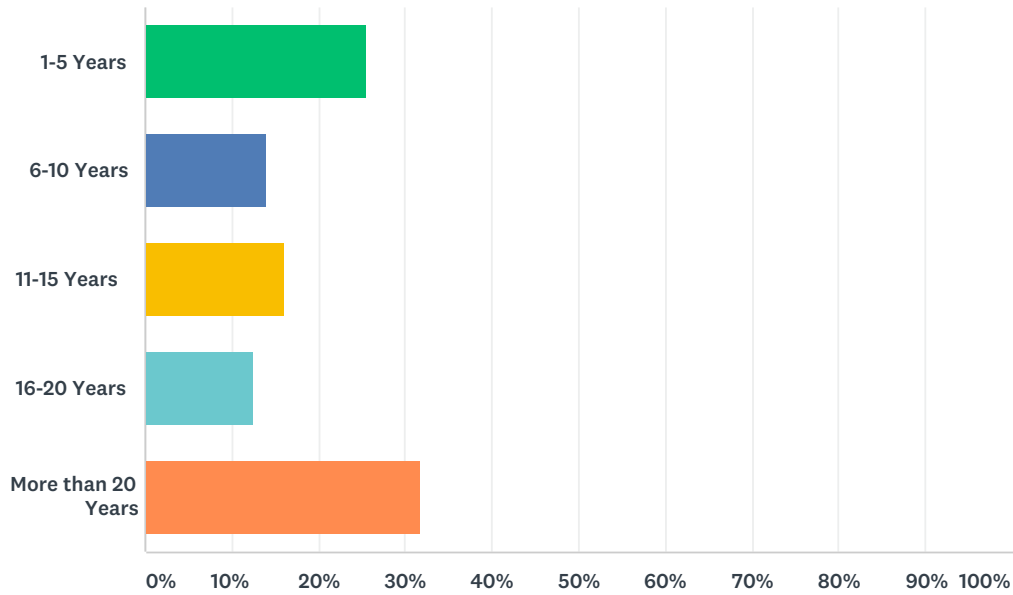


Q1 How many years have you been in real estate?

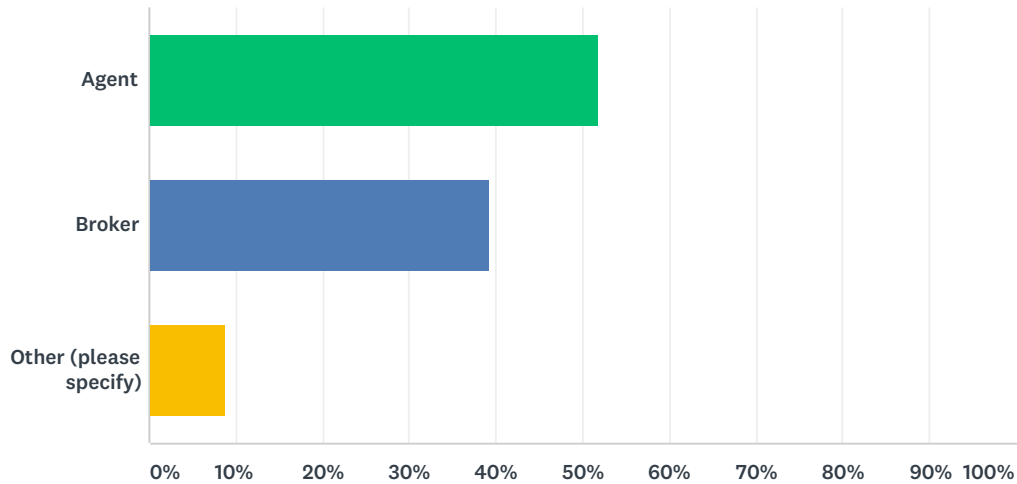
Answered: 334 Skipped: 2



ANSWER CHOICES	RESPONSES	
1-5 Years	25.45%	85
6-10 Years	14.07%	47
11-15 Years	16.17%	54
16-20 Years	12.57%	42
More than 20 Years	31.74%	106
TOTAL		334

Q2 What is your job title?

Answered: 274 Skipped: 62



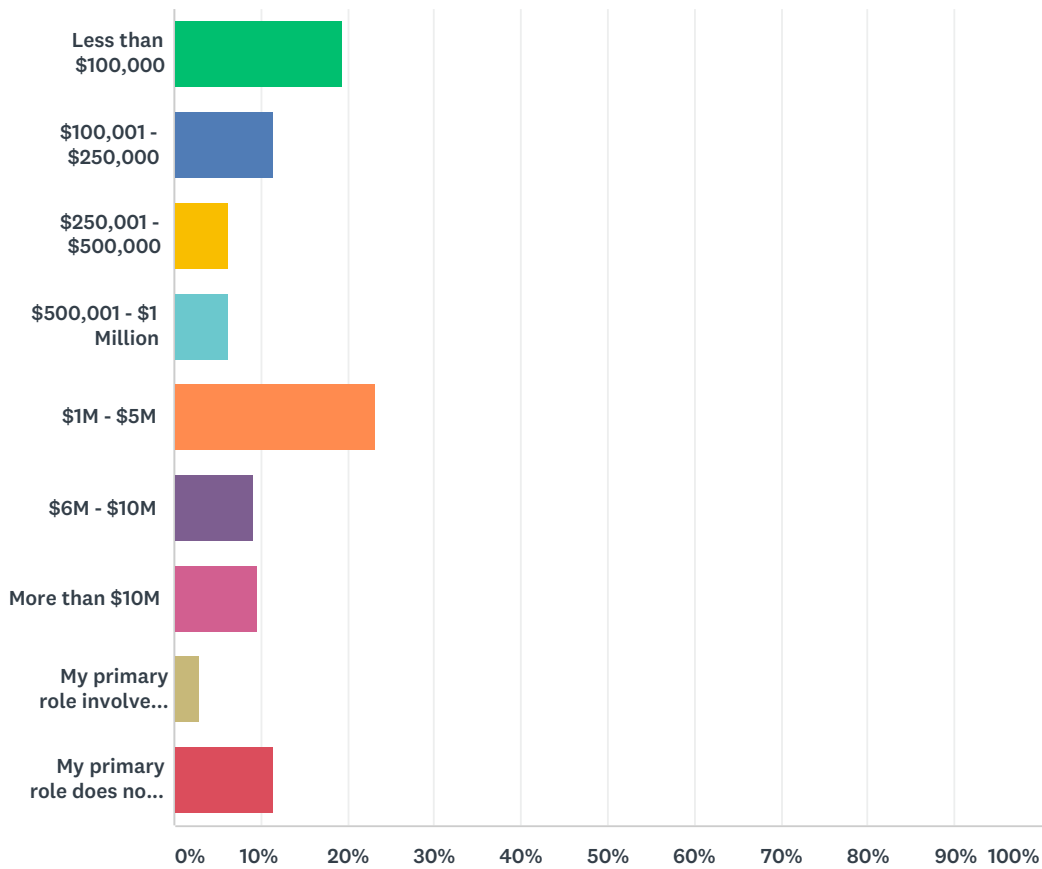
ANSWER CHOICES	RESPONSES
Agent	51.82% 142
Broker	39.42% 108
Other (please specify)	8.76% 24
TOTAL	274

#	OTHER (PLEASE SPECIFY)	DATE
1	Owner/Broker	4/25/2018 4:32 PM
2	Appraiser	4/23/2018 2:08 PM
3	Real Estate Appraiser	4/23/2018 12:40 PM
4	Broker Owner	4/23/2018 12:34 PM
5	Broker/Agent	4/23/2018 10:39 AM
6	Manager/agent	4/23/2018 10:38 AM
7	Broker and Selling Agent	4/23/2018 10:35 AM
8	Broker of Acquisitions Buying and selling for a investor group	4/23/2018 10:19 AM
9	Leads Department Manager	4/23/2018 9:40 AM
10	Real Estate Appraiser	4/23/2018 9:26 AM
11	Certified Appraiser	4/20/2018 8:02 PM
12	Agent/manager	4/20/2018 10:39 AM
13	Licensed Broker's Assistant	4/20/2018 9:38 AM
14	Broker owner	4/20/2018 8:31 AM
15	Appraiser	4/20/2018 8:28 AM
16	Appraiser	4/20/2018 8:25 AM
17	Broker/ owner	4/20/2018 7:03 AM
18	Client Services Coordinator / Agent	4/19/2018 8:53 PM

19	Agent - Owner	4/19/2018 8:37 PM
20	Appraiser	4/19/2018 7:27 PM
21	Broker Associate	4/19/2018 5:59 PM
22	Owner/agent	4/19/2018 5:32 PM
23	Assoc. Broker	4/19/2018 5:31 PM
24	broker associate	4/19/2018 5:25 PM

Q3 If your primary role is to sell real estate, what was your, or your team's, overall (gross) production in 2017?

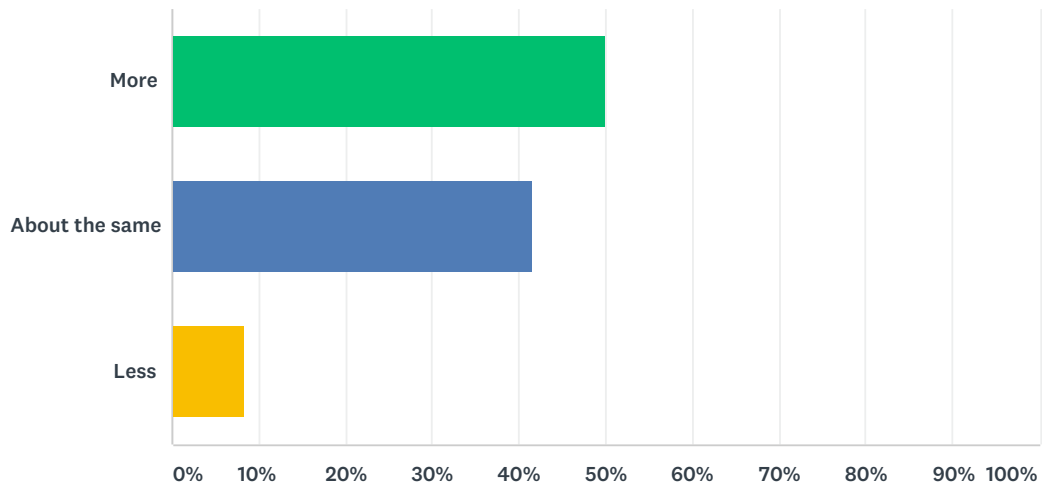
Answered: 271 Skipped: 65



ANSWER CHOICES	RESPONSES	
Less than \$100,000	19.56%	53
\$100,001 - \$250,000	11.44%	31
\$250,001 - \$500,000	6.27%	17
\$500,001 - \$1 Million	6.27%	17
\$1M - \$5M	23.25%	63
\$6M - \$10M	9.23%	25
More than \$10M	9.59%	26
My primary role involves selling real estate, but I was not selling in 2017.	2.95%	8
My primary role does not involve selling real estate.	11.44%	31
TOTAL		271

Q4 What volume of business do you expect to do this year (2018) compared to 2017?

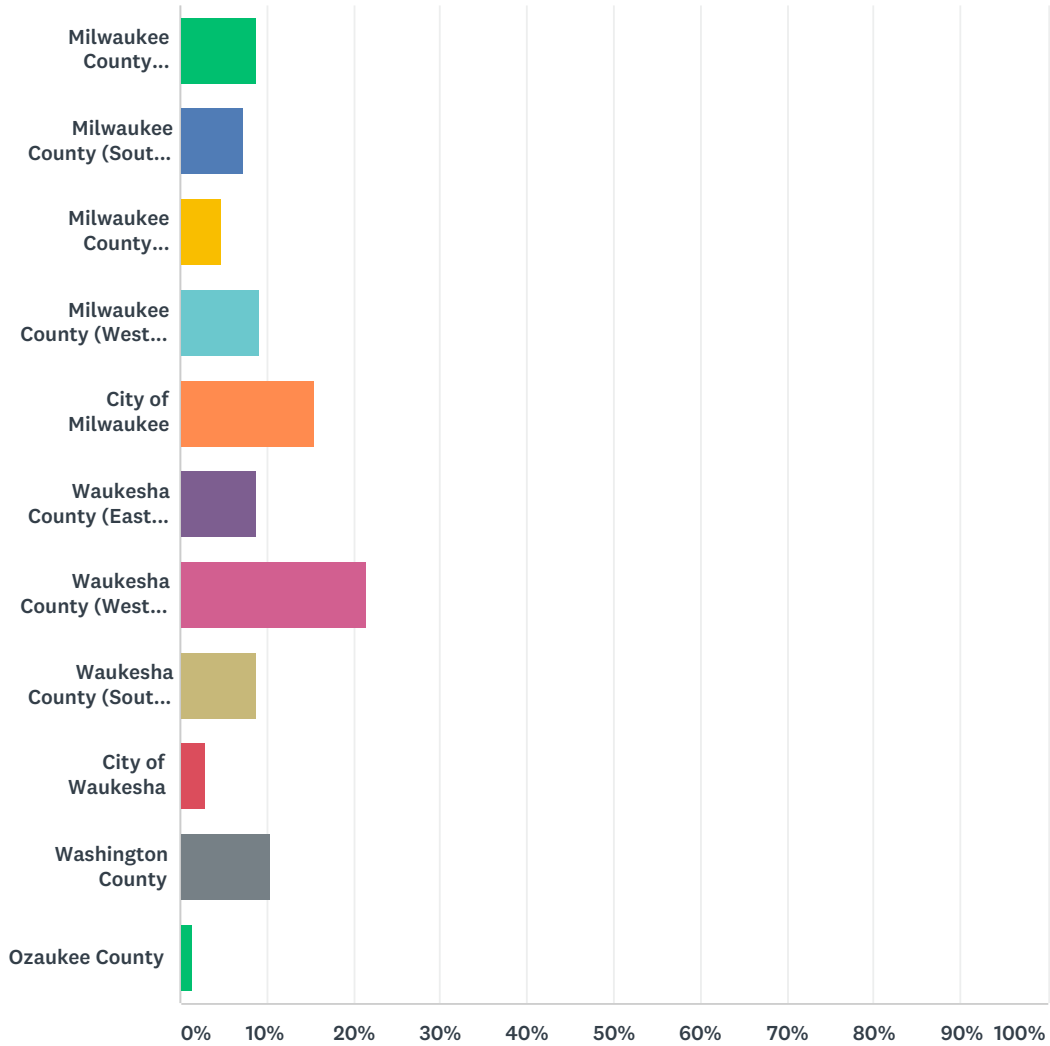
Answered: 272 Skipped: 64



ANSWER CHOICES	RESPONSES
More	50.00% 136
About the same	41.54% 113
Less	8.46% 23
TOTAL	272

Q5 What's your primary real estate market area?

Answered: 270 Skipped: 66

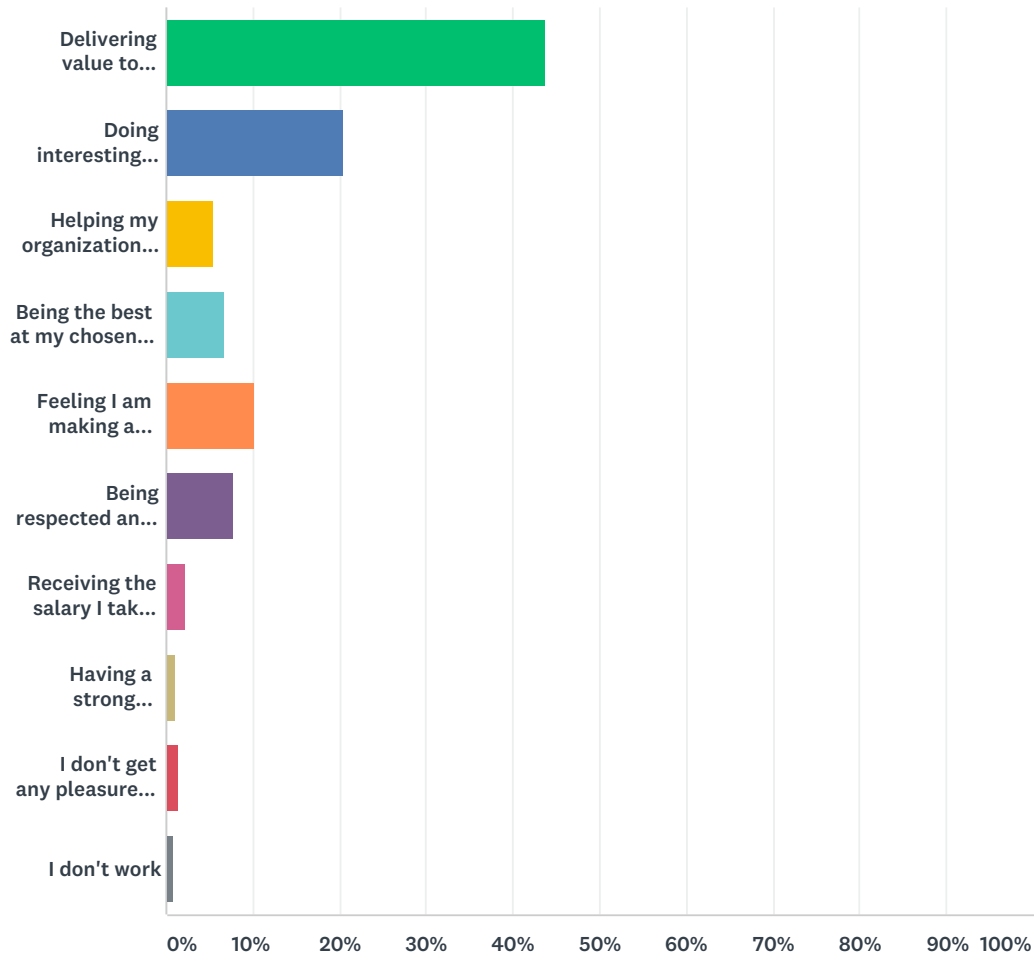


ANSWER CHOICES	RESPONSES	
Milwaukee County (Northshore)	8.89%	24
Milwaukee County (South: Franklin, Oak Creek, Southshore)	7.41%	20
Milwaukee County (Southwest: Greenfield, Greendale, Hales Corners)	4.81%	13
Milwaukee County (West: Wauwatosa, West Allis)	9.26%	25
City of Milwaukee	15.56%	42
Waukesha County (East: Men Falls, Brookfield, New Berlin)	8.89%	24
Waukesha County (West: Lake Country)	21.48%	58
Waukesha County (South: Muskego to Eagle)	8.89%	24
City of Waukesha	2.96%	8
Washington County	10.37%	28

Ozaukee County	1.48%	4
TOTAL		270

Q6 What's the greatest pleasure you get from working in real estate?

Answered: 272 Skipped: 64



ANSWER CHOICES	RESPONSES	
Delivering value to customers/clients	43.75%	119
Doing interesting work that gives a sense of accomplishment	20.59%	56
Helping my organization to excel and grow	5.51%	15
Being the best at my chosen field and winning clients	6.62%	18
Feeling I am making a difference in the world	10.29%	28
Being respected and valued	7.72%	21
Receiving the salary I take home	2.21%	6
Having a strong relationship with my coworkers	1.10%	3
I don't get any pleasure from working	1.47%	4
I don't work	0.74%	2
TOTAL		272

Q7 If you had a magic wand and could change your biggest fear about your career, what would you change?

