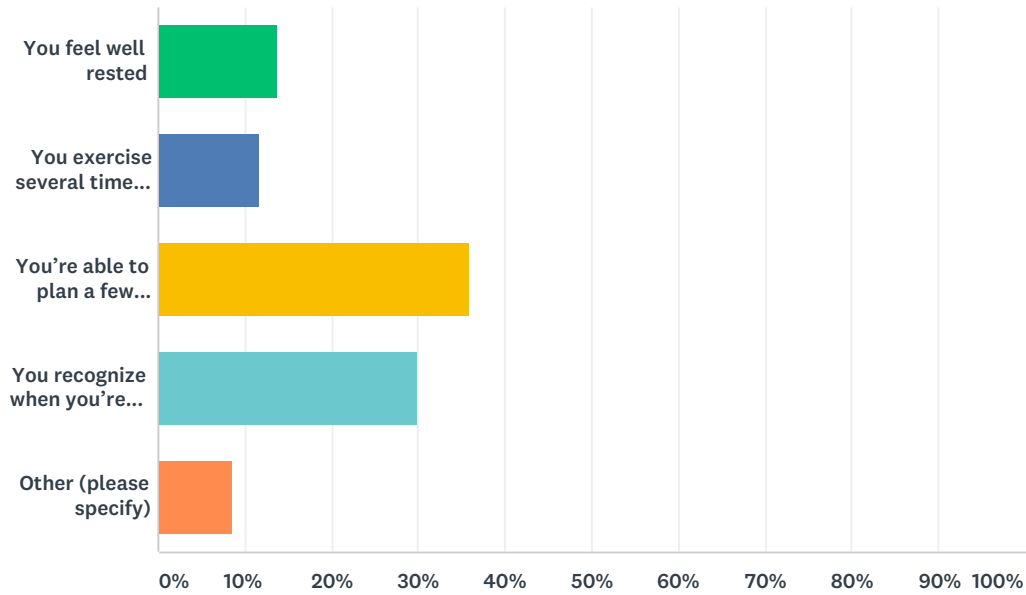
Answered: 345 Skipped: 105



ANSWER CHOICES	RESPONSES	
Having enough time to dedicate to work and spend time with family and friends.	53.04%	183
Achieving work and life/family goals over the long term.	15.94%	55
Achieving work and life/family goals on a daily basis.	24.35%	84
Less stress in making work/life decisions.	6.67%	23
TOTAL		345

Q32 What are some signs that your life is in balance?

Answered: 341 Skipped: 109



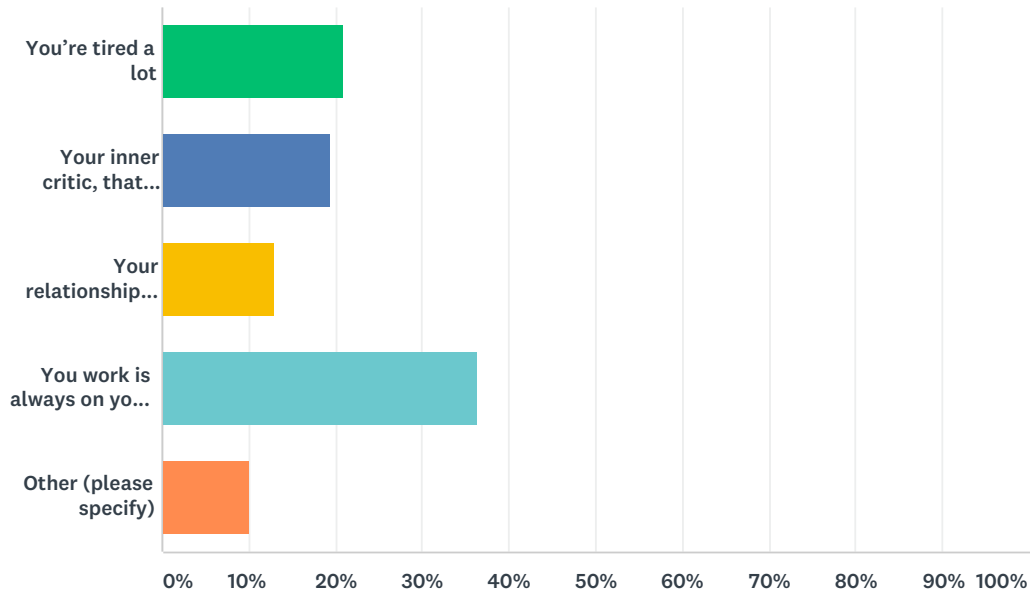
ANSWER CHOICES	RESPONSES
You feel well rested	13.78% 47
You exercise several times a week	11.73% 40
You're able to plan a few enjoyable activities each week	36.07% 123
You recognize when you're tipping out of balance, and add in self-care activities to shift back into your flow	29.91% 102
Other (please specify)	8.50% 29
TOTAL	341

#	OTHER (PLEASE SPECIFY)	DATE
1	Very little stress	4/24/2018 3:24 PM
2	My engine is running	4/24/2018 2:32 PM
3	Time for myself	4/23/2018 5:15 PM
4	All of the above	4/23/2018 10:28 AM
5	all of the above	4/23/2018 10:16 AM
6	Right now it's not very good	4/23/2018 9:50 AM
7	Friends, family, fun and work without being stressed of too much work	4/23/2018 9:45 AM
8	Dont know	4/23/2018 9:39 AM
9	I am happy	4/23/2018 9:38 AM
10	Bill are paid on time	4/23/2018 9:36 AM
11	None right now. Very busy	4/23/2018 9:21 AM
12	can vacation when i want	4/21/2018 3:28 PM
13	when i go fishing at least once a week	4/20/2018 7:04 PM

14	making enough money to pay my bills and vacation	4/20/2018 5:28 PM
15	I am able to work at home and spend time with my family everyday and still earn a significant income	4/20/2018 3:50 PM
16	not feeling in balance right now	4/20/2018 1:13 PM
17	semi retired	4/20/2018 10:03 AM
18	all	4/20/2018 9:15 AM
19	You feel Harmony	4/20/2018 5:54 AM
20	its not	4/20/2018 5:46 AM
21	Bills are getting paid and I am having fun with my family.	4/19/2018 9:59 PM
22	WhT	4/19/2018 9:40 PM
23	All of the above	4/19/2018 8:56 PM
24	When my level of stress is down.	4/19/2018 8:26 PM
25	Never found balance selling real estate.	4/19/2018 7:32 PM
26	Both my family and I know that I am as available to meet their needs as I am to meet those of my colleagues and clients.	4/19/2018 7:21 PM
27	All of the above	4/19/2018 7:18 PM
28	All of the above	4/19/2018 6:20 PM
29	good balance, clients and family	4/19/2018 6:19 PM

Q33 What are some signs that your life is out of balance?

Answered: 338 Skipped: 112



ANSWER CHOICES	RESPONSES
You're tired a lot	21.01% 71
Your inner critic, that internal voice that judges you, gets louder	19.53% 66
Your relationships with co-workers and family/friends are struggling	13.02% 44
You work is always on your mind	36.39% 123
Other (please specify)	10.06% 34
TOTAL	338

#	OTHER (PLEASE SPECIFY)	DATE
1	Mine has been balanced most o f my career, but other people end up burning out by never feeling they deserve a break.	4/24/2018 3:24 PM
2	house is messy; no time to clean	4/23/2018 2:16 PM
3	I dont feel im out of balance	4/23/2018 11:24 AM
4	When you are working day ad night	4/23/2018 11:08 AM
5	Feel rushed and stressed	4/23/2018 9:50 AM
6	My life is not out of balance	4/23/2018 9:46 AM
7	Don't know	4/23/2018 9:39 AM
8	I am stressed	4/23/2018 9:38 AM
9	I don't ever feel like my life is out of balance	4/23/2018 9:24 AM
10	none it alwasy adjusts	4/23/2018 9:21 AM
11	I become less productive professionally and personally	4/23/2018 9:20 AM
12	Need more family and some down time for self	4/22/2018 10:12 AM

13	not	4/21/2018 3:28 PM
14	when i don't go fishing once a week	4/20/2018 7:04 PM
15	NA	4/20/2018 3:50 PM
16	I spend more time completely alone, not answering my phone	4/20/2018 2:59 PM
17	multi family issues	4/20/2018 1:13 PM
18	all of the above	4/20/2018 9:15 AM
19	You feel disorganized	4/20/2018 5:54 AM
20	Depression / angst	4/20/2018 3:39 AM
21	It's not	4/19/2018 10:43 PM
22	None	4/19/2018 9:59 PM
23	Brain has harder time making even simple decisions	4/19/2018 9:58 PM
24	All of the abovr	4/19/2018 8:56 PM
25	All the above	4/19/2018 8:34 PM
26	I feel at peace.	4/19/2018 8:12 PM
27	No time for personal "life". Simple things like, errands, cleaning, exercising, having dinner, buying groceries, etc.	4/19/2018 7:38 PM
28	All of the above	4/19/2018 7:32 PM
29	Start to get cranky	4/19/2018 7:25 PM
30	None	4/19/2018 7:18 PM
31	All of the above	4/19/2018 6:20 PM
32	Not applicable	4/19/2018 6:05 PM
33	I am not out of balance	4/19/2018 6:03 PM
34	I execute less effectively	4/19/2018 5:56 PM

Q34 What is one thing you'd like to learn about work/life balance?

Answered: 185 Skipped: 265

#	RESPONSES	DATE
1	-	4/24/2018 6:35 PM
2	nothing, other than it is an achievement like an award in a sales career.	4/24/2018 3:24 PM
3	Taking care of myself, takes care of my business too.	4/24/2018 2:58 PM
4	What you focus on appears. Clarity	4/24/2018 2:32 PM
5	To work on it as part of your daily activity.	4/24/2018 9:06 AM
6	How to really make it balance when the market is busy.	4/23/2018 9:52 PM
7	How to keep from getting discouraged in work that spills in family time	4/23/2018 9:19 PM
8	healthier eating habits	4/23/2018 9:09 PM
9	When to let go!	4/23/2018 7:33 PM
10	no comment	4/23/2018 6:58 PM
11	Nothing. I am good!	4/23/2018 6:13 PM
12	This is a very important aspect of our industry.	4/23/2018 5:18 PM
13	Not sure / setting boundaries with clients	4/23/2018 5:15 PM
14	THINK I PRETTY WELL UNDERSTAND THE CONCEPT.	4/23/2018 4:56 PM
15	None	4/23/2018 4:13 PM
16	????	4/23/2018 2:41 PM
17	How to balance work better and not work too much	4/23/2018 1:43 PM
18	Schedule appointment with your family and for yourself just like you would in your business	4/23/2018 1:09 PM
19	Work is not the most important thing.	4/23/2018 12:39 PM
20	n/a	4/23/2018 12:01 PM
21	Learn to practice the big rocks, smaller rocks, sand priority lifestyle.	4/23/2018 11:55 AM
22	all good	4/23/2018 11:33 AM
23	nothing im good	4/23/2018 11:30 AM
24	Im good	4/23/2018 11:24 AM
25	how to have balance with a team of family members	4/23/2018 11:17 AM
26	...	4/23/2018 11:04 AM
27	Pretty good knowledge, just don't always practice it.	4/23/2018 10:35 AM
28	How to say "No"	4/23/2018 10:28 AM
29	---	4/23/2018 10:24 AM
30	Na	4/23/2018 10:22 AM
31	na	4/23/2018 10:10 AM
32	Take time for what you like to do, nose to the grindstone when real estate is hot	4/23/2018 9:50 AM
33	How to make enough money without the intense demand!	4/23/2018 9:50 AM
34	Nothing	4/23/2018 9:46 AM