Answered: 238 Skipped: 98

#	RESPONSES	DATE
1	?	4/26/2018 1:04 PM
2	I would change the learning curve; add more on-the-job training and mentors.	4/26/2018 10:49 AM
3	Lack of inventory	4/25/2018 4:32 PM
4	Agents holding open houses and claim they are procuring cause when in fact, they are not. Make a rule that open houses are just that, an open house.	4/25/2018 9:50 AM
5	INSPECTIONS	4/25/2018 8:34 AM
6	I would change how soon I could retire.	4/25/2018 7:27 AM
7	selling properties now	4/24/2018 7:52 PM
8	the uncertainty of income	4/24/2018 4:21 PM
9	follow up with past clients	4/24/2018 11:53 AM
10	The time I know I'm going to miss with my young family, having to serve other people's families every evening and weekend.	4/24/2018 11:45 AM
11	Knowing that the market would stay strong forever.	4/24/2018 10:36 AM
12	Agents to not be SOOO concerned about 'which agency' we work with. Get together in unity.	4/24/2018 9:00 AM
13	Known minimum income level, regardless of market, etc. (commission income is always an uncertain facet of the business, regardless of years of success).	4/24/2018 7:55 AM
14	eliminate the cut-throat discount "brokers" and their inane radio commercials that diminish and tarnish the Realtor brand.	4/24/2018 7:43 AM
15	To be more outgoing	4/23/2018 11:25 PM
16	Close	4/23/2018 10:50 PM
17	It's a very cut throat industry & I didn't know that when I started. I'm in it not just for income. I TRULY enjoy helping people find their new home. Unfortunately others just cut into your relationships & it becomes adverse. It makes me sad.	4/23/2018 10:23 PM
18	Being able to talk to anybody about anything at any time	4/23/2018 9:23 PM
19	Bring back the spirit of compromise and cooperation to transactions.	4/23/2018 8:56 PM
20	Not finding enough clients	4/23/2018 7:59 PM
21	All potential clients would trust me immediately and not hold back on wants, needs and challenges.	4/23/2018 7:39 PM
22	interest rates changes	4/23/2018 5:25 PM
23	no immediate fears	4/23/2018 5:07 PM
24	We need our MLS's to protect the information from outsiders like Zillow and Realtor.com	4/23/2018 4:52 PM
25	Economy is unpredictable	4/23/2018 3:44 PM
26	My biggest fear is, I do not think big enough.	4/23/2018 3:30 PM
27	unknown income	4/23/2018 3:00 PM
28	uncertainty of compensation	4/23/2018 3:00 PM
29	..	4/23/2018 2:49 PM

30	Games people play try to keep people honest.	4/23/2018 2:33 PM
31	I am a first year realtor and I'd love to generate more leads.	4/23/2018 1:46 PM
32	Lack of inventory and discount companies driving down the value of full service realtors	4/23/2018 1:44 PM
33	uncertainty	4/23/2018 1:44 PM
34	I am in retirement mode. I would like to have the newer builders study architecture, travel and educate themselves as to what has lasting value and beauty . Too many are building large, cheap houses with very little respect for what the future generations will have to look at!!!!!!!!!	4/23/2018 1:16 PM
35	The future	4/23/2018 12:59 PM
36	The basic requirements for becoming a Realtor should be increased.	4/23/2018 12:34 PM
37	No fears	4/23/2018 12:27 PM
38	Consistent lead flow/transactions/income. Been great so far but this is my only concern.	4/23/2018 11:56 AM
39	I would change the condescending remarks, and actions of older agents. Everyone should be treated with kindness and based upon their merits not i've been doing this for x amount of years and always followed with some sort of threat.	4/23/2018 11:45 AM
40	Discount commission	4/23/2018 11:33 AM
41	Buyers and sellers perception that they could always find better...better buyers, better house.	4/23/2018 11:27 AM
42	Some unknowns	4/23/2018 11:24 AM
43	Agents and Company's devaluing the worth of their services , who can sell property for the lowest price commission as the determinate of value	4/23/2018 11:14 AM
44	regulations	4/23/2018 10:45 AM
45	To stop fearing rejection	4/23/2018 10:42 AM
46	the amount of time I spend with buyers who all of the sudden go a different direction.	4/23/2018 10:40 AM
47	Nothing	4/23/2018 10:39 AM
48	That we don't have enough inventory and we are moving too fast and being too loose - may be going back to what got us in trouble last time	4/23/2018 10:37 AM
49	The learning curve, it's all on the job training,	4/23/2018 10:35 AM
50	Lower home prices so more people could buy.	4/23/2018 10:33 AM
51	The initial cost and board fees	4/23/2018 10:32 AM
52	Getting started in a new career and not having the income i used to.	4/23/2018 10:23 AM
53	Stopping the rapid influx of new agents saturating the field	4/23/2018 10:23 AM
54	I fear nothing	4/23/2018 10:19 AM
55	None, at this time I am over retirement age and will continue to work as long as it is profitable to me.	4/23/2018 10:13 AM
56	I would educate other agents on common courtesy, respect, and basic offer writing	4/23/2018 10:03 AM
57	Make the contracts and forms simple so buyers and sellers wouldn't feel they need to hire a attorney	4/23/2018 10:03 AM
58	Commission structure	4/23/2018 10:01 AM
59	There would be no unacceptable offers, no home inspection issues, and all properties would appraise for what someone is willing to pay.	4/23/2018 10:00 AM
60	Convincing sellers that I am working in their best interests	4/23/2018 9:53 AM
61	Waiting for the market to drop again, just to stop that from happening	4/23/2018 9:52 AM
62	Fear of inconsistent business	4/23/2018 9:52 AM
63	My biggest fear that I can't change is that the market for agents will change and make us obsolete or at least will reduce demand for agents.	4/23/2018 9:48 AM

64	IT IS TOO EASY TO BECOME A REAL ESTATE AGENT	4/23/2018 9:47 AM
65	TRAINING MAKE IT BETTER .	4/23/2018 9:45 AM
66	production	4/23/2018 9:43 AM
67	Peaks and valleys	4/23/2018 9:43 AM
68	Recruitment	4/23/2018 9:40 AM
69	Wish I was younger.	4/23/2018 9:37 AM
70	Not making mistakes	4/23/2018 9:34 AM
71	Remove competition from online companies that want to start selling real estate vs. just showcasing listings online. (I.e. Zillow).	4/23/2018 9:33 AM
72	Balance the number of buyers and sellers.	4/23/2018 9:30 AM
73	Fear of rejection	4/23/2018 9:28 AM
74	None	4/23/2018 9:26 AM
75	Knowing where my next client is coming from...	4/23/2018 9:26 AM
76	Getting more listings	4/23/2018 9:23 AM
77	The uncertainty of where the next client is going to come from.	4/23/2018 9:23 AM
78	The commission structure.	4/23/2018 9:20 AM
79	My age. I wish I had more time. I have a clear idea of where real estate is going and I feel poised for the future.	4/23/2018 9:20 AM
80	Stability	4/23/2018 9:12 AM
81	Consistency	4/23/2018 9:11 AM
82	steady income	4/22/2018 2:55 PM
83	More consistent cash flow coming in	4/21/2018 2:42 PM
84	AS this is my first year I would like to have that knowledge and experience under my belt to be 120% confident	4/21/2018 2:21 PM
85	I would change the security aspect of showing homes for realtors.	4/21/2018 2:01 PM
86	referrals and consistent business	4/21/2018 1:56 PM
87	The unknown of the market and how tight the inventory is.	4/21/2018 1:40 PM
88	I would make myself more successful	4/21/2018 1:20 PM
89	Inconsistent pay	4/21/2018 10:50 AM
90	I would change buyer's unrealistic expectations.	4/21/2018 9:00 AM
91	working for leads	4/21/2018 9:00 AM
92	Not being able to last in the field	4/20/2018 9:41 PM
93	That we had more control over our own business with regards to fees and turn times	4/20/2018 8:02 PM
94	Building my network (more Clients)	4/20/2018 6:46 PM
95	Not have so much liability at every turn.	4/20/2018 5:45 PM
96	Better cooperation from Co Brokes and playing fair with listings and offers	4/20/2018 5:13 PM
97	no real fears that I would change	4/20/2018 5:00 PM
98	Have all of the agents to be responsible and honest.	4/20/2018 3:36 PM
99	That technology will take over the role of agent	4/20/2018 3:28 PM
100	the uncertainness of the market	4/20/2018 2:59 PM
101	Security	4/20/2018 2:43 PM
102	Not making enough money to support myself in doing only real estate.	4/20/2018 1:47 PM

103	Cold Calling	4/20/2018 1:35 PM
104	Leads	4/20/2018 1:33 PM
105	Interest rates	4/20/2018 1:07 PM
106	Discount and online sites and brokers	4/20/2018 1:00 PM
107	Group health insurance.	4/20/2018 12:06 PM
108	Risk. My biggest fear is that an oversight or misunderstanding could lead to legal action against me.	4/20/2018 11:36 AM
109	My biggest fear is the liability of working with contracts that are enforceable in a court of law, when I am not a lawyer. I have never been sued, and do strive to dot all i's and cross all t's, but I do wonder if any of us are protected enough in a lawsuit situation.	4/20/2018 11:31 AM
110	The internet is taking away the person to person relationship	4/20/2018 11:16 AM
111	Nothing	4/20/2018 11:15 AM
112	Nothing.	4/20/2018 11:12 AM
113	Nothing	4/20/2018 11:11 AM
114	Providing more affordable housing options for the middle class	4/20/2018 11:09 AM
115	No more discount brokerages.	4/20/2018 11:03 AM
116	Nothing, I love what I do.	4/20/2018 10:54 AM
117	none	4/20/2018 10:52 AM
118	Lending process.	4/20/2018 10:41 AM
119	I can't be there when client needs me	4/20/2018 10:39 AM
120	I would love a bit more stability and predictability in terms of income but that goes with the territory and my focus.	4/20/2018 10:26 AM
121	Not making enough money	4/20/2018 10:22 AM
122	Nothing comes to mind.	4/20/2018 10:20 AM
123	Fear of continuing to expand my company.	4/20/2018 10:18 AM
124	Volatile Market Disloyal panicked Buyers	4/20/2018 10:10 AM
125	n/a	4/20/2018 10:10 AM
126	Racism that prevents majority of owners from seeing me as a qualified, competent agent	4/20/2018 10:06 AM
127	Don't have fear!	4/20/2018 9:59 AM
128	To be stronger when it comes to the contracts.	4/20/2018 9:52 AM
129	The fear of the unknown - not knowing what the market will do, and knowing that my income depends on it.	4/20/2018 9:38 AM
130	Fear of another recession	4/20/2018 9:34 AM
131	I don't fear at all.	4/20/2018 9:29 AM
132	Nothing. New challenges keep us on the ball.	4/20/2018 9:22 AM
133	working 24x7	4/20/2018 9:15 AM
134	Ability for growth. Residual income	4/20/2018 9:14 AM
135	Possibility of another recession.	4/20/2018 9:07 AM
136	Taxes	4/20/2018 9:06 AM
137	safety	4/20/2018 8:50 AM
138	a constant strong and growing economy	4/20/2018 8:45 AM
139	Agents not being used i.e. Zillow	4/20/2018 8:31 AM

140	I don't fear my career.	4/20/2018 8:28 AM
141	Consumer and user perception of what appraisal is and what an appraiser does. Reality and perception are not the same.	4/20/2018 8:25 AM
142	none	4/20/2018 8:24 AM
143	Downturns...	4/20/2018 8:08 AM
144	uncertainty and getting a steady income stream	4/20/2018 8:06 AM
145	No Phone calls after 5pm!	4/20/2018 8:05 AM
146	The overall view of the public to Realtors. So many people had bad experiences with Realtors who seem entitled, snooty, and poor attitudes. This leaves a bad experience with the public and makes it difficult to gain trust.	4/20/2018 8:02 AM
147	PEOPLE TO RESPONSE	4/20/2018 7:51 AM
148	Making enough money.	4/20/2018 7:32 AM
149	I am new to the business. I don't currently have any fear's to share at the moment.	4/20/2018 7:18 AM
150	Remove Zillow and Trulia to remove FSBO's and mis-information	4/20/2018 7:10 AM
151	you are only as good as your last sale, that is scary	4/20/2018 7:03 AM
152	Salary inconsistencies	4/20/2018 6:23 AM
153	Uncertainty	4/20/2018 4:36 AM
154	I would implement a change that would raise the bar for entry into becoming a real estate salesperson or I would like to see a move to turning over the offer paperwork process to attorneys to preserve the spirit of contracts and professionalism.	4/20/2018 12:03 AM
155	Not keeping up with all the latest changes.	4/19/2018 11:43 PM
156	That I won't retire soon enough	4/19/2018 10:42 PM
157	Ethically challenged	4/19/2018 10:35 PM
158	Keep a steady stream of clients.	4/19/2018 10:17 PM
159	Not a fear but I would change the standards to which agents nowadays are held. Professionalism is lacking and sloppy real estate is becoming far too prevalent.	4/19/2018 10:09 PM
160	Fear of the unknown	4/19/2018 10:06 PM
161	Too little face to face communication. Comfortable using technology, but do not feel it's the most effective way to help Buyers and Sellers.	4/19/2018 9:58 PM
162	The fear of there being a market crash again some day	4/19/2018 9:55 PM
163	having certainty about the future - no dips/corrections; and a steadily climbing income	4/19/2018 9:55 PM
164	Market reliance	4/19/2018 9:54 PM
165	Missing a deadline or making an irreversible mistake	4/19/2018 9:53 PM
166	cost of health insurance	4/19/2018 9:50 PM
167	Enough homes for everyone!	4/19/2018 9:47 PM
168	financial stability	4/19/2018 9:43 PM
169	Unpredictability	4/19/2018 9:34 PM
170	Procuring cause, as it currently is practiced, needs to change.	4/19/2018 9:31 PM
171	financial fears	4/19/2018 9:31 PM
172	Market stability	4/19/2018 9:30 PM
173	I would keep the market strong and level...no more feast or famine.	4/19/2018 9:29 PM
174	The internet and the rapid changes it has made to the industry.	4/19/2018 9:28 PM
175	More time in a day and that there weren't so many unethical, and educated agents	4/19/2018 9:14 PM

176	Downturns	4/19/2018 9:13 PM
177	Don't let mls go public. It's bad enough that most of it is already online.	4/19/2018 9:13 PM
178	My age!	4/19/2018 9:12 PM
179	The unknown	4/19/2018 8:58 PM
180	Add several agents to my brokerage	4/19/2018 8:54 PM
181	Market fluctuations	4/19/2018 8:53 PM
182	Have a partner	4/19/2018 8:50 PM
183	That everyone would not think of me as a younger person that is not experienced	4/19/2018 8:40 PM
184	fear of rejection	4/19/2018 8:35 PM
185	Continued growth in the market	4/19/2018 8:30 PM
186	Making sure the contracts are filled out correctly	4/19/2018 8:30 PM
187	The unknown, having steady income.	4/19/2018 8:27 PM
188	The market fluctuation	4/19/2018 8:27 PM
189	nothing	4/19/2018 8:26 PM
190	Remove all the unethical, untrained backstabbing lying real estate agents	4/19/2018 8:20 PM
191	Nothing major to change.	4/19/2018 8:19 PM
192	I wish I knew in January how many Clients I could count on for the year.... forecasting	4/19/2018 8:18 PM
193	Realtors would be respected	4/19/2018 8:03 PM
194	Very high entrance costs.	4/19/2018 7:45 PM
195	Seasonal/market roller coaster	4/19/2018 7:37 PM
196	Stability, and decrease the fluctuations in real estate that affect income	4/19/2018 7:27 PM
197	inconsistent pay checks with no benefits!!	4/19/2018 7:23 PM
198	Worried Clients don't need us in low inventory - everyone can just use Facebook..	4/19/2018 7:22 PM
199	have no fears	4/19/2018 7:21 PM
200	The fear that the market crashes again	4/19/2018 7:17 PM
201	Curious about what the state of the industry will look like with companies like Zillow looking to buy and sell	4/19/2018 7:15 PM
202	consistency	4/19/2018 7:09 PM
203	Ability to have health insurance	4/19/2018 7:08 PM
204	Nothing	4/19/2018 7:00 PM
205	Lenders and appraisers	4/19/2018 7:00 PM
206	If I could change anything it is the stress of working a commissioned job and not knowing if you are going to earn enough to cover the bills.	4/19/2018 7:00 PM
207	Safety	4/19/2018 6:52 PM
208	I do not have a fear, I just hope for everyone to have a place to be call home, thus bettering the place they live in (and spread to the world). I believe realtors can make a difference to achieve this with support from everyone else.	4/19/2018 6:52 PM
209	Nothing	4/19/2018 6:49 PM
210	Get rid of republicans	4/19/2018 6:41 PM
211	no fear	4/19/2018 6:41 PM
212	I would not provide the mls ldk feed to the likes of Zillow and trulia.	4/19/2018 6:36 PM
213	Time on the computer	4/19/2018 6:31 PM

214	Third parties like Zillow would disappear	4/19/2018 6:15 PM
215	Less need for agents.	4/19/2018 6:13 PM
216	Making steadier income	4/19/2018 6:11 PM
217	Don't let the market crash.	4/19/2018 5:59 PM
218	Nothing. There are no magic wands. Nobody cares. Work harder	4/19/2018 5:57 PM
219	Not earning enough money	4/19/2018 5:57 PM
220	Where is the next client coming from...?!	4/19/2018 5:56 PM
221	No change	4/19/2018 5:56 PM
222	That we're not worth for what we do	4/19/2018 5:55 PM
223	Be more protective of MLS, its our biggest asset. ie. Restrict access of discount brokers, Zillow, etc. I'm proud to be a realtor. Listing homes for \$100 or \$500 is an insult to professional accomplished agents.	4/19/2018 5:53 PM
224	Not sure	4/19/2018 5:50 PM
225	The inconsistent level of business.	4/19/2018 5:41 PM
226	time mangement	4/19/2018 5:41 PM
227	Market slow down	4/19/2018 5:40 PM
228	Know that all my listings would sell	4/19/2018 5:39 PM
229	Error	4/19/2018 5:35 PM
230	Being comfortable talking in a large group of people.	4/19/2018 5:34 PM
231	I would change the fact that Sellers do not feel we have value and that it is very easy to sell real estate.	4/19/2018 5:32 PM
232	nothing	4/19/2018 5:32 PM
233	The ups and downs of income	4/19/2018 5:30 PM
234	Nothing	4/19/2018 5:27 PM
235	other agents would be more respectful.	4/19/2018 5:26 PM
236	nothing	4/19/2018 5:25 PM
237	Bad appraisers	4/19/2018 5:25 PM
238	being overwhelmed with technology expense	4/19/2018 5:22 PM

Q8 What is your biggest frustration in your career or your professional development?

Answered: 240 Skipped: 96

#	RESPONSES	DATE
1	The waste of time showing properties to individuals who have no intention of putting in offers.	4/26/2018 10:49 AM
2	Changing technology and untrained new agents	4/25/2018 4:32 PM
3	INSPECTIONS AND ALL THE ADDED PAPERWORK	4/25/2018 8:34 AM
4	None	4/25/2018 7:27 AM
5	waiting for the first sale	4/24/2018 7:52 PM
6	people who waster your time	4/24/2018 4:21 PM
7	Working with other real estate professionals that are disrespectful and rude.	4/24/2018 12:14 PM
8	wearing too many hats	4/24/2018 11:53 AM
9	Seasonality- 80+ hours/week January-June and only 50 ish hours a week in later half of year	4/24/2018 11:45 AM
10	Getting my name out in the my area and them understanding how much I can help them in their sale or purchase.	4/24/2018 10:36 AM
11	Branding and RE-branding myself.	4/24/2018 9:00 AM
12	Having to change personal plans because of work -- a new listing on the market, offers to present with short deadlines... (frustrated friends, spouse, significant others)	4/24/2018 7:55 AM
13	none	4/24/2018 7:43 AM
14	Keeping up with social media	4/23/2018 11:25 PM
15	Buyers	4/23/2018 10:50 PM
16	How do I find clients?	4/23/2018 10:23 PM
17	Still finding a balance between home and work, and also implementing a routine	4/23/2018 9:23 PM
18	The infusion of bad attitudes of participants, mostly greed and distrust.	4/23/2018 8:56 PM
19	Working with other agents who are not professional	4/23/2018 7:59 PM
20	People who want to look without producing a pre-approval	4/23/2018 7:39 PM
21	Other brokers showing reports	4/23/2018 5:25 PM
22	finding motivated sellers	4/23/2018 5:07 PM
23	Uneducated and slimy agents	4/23/2018 4:52 PM
24	Large brokrages	4/23/2018 3:44 PM
25	I think more basic business support for new agents. Also, lack of diversity (more African Americans needed) in other areas besides sales agents. (so more people in admin, teaching, associations).	4/23/2018 3:30 PM
26	lack of time	4/23/2018 3:00 PM
27	Difficulty in making a good living	4/23/2018 3:00 PM
28	Working with other agents that are not being professional.	4/23/2018 2:49 PM
29	Econometrics, government eminent domaine. Unfair taxation. Zoning frustration.	4/23/2018 2:33 PM
30	Honestly none so far except there is a LOT to learn.	4/23/2018 1:46 PM
31	That the process is so stressful for people, that few can view the process as positive	4/23/2018 1:44 PM

32	1) timely showing reports (if at all) on my listings. 2) Professional courtesy from my peers. 3) Another fee to pay in addition to the over-priced board dues.	4/23/2018 1:44 PM
33	The lack of loyalty within the industry	4/23/2018 1:16 PM
34	finding new clients	4/23/2018 12:59 PM
35	Other Realtors who practice shoddy and unprofessional business practices. Makes us all look bad.	4/23/2018 12:34 PM
36	Recruiting	4/23/2018 12:27 PM
37	Same as #7	4/23/2018 11:56 AM
38	Stabilizing the income throughout the year.	4/23/2018 11:45 AM
39	part timer's that jump in when the market is hot	4/23/2018 11:33 AM
40	That would be the same thing, that sellers tend to feel taken advantage of, if they don't get over asking price...hyped by the media, and buyers tend to feel they could have done better in their dealings.	4/23/2018 11:27 AM
41	When other agents are rude or unprofessional	4/23/2018 11:24 AM
42	MLS attitude at times seems to run the Realtors association vs being a service of the realtors .	4/23/2018 11:14 AM
43	customers who are looking for the impossible sale	4/23/2018 10:45 AM
44	n/a	4/23/2018 10:42 AM
45	When you're doing all you can to get a house sold and your seller doesn't believe you are.	4/23/2018 10:40 AM
46	Realizing you may need 2 offers for every offer you close.	4/23/2018 10:39 AM
47	Social media	4/23/2018 10:38 AM
48	Getting listings	4/23/2018 10:37 AM
49	Lack of business professionalism	4/23/2018 10:35 AM
50	High prices and increasing interest rates.	4/23/2018 10:33 AM
51	Lack of assistance for part timers	4/23/2018 10:32 AM
52	Building a client base	4/23/2018 10:23 AM
53	Lack of clientele - everyone seems to know an agent or two	4/23/2018 10:23 AM
54	The lack of Respect, Ethics ,Discipline and professionalism by other realtors in the Real Estate business.	4/23/2018 10:19 AM
55	The fact that I work hard to get listings and they are given for free to internet companies who then post them and sell leads at a profit to other agents who are competing against me.We as an industry should be charging a royalty for our listings. Or stop giving them away before we are swallowed up by internet companies who list and sell property utilizing hourly paid staff at fast food wages as their agents.	4/23/2018 10:13 AM
56	Lending	4/23/2018 10:10 AM
57	Having to deal with incompetent agents	4/23/2018 10:03 AM
58	unfaithful buyers and sellers	4/23/2018 10:03 AM
59	Other real estate agents that work against you instead of with you	4/23/2018 10:01 AM
60	Many agents that try to take shortcuts to a transaction, leading to dissatisfied homeowners.	4/23/2018 10:00 AM
61	wondering if I am not doing it right when/if I am slow	4/23/2018 9:53 AM
62	Untrained people	4/23/2018 9:52 AM
63	The lack of training on running a multi-million dollar business. This is a topic that is covered no where in our industry.	4/23/2018 9:52 AM
64	Lack of movement in the market. Not enough people listing	4/23/2018 9:48 AM
65	TOO MANY PEOPLE UNQUALIFIED / UNETHICAL	4/23/2018 9:47 AM
66	TRAINING IN THE MARKET PLACE,ITS ALL OVER THE PLACE.	4/23/2018 9:45 AM