35	Have always had a lot to do and it's good for me even though it's tiring for me. I like to be busy and productive.	4/23/2018 9:43 AM
36	I'm happy with my balance.	4/23/2018 9:40 AM
37	Unsure	4/23/2018 9:39 AM
38	No magic wand here, it's a constant battle for me.	4/23/2018 9:36 AM
39	How I can go on more vacations with less work	4/23/2018 9:36 AM
40	nothing	4/23/2018 9:36 AM
41	Vacations	4/23/2018 9:35 AM
42	How to set up better systems.	4/23/2018 9:32 AM
43	Don't try to control everything, ask for help if needed	4/23/2018 9:32 AM
44	How to tell others No when they want my time and I need to work. I feel like I could do more for my clients but others away from work are always assuming I can change my schedule for them and non-related work.	4/23/2018 9:30 AM
45	nothing	4/23/2018 9:29 AM
46	Nothing comes to mind	4/23/2018 9:29 AM
47	Saying no to clients when I have family time	4/23/2018 9:26 AM
48	I think I have a good balance- but one thing I would like to get better at is creating that time that I am "off the clock" during weekend nights.	4/23/2018 9:24 AM
49	I would like to learn how to say NO to clients when they want to schedule showings on sundays or in short notice	4/23/2018 9:21 AM
50	everyone is different	4/23/2018 9:21 AM
51	How to say "no" when I am overwhelmed	4/23/2018 9:20 AM
52	How to turn off the phone/email without fear of losing clients, or transactions falling apart.	4/23/2018 9:19 AM
53	Already have it	4/23/2018 9:14 AM
54	x	4/23/2018 9:10 AM
55	more organization	4/22/2018 2:00 PM
56	it is impossible in this business to have work/life balance	4/22/2018 11:01 AM
57	How to maintain in busy markets	4/22/2018 10:12 AM
58	N/a	4/22/2018 8:51 AM
59	Nothing	4/21/2018 10:32 PM
60	sustaining it	4/21/2018 4:46 PM
61	n/a	4/21/2018 3:28 PM
62	To go with the flow more	4/21/2018 2:45 PM
63	na	4/21/2018 2:39 PM
64	Nothing at this time.	4/21/2018 12:35 PM
65	Nothing	4/21/2018 8:18 AM
66	not to take these long surveys	4/20/2018 7:04 PM
67	Not taking it home	4/20/2018 6:24 PM
68	how to turn off my phone, tee tee	4/20/2018 4:20 PM
69	None, I have work life balance	4/20/2018 3:50 PM
70	Still figuring that out	4/20/2018 3:31 PM
71	How to turn off work when I'm away from office	4/20/2018 3:02 PM

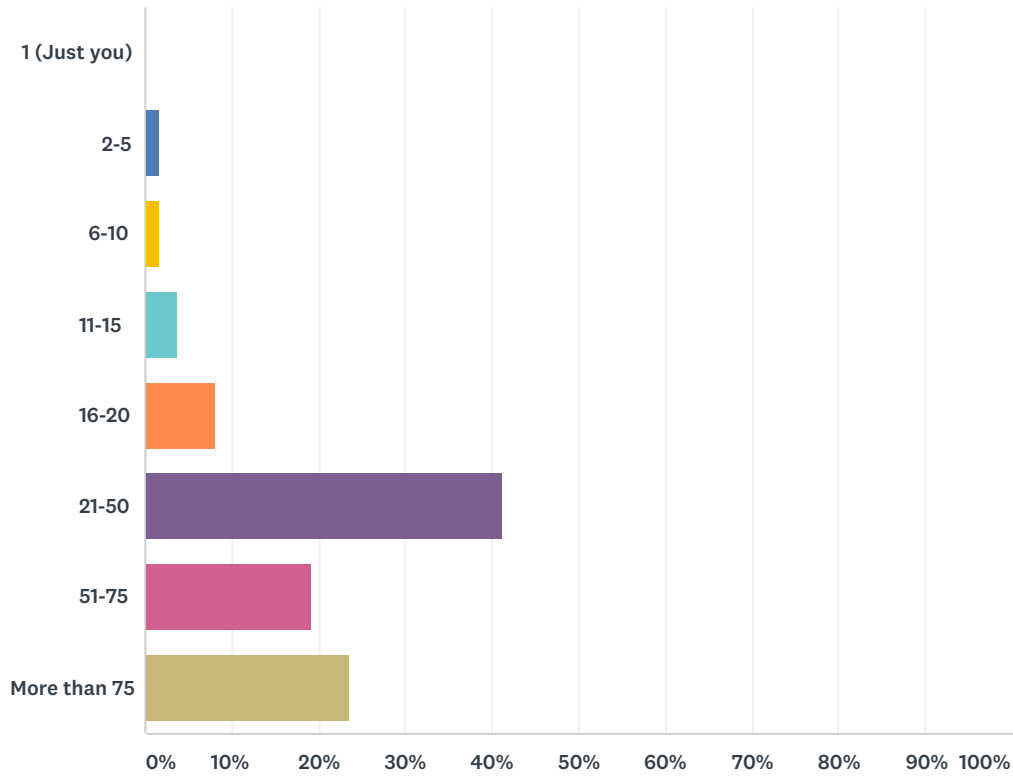
72	I have already done a considerable amount of studying of this.	4/20/2018 2:59 PM
73	None.	4/20/2018 2:42 PM
74	I am in control	4/20/2018 2:16 PM
75	It's hard	4/20/2018 1:30 PM
76	plan to take time to walk away.... and do it	4/20/2018 1:13 PM
77	More organization	4/20/2018 12:13 PM
78	how to say NO	4/20/2018 12:01 PM
79	nothing	4/20/2018 11:44 AM
80	it's not a balance, it should be harmony. Balance is two things on opposite sides of a fulcrum, harmony is integration and synergy, I think I get it.	4/20/2018 10:54 AM
81	How to keep toxic out of work and personal life.	4/20/2018 10:54 AM
82	no comment	4/20/2018 10:51 AM
83	N/A	4/20/2018 10:42 AM
84	How to properly balance	4/20/2018 10:40 AM
85	You need to hire help as you grow	4/20/2018 10:18 AM
86	na	4/20/2018 10:15 AM
87	?	4/20/2018 10:06 AM
88	I already practice a lot	4/20/2018 10:05 AM
89	How to turn my brain off & stop worrying & problem solving day & night!	4/20/2018 9:54 AM
90	Meditation	4/20/2018 9:50 AM
91	Nothing	4/20/2018 9:19 AM
92	working on it all the time	4/20/2018 9:15 AM
93	you do know I'm in Real Estate....Right! I would like to create the ability to shut down at night.	4/20/2018 8:44 AM
94	not sure	4/20/2018 8:24 AM
95	I have cut back in volume to have less stress as I "age"!	4/20/2018 8:22 AM
96	How to "balance" it better	4/20/2018 8:20 AM
97	it is important to make sure you life is of a priority because happiness in your life at home directly correlates to your ability to succeed at work	4/20/2018 8:12 AM
98	How to have it more	4/20/2018 8:06 AM
99	N/a	4/20/2018 7:58 AM
100	taking enough time for life - to balance it out	4/20/2018 7:16 AM
101	After 25 yrs in this business, I have mastered it. I am very comfortable with my work/life balance.	4/20/2018 7:15 AM
102	How to make it work better.	4/20/2018 6:31 AM
103	Having done this job for many years there is a pretty good balance now.	4/20/2018 6:01 AM
104	Getting things organized an efficient to have a complete life balance	4/20/2018 5:54 AM
105	Nothing	4/20/2018 5:41 AM
106	I'm not good at balancing it. And I becoming frustrated easy	4/20/2018 3:39 AM
107	How to get it	4/19/2018 11:18 PM
108	If you are self-employed I don't believe there is a true work/life balance. Especially if you have purpose in your life and career. And that's okay as long as you take time to recharge and stay connected with loved ones.	4/19/2018 10:56 PM
109	N/A	4/19/2018 10:49 PM

110	how to achieve it	4/19/2018 10:48 PM
111	Nothing. Else	4/19/2018 10:43 PM
112	How to balance better. Reduce my stress level.	4/19/2018 10:39 PM
113	I'd like to be able to step away from my phone from time to time.	4/19/2018 10:34 PM
114	n/a	4/19/2018 10:14 PM
115	Being consistent	4/19/2018 10:08 PM
116	Not sure	4/19/2018 10:06 PM
117	Nothing	4/19/2018 10:04 PM
118	How to balance without letting anything suffer	4/19/2018 9:58 PM
119	To keep myself motivated and organized	4/19/2018 9:48 PM
120	Nothing from gmar	4/19/2018 9:40 PM
121	nothing	4/19/2018 9:38 PM
122	how to balance and get more time for life!	4/19/2018 9:14 PM
123	None	4/19/2018 9:14 PM
124	I'm pretty good on balance	4/19/2018 9:11 PM
125	..	4/19/2018 9:02 PM
126	How to say NO to clients :-)	4/19/2018 8:58 PM
127	How to handle the busy times like spring when you need five of yourself.	4/19/2018 8:56 PM
128	How to take advantage of promoting and organization through technology	4/19/2018 8:55 PM
129	what other do	4/19/2018 8:42 PM
130	Leveraging and letting go of control	4/19/2018 8:41 PM
131	self recognition	4/19/2018 8:34 PM
132	im in a good place	4/19/2018 8:31 PM
133	Have better control of my calendar would help with a work/life balance.. how to leave work.	4/19/2018 8:26 PM
134	Prospecting is the 1st to go when I get busy	4/19/2018 8:11 PM
135	how to plan a vacation	4/19/2018 8:06 PM
136	Nome	4/19/2018 7:54 PM
137	How to balance it better	4/19/2018 7:44 PM
138	Better time management	4/19/2018 7:42 PM
139	How to master it.	4/19/2018 7:38 PM
140	Find tune to Exercise more	4/19/2018 7:36 PM
141	???	4/19/2018 7:32 PM
142	It's just impossible to stay with an even work flow so just take the time when you can.	4/19/2018 7:25 PM
143	budgeting	4/19/2018 7:24 PM
144	na	4/19/2018 7:24 PM
145	How to create systems that make it easier for others (teammates, coworkers) to step in and cover for me from time to time.	4/19/2018 7:21 PM
146	None	4/19/2018 7:18 PM
147	None	4/19/2018 7:17 PM
148	How to have more personal time	4/19/2018 7:09 PM
149	To balance	4/19/2018 7:06 PM