67	road blocks regarding business solitation (use o f phone to contact new business. no call lists ?	4/23/2018 9:43 AM
68	None	4/23/2018 9:43 AM
69	Technology not updating fast enough	4/23/2018 9:40 AM
70	Incompetence of fellow agents.	4/23/2018 9:37 AM
71	TAX TIME	4/23/2018 9:34 AM
72	Not sure..	4/23/2018 9:33 AM
73	Not enough time for more learning.	4/23/2018 9:30 AM
74	Finding time and ways to grow my business	4/23/2018 9:28 AM
75	None	4/23/2018 9:26 AM
76	The attitude Tradional Brokers and Agents havec towards Full Service discount Brokers and Agents.	4/23/2018 9:26 AM
77	Same	4/23/2018 9:23 AM
78	Don't really have one.	4/23/2018 9:23 AM
79	Dealing with arrogance	4/23/2018 9:20 AM
80	The harassment I get from other agents and firms.	4/23/2018 9:20 AM
81	Prospecting	4/23/2018 9:18 AM
82	Not enough homes on market	4/23/2018 9:12 AM
83	Inconsistency	4/23/2018 9:11 AM
84	unpredictable income flow	4/22/2018 2:55 PM
85	Unethical real estate professionals	4/21/2018 2:42 PM
86	I have a full-time job other than real estate. It is very difficult to find the time to get my learning and experience under my belt	4/21/2018 2:21 PM
87	Not have true and accurate pictures of the properties being viewed in MLS.	4/21/2018 2:01 PM
88	working with deals that go no where	4/21/2018 1:56 PM
89	Unprofessional, arrogant, and rude co-brokers who claim they know more because their agent ID code is a lot older. They aren't up to date with new forms and rules, their response time is unprofessional, and they break a lot of MLS and GMAR rules.	4/21/2018 1:40 PM
90	Only work RE part-time, would like to do it full-time, but can't seem to make the leap.	4/21/2018 1:20 PM
91	Market barriers	4/21/2018 10:50 AM
92	The cut-throat market buyer's are experiencing today.	4/21/2018 9:00 AM
93	lack of support	4/21/2018 9:00 AM
94	Marketing my services to get clients	4/20/2018 9:41 PM
95	We are defacto salary workers	4/20/2018 8:02 PM
96	Building my network (getting more clients)	4/20/2018 6:46 PM
97	Commission. Having deals fall apart when you can't help it.	4/20/2018 5:45 PM
98	Working with inexperienced agents.	4/20/2018 5:13 PM
99	Balancing work demands and taking time off.	4/20/2018 5:00 PM
100	agents not returning calls or e-mails from showings.	4/20/2018 3:36 PM
101	I don't like the politics of most Realtors.	4/20/2018 3:28 PM
102	customers not calling back	4/20/2018 2:59 PM
103	People not valuing what all a realtor does and the sacrifices we make.	4/20/2018 2:43 PM
104	Not having enough clients to work with	4/20/2018 1:47 PM

105	Unethical agents/bullies	4/20/2018 1:35 PM
106	None	4/20/2018 1:33 PM
107	the unknown	4/20/2018 1:07 PM
108	The resources buyers use to search for real estate are usually not accurate.	4/20/2018 1:00 PM
109	None	4/20/2018 12:06 PM
110	Respect from other brokers/agents	4/20/2018 11:49 AM
111	Dealing with other agents who are either incompetent, unethical or just simply bad at their job.	4/20/2018 11:36 AM
112	Working with agents on the other side of the transaction that either don't do their job, or don't know how.	4/20/2018 11:31 AM
113	The other Realtors that do not have personal attention to people and offers	4/20/2018 11:16 AM
114	Lack of integrity with some members of the profession.	4/20/2018 11:15 AM
115	Unprofessional agents	4/20/2018 11:12 AM
116	Nothing	4/20/2018 11:11 AM
117	Sloppy work ethics	4/20/2018 11:09 AM
118	Too many agents in this industry. Try to make that real estate exam a bit harder so not everybody and their mother passes with flying colors.	4/20/2018 11:03 AM
119	Feeling guilty about taking time to learn; I feel the need to be available to respond to our customers and clients immediately.	4/20/2018 10:54 AM
120	other agents incompetence	4/20/2018 10:52 AM
121	Lending	4/20/2018 10:41 AM
122	the immediacy of need of clients....like having a 2 year old...in a fast market we all need to respond quickly...that steals your life and makes it hard to get away	4/20/2018 10:39 AM
123	Seeing newer agents not getting the help they need to be successful from the start. Specifically agents writing offers on my listings that are poorly written and often need to be revised to make sense.	4/20/2018 10:26 AM
124	keeping up on new technology	4/20/2018 10:22 AM
125	Most people's lack of understanding of the value, work, experience and education that agents bring to transaction.	4/20/2018 10:20 AM
126	Managing sales agents	4/20/2018 10:18 AM
127	Agents that do not play fair	4/20/2018 10:10 AM
128	Working with other agents that don't apply the "golden rule" to their business.	4/20/2018 10:10 AM
129	The lack of professionals or adequate training of other agents.	4/20/2018 10:08 AM
130	Winning Clients	4/20/2018 10:06 AM
131	Discount brokers	4/20/2018 9:59 AM
132	When MLS makes changes that do not benefit those who are heavy users. Having to prove our worth (commission) against discount brokerages.	4/20/2018 9:52 AM
133	When we have to work with agents that are not entirely ethical or professional.	4/20/2018 9:38 AM
134	Up and down markets	4/20/2018 9:34 AM
135	Most of my calls go to voice-mail.	4/20/2018 9:29 AM
136	Don't have one. Love the business.	4/20/2018 9:22 AM
137	rude unprofessional agents	4/20/2018 9:15 AM
138	Some bad laws. GMAR still plays for the big boys	4/20/2018 9:14 AM
139	People's inability to make timely decisions.	4/20/2018 9:07 AM
140	Taxes	4/20/2018 9:06 AM

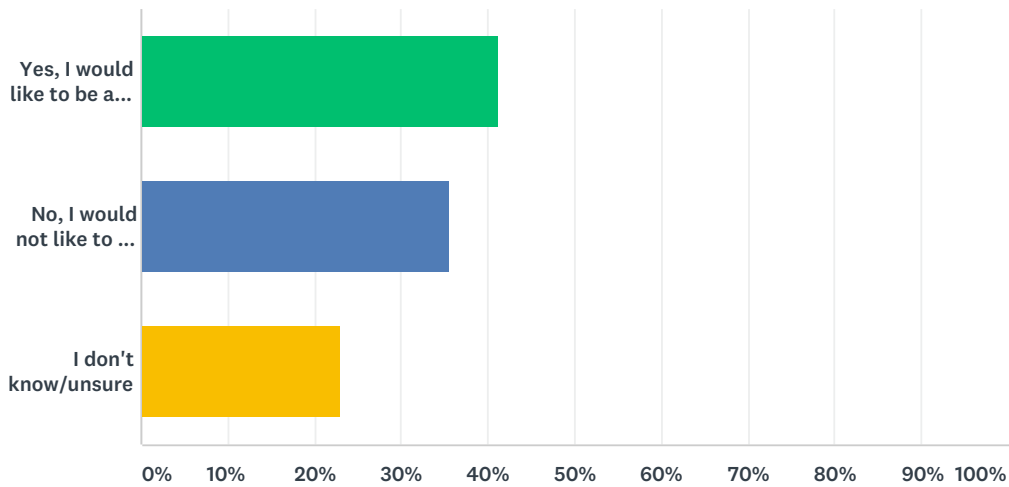
141	When other agents aren't responsive	4/20/2018 8:50 AM
142	I am a new agent and it seems certain tasks take longer than I feel it should,	4/20/2018 8:45 AM
143	Clients not realizing true market value	4/20/2018 8:31 AM
144	Too much government regulation.	4/20/2018 8:28 AM
145	None	4/20/2018 8:25 AM
146	none	4/20/2018 8:24 AM
147	Paperwork	4/20/2018 8:08 AM
148	dealing with agents who think they know everything in an ever changing and growing industry	4/20/2018 8:06 AM
149	incompetent Realtors	4/20/2018 8:05 AM
150	I chose to be in real estate because nothing pays as good. I work part time hours, bring in a full time salary. I however am the type of person who enjoys being extremely creative. I find Real estate sales and all that comes with it depressing. I have started venturing in other aspects of real estate that allows me to have a creative influence.	4/20/2018 8:02 AM
151	SAME PREVIOUS PLUS HONESTLY	4/20/2018 7:51 AM
152	Dealing with mean people	4/20/2018 7:32 AM
153	My biggest frustration currently is if I have a buyer that is looking outside of the metro MLS, I have no access to the supra Inboxes. And because of this I must depend on other agents/brokers to let me into their properties in order to take care of my buyer.	4/20/2018 7:18 AM
154	Constant changes in technology... when real estate is, and should be a relationship business	4/20/2018 7:10 AM
155	today, finding sellers, tomorrow finding buyers	4/20/2018 7:03 AM
156	Fear of public speaking.	4/20/2018 6:23 AM
157	Illogical or unrealistic buyers and sellers	4/20/2018 4:36 AM
158	I am finding the lack of professionalism from many agents alarming when it comes to knowledge of what is in the contracts, contract law, and requirements and expectations of being a licensee. The value of legal binding contracts and the legitimate/practical repercussions for breach are not getting taken seriously by agents or their clients. It seems managing broker oversight is lacking.	4/20/2018 12:03 AM
159	None	4/19/2018 11:43 PM
160	Difficulty taking vacations	4/19/2018 10:42 PM
161	Rude agents - Bullys	4/19/2018 10:35 PM
162	not enough time to do everything I want or stay organized	4/19/2018 10:17 PM
163	How rude so many agents are	4/19/2018 10:14 PM
164	Lack of barriers to entry in the field	4/19/2018 10:09 PM
165	Losing team members that you heavily invest in.	4/19/2018 10:06 PM
166	Changes made to zipforms or MMS. and having to spend time relearning programs. Not enough tech help. Lack of training/professionalism of agents.	4/19/2018 9:58 PM
167	Feeling like I need to jump every time a client calls and ruins my plan for the day - feel like I need to do this to stay competitive because I feel like there is always an agent out there that will do it if I don't	4/19/2018 9:55 PM
168	when buyers are not upfront with me	4/19/2018 9:55 PM
169	Non communicative agents	4/19/2018 9:54 PM
170	Lack of systems	4/19/2018 9:53 PM
171	not getting higher priced sales and listings	4/19/2018 9:50 PM
172	Costs for high taxes and healthcare insurance.	4/19/2018 9:47 PM
173	unappreciative people	4/19/2018 9:43 PM
174	Trying to balance self-growth with growing my business	4/19/2018 9:34 PM

175	Social media leads.	4/19/2018 9:31 PM
176	not know if Im doing enough	4/19/2018 9:31 PM
177	Other realtors	4/19/2018 9:30 PM
178	Working with part time agents who don't respect our profession.	4/19/2018 9:29 PM
179	Lack of inventory right now. Other than that being too busy to get updated systems in place as the old ones work but with automation it could be better in house. Thinking a virtual assistant and do not really want to go that route.	4/19/2018 9:28 PM
180	Work life balance	4/19/2018 9:14 PM
181	Marketing	4/19/2018 9:13 PM
182	More agents are not presenting and reviewing offers with their clients. They simply email the offer for electronic signature.	4/19/2018 9:13 PM
183	My age!!	4/19/2018 9:12 PM
184	Doing your best for buyers and having them leave you at the drop of a hat	4/19/2018 8:58 PM
185	Constant change. To my PC operating system, my new Nikon camera, my new laser printer, my new Adobe photo app, my MLS account, my new Zip from Plus...	4/19/2018 8:54 PM
186	Agents that lack the ability to communicate effectively and honestly.	4/19/2018 8:53 PM
187	Being under appreciated	4/19/2018 8:50 PM
188	My age	4/19/2018 8:40 PM
189	agents that don't get it	4/19/2018 8:35 PM
190	Buyers that are unable to get pre-approved	4/19/2018 8:30 PM
191	Short sales	4/19/2018 8:30 PM
192	Being disorganized.	4/19/2018 8:27 PM
193	Referrals	4/19/2018 8:27 PM
194	Lots of paper work	4/19/2018 8:26 PM
195	read 7	4/19/2018 8:20 PM
196	Limited service brokers that give industry bad name.	4/19/2018 8:19 PM
197	Unprofessional, unethical colleagues	4/19/2018 8:18 PM
198	Lack of professionalism in new agents	4/19/2018 8:03 PM
199	Way too expensive to be given a fair chance.	4/19/2018 7:45 PM
200	Customers wanting it all but not wanting to pay for it	4/19/2018 7:37 PM
201	Lack of volume	4/19/2018 7:27 PM
202	not sure	4/19/2018 7:23 PM
203	Probably same answer as #7..	4/19/2018 7:22 PM
204	Lag time in feedback from showings.	4/19/2018 7:17 PM
205	Other agents!	4/19/2018 7:15 PM
206	agents who are poorly trained and or unethical	4/19/2018 7:09 PM
207	Unable to go to full time due to needing health insurance	4/19/2018 7:08 PM
208	Incompetent co brokes	4/19/2018 7:00 PM
209	None	4/19/2018 7:00 PM
210	The ups and downs of the transaction and they are not all like that.	4/19/2018 7:00 PM
211	Expense of networking organizations, extended learning, continuing education, and dues.	4/19/2018 6:52 PM

212	When buyers/sellers do not understand that us agents are working hard for them, but they just turn the other way and goes to another agent.	4/19/2018 6:52 PM
213	None	4/19/2018 6:49 PM
214	Other new agents and unethical agents	4/19/2018 6:41 PM
215	Dopey brokers	4/19/2018 6:41 PM
216	Unethical agents	4/19/2018 6:36 PM
217	Computer	4/19/2018 6:31 PM
218	Co-brokers that pre market anyway.	4/19/2018 6:15 PM
219	unprofessional others	4/19/2018 6:13 PM
220	Getting to the next tier in getting more busines.	4/19/2018 6:11 PM
221	Way too many sellers lowball me to get me to reduce my commission. They want full service at discount broker prices. Take it or leave it. I'm starting to leave it.	4/19/2018 5:59 PM
222	Lack of professionalism by way too many agents.	4/19/2018 5:57 PM
223	Some of my clients don't listen to me. I've been doing this for almost 16 years. I know what I'm talking about!	4/19/2018 5:57 PM
224	Where is the next client coming from...and HGTV!	4/19/2018 5:56 PM
225	no frustrations	4/19/2018 5:56 PM
226	None	4/19/2018 5:53 PM
227	Not sure	4/19/2018 5:50 PM
228	Inconsistent business. Very busy or very slow.	4/19/2018 5:41 PM
229	not having the money to do rehabs	4/19/2018 5:41 PM
230	working with MLS and ability to take professional looking photos	4/19/2018 5:40 PM
231	None	4/19/2018 5:39 PM
232	I'm a part time realtor so I don't work with other agents regularly, but I've had a number of very unpleasant agents to work with. At the end of the day everybody has the same goal, so to be rude, unprofessional, irrational, and to be a bully is completely uncalled for.	4/19/2018 5:35 PM
233	Talking too fast	4/19/2018 5:34 PM
234	I feel that getting listings is a popularity contest and that Sellers are choosing agents based on Facebook and the biggest billboard, not on education and credentials of the agent or broker.	4/19/2018 5:32 PM
235	Nothing, I don't look back	4/19/2018 5:32 PM
236	Agents who don't do their jobs don't adhere to contracts and deadlines and flat out misrepresent themselves, their clients or listings	4/19/2018 5:27 PM
237	Working with agents that do not know what they are doing and are rude.	4/19/2018 5:26 PM
238	None	4/19/2018 5:25 PM
239	Unrealistic expectations of buyers and sellers during inspections	4/19/2018 5:25 PM
240	keeping up with the fast pace and immediate needs of clientele	4/19/2018 5:22 PM

Q9 In general, and not just thinking about where you work now, would you like someday to be a top executive/manager?

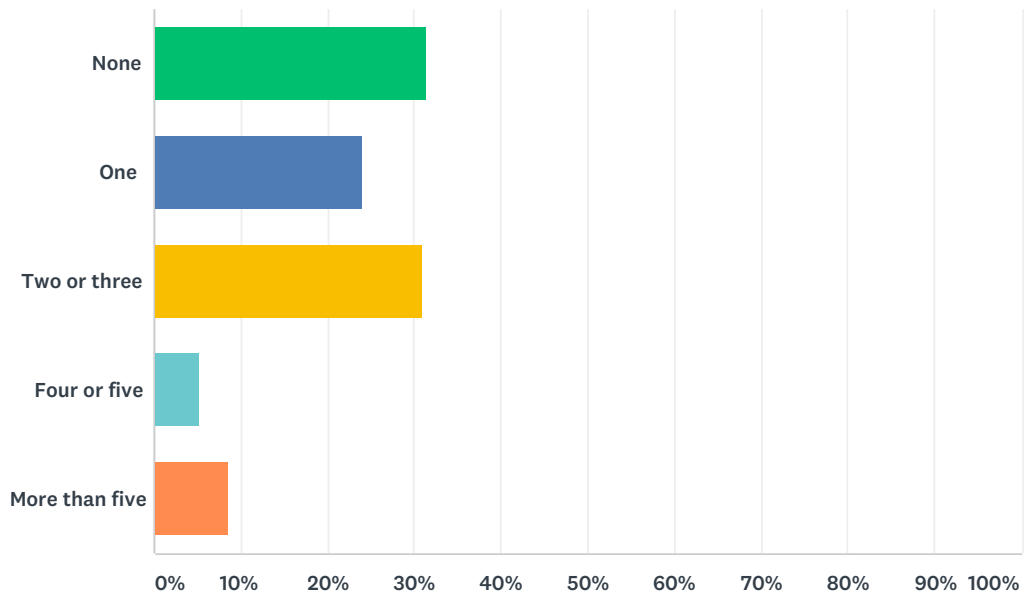
Answered: 264 Skipped: 72



ANSWER CHOICES	RESPONSES	
Yes, I would like to be a top executive/manager with my current firm or another company	41.29%	109
No, I would not like to be a top executive/manager with my current firm or another company	35.61%	94
I don't know/unsure	23.11%	61
TOTAL		264

Q10 How many senior-level real estate professionals have actively assisted you in getting ahead in your career?

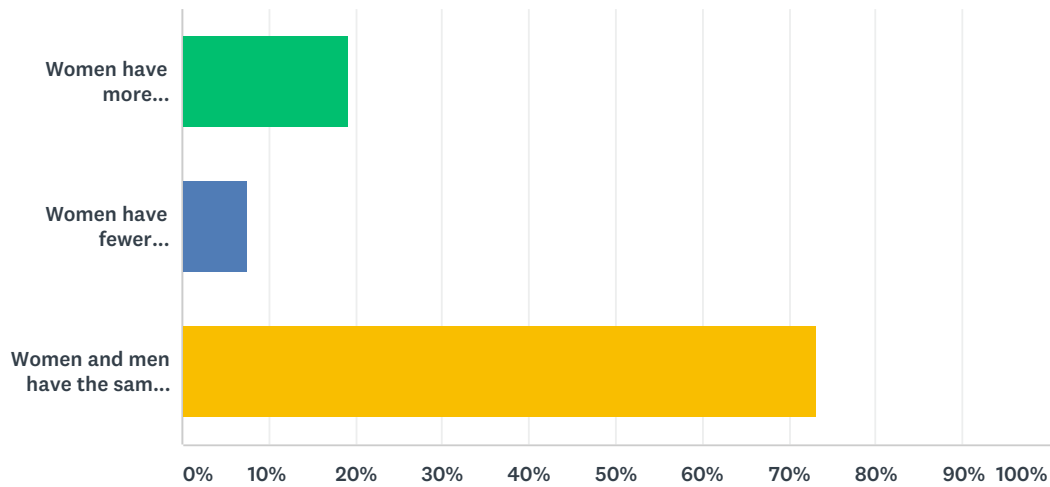
Answered: 271 Skipped: 65



ANSWER CHOICES	RESPONSES	
None	31.37%	85
One	23.99%	65
Two or three	31.00%	84
Four or five	5.17%	14
More than five	8.49%	23
TOTAL		271

Q11 In the real estate industry, do you think women have more, fewer or the same opportunities as men?

Answered: 269 Skipped: 67



ANSWER CHOICES	RESPONSES	
Women have more opportunities than men	19.33%	52
Women have fewer opportunities than men	7.43%	20
Women and men have the same opportunities	73.23%	197
TOTAL		269

Q12 Do you have any examples to share?

Answered: 190 Skipped: 146

#	RESPONSES	DATE
1	Nothing specific, it just seems like a man's opinion is more respected in this field.	4/26/2018 10:49 AM
2	Most top agents are women, Pat Bitterburg, Cindy Fleming, Suzanne Powers, etc.	4/25/2018 4:32 PM
3	No	4/25/2018 7:27 AM
4	none	4/24/2018 7:52 PM
5	none	4/24/2018 4:21 PM
6	Over 37 years of being in the real estate industry it has been my experience that the playing field is equal for both men and women.	4/24/2018 11:53 AM
7	There are many women I know that are very very successful because of the work they put in. Just like some of the men I know as well. I feel that today people realize that both sexes can be a great assets in selling or buying as long as they show that they are good at what they do.	4/24/2018 10:36 AM
8	None	4/24/2018 9:00 AM
9	No	4/24/2018 7:55 AM
10	no, just a general sense	4/24/2018 7:43 AM
11	No	4/23/2018 11:25 PM
12	No	4/23/2018 10:50 PM
13	Unless a man is "feeding" you leads - you are less trusted. I have had potential customers "leave" me for a man - bc they trust him more bc he is a man. Sad	4/23/2018 10:23 PM
14	no	4/23/2018 9:23 PM
15	The real estate industry isn't about gender....it's about knowledge base and connecting with clients.	4/23/2018 7:59 PM
16	No....just a perspective	4/23/2018 7:39 PM
17	no	4/23/2018 5:25 PM
18	no	4/23/2018 5:07 PM
19	no	4/23/2018 4:52 PM
20	Women have fewer management opportunities	4/23/2018 3:44 PM
21	Just like, I see lack of diversity, even though women are in leadership positions, I feel at the top and on the mentorship and income end of the business (owners, etc.) women, especially women of color, few and far between.	4/23/2018 3:30 PM
22	no	4/23/2018 3:00 PM
23	Time. I trained many agents, managers, of which they became competitors, top production competitors.	4/23/2018 2:33 PM
24	No	4/23/2018 1:46 PM
25	I see many high producing women Realtors	4/23/2018 1:44 PM
26	I have never worked in a group or for a firm. we own our own development company. I have worked with so many different agents and companies. I am often saddened to see the lack of team work within offices.	4/23/2018 1:16 PM
27	no	4/23/2018 12:59 PM
28	All people in America have the same opportunities. Some choose to take advantage of them, and others do not.	4/23/2018 12:34 PM
29	You get out what you put in. Man or woman doesn't matter	4/23/2018 12:27 PM

30	Nope.	4/23/2018 11:56 AM
31	vast majority of women own, run, manage their own teams or brokerages.	4/23/2018 11:45 AM
32	I believe there are more women realtors than men in our Board and in general .	4/23/2018 11:14 AM
33	Keeping the emotion out of sales	4/23/2018 10:45 AM
34	not right now	4/23/2018 10:42 AM
35	no	4/23/2018 10:40 AM
36	Real Estate is an industry dominated by women, especially in residential real estate.	4/23/2018 10:39 AM
37	I am a woman in business for 40 years	4/23/2018 10:37 AM
38	Suzanne Powers and Colleen Sprague,,,,women are better to work for	4/23/2018 10:35 AM
39	Employees prove that they are the same.	4/23/2018 10:33 AM
40	No	4/23/2018 10:32 AM
41	I've heard female agents actually say that women are better agents than men and can sell homes better.	4/23/2018 10:23 AM
42	None I care to	4/23/2018 10:19 AM
43	It's viewed as a women's job. I have lost many a listing to a woman because they are considered more social arena traditional realtors	4/23/2018 10:03 AM
44	Buyers and seller seem to trust women more	4/23/2018 10:03 AM
45	No	4/23/2018 10:01 AM
46	As agents and even office management, the playing field is equal. When it comes to broker/owners or even regional/organizational influence, it's heavier on the male side.	4/23/2018 9:52 AM
47	no	4/23/2018 9:47 AM
48	SHE CAN BE VERY PRETTY AND DUMB AS A ROCK BUT THEY GET MORE SALES	4/23/2018 9:45 AM
49	no	4/23/2018 9:43 AM
50	None	4/23/2018 9:43 AM
51	We have a male VP and a female RVP who essentially have an equal status, our top agents are pretty even between gender.	4/23/2018 9:40 AM
52	None	4/23/2018 9:37 AM
53	It's just common sense.	4/23/2018 9:34 AM
54	Women, just like men, can choose to work hard to increase their business. Both genders can open their own brokerages, start a team, work solo & get involved in different aspects of the business by volunteering. In my opinion, it is about your own motivation, skill set, time & effort you are willing to put into your business as to whether you are successful or not. It is a relationship & customer service business that requires constant interaction with people.	4/23/2018 9:33 AM
55	--	4/23/2018 9:30 AM
56	No	4/23/2018 9:28 AM
57	In my office, the top performing agents are women!	4/23/2018 9:26 AM
58	no	4/23/2018 9:23 AM
59	I have only worked for my own brokerage, but I have worked with many more female agents than male agents in transactions.	4/23/2018 9:23 AM
60	No	4/23/2018 9:20 AM
61	I do not even know where to begin. My signs were tagged when I opened my brokerage. I have been verbally abused by other agents and brokerages. I have had death threats and warnings for my safety. I am proud that I have built a successful small brokerage against all odds in Milwaukee. Unfortunately no one helped and the majority of agents and brokerages tried to stop me. I built my company myself from the ground up.	4/23/2018 9:20 AM

62	No	4/23/2018 9:12 AM
63	No	4/23/2018 9:11 AM
64	No	4/21/2018 2:42 PM
65	no	4/21/2018 2:21 PM
66	no	4/21/2018 2:01 PM
67	no	4/21/2018 1:56 PM
68	In general, my opinion is that and from what I hear from peers (consumers) that women tend to not feel like they are sales first. Most couples or single mothers prefer working with another woman than a male. This I believe being a natural draw or the subconscious of people.	4/21/2018 1:40 PM
69	No	4/21/2018 10:50 AM
70	It seems that there are just as many or more women agents that I deal with on a daily basis in today's market.	4/21/2018 9:00 AM
71	No	4/20/2018 9:41 PM
72	No	4/20/2018 8:02 PM
73	No	4/20/2018 6:46 PM
74	My boss is a Woman.	4/20/2018 5:45 PM
75	no	4/20/2018 5:13 PM
76	not off hand	4/20/2018 5:00 PM
77	no	4/20/2018 3:36 PM
78	no	4/20/2018 2:59 PM
79	No	4/20/2018 2:43 PM
80	Men are just more aggressive in their own nature. Frankly, there are very few men agents I would trust.	4/20/2018 1:47 PM
81	No	4/20/2018 1:35 PM
82	No	4/20/2018 1:33 PM
83	No	4/20/2018 1:07 PM
84	No	4/20/2018 1:00 PM
85	No	4/20/2018 12:06 PM
86	There are far more women in real estate.	4/20/2018 11:36 AM
87	There is no ceiling in this industry, you get out of it what you put into it, it does not matter what gender you are.	4/20/2018 11:31 AM
88	I have none	4/20/2018 11:16 AM
89	No	4/20/2018 11:15 AM
90	No	4/20/2018 11:12 AM
91	None	4/20/2018 11:11 AM
92	Women tend to be more open and gregarious and therefore more opportunities	4/20/2018 11:09 AM
93	my mom is my broker	4/20/2018 10:52 AM
94	no	4/20/2018 10:41 AM
95	The statistics show this. I don't know the reason. Some women get into real estate because they like decorating. Some "moms" because their kids are in school and they get health insurance through their husband. Those people are not contenders for management. The rest, I don't know .	4/20/2018 10:39 AM
96	no	4/20/2018 10:22 AM
97	no	4/20/2018 10:20 AM

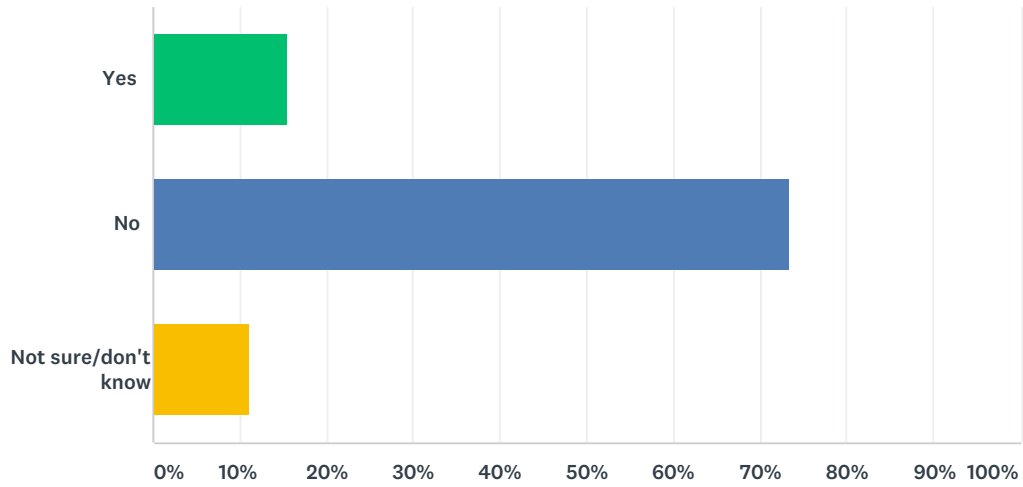
98	No	4/20/2018 10:10 AM
99	Women have similar residential opportunities, but the commercial and development space is dominated by men.	4/20/2018 10:06 AM
100	Women are favored in general in the industry.	4/20/2018 9:59 AM
101	I do think that is general most women tend to be more detail orientated verses men.	4/20/2018 9:52 AM
102	No examples come to mind.	4/20/2018 9:38 AM
103	no	4/20/2018 9:34 AM
104	no	4/20/2018 9:29 AM
105	no	4/20/2018 9:22 AM
106	Women seem to rule this industry in majority	4/20/2018 9:14 AM
107	No	4/20/2018 9:07 AM
108	No	4/20/2018 8:50 AM
109	n	4/20/2018 8:45 AM
110	no	4/20/2018 8:31 AM
111	No	4/20/2018 8:28 AM
112	Most agents I know are women, that is my reality	4/20/2018 8:25 AM
113	yes	4/20/2018 8:24 AM
114	Equality of pay...	4/20/2018 8:08 AM
115	no	4/20/2018 8:06 AM
116	No, Personal Opinion.	4/20/2018 8:05 AM
117	I work with equal men and women. I feel like whoever whats to be a realtor can easily (too easily) become one.	4/20/2018 8:02 AM
118	SOME CLIENT PREFER WOMEN SOME MEN I THINK IT IS 50/50	4/20/2018 7:51 AM
119	No	4/20/2018 7:32 AM
120	None at this time.	4/20/2018 7:18 AM
121	This industry is about building trust and relationships with the people you do business with and not limited to who can obtain a license. Everyone has same opportunity to work hard and succeed.	4/20/2018 7:10 AM
122	you limit yourself, if you think men are more respected then they will be, if you think you can do anything they can you will.	4/20/2018 7:03 AM
123	No	4/20/2018 6:23 AM
124	The meta data supports me.	4/20/2018 6:11 AM
125	No	4/20/2018 4:36 AM
126	N/A	4/20/2018 12:03 AM
127	No	4/19/2018 11:43 PM
128	I am a woman running my own company	4/19/2018 10:42 PM
129	no	4/19/2018 10:17 PM
130	I am a woman and feel the industry is competitive but I do not feel at a disadvantage because of my gender.	4/19/2018 10:09 PM
131	The top three executives at my firm are all women and I am aware of many other successful women in leadership.	4/19/2018 10:06 PM
132	Business success is not about gender, it's about contacts, follow through and treating clients and other agents professionally.	4/19/2018 9:58 PM
133	I've known many women colleagues who have mentioned something without results and then shortly thereafter a male colleague mentions the same thing with results	4/19/2018 9:55 PM

134	Men prefer to work with other men	4/19/2018 9:54 PM
135	I think women are valued in the real estate industry	4/19/2018 9:53 PM
136	personal experience	4/19/2018 9:50 PM
137	no	4/19/2018 9:43 PM
138	Ni	4/19/2018 9:31 PM
139	My broker is a successful realtor	4/19/2018 9:30 PM
140	not really, I just think we all have the same opportunities in this business. You get out what you put into it.	4/19/2018 9:29 PM
141	In my company, and I am a certified woman owned company, that my production is far above the men in my LLC.	4/19/2018 9:28 PM
142	I have been turned down so the client can work with an attractive female agent even though I was more experienced, knowledgeable, and prepared.	4/19/2018 9:14 PM
143	Yed	4/19/2018 9:13 PM
144	no	4/19/2018 9:13 PM
145	No	4/19/2018 9:12 PM
146	Examples of what?	4/19/2018 8:54 PM
147	No	4/19/2018 8:53 PM
148	There are no barriers that separate or impede either sexes	4/19/2018 8:50 PM
149	No	4/19/2018 8:40 PM
150	pretty sure that today's active agents are from all sexes(and sexual persuasion	4/19/2018 8:35 PM
151	no	4/19/2018 8:30 PM
152	No	4/19/2018 8:30 PM
153	No	4/19/2018 8:27 PM
154	No	4/19/2018 8:27 PM
155	we all get paid the same commission for sales and The sky is the limit for both male or Female, ou just have to put in the work	4/19/2018 8:26 PM
156	no	4/19/2018 8:20 PM
157	None to share.	4/19/2018 8:19 PM
158	No	4/19/2018 7:45 PM
159	No	4/19/2018 7:37 PM
160	None	4/19/2018 7:27 PM
161	no, i don't think gender is an issue in our industry. It is you knowledge, professionalism & ability to affective communicate.	4/19/2018 7:23 PM
162	I think we are better at hand holding the clients, men are just more business minded than nurturing.	4/19/2018 7:17 PM
163	No	4/19/2018 7:00 PM
164	No	4/19/2018 7:00 PM
165	No	4/19/2018 7:00 PM
166	Men have the ability to express frustrations within the organization and are considered bold and charismatic, while a women is considered a complainer or negative.	4/19/2018 6:52 PM
167	Not at the moment.	4/19/2018 6:52 PM
168	No	4/19/2018 6:49 PM
169	Let us get a woman president for the GMAR	4/19/2018 6:41 PM

170	Examples of what?	4/19/2018 6:41 PM
171	No	4/19/2018 6:36 PM
172	No	4/19/2018 6:31 PM
173	Examples of What? Question is not specific.	4/19/2018 6:15 PM
174	Most women are the housing decision makers and they seem to relate to female agents better.	4/19/2018 6:13 PM
175	no but I have had many men sellers tell me they don't want to work with men agents.	4/19/2018 5:59 PM
176	No	4/19/2018 5:57 PM
177	Maureen Stapleton has been a great mentor!	4/19/2018 5:57 PM
178	I personally feel that the social network women have is stronger and further, e.g. Facebook, which often is where the buying and selling process of selling homes begins in the suburban area that I target.	4/19/2018 5:56 PM
179	Seriously?	4/19/2018 5:56 PM
180	It's a female dominated industry. Women have an easier time establishing themselves because they are typically not the main bread winner. Can afford the 3-5 years it takes to make it.	4/19/2018 5:53 PM
181	No, I just believe that if you want something you roll up your sleeves and don't stop until you get what it is that you want. There will always be obstacles and some people will undoubtedly have an advantage and maybe this world does make it that much easier for a male. But there are women who have done it, which means that it can be done over and over again until it's the norm.	4/19/2018 5:50 PM
182	No. It seems there are more women in the industry than men.	4/19/2018 5:41 PM
183	we need houses that are rehabed the rite way	4/19/2018 5:41 PM
184	No but I don't see the same issues in real estate that I saw in my 20 years of corporate work as a director.	4/19/2018 5:40 PM
185	No	4/19/2018 5:39 PM
186	No	4/19/2018 5:34 PM
187	My gender has not been an issue with clients as much as with other agents.	4/19/2018 5:27 PM
188	we are women owned brokerage	4/19/2018 5:26 PM
189	No	4/19/2018 5:25 PM
190	no	4/19/2018 5:22 PM

Q13 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: 272 Skipped: 64



ANSWER CHOICES	RESPONSES
Yes	15.44% 42
No	73.53% 200
Not sure/don't know	11.03% 30
TOTAL	272

Q14 Would you like to explain your answer?

Answered: 173 Skipped: 163

#	RESPONSES	DATE
1	No	4/26/2018 10:49 AM
2	Some men would prefer to work with men, .	4/25/2018 4:32 PM
3	No	4/25/2018 7:27 AM
4	n/a	4/24/2018 7:52 PM
5	NA	4/24/2018 4:21 PM
6	no	4/24/2018 11:53 AM
7	I feel like mostly my experience (or lack there of) and the company I work for have played the biggest role in missing out on some listings/sales. Not my gender.	4/24/2018 10:36 AM
8	No	4/24/2018 9:00 AM
9	No	4/24/2018 7:55 AM
10	missing out on a key assignment or listing has nothing to do with gender....NOTHING!	4/24/2018 7:43 AM
11	If I missed out on a listing I believe it was due to my failure of convincing sellers why I would be the best agent to sell their home and not my gender.	4/23/2018 11:25 PM
12	No	4/23/2018 10:50 PM
13	—	4/23/2018 10:23 PM
14	no	4/23/2018 9:23 PM
15	No thank you	4/23/2018 7:59 PM
16	no	4/23/2018 5:25 PM
17	no	4/23/2018 5:07 PM
18	no	4/23/2018 4:52 PM
19	No	4/23/2018 3:44 PM
20	Not sure yet.	4/23/2018 3:30 PM
21	none	4/23/2018 3:00 PM
22	No reason people pick agents for many different reasons	4/23/2018 2:33 PM
23	n/a	4/23/2018 1:46 PM
24	I think there are some clients who feel more confident in working with a man. That being said, there are some who prefer working with women as well.	4/23/2018 1:44 PM
25	I've never lost a client to an ugly women	4/23/2018 1:44 PM
26	I am the third generation in family real estate development. my mother was extremely successful and I also have been very successful. I got a great education, traveled and studied abroad, and feel as though I have always been able to work well with others in our industry, both males and females.	4/23/2018 1:16 PM
27	no	4/23/2018 12:59 PM
28	I don't think the public is gender-biased in their perception of the real estate industry.	4/23/2018 12:34 PM
29	No	4/23/2018 12:27 PM
30	Not sure I can elaborate further on that.	4/23/2018 11:56 AM

31	Because my name is more manly, I have actually experienced phone calls where a potential seller has called, and said that they expected a man, and they wouldn't move past that. I have also had a seller tell me right out that he was giving me the listing under duress but he didn't feel a woman could do the job. It had not sold while listed with a man, and he even added \$25,000 onto the price...and told me to prove myself....which of course, I did.	4/23/2018 11:27 AM
32	n/a	4/23/2018 10:42 AM
33	na	4/23/2018 10:40 AM
34	I have had listings the sellers wanted a women. No big deal, just move on.	4/23/2018 10:39 AM
35	I think knowledge and confidence along with service is the key not my gender.	4/23/2018 10:38 AM
36	Never thought about being a female- just did my best to work hard and still do working 7 days a week	4/23/2018 10:37 AM
37	na	4/23/2018 10:35 AM
38	Have not noticed being cut out of transactions because of gender.	4/23/2018 10:33 AM
39	No	4/23/2018 10:32 AM
40	Previous broker hired an assistant knowing full-well that I'd like to get into management. Only 1 agent was considered, a female with the same experience as me.	4/23/2018 10:23 AM
41	Not needed to explain	4/23/2018 10:19 AM
42	Men are discriminated against	4/23/2018 10:03 AM
43	no	4/23/2018 10:03 AM
44	no	4/23/2018 10:01 AM
45	Na	4/23/2018 9:52 AM
46	no	4/23/2018 9:47 AM
47	NO	4/23/2018 9:45 AM
48	self motivation creates equal opportunities	4/23/2018 9:43 AM
49	No	4/23/2018 9:43 AM
50	I never felt I missed out on an opportunity given to someone of the opposite gender.	4/23/2018 9:40 AM
51	No	4/23/2018 9:37 AM
52	N/A	4/23/2018 9:34 AM
53	I feel it is up to me to make something happen...not my gender	4/23/2018 9:33 AM
54	--	4/23/2018 9:30 AM
55	No	4/23/2018 9:28 AM
56	I have an engineering degree and worked in that field. I have NO complaints about the Real Estate field.	4/23/2018 9:26 AM
57	Women are better at "sweet talking" clients	4/23/2018 9:23 AM
58	Not really.	4/23/2018 9:23 AM
59	I think I get treated fairly by most, but not differently than in any other industry. There is still a general population that is condescending based on gender, but recognizing that early in the relationship allows me to control my response and handle the interaction accordingly.	4/23/2018 9:20 AM
60	No	4/23/2018 9:12 AM
61	Na	4/23/2018 9:11 AM
62	no	4/21/2018 2:42 PM
63	I just started with a small broker.	4/21/2018 2:21 PM
64	no	4/21/2018 2:01 PM
65	n/a	4/21/2018 1:56 PM