150	How to set expectations for clients about appropriate times to call	4/19/2018 7:06 PM
151	How to monitor balance more and keep it more in balance	4/19/2018 7:02 PM
152	I get it	4/19/2018 6:58 PM
153	None	4/19/2018 6:54 PM
154	How to disengage when you are out for personal time.	4/19/2018 6:49 PM
155	Work less.... Enjoy more. It's not always about the income!	4/19/2018 6:46 PM
156	n/a	4/19/2018 6:44 PM
157	How to get more listings	4/19/2018 6:42 PM
158	Keep everything successful	4/19/2018 6:26 PM
159	none	4/19/2018 6:24 PM
160	How to say NO	4/19/2018 6:24 PM
161	N/A	4/19/2018 6:21 PM
162	reducing stress in both areas	4/19/2018 6:20 PM
163	How to relieve some of the work burden	4/19/2018 6:20 PM
164	How to give more money away to charites	4/19/2018 6:20 PM
165	how to control	4/19/2018 6:19 PM
166	Balance family time	4/19/2018 6:19 PM
167	na	4/19/2018 6:18 PM
168	I've been at this a long time. I have it figured out.	4/19/2018 6:17 PM
169	Leaving work at the office	4/19/2018 6:16 PM
170	I'm not sure.	4/19/2018 6:15 PM
171	I don't know	4/19/2018 6:10 PM
172	N/A	4/19/2018 6:10 PM
173	How to balance work as a realtor after starting a family	4/19/2018 6:10 PM
174	how to control it better	4/19/2018 6:06 PM
175	How to relax and turn it off.	4/19/2018 6:05 PM
176	How to keep it and close more deals	4/19/2018 6:03 PM
177	Thank you	4/19/2018 6:03 PM
178	Blank	4/19/2018 6:01 PM
179	Telling clients everything is not an emergency.	4/19/2018 6:01 PM
180	How to leverage others so that I can take more time off. (I do this but I know alot of people don't know how to or can't)	4/19/2018 6:01 PM
181	How to not allow real estate to consume my life	4/19/2018 6:00 PM
182	Nothing	4/19/2018 5:58 PM
183	How to take vacation better. Leave work	4/19/2018 5:58 PM
184	nothing	4/19/2018 5:58 PM
185	nothing	4/19/2018 5:56 PM

Q35 How many agents are in your office (not your company)?

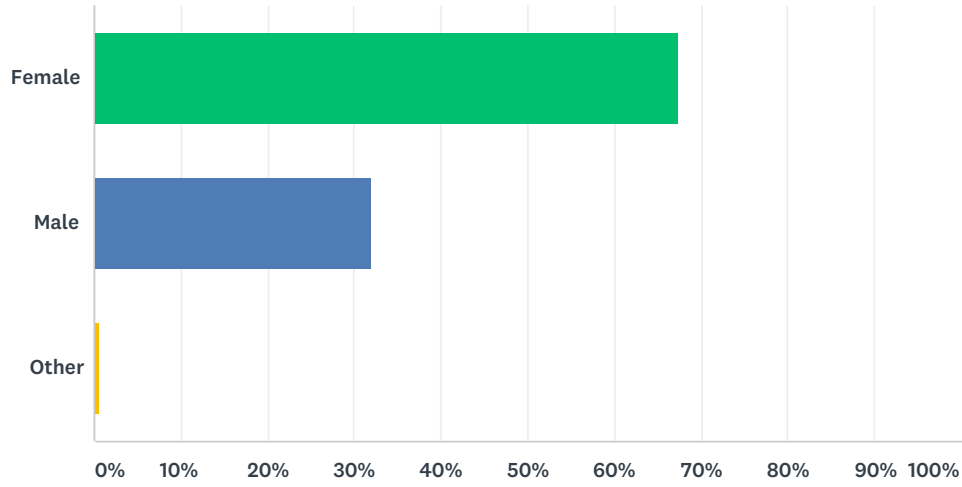
Answered: 342 Skipped: 108



ANSWER CHOICES	RESPONSES	
1 (Just you)	0.29%	1
2-5	1.75%	6
6-10	1.75%	6
11-15	3.80%	13
16-20	8.19%	28
21-50	41.23%	141
51-75	19.30%	66
More than 75	23.68%	81
TOTAL		342

Q36 What is your gender?

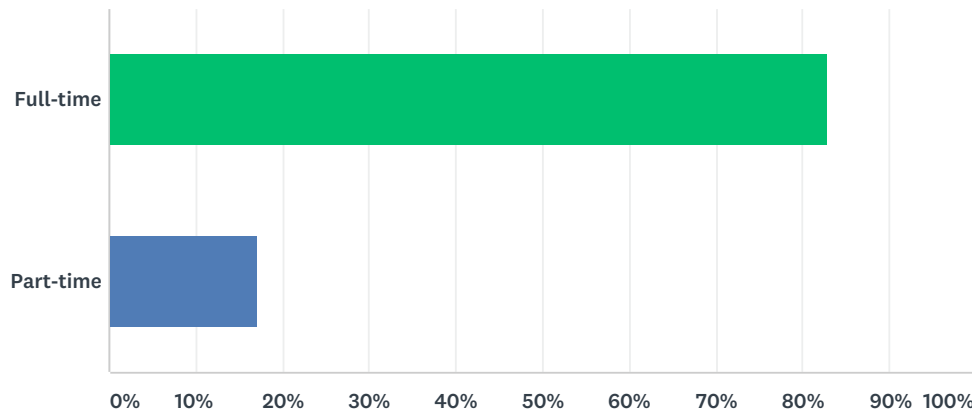
Answered: 346 Skipped: 104



ANSWER CHOICES	RESPONSES	
Female	67.34%	233
Male	32.08%	111
Other	0.58%	2
TOTAL		346

Q37 Would you consider yourself a full-time REALTOR® or part-time REALTOR®?