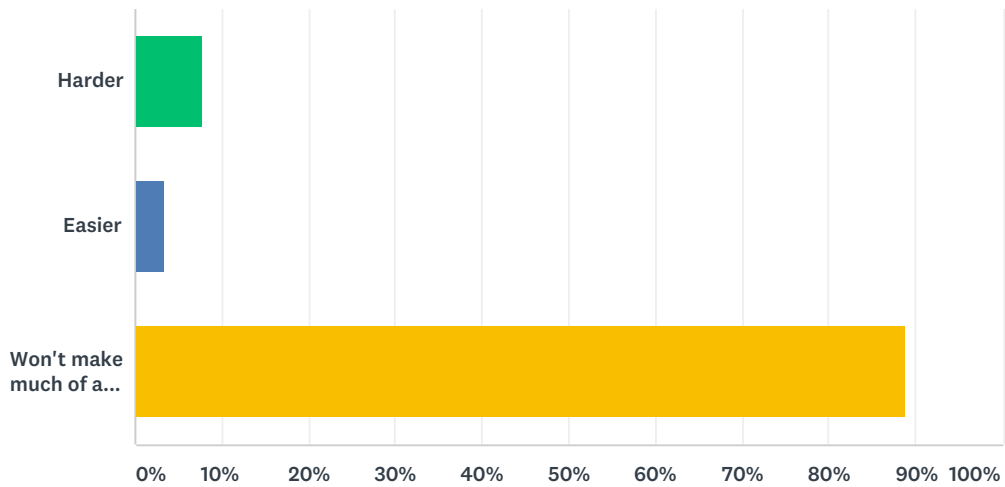
66	I have had multiple occasions with buyers or sellers, where the reasoning was because I was a male. The average agent is a 57 year old woman. Therefore most people see or know that a realtor is typically a woman. Therefore they feel naturally drawn to that type	4/21/2018 1:40 PM
67	No	4/21/2018 10:50 AM
68	I've only been in the field actively for less than 6 months. I work for a two person firm.	4/20/2018 9:41 PM
69	No	4/20/2018 6:46 PM
70	A few times I have had a single woman who was more comfortable dealing with a woman.	4/20/2018 5:00 PM
71	N/A	4/20/2018 3:36 PM
72	treating equal	4/20/2018 2:59 PM
73	Nothing to explain	4/20/2018 2:43 PM
74	Some sellers think women are too weak. We would not fight for them	4/20/2018 1:47 PM
75	no	4/20/2018 1:35 PM
76	No problems	4/20/2018 1:33 PM
77	No	4/20/2018 1:07 PM
78	No	4/20/2018 1:00 PM
79	No	4/20/2018 12:06 PM
80	no	4/20/2018 11:36 AM
81	Hard work, preparation and being a true professional, all lead to continued work in this industry, not your gender.	4/20/2018 11:31 AM
82	I am a female , Hispanic and have had a demand for my services	4/20/2018 11:16 AM
83	No	4/20/2018 11:15 AM
84	No	4/20/2018 11:12 AM
85	No	4/20/2018 11:11 AM
86	Male and female can both do RE equally well...usually just a personal preference for clients	4/20/2018 11:09 AM
87	At times customers and clients assume that the "older generation" is not as tech savy so we are aware of that in our presentations.	4/20/2018 10:54 AM
88	none	4/20/2018 10:52 AM
89	I have never had feedback to say it was a concern or issue.	4/20/2018 10:26 AM
90	no	4/20/2018 10:22 AM
91	Women have an advantage in this field because the sale of real estate for the most part is highly personal for both buyers and sellers. Women are sensitive to that fact.	4/20/2018 10:20 AM
92	No	4/20/2018 10:10 AM
93	No comment	4/20/2018 10:06 AM
94	No.	4/20/2018 9:59 AM
95	No.	4/20/2018 9:38 AM
96	no	4/20/2018 9:34 AM
97	no	4/20/2018 9:29 AM
98	Some situations are better suited for a particular gender and I understand that.	4/20/2018 9:22 AM
99	No	4/20/2018 9:14 AM
100	No	4/20/2018 9:07 AM
101	no	4/20/2018 8:50 AM
102	I am new to this field, not a whole lot of exposure right now- i'm still in training	4/20/2018 8:45 AM

103	none needed	4/20/2018 8:31 AM
104	I don't think gender matters when considering an agent/assignment. I've been able to work successfully with men and women.	4/20/2018 8:28 AM
105	No	4/20/2018 8:25 AM
106	N/A	4/20/2018 8:08 AM
107	I am am White male...	4/20/2018 8:05 AM
108	no	4/20/2018 8:02 AM
109	N.A.	4/20/2018 7:51 AM
110	I think real estate is one of the rare industries where women excel	4/20/2018 7:32 AM
111	I have not competed enough yet.	4/20/2018 7:18 AM
112	Opportunities have been based on performance... not gender.	4/20/2018 7:10 AM
113	I am a female and i am more sell more than 80% of the agents, how does gender play into that? it doesn't it is hard work that makes me successful!!!	4/20/2018 7:03 AM
114	No	4/20/2018 6:23 AM
115	Divorce situations, the wife picks. Really, are you this unaware as an association? Get off the metoo bandwagon it's a woman's business.	4/20/2018 6:11 AM
116	No	4/20/2018 4:36 AM
117	Much of my business is generated from past and current client referrals and networking. I find it rare for myself to be in a situation where I am competing for a listing. I would imagine networking and referrals are where a majority of agents receive their business with little overall competition between competitors. In instances of competition, I would feel gender takes a backseat to experience, promise of service, and overall presentation to earn business.	4/20/2018 12:03 AM
118	I think it's all about attitude, self-motivation and hard work.	4/19/2018 11:43 PM
119	Less often now that 20 years ago, some prospective clients seem to give more credibility to men's opinions.	4/19/2018 10:42 PM
120	no	4/19/2018 10:17 PM
121	I had a potential Seller tell me he preferred a male representing him in the sale	4/19/2018 10:09 PM
122	Just never felt that way.	4/19/2018 10:06 PM
123	Rarely happens	4/19/2018 9:58 PM
124	no	4/19/2018 9:55 PM
125	No	4/19/2018 9:53 PM
126	personal experience	4/19/2018 9:50 PM
127	I have always felt I can take my career wherever I want. Have never felt threatened, more that it's an easier career for women to excell.	4/19/2018 9:47 PM
128	no	4/19/2018 9:43 PM
129	No	4/19/2018 9:31 PM
130	no, I never felt gender had a role in anything I do in this business.	4/19/2018 9:29 PM
131	No, I usually fall short to other women than men.	4/19/2018 9:28 PM
132	Already did	4/19/2018 9:14 PM
133	No	4/19/2018 9:13 PM
134	no	4/19/2018 9:13 PM
135	No	4/19/2018 9:12 PM
136	Sign of the time.	4/19/2018 8:54 PM
137	nothing to say	4/19/2018 8:53 PM

138	Really don't remember that situation	4/19/2018 8:50 PM
139	No	4/19/2018 8:40 PM
140	no	4/19/2018 8:35 PM
141	no	4/19/2018 8:30 PM
142	No	4/19/2018 8:30 PM
143	No	4/19/2018 8:27 PM
144	N/A	4/19/2018 8:27 PM
145	no	4/19/2018 8:20 PM
146	Woman "charmed" builder to get business to put it politely.	4/19/2018 8:19 PM
147	No	4/19/2018 7:45 PM
148	No	4/19/2018 7:37 PM
149	N/A	4/19/2018 7:27 PM
150	none	4/19/2018 7:23 PM
151	I think there are numerous different reasons that you miss out on sales. Owners sell themselves or know someone else, someone else offers a lower commission, etc. I try not to take it personally.	4/19/2018 7:17 PM
152	Some wives want a woman	4/19/2018 7:00 PM
153	No.	4/19/2018 7:00 PM
154	N/A	4/19/2018 7:00 PM
155	Gender is not a problem in real estate neither is race.	4/19/2018 6:49 PM
156	Our state unfortunately has turned red. Most of these red believers align with our pathetic governor when it comes to equality in the workplace.	4/19/2018 6:41 PM
157	No	4/19/2018 6:36 PM
158	No	4/19/2018 6:31 PM
159	Everyone in the entire world should be paid on commission	4/19/2018 6:15 PM
160	Just nothing I've ever felt.	4/19/2018 6:13 PM
161	If I'm good, I'm in the running with whomever.	4/19/2018 5:59 PM
162	No	4/19/2018 5:57 PM
163	I am a man. I've lost business because some clients have preferred to work with women. It happens.	4/19/2018 5:56 PM
164	I had an interview to be an exclusive sales agent for condos downtown and the owner specifically told me he was looking to fill the position with male!	4/19/2018 5:50 PM
165	I don't feel my gender has played a role in me missing out on assignments. I don't ever think about that, I just perform my scope of work to the best of my ability. If I wasn't given an opportunity, maybe that assignment or opportunity just wasn't meant for me.	4/19/2018 5:50 PM
166	No	4/19/2018 5:41 PM
167	no	4/19/2018 5:41 PM
168	none	4/19/2018 5:40 PM
169	No	4/19/2018 5:39 PM
170	No	4/19/2018 5:34 PM
171	My husband and I own our firm. He and I are equals.	4/19/2018 5:27 PM
172	no	4/19/2018 5:26 PM
173	No	4/19/2018 5:25 PM

Q15 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: 270 Skipped: 66



ANSWER CHOICES	RESPONSES	
Harder	7.78%	21
Easier	3.33%	9
Won't make much of a difference	88.89%	240
TOTAL		270

Q16 Why?

Answered: 183 Skipped: 153

#	RESPONSES	DATE
1	N/A	4/26/2018 10:49 AM
2	Good work ethic, honest and care for customers/ clients	4/25/2018 4:32 PM
3	I feel gender plays no role	4/25/2018 7:27 AM
4	n/a	4/24/2018 7:52 PM
5	I think we equally have chances to advance in this role	4/24/2018 4:21 PM
6	Equal playing field in the real estate industry	4/24/2018 11:53 AM
7	because despite what an agent's private parts look like, Sellers and Buyers hire an agent based on their knowledge, expertise and personality	4/24/2018 11:45 AM
8	I don't see gender being an issue from my experience so far.	4/24/2018 10:36 AM
9	No answer	4/24/2018 9:00 AM
10	N/A	4/24/2018 7:55 AM
11	It's not gender, it is your wit, compassion and energy that will make the difference.	4/24/2018 7:43 AM
12	Just do your best	4/23/2018 10:50 PM
13	—	4/23/2018 10:23 PM
14	I feel like many women are in real estate and are successful	4/23/2018 9:23 PM
15	About ready to retire.	4/23/2018 8:56 PM
16	Your knowledge, skill and ability is what allows one to advance in their career	4/23/2018 7:59 PM
17	Its up to me	4/23/2018 7:39 PM
18	If your honest and knowledgeable	4/23/2018 5:25 PM
19	it's a level playing field	4/23/2018 5:07 PM
20	?	4/23/2018 3:44 PM
21	Even though it's a challenge, my success, first, depends on me.	4/23/2018 3:30 PM
22	I don't see it as an issue	4/23/2018 3:00 PM
23	I see no reason why it would	4/23/2018 3:00 PM
24	46 years selling teaching agents owners, development subdivisions you name it I have done it. Last run foreclosures. 46 years broker owner.	4/23/2018 2:33 PM
25	I feel everyone is treated equally in my field.	4/23/2018 1:46 PM
26	it will be more based on the client asking 'not who you are' but rather 'what can you do for me?'	4/23/2018 1:44 PM
27	It's the person not the gender that makes a human being successful. You need to have confidence and educate yourself. be a good listener, a good team player.	4/23/2018 1:16 PM
28	In this industry, I don't believe gender matters	4/23/2018 12:59 PM
29	This is starting to sound like #metoo.	4/23/2018 12:34 PM
30	Na	4/23/2018 12:27 PM

31	First, I'm not looking to advance to a higher position than self-employed at a small boutique where I'm responsible for only myself. I've owned/run companies/managed staff my entire working life & would rather not do it anymore (I hate babysitting). Second, I'm a tall white male (albeit in a heavily female industry). Although my demographic statistically has it the easiest of all, I don't expect things to get easier or harder as a result of my gender. I'll advance at the pace I choose because I can/decide to.	4/23/2018 11:56 AM
32	This career depends on how people value you can offer to them-not your gender.	4/23/2018 11:45 AM
33	As long as women have a strong work ethic, there should not be a difference.	4/23/2018 11:27 AM
34	I think for real estate it won't matter because this was a profession women dominated in the beginning, before men took over.	4/23/2018 10:42 AM
35	na	4/23/2018 10:40 AM
36	I have been doing this for 20 years and I am close to moving to maybe part-time work.	4/23/2018 10:39 AM
37	same as answer on 15	4/23/2018 10:38 AM
38	22 years of experience	4/23/2018 10:35 AM
39	Why would it make a difference, is all I can say?	4/23/2018 10:33 AM
40	No	4/23/2018 10:32 AM
41	Because that's the way society is headed.	4/23/2018 10:23 AM
42	In business it Who you know not What you know. There are so many incompetent Manager and sales people out there, that shouldn't be involve in selling or managing	4/23/2018 10:19 AM
43	See #7	4/23/2018 10:13 AM
44	Men will continue to be put down in society and real estate	4/23/2018 10:03 AM
45	Just do the best you can and things will work out	4/23/2018 10:03 AM
46	I don;t feel that this is a gender based profession	4/23/2018 10:01 AM
47	I dont feel it is a "Man's World" in real estate, however maybe I have been lucky that way.	4/23/2018 9:52 AM
48	Maybe it's naive, but I believe that if there is a goal I set and want to achieve, it is up to me to be successful. I'm the only one that can stand in my way.	4/23/2018 9:52 AM
49	just an opinion	4/23/2018 9:47 AM
50	?	4/23/2018 9:45 AM
51	you are engaged, by your personality	4/23/2018 9:43 AM
52	Equal opportunities	4/23/2018 9:40 AM
53	Never gave it any thought.	4/23/2018 9:37 AM
54	Gender roles overblown. Fake news.	4/23/2018 9:34 AM
55	Again, it is up to me, not my gender, to make deals happen	4/23/2018 9:33 AM
56	--	4/23/2018 9:30 AM
57	I think you either "click" with clients or you don't.	4/23/2018 9:28 AM
58	Seriously? This is a stupid question. I do more transactions with women agents representing the Buyer or Seller.	4/23/2018 9:26 AM
59	Women are much more assertive than they were 30 years ago	4/23/2018 9:23 AM
60	.	4/23/2018 9:23 AM
61	As I said before, bias is in every industry, no one is going to stand in my way of achieving my goals. We all have to work hard to get where we want, it's identifying and nurturing the relationships that support you that matter.	4/23/2018 9:20 AM
62	Statistical you can look at how many women owned brokerages we have across the country and it is very few. We have a long road ahead of us to encourage affirmative action in our industry and groom future women leaders.	4/23/2018 9:20 AM

63	Na	4/23/2018 9:12 AM
64	I don't see an issue	4/23/2018 9:11 AM
65	I've never felt my gender played a major role	4/21/2018 2:42 PM
66	I don't believe residential real estate has that perception. I believe people look at experience not gender	4/21/2018 2:21 PM
67	don't think gender plays a big role in real estate	4/21/2018 1:56 PM
68	Reasons said above.	4/21/2018 1:40 PM
69	I believe real estate is one industry where men and women are on equal footing and wherein one's success is predicated on one's drive as opposed to gender.	4/21/2018 1:20 PM
70	I belief we have equal opportunity.	4/21/2018 10:50 AM
71	It's about marketing your services	4/20/2018 9:41 PM
72	Just doesn't. In this profession, it doesn't matter	4/20/2018 6:46 PM
73	Because males are paid more in America. Disgusting fact, but its true.	4/20/2018 5:45 PM
74	I think both men and women do well in our industry	4/20/2018 5:00 PM
75	i DON'T EXPECT ANY ANIMOSITY TOWARDS ANY GENDER, KNOWLEDGE AND HONESTY WILL KEEP YOU ABOVE THIS.	4/20/2018 3:36 PM
76	I'm at a time in my career that advancement is not important.	4/20/2018 3:28 PM
77	treated equal	4/20/2018 2:59 PM
78	Feel there is equal opportunity for both	4/20/2018 2:43 PM
79	Men have been in the real estate industry much longer than women have. I had a manager tell me that women have ruined the industry. He said men never did Open Houses on Sundays until women started doing them. He said he would deny saying that if I passed that information along to other agents. He was a great manager, guess he was just being honest. The weird/funny thing is that his wife also sold real estate in the same company! He was the manager, and she was an agent in our same office.	4/20/2018 1:47 PM
80	I think we are pretty equal in this field	4/20/2018 1:35 PM
81	Gender has nothing to do with advancing	4/20/2018 1:33 PM
82	Never has	4/20/2018 1:07 PM
83	Presentation, honest and confidence	4/20/2018 1:00 PM
84	n/a	4/20/2018 12:06 PM
85	I own my own company.	4/20/2018 11:36 AM
86	Professionalism gains trust of clients, knowing the industry, the technology and how to develop a relationship with people is the key, it's not about gender.	4/20/2018 11:31 AM
87	Because I give service from start to finish	4/20/2018 11:16 AM
88	Has not been an issue	4/20/2018 11:15 AM
89	If you work at real estate you will succeed	4/20/2018 11:12 AM
90	No response	4/20/2018 11:11 AM
91	Maybe I'm missing something, but not sure why gender equality here is even a topic of discussion	4/20/2018 11:09 AM
92	I've had a potential client tell me that another agent had a more powerful presence when he walked into their home. This other agent is a man and 7ft tall. I'm a 5'7" average built female and feel I was rejected solely due to physical appearance.	4/20/2018 11:03 AM
93	because	4/20/2018 10:52 AM
94	Performance should dictate opportunities.	4/20/2018 10:26 AM
95	I don't think gender is an issue when working with buyers and sellers	4/20/2018 10:22 AM
96	Age	4/20/2018 10:20 AM

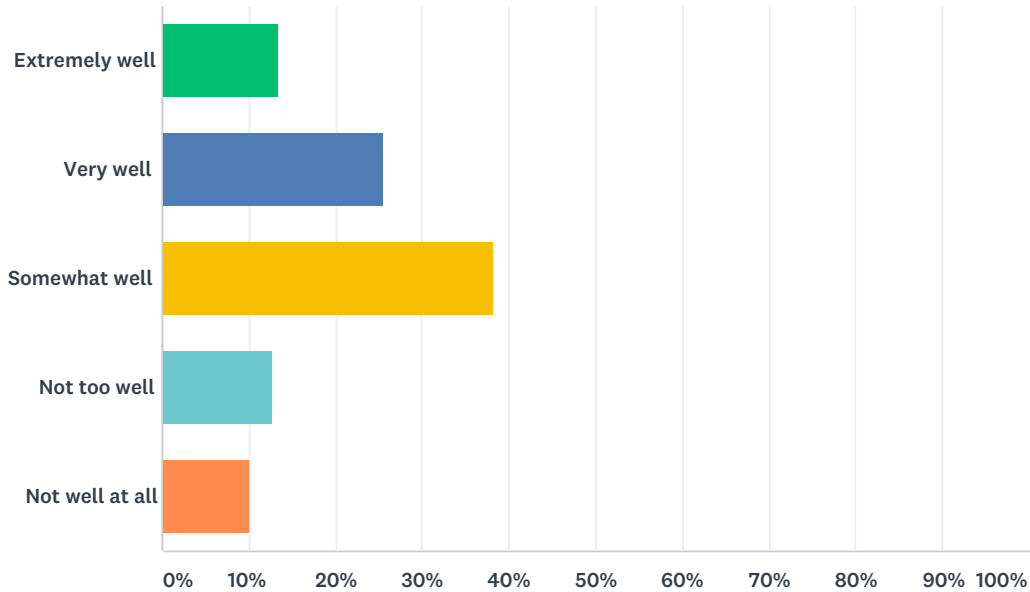
97	Women are trusted more in the current environment	4/20/2018 10:10 AM
98	I don't think gender has any factor in this industry	4/20/2018 10:10 AM
99	Hard work & proven results are all that matter.	4/20/2018 10:08 AM
100	Harder because I plan to do more in the development space, but feel that I have the education, skill, and background to still be successful.	4/20/2018 10:06 AM
101	Women have the advantage in this industry, period!	4/20/2018 9:59 AM
102	Because its not 1950...I would hope in 2018 I am viewed as an equal.	4/20/2018 9:52 AM
103	Because I have observed that women can be just as successful as men in their real estate careers.	4/20/2018 9:38 AM
104	Talent is talent	4/20/2018 9:34 AM
105	We have the same opportunities	4/20/2018 9:29 AM
106	.	4/20/2018 9:22 AM
107	I don't think gender plays much in clients decisions	4/20/2018 9:14 AM
108	Care not to answer	4/20/2018 9:07 AM
109	not sure	4/20/2018 8:50 AM
110	you get out of it as much as you put in. Work hard and you will achieve	4/20/2018 8:45 AM
111	see answer #11	4/20/2018 8:31 AM
112	Professionally speaking, I have no preference if I'm working with a man or a woman. My preference is for honest, ethical, reliable people. We (as a profession) should spend more effort working on what makes someone a good Agent/Broker/Professional instead of trying to label them with a gender (which plays no role in their ability to work in real estate).	4/20/2018 8:28 AM
113	Gender is not really and issue	4/20/2018 8:25 AM
114	It's all about you, your attitude, your expertise	4/20/2018 8:24 AM
115	Women are garnering great respect in our industry. As they should.	4/20/2018 8:08 AM
116	I am confident sales person!	4/20/2018 8:05 AM
117	It isn't about gender in Real Estate. It's about what your willing to learn, passing tests, keeping your license current, who you know, and how much you want to take on professionally. It's up to each individual to succeed. Gender has nothing to do with it.	4/20/2018 8:02 AM
118	I DO NOT KNOW WHY IT SHOULD	4/20/2018 7:51 AM
119	Not sure why, but real estate seems to be a very matriarchal industry.	4/20/2018 7:32 AM
120	I believe the agent needs to be sincere and genuine, whether they are male or female.	4/20/2018 7:18 AM
121	Industry is not gender biased	4/20/2018 7:10 AM
122	I feel this is an equal industry.	4/20/2018 6:23 AM
123	You work your spheres of influence and strengths. The next question is dull. Money is the top priority.	4/20/2018 6:11 AM
124	Doesn't play a factor	4/20/2018 4:36 AM
125	Most of my business stems from networking and referrals. I do not find myself in situations where I am competing against others to earn a client's or customer's business.	4/20/2018 12:03 AM
126	Previous comments	4/19/2018 11:43 PM
127	Younger people are paying less attention to gender stereotypes	4/19/2018 10:42 PM
128	I see just as many successful women realtors and male realtors in Milwaukee.	4/19/2018 10:17 PM
129	Results speak for themselves regardless if you are male or female	4/19/2018 10:09 PM
130	I have never seen any gender bias in my career.	4/19/2018 10:06 PM
131	Again, gender has nothing to do with providing good service.	4/19/2018 9:58 PM

132	Old men retiring young women moving up	4/19/2018 9:54 PM
133	Why	4/19/2018 9:53 PM
134	if you stay in comfort zone it won't make a difference, if you go outside the normal, it will	4/19/2018 9:50 PM
135	As my previous response.	4/19/2018 9:47 PM
136	no	4/19/2018 9:43 PM
137	I am not interested in anything other than my business	4/19/2018 9:30 PM
138	Seems to me that gender doesn't play a role in success in this business.	4/19/2018 9:29 PM
139	My career is moving ahead with out the worry of that.	4/19/2018 9:28 PM
140	It's 2018 and people need to stop being so sensitive	4/19/2018 9:14 PM
141	Y	4/19/2018 9:13 PM
142	no	4/19/2018 9:13 PM
143	My age!	4/19/2018 9:12 PM
144	For me personally, I have fortune 500 corporate experience plus several college degrees, giving me a leg up on running larger operations.	4/19/2018 8:54 PM
145	Melting pot of ability for both genders	4/19/2018 8:53 PM
146	We are on an even playing field	4/19/2018 8:50 PM
147	Putting in the work and time will get me to where i want in my career not my gender	4/19/2018 8:40 PM
148	people are pretty accepting	4/19/2018 8:35 PM
149	Every day building a reputation is my personal motto. For the same reason I believe my clients hire me for me not my company.	4/19/2018 8:30 PM
150	Because I do not focus on that. I just do my job	4/19/2018 8:30 PM
151	N/A	4/19/2018 8:27 PM
152	stupid gender questions your asking	4/19/2018 8:20 PM
153	Most stuff comes out in the wash.	4/19/2018 8:19 PM
154	Gender isnt the problem.	4/19/2018 7:45 PM
155	Market following the societal acceptance	4/19/2018 7:37 PM
156	N/A	4/19/2018 7:27 PM
157	again it in the knowledge & experience you bring tot he table for your clients & customers.	4/19/2018 7:23 PM
158	Women are just as good in this field as men are,- probably even better...	4/19/2018 7:22 PM
159	I don't see the same reasons above changing much.	4/19/2018 7:17 PM
160	All about getting the job done	4/19/2018 7:00 PM
161	I already own my own company, however I would like to advance and be more profitable.	4/19/2018 7:00 PM
162	Gender roles are stereotyped and a learned habit, we are all guilty and I don't see a large step forward in individual thinking on the matter to the point of making a difference.	4/19/2018 6:52 PM
163	Success in real estate depends on your ability to create and advance a market niche for your self. You can accomplish this irrespective of your race or gender	4/19/2018 6:49 PM
164	We have a lot of young blue folks aging. They have a voice.	4/19/2018 6:41 PM
165	Seriously? Does it really matter if someone does their job, does it well, with integrity and passion; why would it make any difference.	4/19/2018 6:41 PM
166	NA	4/19/2018 6:36 PM
167	?	4/19/2018 6:31 PM
168	Commission means equal ground	4/19/2018 6:15 PM

169	We can make our own choices about where to proceed.	4/19/2018 6:13 PM
170	Multiple reasons 1. How well you present 2. Commission 3. Advantages in marketing	4/19/2018 6:11 PM
171	In this field I don't think gender is the priority, it's skills, talent, professionalism.	4/19/2018 5:59 PM
172	Nobody cares. Work harder	4/19/2018 5:57 PM
173	Historically, there have always been a lot of women in real estate. Therefore, there was no glass ceiling to break like there is in the general "business" world.	4/19/2018 5:57 PM
174	I do not believe that most people choose their REALTOR based upon gender.	4/19/2018 5:56 PM
175	Gender doesn't really matter.	4/19/2018 5:53 PM
176	N/A	4/19/2018 5:50 PM
177	No change is expected.	4/19/2018 5:41 PM
178	it won't it's all in the person	4/19/2018 5:41 PM
179	I feel women are looked at differently once they reach 50 than a man.	4/19/2018 5:40 PM
180	If a do a good and play by the same rules it won't matter	4/19/2018 5:39 PM
181	No	4/19/2018 5:34 PM
182	My gender has never been an issue with my firm or clients. Dealing with sexist agents won't hold me back	4/19/2018 5:27 PM
183	na	4/19/2018 5:26 PM

Q17 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?

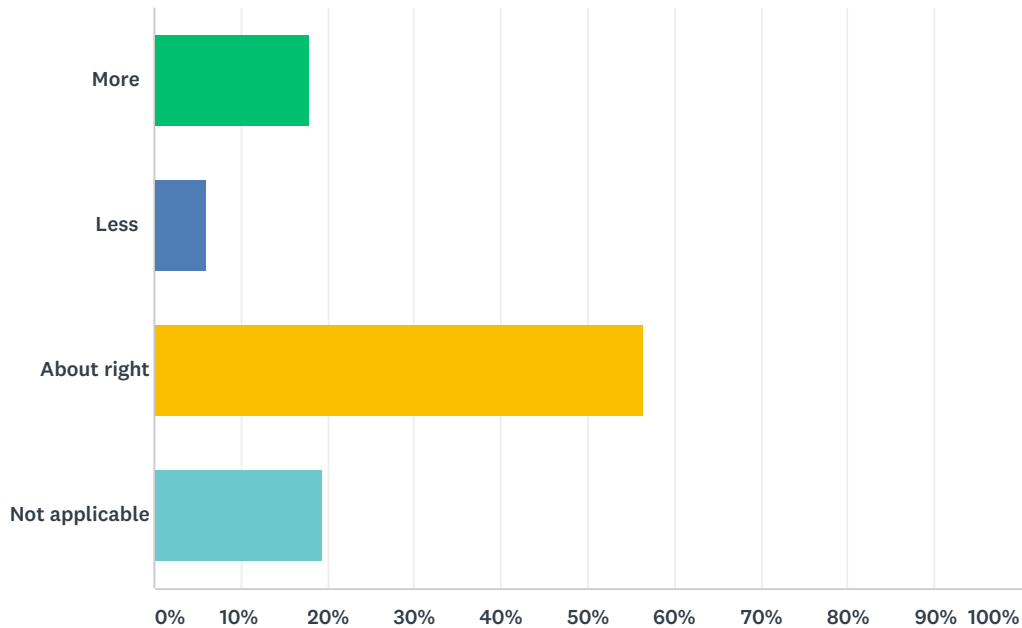
Answered: 267 Skipped: 69



ANSWER CHOICES	RESPONSES	
Extremely well	13.48%	36
Very well	25.47%	68
Somewhat well	38.20%	102
Not too well	12.73%	34
Not well at all	10.11%	27
TOTAL		267

Q18 Do you think the real estate industry should do more to promote gender diversity, do less, or is the amount of effort currently put forth about right?

Answered: 267 Skipped: 69



ANSWER CHOICES	RESPONSES	
More	17.98%	48
Less	5.99%	16
About right	56.55%	151
Not applicable	19.48%	52
TOTAL		267

Q19 What is the real estate industry doing right or wrong?

Answered: 173 Skipped: 163

#	RESPONSES	DATE
1	I see a lot of emails regarding training, articles and information helpful to agents. That is one piece of the puzzle to a successful agent.	4/26/2018 10:49 AM
2	More education classes for smaller company.	4/25/2018 4:32 PM
3	Asking too many gender questions	4/25/2018 7:27 AM
4	not sure at this time	4/24/2018 7:52 PM
5	NA	4/24/2018 4:21 PM
6	Many of the tools and apps that have developed over the years has helped to make most Realtors more efficient.	4/24/2018 11:53 AM
7	Allowing zillow to take over	4/24/2018 11:45 AM
8	From my experience so far, I've worked with all genders and races. So it seems to be a good mix of that already.	4/24/2018 10:36 AM
9	No thoughts	4/24/2018 9:00 AM
10	Untrained realtors create negativity in the marketplace.	4/24/2018 7:55 AM
11	right...showing the general public that there is value in having a Realtor on your side instead of just an app in your hand. wrong....talking about gender diversity blah blah blah....	4/24/2018 7:43 AM
12	Level playing field	4/23/2018 10:50 PM
13	I don't believe it's the industry. It's the culture off our world	4/23/2018 10:23 PM
14	not sure	4/23/2018 9:23 PM
15	Doing OK.Kee	4/23/2018 8:56 PM
16	to many agents . We get called car salesman because there are to many in the field.	4/23/2018 5:25 PM
17	no opinion	4/23/2018 5:07 PM
18	There's way too many part time, uneducated, in-experienced agents. The MLS's have been way too loose with the information. Commission disputes would go away if we got rid of the idea of procuring cause...ultimately I don't think anyone would care if the co-broke commission went to the agent that wrote the offer.	4/23/2018 4:52 PM
19	High standards of service	4/23/2018 3:44 PM
20	The industry seems to be trying. That's a start.	4/23/2018 3:30 PM
21	there is no place for arrogance regardless of how long you have been in the business...we may represent different sides (buyer vs seller) but our goal is the same - successful closing	4/23/2018 3:00 PM
22	It is fairly responsive to consumers	4/23/2018 3:00 PM
23	It is wrong to let Realtor.com/Zillow etc. take all of our listings and then sell the leads back to us.	4/23/2018 1:46 PM
24	Should do more of: 1) not enough of promoting everything a professional Realtor does to get the job done. 2) Recognizing a Limited Service Broker as a Professional Realtor.	4/23/2018 1:44 PM
25	There is a need to educate agents/brokers on diversity other than gender.	4/23/2018 1:16 PM
26	in my brokerage, it is equal opportunity for all	4/23/2018 12:59 PM
27	Wrong: Not requiring higher standards for it's members. For NAR: It was wrong to sell Realtor.com.	4/23/2018 12:34 PM

28	Why would you force anything? You shouldn't have to twist people's arms to do things. As I type in this box, the question has disappeared and I can't recall the exact question but I feel I answered it closely enough.	4/23/2018 11:56 AM
29	I think managers of the larger firms need to train one on one with newer or part time agents	4/23/2018 11:33 AM
30	Needs to bring more men back into the industry	4/23/2018 11:14 AM
31	not sure	4/23/2018 10:42 AM
32	na	4/23/2018 10:40 AM
33	I think the industry does not have enough young agents. Since we can not guarantee a income, I think young buyers are scared to get into this field.	4/23/2018 10:39 AM
34	I can't believe we let Zillow take the data and be the website consumers turn to. We could have been so ahead of the game.	4/23/2018 10:38 AM
35	Poor professional décor among the agents to the agents	4/23/2018 10:35 AM
36	Does most things right but still promotes higher house prices like it is a good thing but higher prices keep buyers out of home ownership.	4/23/2018 10:33 AM
37	No	4/23/2018 10:32 AM
38	The RE industry needs to somehow cap the amount of new agents getting licensed. There's simply not enough for everyone in this market.	4/23/2018 10:23 AM
39	There is little to no policing of bad unethical real Estate Agents out there. Very few agents loose their licences for unethical practices	4/23/2018 10:19 AM
40	I don't know, all I know is my personal experiences of being discriminated against as a white male	4/23/2018 10:03 AM
41	No promoting Minorities, Blacks	4/23/2018 10:03 AM
42	Too many agents and firms are all about the numbers instead of caring about ethics and rules	4/23/2018 10:01 AM
43	We give anyone a re license and let them loose the day they pass their exam. No additional training, no mentoring/interning, no assisting, no business training, etc. It's pretty ridiculous that we allow someone with no experience to help with a person's largest investment. Additionally, we get into crazy fast paced markets like this and we see an explosion of one-man style brokerages pop up and bring on newly licensed agents and offer no training or support. Being on the other side of the deal becomes even harder. There is a lack of professional respect and courtesy. CE- it's great to review contracts and changes to contracts but there is so much more to be talked about. There are individuals and/or teams that decide they are not working evenings or weekends, which is fine, except that our contracts are not written to support that, it's not an even playing field. Not being upfront on those items can cause issues for the other party on deadlines. On that same note, by not having clearer definitions in our contracts there is the assumption we work 24/7. If someone sends you something at 8pm and a deadline expires at midnight, you're somehow supposed to accommodate that or miss a deadline. Maybe it's time our industry gets real about timeframes and deadlines. Maybe its time we set some standards for our industry. Maybe we should be business days and not calendar days and maybe there should be a 6 or 7pm general cutoff. Realistically, we have no way to contact 3rd party vendors, title companies or lenders/banks, etc. after 5 or 6 pm. It really is the only industry out there that has this open 24/7 mindset, besides emergency rooms.	4/23/2018 9:52 AM
44	too many agents	4/23/2018 9:47 AM
45	NA	4/23/2018 9:45 AM
46	promoting ownership	4/23/2018 9:43 AM
47	Code of Ethics	4/23/2018 9:40 AM
48	Open to all.	4/23/2018 9:37 AM
49	Asking these questions	4/23/2018 9:34 AM
50	Everyone has opportunity	4/23/2018 9:33 AM
51	--	4/23/2018 9:30 AM
52	Don't know	4/23/2018 9:28 AM
53	I think that this issue is more of a Broker issue or strength than anything else.	4/23/2018 9:26 AM

54	It's OK	4/23/2018 9:23 AM
55	I think the real estate industry, or at least my experience has been that opportunity and abundance is every where you just have to have the mindset and fortitude to recognize it and go after it. You have endless opportunity, that is not the case in many industries.	4/23/2018 9:20 AM
56	The industry need to get behind women owned indie brokerages. It seems like all the thought leaders are affiliated with franchises. They are not the owners. The new owners are the ones that will innovate and change the industry. Franchises may be too big and clunky to be the first in many of the new machine learning technologies. The GMAR would be best to look at the smaller well funded companies to see what they are doing in technology that will change the way our industry operates. Small and nimble will win.	4/23/2018 9:20 AM
57	What a ridiculous line of questions	4/23/2018 9:12 AM
58	Nothing	4/23/2018 9:12 AM
59	Not sure	4/23/2018 9:11 AM
60	Great education	4/21/2018 2:42 PM
61	I have not checked the statistics, but I feel there are more woman faces on signs then men- for residential.	4/21/2018 2:21 PM
62	trying to streamline paperwork and increase on line usefulness	4/21/2018 1:56 PM
63	The local governing bodies double checking the MLS sheets and fining or writing up agents or brokers doing the wrong things.	4/21/2018 1:40 PM
64	Ok	4/21/2018 10:50 AM
65	Nothing wrong	4/21/2018 9:00 AM
66	Training agents	4/20/2018 9:41 PM
67	White males still in majority of control positions	4/20/2018 8:02 PM
68	I haven't been in it long enough to say	4/20/2018 6:46 PM
69	Equal playing field	4/20/2018 5:13 PM
70	In general I feel most of our agents work very hard for their clients	4/20/2018 5:00 PM
71	A LOT OF AGENTS ARE MORE INTEREST IN THE FINANCIAL GAIN THAT BEING HONEST WITH THEIR CLIENTS OR OTHER AGENTS.	4/20/2018 3:36 PM
72	unknown	4/20/2018 2:59 PM
73	I have nothing to comment. I am new to the industry.	4/20/2018 2:43 PM
74	I don't think the real estate industry is doing more or less. Nothing really wrong, it's just the way the world perseveres woman.	4/20/2018 1:47 PM
75	Needs to police the agents better and have consequences	4/20/2018 1:35 PM
76	Nothing	4/20/2018 1:33 PM
77	NA	4/20/2018 1:07 PM
78	It is fine at this time.	4/20/2018 1:00 PM
79	n/a	4/20/2018 12:06 PM
80	Not weeding out unethical agents. When I wanted to report unethical behavior I was greeted with a massive amount of work to meet the burden of proof just to make the complaint. This ended up only in protecting the wrong-doer.	4/20/2018 11:36 AM
81	I feel it is not so much the real estate industry that affects agents working in this industry, but the brokers we work through. A broker that supports all of its agents, treats everyone fairly, gives guidance and support is the key.	4/20/2018 11:31 AM
82	The opportunity is there for male or female	4/20/2018 11:16 AM
83	Not promoting itself as open to any and all	4/20/2018 11:15 AM
84	Advancing in technology is important	4/20/2018 11:12 AM

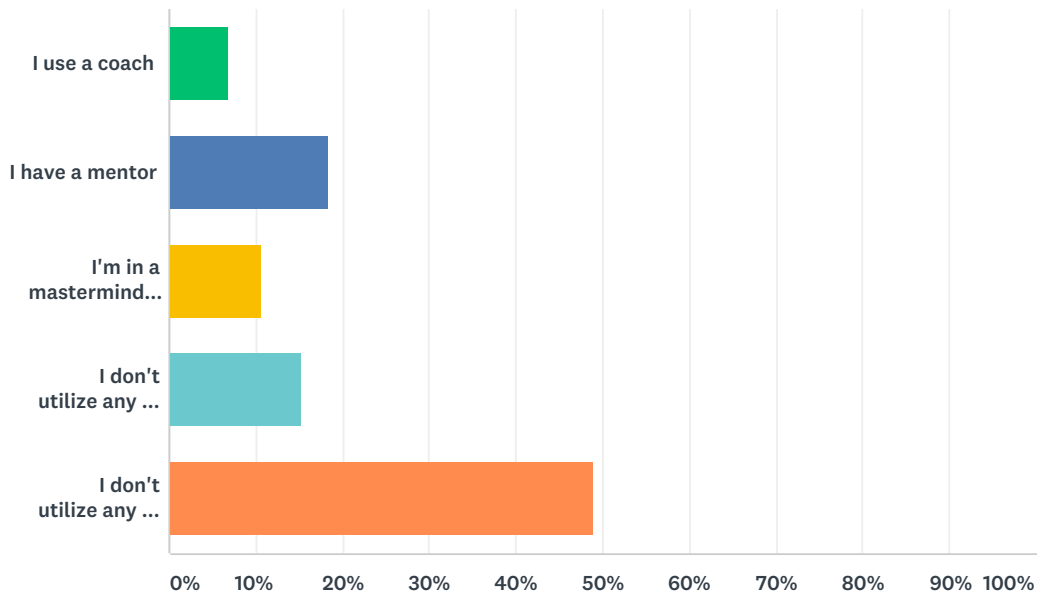
85	No comment	4/20/2018 11:11 AM
86	I feel the real estate industry is doing a fine job of keeping all its members informed of changes.	4/20/2018 10:54 AM
87	too easy to get licensed, no real discipline other then slaps on the wrist, basically the old west, more feels like the industry is worried about not getting fees more than disciplining agents	4/20/2018 10:52 AM
88	Since real estate is about running your own show and salary is not usually a factor I don't see how corporate or industry ideas about diversity come into play. You can't just jump in without money because income on any kind of predictable timeline is uncertain....and that health insurance thing	4/20/2018 10:39 AM
89	I believe it is well known that the industry is open to all and that you make your own opportunities. I cannot speak for other companies but ours is very inclusive and very involved in promoting diversity.	4/20/2018 10:26 AM
90	need to promote the scholarship program through WRA	4/20/2018 10:22 AM
91	WRA dues do not provide affordable classes	4/20/2018 10:20 AM
92	n/a	4/20/2018 10:10 AM
93	Wrong - Mostly ignoring the disparities. Right - Starting some affinity groups	4/20/2018 10:06 AM
94	By the nature of our business we have always been diverse. This topic is overblown and out of hand in society. Pretty fed up with it!!	4/20/2018 9:59 AM
95	Promoting equality.	4/20/2018 9:38 AM
96	Gender is no issue	4/20/2018 9:34 AM
97	Supporting the tax-exemption for mortgage interest is wrong.	4/20/2018 9:29 AM
98	Should do a better job of protecting out listings and keep public search engines from being able to use our listings to generate leads and sell back to us.	4/20/2018 9:22 AM
99	Succumbing to mindless, irrational, oppressive and suppressive political correctness.	4/20/2018 9:17 AM
100	Holding onto traditional thought patterns that don't follow logical or practical reasoning	4/20/2018 9:14 AM
101	not sure	4/20/2018 8:50 AM
102	d	4/20/2018 8:45 AM
103	Industry rewards hard work and dedication.	4/20/2018 8:31 AM
104	I believe that the opportunity to learn within the industry is very strong. Almost every agent that I have worked with has been a pleasure. I think we (as RE professionals need less government involvement).	4/20/2018 8:28 AM
105	There is mis-information regarding markets, what is value, what is affordability; it is very short-sighted and often times does not protect the best interests of the seller's or buyers	4/20/2018 8:25 AM
106	Needs to upgrade our profession. Get rid of part-time, sloppy and shady agents. Also, protect our profession from companies like Zillow, Redfin, etc. which will bring a lower standard to our industry.	4/20/2018 8:24 AM
107	The image of the standard "realtor" is not very positive from those buyer's I have worked with. I also don't enjoy working with 50% of realtors because of their overall demeanor. Im not sure anything can change about this.	4/20/2018 8:02 AM
108	IT NEEDS TO FOCUS ON TELLING AGENTS/BROKERS TO COMMUNICATE BETTER	4/20/2018 7:51 AM
109	Not sure yet.	4/20/2018 7:18 AM
110	There are a lot of tools/technology that are constantly changing and difficult to sometimes know which are trustworthy.	4/20/2018 7:10 AM
111	Stop the perception of Real Estate as an easy way to make money part time. Have new agents come in because it is a great job and has no ceiling no matter who you are. the worst thing for me to hear is when a new agent comes into real estate because they like to see homes and meet people!	4/20/2018 7:03 AM
112	Na	4/20/2018 6:23 AM
113	Doing right: creating fair markets. Poorly:we have more awful and mean agents that hide behind agency. They hurt people because it's becoming a zero sum game to them.	4/20/2018 6:11 AM