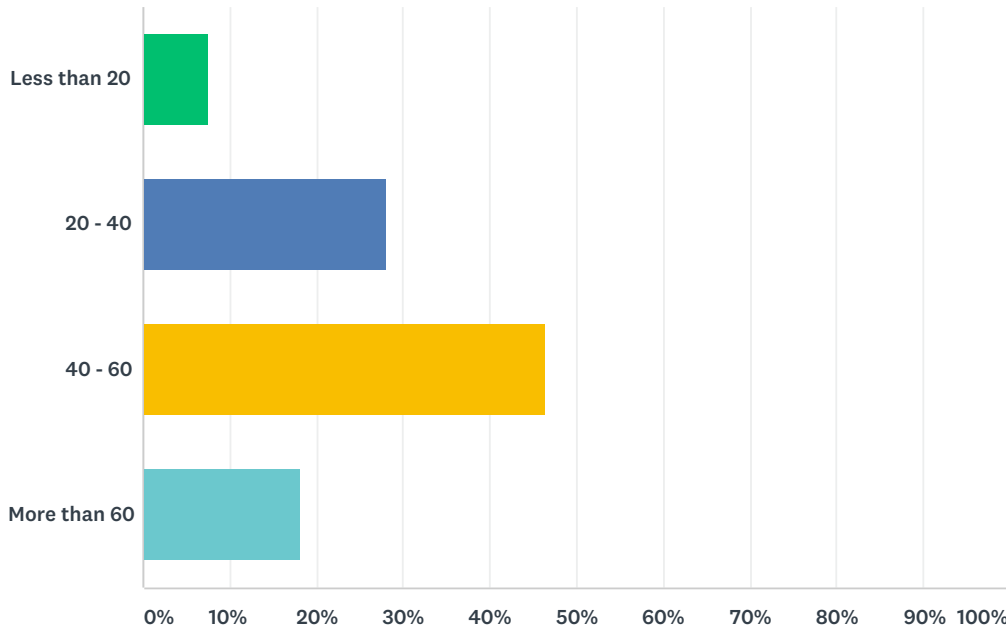
Answered: 345 Skipped: 105



ANSWER CHOICES	RESPONSES	
Full-time	82.90%	286
Part-time	17.10%	59
TOTAL		345

Q38 How many hours per week do you work at the height of the market (roughly spring/summer)?

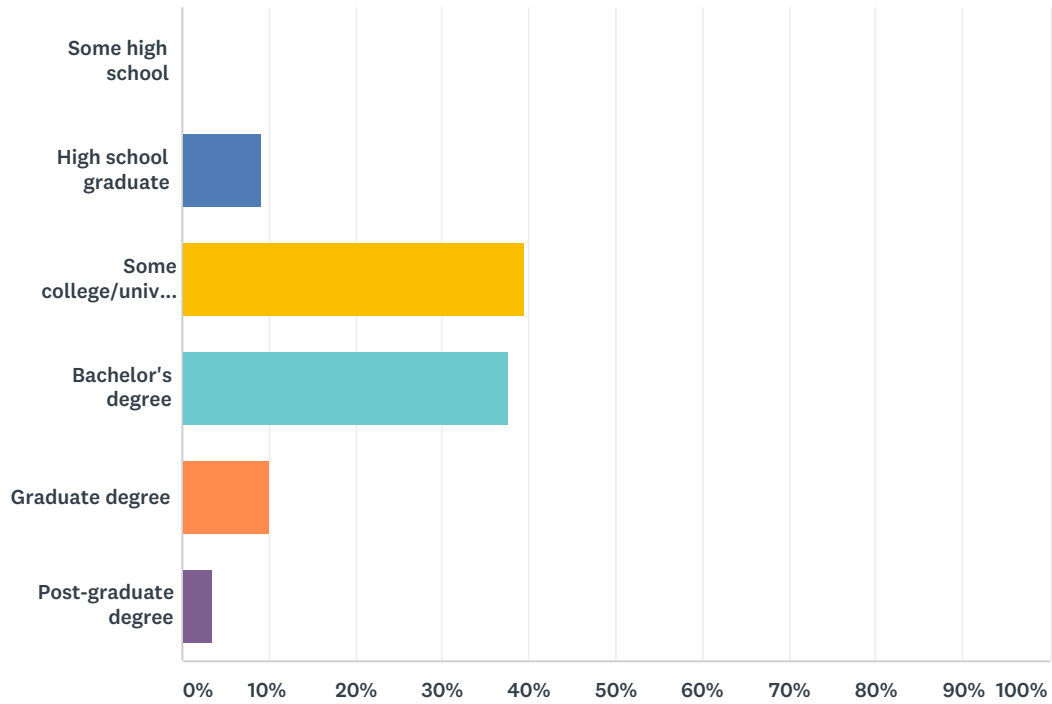
Answered: 347 Skipped: 103



ANSWER CHOICES	RESPONSES
Less than 20	7.49% 26
20 - 40	27.95% 97
40 - 60	46.40% 161
More than 60	18.16% 63
TOTAL	347

Q39 What is your formal education level?