114	Needs more agents who are responsible and receptive to communicate	4/20/2018 4:36 AM
115	I don't think this industry makes a uniform standard of entry in this business any sort of priority, which leads to inconsistency in the quality of services provided, and in many cases, gives the real estate profession a bad perception.	4/20/2018 12:03 AM
116	Hard question to answer.	4/19/2018 11:43 PM
117	Wrong: Putting emphasis on quantity rather than quality as a criterion for success. Highest income and volume agents are always more applauded as successful agents. This is seen in every office and every publication.	4/19/2018 10:42 PM
118	Promotes the Women's Council, Fair Housing initiatives, etc.	4/19/2018 10:09 PM
119	Not aware of anything	4/19/2018 10:06 PM
120	There is always room for additional education. Smaller firms on the rise but few in Leadership positions as large companies well represented Leadership at GMAR and WRA	4/19/2018 9:58 PM
121	Moving to slow , stuck in old ways	4/19/2018 9:54 PM
122	Realtors need to work together in a positive fashion rather than an adversarial one.	4/19/2018 9:53 PM
123	need more ethics and professional training in residential and commercial, especially in commercial, white men not willing to work with minorities and women or very rude, ignore or downplay women and minorities	4/19/2018 9:50 PM
124	Right: rewarding those that work hard wrong: it's too easy to get into this industry	4/19/2018 9:43 PM
125	There is not a unified stance on how to conduct business . Alternate business models offering services at a low cost are hurting the industry at a whole and providing a low level of service to clients. You get what you pay for (or don't pay for).	4/19/2018 9:30 PM
126	things right are making agent do continued education but I truly believe there should be more education required. I know everyone hates it but new agents along with experienced agents should keep up with contract law a little better.	4/19/2018 9:29 PM
127	Allowing the internet to take control over the MLS. Zillow and similar sites mainly.	4/19/2018 9:28 PM
128	Unethical, sleezy agents everywhere you turn	4/19/2018 9:14 PM
129	R	4/19/2018 9:13 PM
130	nothing	4/19/2018 9:13 PM
131	Don't think that high tech programs are the answer to everything! Agents need a sense of caring about people and their needs.	4/19/2018 9:12 PM
132	Putting too many inexperienced agents in the field with limited backup.	4/19/2018 8:54 PM
133	Moving towards technology is a key, Metro MLS is old needs an overhaul	4/19/2018 8:53 PM
134	We are all treated equally	4/19/2018 8:50 PM
135	Nothing	4/19/2018 8:40 PM
136	?	4/19/2018 8:35 PM
137	Provides opportunity to excel if you so choose.	4/19/2018 8:30 PM
138	Don't know	4/19/2018 8:30 PM
139	N/A	4/19/2018 8:27 PM
140	this survey is wrong	4/19/2018 8:20 PM
141	Spending too much time trying to be politically correct.	4/19/2018 8:19 PM
142	I don't love that we pay dues to MLS, which then sends all of our info to Zillow. It is a double edged sword, without Zillow, we would have less web presence, but I think there has to be a better solution than having agents pay Zillow/Trulia/Realtor for leads that really should go to the listing agent.	4/19/2018 8:18 PM
143	It exploits people by asking for a lot of money and not giving anything of value.	4/19/2018 7:45 PM
144	We're seeing more diversity in Appraisers but not home inspectors and contractors	4/19/2018 7:37 PM

145	No comment	4/19/2018 7:27 PM
146	unsure	4/19/2018 7:23 PM
147	The real estate industry is fine. We can only improve/change ourselves.	4/19/2018 7:17 PM
148	It is way too easy to become a Realtor. Should be harder to qualify (testing) and harder to maintain your license.	4/19/2018 7:00 PM
149	I was out for 2 years and decided to come back. I was burnt out, now I want to excel and create more opportunities for others to work at my firm.	4/19/2018 7:00 PM
150	No comment at the moment.	4/19/2018 6:52 PM
151	No comment	4/19/2018 6:49 PM
152	Aligning with the wrong political party	4/19/2018 6:41 PM
153	Sending out surveys about non-issues	4/19/2018 6:41 PM
154	NA	4/19/2018 6:36 PM
155	?	4/19/2018 6:31 PM
156	Hold professionalism to a higher standard for all.	4/19/2018 6:15 PM
157	It allows anyone to make their own way.	4/19/2018 6:13 PM
158	No opinion on that.	4/19/2018 5:59 PM
159	Nothing. It's a market. Nobody cares. Work harder.	4/19/2018 5:57 PM
160	I think it's an equal opportunity industry. Continue to push continuing ed so that the risk of getting sued diminishes.	4/19/2018 5:57 PM
161	Not looking out for the consumer/client, but instead looking out for themselves...100% commission.	4/19/2018 5:56 PM
162	The industry should remain focused on professional standards which will benefit all those who do business with us, regardless of race, gender, and age.	4/19/2018 5:56 PM
163	Should try to make it harder to become an agent. Average agent is lazy, unprofessional and unethical. 10 percent of the agents do 90 percent of the volume. The rest are just hanging out.	4/19/2018 5:53 PM
164	Not sure what they are doing wrong.	4/19/2018 5:50 PM
165	It's a fair industry for all.	4/19/2018 5:41 PM
166	wrong for putting out home that's not worth the list price	4/19/2018 5:41 PM
167	I have never seen an ad promoting diversity in the real estate industry.	4/19/2018 5:40 PM
168	.	4/19/2018 5:39 PM
169	Lending	4/19/2018 5:35 PM
170	na	4/19/2018 5:34 PM
171	?	4/19/2018 5:32 PM
172	I think larger firms Need internal policies and the WRA in general should have continuing education include training and discussions about showing respect to genders two cultures within our industry . My biggest issue being a female in this industry our male agents Who are downright disrespectful condescending and misogynistic when negotiating with me . I can't imagine in other industries this would be tolerated but yet been independent contractors and working with less supervision makes many male agents feel this is an acceptable way to treat women	4/19/2018 5:27 PM
173	They let anyone get a license and do not regulate agents that don't know what they are doing	4/19/2018 5:26 PM

Q20 Do you currently utilize a coach, work with a mentor, or participate in a mastermind group?

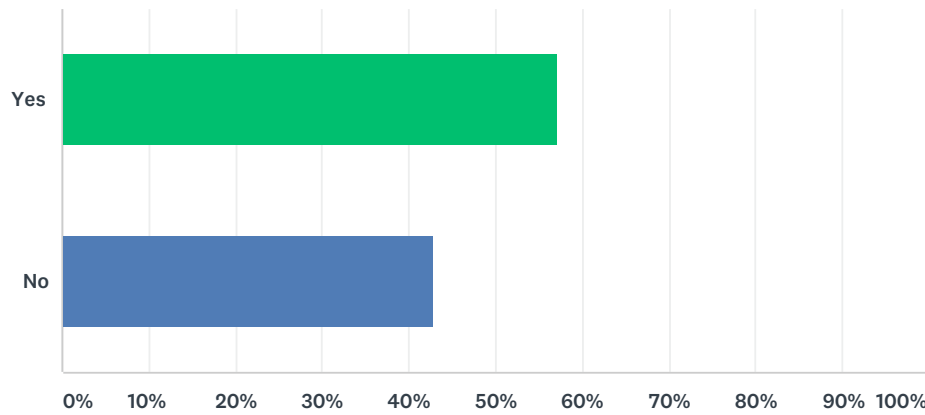
Answered: 262 Skipped: 74



ANSWER CHOICES	RESPONSES	
I use a coach	6.87%	18
I have a mentor	18.32%	48
I'm in a mastermind group	10.69%	28
I don't utilize any of these, but I would like to	15.27%	40
I don't utilize any of these in my business	48.85%	128
TOTAL		262

Q21 Is there anyone you know of in the industry you feel would be a good mentor, either to you or someone else?

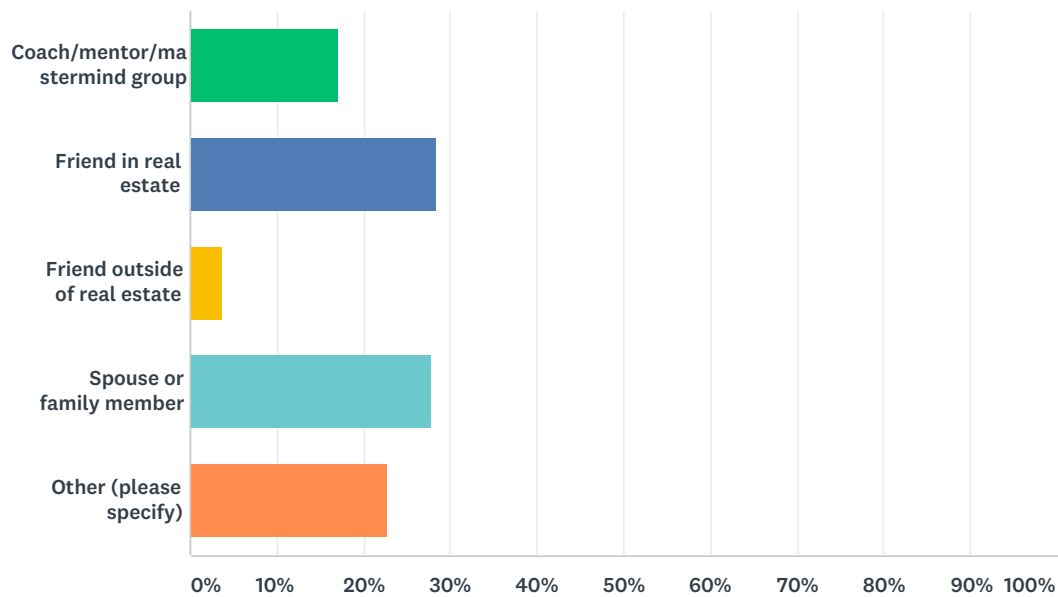
Answered: 261 Skipped: 75



ANSWER CHOICES	RESPONSES	
Yes	57.09%	149
No	42.91%	112
TOTAL		261

Q22 Who has made the biggest impact on your success in the real estate industry?

Answered: 263 Skipped: 73



ANSWER CHOICES	RESPONSES
Coach/mentor/mastermind group	17.11% 45
Friend in real estate	28.52% 75
Friend outside of real estate	3.80% 10
Spouse or family member	27.76% 73
Other (please specify)	22.81% 60
TOTAL	263

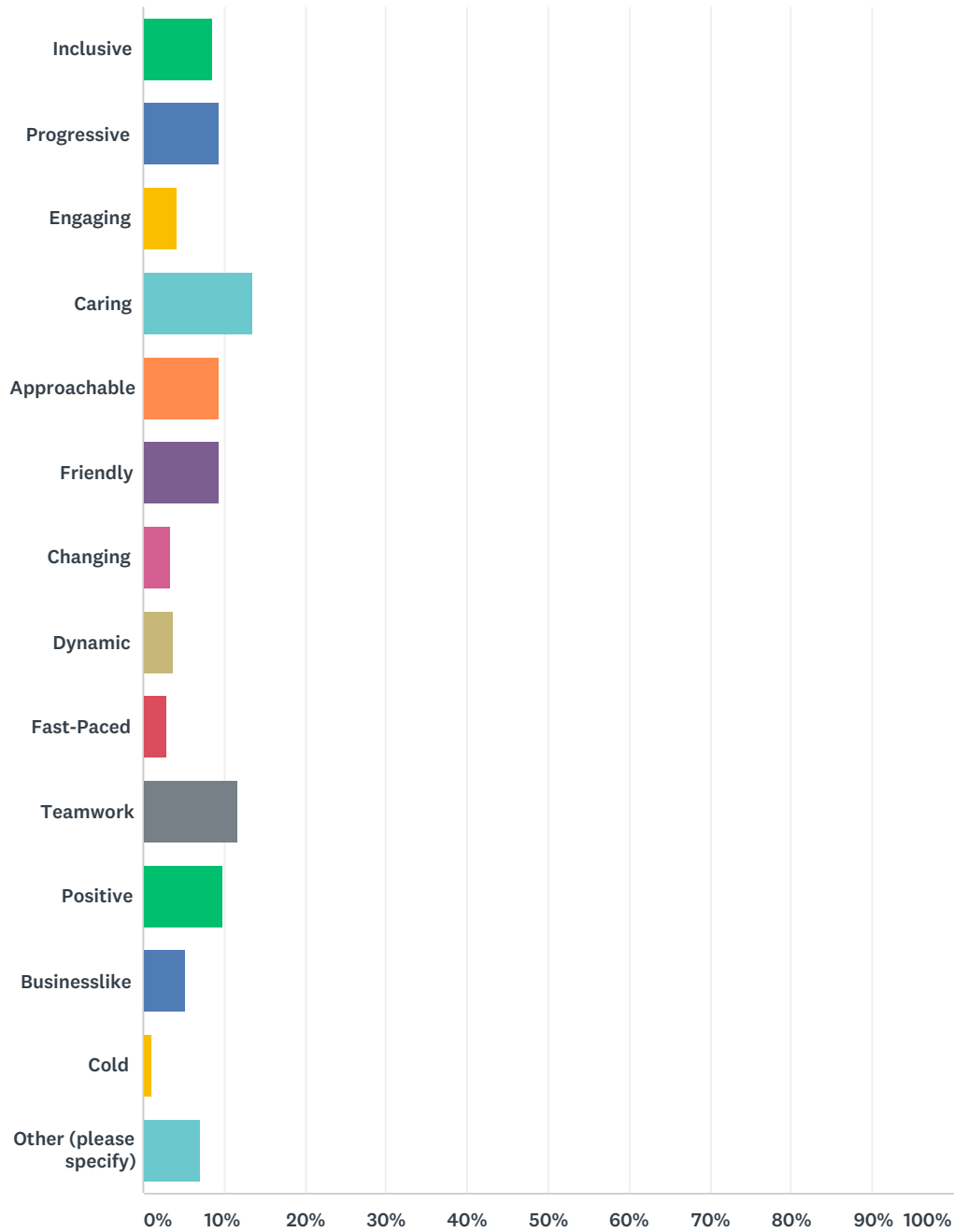
#	OTHER (PLEASE SPECIFY)	DATE
1	First Broker and his manager	4/25/2018 4:32 PM
2	myself	4/24/2018 7:52 PM
3	Broker Owner and internal team of small agency	4/24/2018 9:00 AM
4	Clients and co-agents	4/23/2018 7:39 PM
5	Unrelated business people	4/23/2018 4:52 PM
6	myself	4/23/2018 3:00 PM
7	My broker, Shelley Gallamore	4/23/2018 1:46 PM
8	myself	4/23/2018 12:59 PM
9	My (mentor) broker	4/23/2018 11:56 AM
10	I have learned what not to do by actions of other real estate agents.	4/23/2018 11:45 AM
11	Employees	4/23/2018 10:33 AM
12	Myself	4/23/2018 10:10 AM

13	I'm self made	4/23/2018 10:03 AM
14	my ability to accept all challenges and get up and go	4/23/2018 9:43 AM
15	University professors in real estate.	4/23/2018 9:37 AM
16	Myself	4/23/2018 9:34 AM
17	The harder you work, the luckier you get.	4/23/2018 9:30 AM
18	Current Broker and former Brokers	4/23/2018 9:26 AM
19	My Passion	4/23/2018 9:11 AM
20	Broker	4/20/2018 9:41 PM
21	Office Broker	4/20/2018 11:16 AM
22	Family	4/20/2018 11:12 AM
23	My Broker	4/20/2018 11:03 AM
24	Hard work	4/20/2018 10:20 AM
25	My boss and teammate - Paul Liebe	4/20/2018 10:08 AM
26	no one	4/20/2018 9:29 AM
27	family	4/20/2018 9:15 AM
28	Just myself moving forward	4/20/2018 8:50 AM
29	Me- ultimately, success in this industry rests on your own shoulders. It should be up to the individual to set goals and achieve them with the help of the other people listed in this question.	4/20/2018 8:28 AM
30	Banks	4/20/2018 8:13 AM
31	my real estate team/company	4/20/2018 8:06 AM
32	JUST HARD WORK	4/20/2018 7:51 AM
33	No one yet.	4/20/2018 7:18 AM
34	Broker	4/20/2018 7:10 AM
35	Current and past clients that provide the referrals that keep my business going	4/20/2018 12:03 AM
36	Learned a lot from managers while at First Weber. Now a Broker/Owner I am mentoring my daughter, and she helps me with technology	4/19/2018 9:58 PM
37	myself and outside motivators like Jeff Shore, Jon Gordon, etc.	4/19/2018 9:55 PM
38	broker	4/19/2018 9:50 PM
39	Have always had superior and giving co-workers.	4/19/2018 9:47 PM
40	My personal desire to grow both myself and my business	4/19/2018 9:34 PM
41	My husband as he is a builder and he suggested I get into the industry and we would tag team it.	4/19/2018 9:28 PM
42	Me	4/19/2018 9:13 PM
43	managing broker	4/19/2018 9:13 PM
44	me and hard work	4/19/2018 8:48 PM
45	Broker	4/19/2018 8:30 PM
46	My first brokers I worked for, they gave lots of leads to their sales people and great training	4/19/2018 8:26 PM
47	Me	4/19/2018 8:19 PM
48	Former Broker	4/19/2018 8:03 PM
49	No one	4/19/2018 7:45 PM
50	My Boss	4/19/2018 7:23 PM
51	My work ethic	4/19/2018 7:00 PM

52	Mentor/Spouse/Community	4/19/2018 6:52 PM
53	Buyers	4/19/2018 6:31 PM
54	None	4/19/2018 6:11 PM
55	Ninja training	4/19/2018 5:59 PM
56	Maureen Stapleton	4/19/2018 5:57 PM
57	Training in the auto business	4/19/2018 5:53 PM
58	broker	4/19/2018 5:41 PM
59	my education, work background and upbringing	4/19/2018 5:40 PM
60	Myself, I am mostly self-made	4/19/2018 5:25 PM

Q23 How would you describe your company's/brokerage's culture?