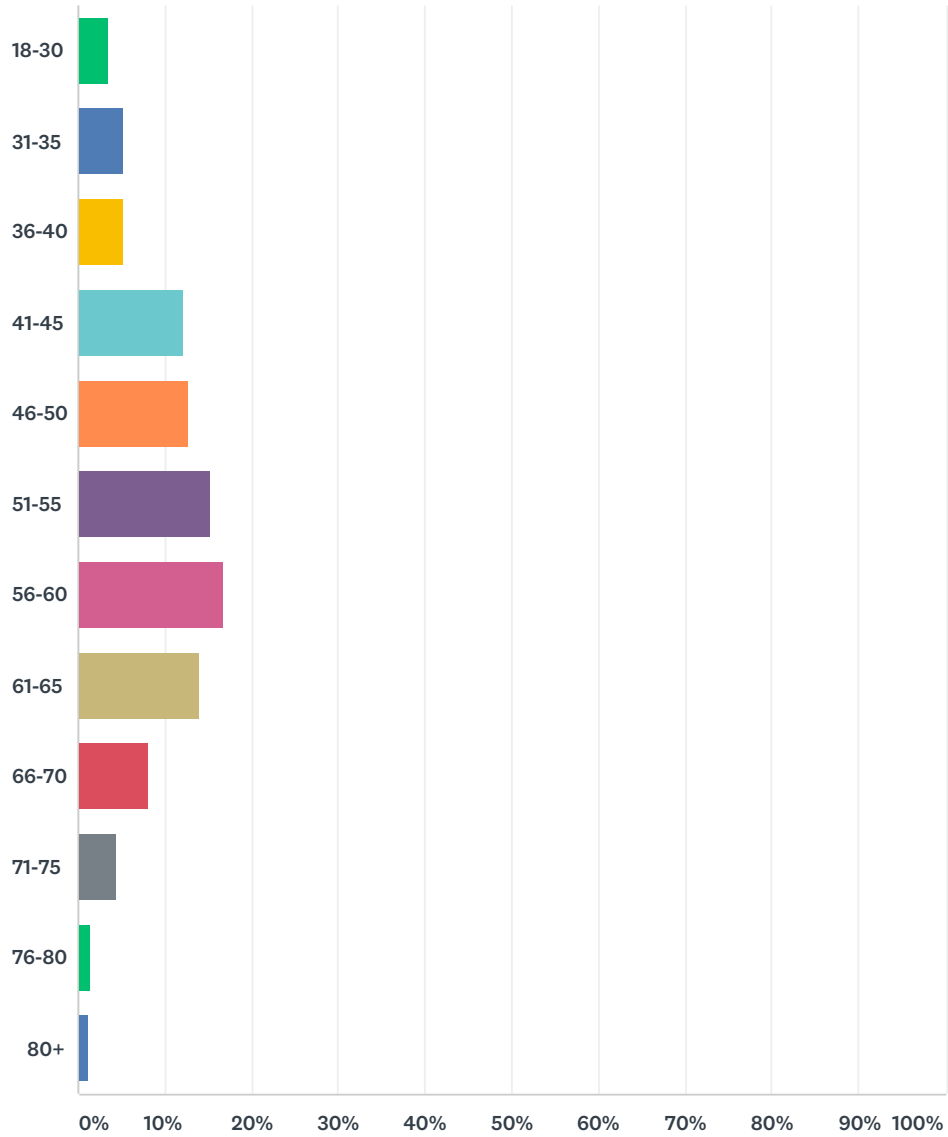
Answered: 347 Skipped: 103



ANSWER CHOICES	RESPONSES	
Some high school	0.00%	0
High school graduate	9.22%	32
Some college/university	39.48%	137
Bachelor's degree	37.75%	131
Graduate degree	10.09%	35
Post-graduate degree	3.46%	12
TOTAL		347

Q40 What is your age?

Answered: 345 Skipped: 105



ANSWER CHOICES	RESPONSES	
18-30	3.48%	12
31-35	5.22%	18
36-40	5.22%	18
41-45	12.17%	42
46-50	12.75%	44
51-55	15.36%	53
56-60	16.81%	58
61-65	13.91%	48

66-70	8.12%	28
71-75	4.35%	15
76-80	1.45%	5
80+	1.16%	4
TOTAL		345

Q41 Anything else you'd like to comment on?

Answered: 113 Skipped: 337

#	RESPONSES	DATE
1	No	4/26/2018 11:17 AM
2	-	4/24/2018 6:35 PM
3	I would like a copy of the results.	4/24/2018 2:32 PM
4	Thanks for the opportunity.	4/24/2018 9:06 AM
5	No	4/23/2018 9:19 PM
6	No	4/23/2018 7:33 PM
7	no	4/23/2018 6:58 PM
8	NO. THANK YOU!	4/23/2018 4:56 PM
9	no	4/23/2018 4:13 PM
10	your survey needs some help	4/23/2018 2:41 PM
11	I like my office and co workers very much. Very nice place to work.	4/23/2018 12:01 PM
12	This Survey was too long. The poor wording of a couple of questions and the lack of other good questions that could have been asked was unsatisfactory. If you want my opinion of woman in the Real Estate industry, women are awesome! I love and respect women. Women seem to have a great history of effectiveness in our industry.	4/23/2018 11:55 AM
13	Am readying for retirement so my criteria should be considered based on not being as active in industry	4/23/2018 11:35 AM
14	nope	4/23/2018 11:33 AM
15	no	4/23/2018 11:30 AM
16	Not right now...	4/23/2018 11:04 AM
17	The real estate profession is a great opportunity for women to excel. I believe women have a slight advantage over men in this field as it is primarily relationship-based. I feel it is less accommodating to people of color and other groups.	4/23/2018 10:28 AM
18	Better professional behavior from other Realtors.	4/23/2018 10:24 AM
19	No	4/23/2018 10:22 AM
20	na	4/23/2018 10:10 AM
21	Rewarding career offering time for work, family, friends and God. Just have to learn to take each at it's own time.	4/23/2018 9:50 AM
22	No	4/23/2018 9:46 AM
23	No	4/23/2018 9:43 AM
24	no	4/23/2018 9:39 AM
25	No	4/23/2018 9:36 AM
26	No	4/23/2018 9:36 AM
27	no	4/23/2018 9:36 AM
28	No	4/23/2018 9:32 AM
29	Being considered an independent employee helps me to be myself and run my business my way.	4/23/2018 9:30 AM
30	no	4/23/2018 9:29 AM

31	No	4/23/2018 9:29 AM
32	none	4/23/2018 9:21 AM
33	Not at this time	4/23/2018 9:14 AM
34	x	4/23/2018 9:10 AM
35	Work/life balance is impossible when you are paid commission only.	4/22/2018 11:01 AM
36	No	4/22/2018 8:51 AM
37	This was one of the worst surveys ... seemed really out of touch with real estate	4/21/2018 10:32 PM
38	Not every realtor's goal to be a top producer. I love helping people only if they appreciate me. volume has never been my priority. My family always comes first, but sometimes has to wait. (too long according to grandchildren!).	4/21/2018 6:47 PM
39	I feel blessed to be with the company that I am with	4/21/2018 4:46 PM
40	keep it light and fun	4/21/2018 3:28 PM
41	Pretty in depth questions. Curious how GMAR is going to use this info and how they will publish results	4/21/2018 2:45 PM
42	Thanks for the opportunity.	4/21/2018 12:35 PM
43	no	4/20/2018 8:33 PM
44	I am glad I am finished with this survey	4/20/2018 7:04 PM
45	No	4/20/2018 6:24 PM
46	all new agents should have a mentor/some one to train them correctly	4/20/2018 5:28 PM
47	no	4/20/2018 3:50 PM
48	No	4/20/2018 3:31 PM
49	no	4/20/2018 12:54 PM
50	no	4/20/2018 12:17 PM
51	no	4/20/2018 12:13 PM
52	No	4/20/2018 12:00 PM
53	no	4/20/2018 11:44 AM
54	no	4/20/2018 10:54 AM
55	No	4/20/2018 10:06 AM
56	My daughter just called and she's more important than you.	4/20/2018 10:05 AM
57	I love this field	4/20/2018 10:03 AM
58	No	4/20/2018 9:50 AM
59	No	4/20/2018 9:19 AM
60	I hope this helps.	4/20/2018 8:44 AM
61	This survey does not really make sense in the real estate business. A large company like mine does not discriminate between sexes. Everyone has an equal opportunity to excell.	4/20/2018 8:35 AM
62	n/a	4/20/2018 8:20 AM
63	No	4/20/2018 8:06 AM
64	Nno	4/20/2018 7:58 AM
65	I love this business and this industry!	4/20/2018 7:15 AM
66	Not at this time.	4/20/2018 6:01 AM
67	No	4/20/2018 5:41 AM
68	Real estate isn't for everyone !	4/20/2018 3:39 AM

69	Nope	4/19/2018 11:18 PM
70	no	4/19/2018 10:56 PM
71	Na	4/19/2018 10:43 PM
72	I'd like to see younger people entering this field.	4/19/2018 10:34 PM
73	no	4/19/2018 10:14 PM
74	No	4/19/2018 10:08 PM
75	No	4/19/2018 10:06 PM
76	No	4/19/2018 10:04 PM
77	Some of these questions were poorly worded. Specifically the ones focused on gender discrimination.	4/19/2018 9:59 PM
78	Answer to question four may not truly represent me. I did work in real estate in 2017	4/19/2018 9:58 PM
79	No	4/19/2018 9:48 PM
80	Bazaar survey	4/19/2018 9:40 PM
81	Nope other than I feel this was a silly survey.	4/19/2018 9:38 PM
82	no	4/19/2018 9:14 PM
83	Survey was too long with ridiculous questions	4/19/2018 9:14 PM
84	No	4/19/2018 9:11 PM
85	No	4/19/2018 9:02 PM
86	Yes, we could really use an office receptionist. I don't think our main office secretary should be sitting at the front desk reception area. I don't know any other office that has their main office secretary sitting up front working also as a receptionist and getting constantly interrupted.	4/19/2018 8:58 PM
87	No thank you.	4/19/2018 8:56 PM
88	no	4/19/2018 8:42 PM
89	No	4/19/2018 8:41 PM
90	It would be offered decent health insurance- that is a reason I am a part time realtor because I have to work another job for health benefits. This also limits my business and adds stress	4/19/2018 8:34 PM
91	being a realtor is a good business if you are committed and independent	4/19/2018 8:31 PM
92	If you are self employed how does gender come into play?	4/19/2018 8:12 PM
93	Love my career and everything it gives me	4/19/2018 8:11 PM
94	no	4/19/2018 8:06 PM
95	No	4/19/2018 7:54 PM
96	no	4/19/2018 7:42 PM
97	Too long a survey	4/19/2018 7:36 PM
98	--	4/19/2018 7:32 PM
99	No.	4/19/2018 7:32 PM
100	I don't work in any of the areas in that were options on this survey. Had to pick one to go on so the survey is incorrect. Also I don't much care for paying so much to GMAR. I don't feel I get anything for my money. Too many fees in Real Estate.	4/19/2018 7:25 PM
101	no	4/19/2018 7:24 PM
102	Have more then one option on some of the questions....	4/19/2018 7:18 PM
103	Thank you	4/19/2018 7:17 PM
104	no	4/19/2018 7:09 PM
105	Please add Racine County to your stats	4/19/2018 7:09 PM

106	Crappie Crappie survey. Omg one dimensional	4/19/2018 7:08 PM
107	No	4/19/2018 7:06 PM
108	No	4/19/2018 7:06 PM
109	Nothing at this time	4/19/2018 7:02 PM
110	No	4/19/2018 6:58 PM
111	None	4/19/2018 6:54 PM
112	Love my current company. I worked for a traditional brokerage for many years. The culture was non existent, Top producers were treated differently. The management did not coach or provide valuable training . My current Brokerage is cutting edge, inclusive fun and gives back. It kicked my Productivity up by 400%.	4/19/2018 6:49 PM
113	n/a	4/19/2018 6:44 PM