Answered: 265 Skipped: 71



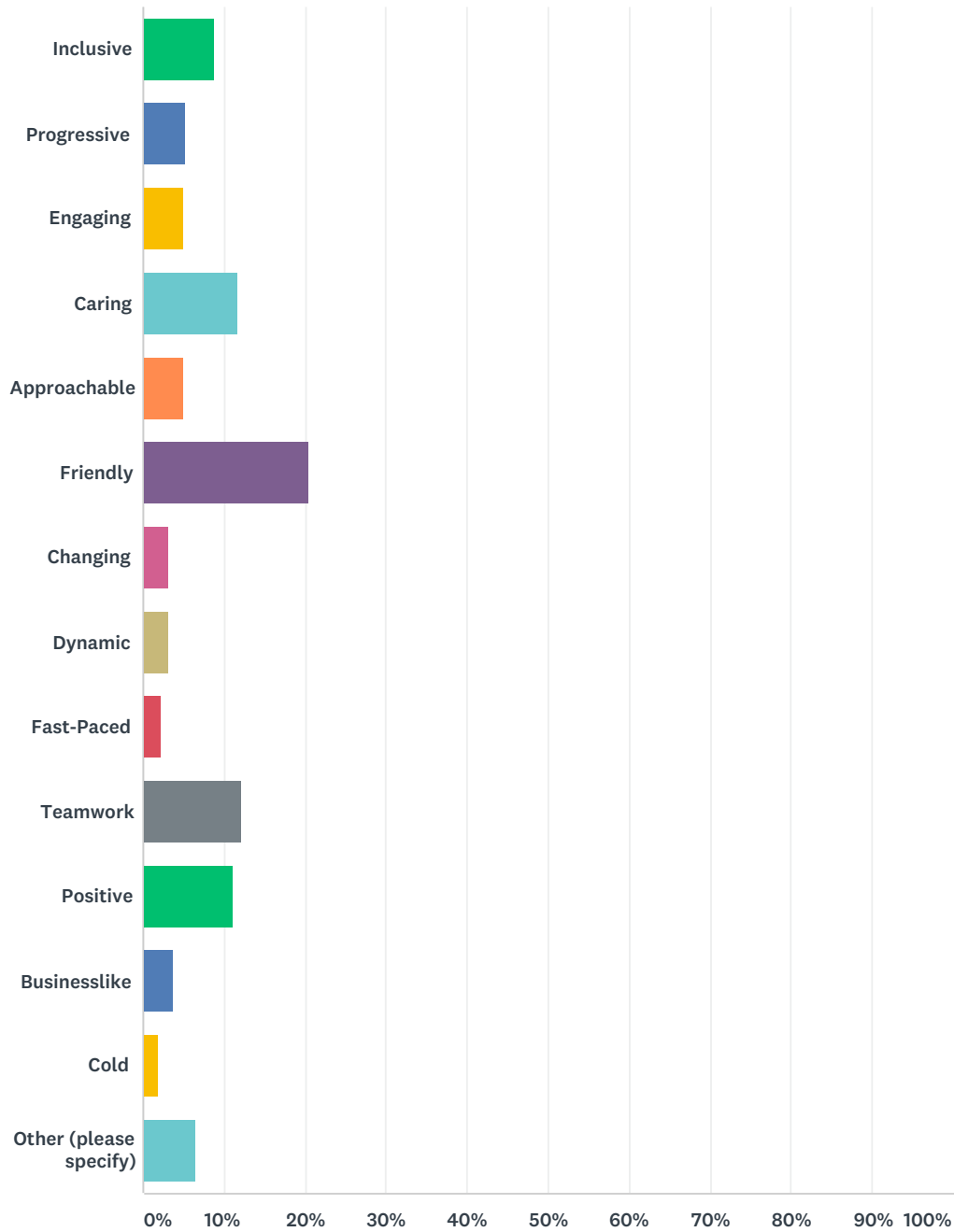
ANSWER CHOICES	RESPONSES	
Inclusive	8.68%	23
Progressive	9.43%	25
Engaging	4.15%	11
Caring	13.58%	36
Approachable	9.43%	25

Friendly	9.43%	25
Changing	3.40%	9
Dynamic	3.77%	10
Fast-Paced	3.02%	8
Teamwork	11.70%	31
Positive	9.81%	26
Businesslike	5.28%	14
Cold	1.13%	3
Other (please specify)	7.17%	19
TOTAL		265

#	OTHER (PLEASE SPECIFY)	DATE
1	Different	4/26/2018 10:49 AM
2	Progressive, Dynamic, Fast-paced	4/23/2018 1:44 PM
3	All of the above	4/23/2018 11:56 AM
4	extremely unique and fun	4/23/2018 11:45 AM
5	Professional	4/23/2018 9:43 AM
6	Seldom see anyone for no one comes to the office	4/21/2018 9:00 AM
7	we do not provide brokerage service	4/20/2018 2:59 PM
8	My company is very lax in helping agents get listings or anything else. It is run by a husband/wife team. They really don't care about the other agents at all. I've never gotten an up call, and the computer system they use is awful. I stay because they don't charge very much for a commission split. I am thinking of going out on my own, but I'm scared to start my own brokerage.	4/20/2018 1:47 PM
9	Old school	4/20/2018 1:07 PM
10	we are a small shop of 7 agents	4/20/2018 10:52 AM
11	It attracts independent brokers	4/20/2018 10:39 AM
12	Empowering/educational	4/20/2018 10:18 AM
13	Family business	4/20/2018 6:11 AM
14	Hands off	4/20/2018 4:36 AM
15	Im sole proprietor	4/19/2018 10:35 PM
16	Hard to pick just one of those.	4/19/2018 9:28 PM
17	Appraiser	4/19/2018 7:27 PM
18	Family	4/19/2018 6:15 PM
19	Doesn't allow multiple checks! teamwork, positive,inclusive.friendly	4/19/2018 5:25 PM

Q24 How would you describe the culture in your office?

Answered: 263 Skipped: 73



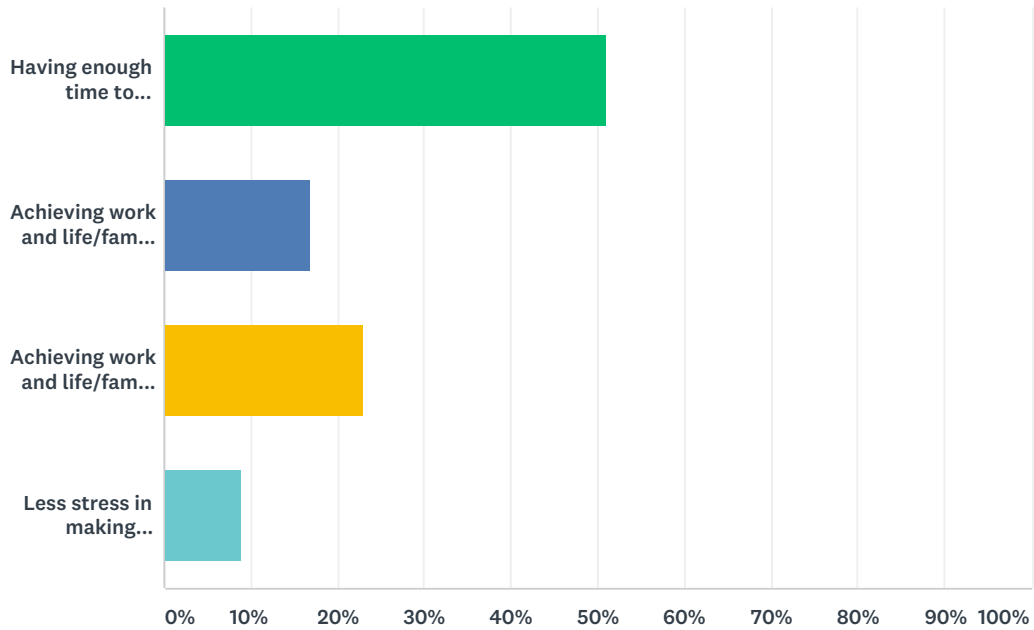
ANSWER CHOICES	RESPONSES
Inclusive	8.75% 23
Progressive	5.32% 14
Engaging	4.94% 13
Caring	11.79% 31
Approachable	4.94% 13

Friendly	20.53%	54
Changing	3.04%	8
Dynamic	3.04%	8
Fast-Paced	2.28%	6
Teamwork	12.17%	32
Positive	11.03%	29
Businesslike	3.80%	10
Cold	1.90%	5
Other (please specify)	6.46%	17
TOTAL		263

#	OTHER (PLEASE SPECIFY)	DATE
1	We don't have an "office". It's just the 2 of us and it's all the above.	4/23/2018 11:56 AM
2	everyone works from home	4/21/2018 9:00 AM
3	We don't have an office.	4/20/2018 9:41 PM
4	I've only met a handful of other agents in my office.	4/20/2018 1:47 PM
5	we are a small shop of 7 agents	4/20/2018 10:52 AM
6	N/A	4/20/2018 10:41 AM
7	Most home office	4/20/2018 10:39 AM
8	We do not have an office; we work from home and love it.	4/20/2018 9:59 AM
9	Home office	4/19/2018 9:34 PM
10	Again, too many choices to pick one.	4/19/2018 9:28 PM
11	no of your business	4/19/2018 8:20 PM
12	There is no office.	4/19/2018 8:19 PM
13	Appraiser	4/19/2018 7:27 PM
14	Don't have an office	4/19/2018 6:41 PM
15	Family	4/19/2018 6:15 PM
16	Self - disciplined	4/19/2018 5:32 PM
17	same as above	4/19/2018 5:25 PM

Q25 What does work/life balance mean to you?

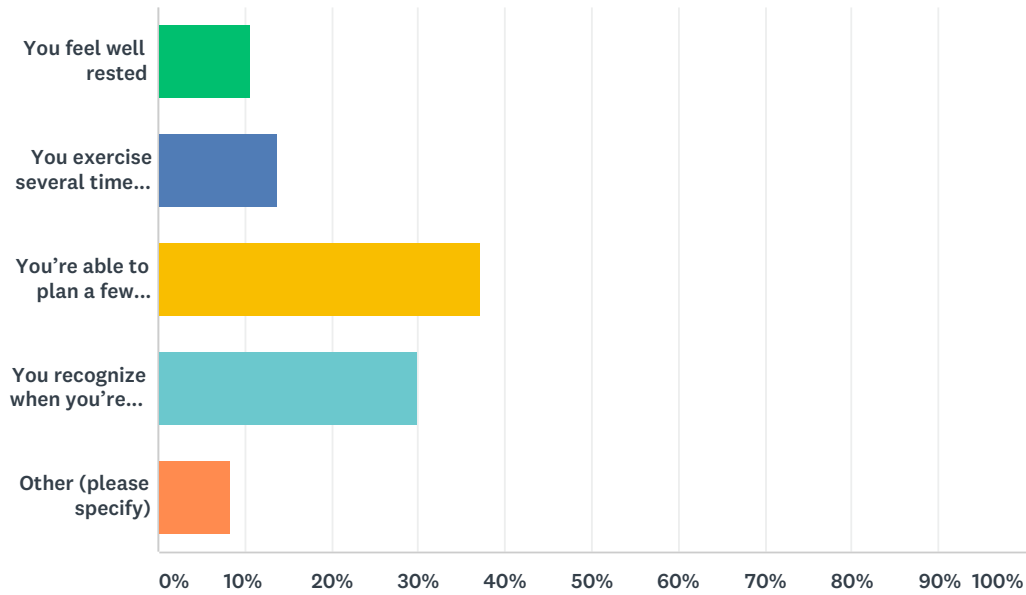
Answered: 266 Skipped: 70



ANSWER CHOICES	RESPONSES	
Having enough time to dedicate to work and spend time with family and friends.	51.13%	136
Achieving work and life/family goals over the long term.	16.92%	45
Achieving work and life/family goals on a daily basis.	22.93%	61
Less stress in making work/life decisions.	9.02%	24
TOTAL		266

Q26 What are some signs that your life is in balance?

Answered: 261 Skipped: 75



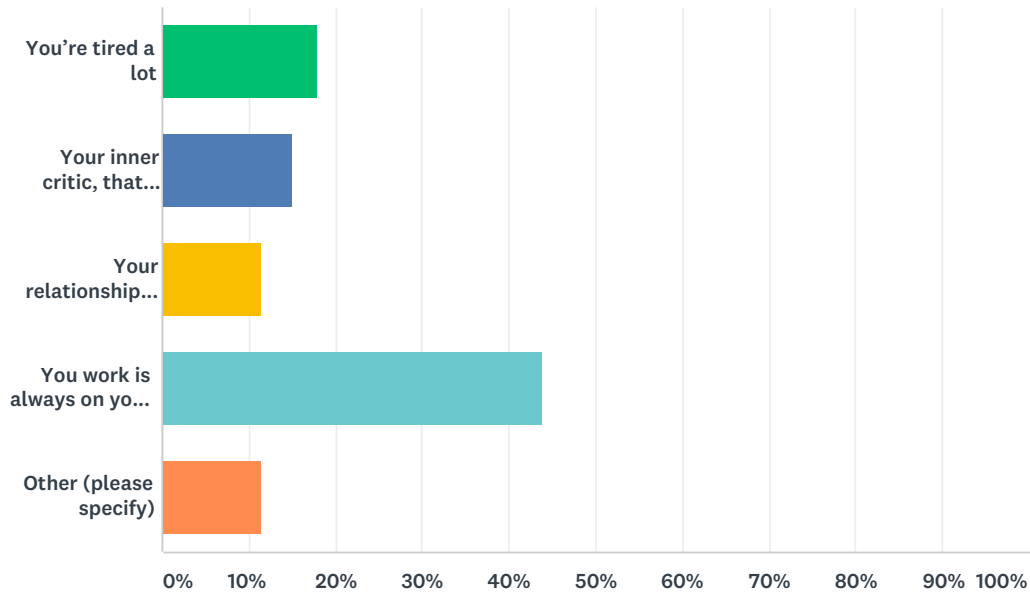
ANSWER CHOICES	RESPONSES	
You feel well rested	10.73%	28
You exercise several times a week	13.79%	36
You're able to plan a few enjoyable activities each week	37.16%	97
You recognize when you're tipping out of balance, and add in self-care activities to shift back into your flow	29.89%	78
Other (please specify)	8.43%	22
TOTAL		261

#	OTHER (PLEASE SPECIFY)	DATE
1	Smiles	4/25/2018 8:34 AM
2	happy	4/24/2018 7:52 PM
3	making enough money	4/24/2018 7:43 AM
4	If your life is in balance, it's probably pretty boring.	4/23/2018 4:52 PM
5	All of the above plus: Ability to achieve satisfaction	4/23/2018 1:46 PM
6	it is not balanced	4/23/2018 1:44 PM
7	When I want to get up and get going!	4/23/2018 1:16 PM
8	All of the above	4/23/2018 11:56 AM
9	I have the best life and As a Mentor I share my experience	4/23/2018 10:19 AM
10	All of the above	4/23/2018 9:52 AM
11	All of the above.	4/23/2018 9:37 AM
12	Progress in all areas of life	4/21/2018 2:42 PM
13	I have been too busy for balance lately	4/21/2018 9:00 AM

14	I am able to attend my children needs: attend sporting events and activities. Available to my children.	4/20/2018 9:59 AM
15	able to enjoy things outside of work when I want to.	4/20/2018 9:22 AM
16	Work has become primary. We are all influenced by it. Humans should focus on becoming more interesting, knowledgeable, and their best selves emotionally and spiritually. Realtors focus on bigger houses as the gague.	4/20/2018 6:11 AM
17	Not working more than 60 hours	4/20/2018 4:36 AM
18	When I realize I feel good about my professional accomplishments while also feeling good about availability and time spent with family and friends on both short and long term outlooks. Also, being able to recognize when those two worlds begin to become unbalanced and having the ability to rectify the work/life balance.	4/20/2018 12:03 AM
19	Can take breaks when needed.	4/19/2018 10:42 PM
20	Having enough time to handle the needs of my business and spending time with my family, and also with my faith,	4/19/2018 8:54 PM
21	when will this end?	4/19/2018 8:20 PM
22	This subject is not a concern	4/19/2018 7:45 PM

Q27 What are some signs that your life is out of balance?

Answered: 260 Skipped: 76



ANSWER CHOICES	RESPONSES	
You're tired a lot	18.08%	47
Your inner critic, that internal voice that judges you, gets louder	15.00%	39
Your relationships with co-workers and family/friends are struggling	11.54%	30
You work is always on your mind	43.85%	114
Other (please specify)	11.54%	30
TOTAL		260

#	OTHER (PLEASE SPECIFY)	DATE
1	Can't sleep	4/25/2018 8:34 AM
2	Pretty well balanced	4/23/2018 8:56 PM
3	When everything is running smoothly, something must be wrong.	4/23/2018 4:52 PM
4	No sense of satisfaction	4/23/2018 1:46 PM
5	When I get to a point that I don't feel like working as much...so I don't	4/23/2018 11:56 AM
6	When I'm hungover:)	4/23/2018 10:33 AM
7	It's not	4/23/2018 10:19 AM
8	Just loose the drive to continue and work is no fun.	4/23/2018 10:13 AM
9	All of thee above	4/23/2018 9:52 AM
10	All of the above	4/23/2018 9:52 AM
11	Never experience out of balance.	4/23/2018 9:37 AM
12	No time for social activities or activities you want to do outside working	4/23/2018 9:33 AM
13	Anxiety, Stress	4/21/2018 2:42 PM

14	Stressed	4/20/2018 6:46 PM
15	cranky	4/20/2018 2:59 PM
16	It's not	4/20/2018 1:33 PM
17	When there are few things that are fun on the calendar	4/20/2018 1:00 PM
18	I am in balance	4/20/2018 11:12 AM
19	None	4/20/2018 11:11 AM
20	No an issue. Personal life is a priority.	4/20/2018 9:59 AM
21	high blood pressure	4/20/2018 9:15 AM
22	not out of balance	4/20/2018 8:31 AM
23	Feeling burned out and ready to quit	4/19/2018 10:42 PM
24	Can't sleep	4/19/2018 10:35 PM
25	I've managed to keep my life in balance, mostly by staying healthy and keeping my faith paramount	4/19/2018 8:54 PM
26	when will this end?	4/19/2018 8:20 PM
27	Not a concern	4/19/2018 7:45 PM
28	Getting frustrated, mad easily	4/19/2018 7:27 PM
29	my life is not out of balance	4/19/2018 5:32 PM
30	I am very crabby and don't have much patience	4/19/2018 5:25 PM

Q28 What is one thing you'd like to learn about work/life balance?

Answered: 170 Skipped: 166

#	RESPONSES	DATE
1	How to accomplish it and still have financial balance.	4/26/2018 10:49 AM
2	Set schedules for family and athletic diversions	4/25/2018 4:32 PM
3	none	4/25/2018 8:34 AM
4	I feel I've learned about all I can	4/25/2018 7:27 AM
5	n/a	4/24/2018 7:52 PM
6	na	4/24/2018 4:21 PM
7	Learning not to cancel family functions due to clients requests.	4/24/2018 11:53 AM
8	How to "turn off" work mode sometimes.	4/24/2018 10:36 AM
9	Webinar on regular schedule, easy access, only 15 minutes to help others grow as well	4/24/2018 9:00 AM
10	N/A	4/24/2018 7:55 AM
11	n/a	4/24/2018 7:43 AM
12	How to balance	4/23/2018 11:25 PM
13	Being focused	4/23/2018 10:50 PM
14	—	4/23/2018 10:23 PM
15	how to do it better!	4/23/2018 9:23 PM
16	Business is random and unpredictable. Your schedule changes hourly.	4/23/2018 5:25 PM
17	how to be more productive	4/23/2018 5:07 PM
18	nothing	4/23/2018 4:52 PM
19	?	4/23/2018 3:44 PM
20	Finding time to actually relax and not think about work (even if you enjoy your work).	4/23/2018 3:30 PM
21	it is ever changing	4/23/2018 3:00 PM
22	Retirement	4/23/2018 2:33 PM
23	Currently reading the book: "Off Balance" by Matthew Kelly - awesome resource for this topic.	4/23/2018 1:46 PM
24	to achieve this	4/23/2018 1:44 PM
25	How to not worry!	4/23/2018 1:16 PM
26	how to balance while, in essence, starting out in this industry	4/23/2018 12:59 PM
27	This sounds like there might be some plans afoot to provide a service like this to members. I think this is something people should pursue on their own	4/23/2018 12:34 PM
28	Na	4/23/2018 12:27 PM
29	Your box covered the question again and I can't read it.	4/23/2018 11:56 AM
30	how to lose the "sense of urgency" I have had since childhood	4/23/2018 10:45 AM
31	perfect my craft	4/23/2018 10:42 AM
32	na	4/23/2018 10:40 AM
33	How to stop working so much	4/23/2018 10:38 AM
34	The industry should take Sundays and holidays off	4/23/2018 10:35 AM

35	To incorporate fun and work more together.	4/23/2018 10:33 AM
36	No	4/23/2018 10:32 AM
37	How to handle stress better - the ups and downs.	4/23/2018 10:23 AM
38	Not let incompetent people bother me.	4/23/2018 10:19 AM
39	Nothing	4/23/2018 10:03 AM
40	I'm good Jesus is my savior	4/23/2018 10:03 AM
41	When each starts and stops	4/23/2018 10:01 AM
42	when it starts getting ruff, how to reign it all back in	4/23/2018 9:52 AM
43	I don't ever turn off Real Estate. It's just part of my life. Should there be a greater separation of business / personal?	4/23/2018 9:48 AM
44	nothing	4/23/2018 9:47 AM
45	NA	4/23/2018 9:45 AM
46	nothing	4/23/2018 9:43 AM
47	Time management	4/23/2018 9:40 AM
48	Cannot think of anything.	4/23/2018 9:37 AM
49	Not needed.	4/23/2018 9:34 AM
50	Not sure. I think I have a good work/life balance	4/23/2018 9:33 AM
51	--	4/23/2018 9:30 AM
52	How to generate more business and manage current business without intruding on my personal time	4/23/2018 9:28 AM
53	Meal planning because a few times a week, I'm working evenings.	4/23/2018 9:26 AM
54	Nothing	4/23/2018 9:25 AM
55	How to shut work off	4/23/2018 9:23 AM
56	I worked in real estate earlier in my life, left it, and came back because I struggled with the work/life balance. The confidence I have gained in my abilities through life experiences has allowed me to "protect" my time with family and know it is ok for the call to go to voice mail, or the response can wait a minute... I don't let that now, now, now drive me any more I have created respectable time boundaries.	4/23/2018 9:20 AM
57	How to	4/23/2018 9:12 AM
58	I have it where I want it.	4/23/2018 9:11 AM
59	More discipline	4/21/2018 2:42 PM
60	Working smarter not harder	4/21/2018 2:21 PM
61	Time management.	4/21/2018 2:01 PM
62	effective time management	4/21/2018 1:56 PM
63	na	4/21/2018 1:40 PM
64	How	4/21/2018 10:50 AM
65	Better time management skills.	4/21/2018 9:00 AM
66	how to relax on off time	4/21/2018 9:00 AM
67	I'm pretty good at this balance	4/20/2018 9:41 PM
68	I am not sure yet	4/20/2018 6:46 PM
69	balance	4/20/2018 5:13 PM
70	How to do well and not be under a lot of pressure	4/20/2018 5:00 PM
71	DON'T KNOW AT THIS TIME	4/20/2018 3:36 PM

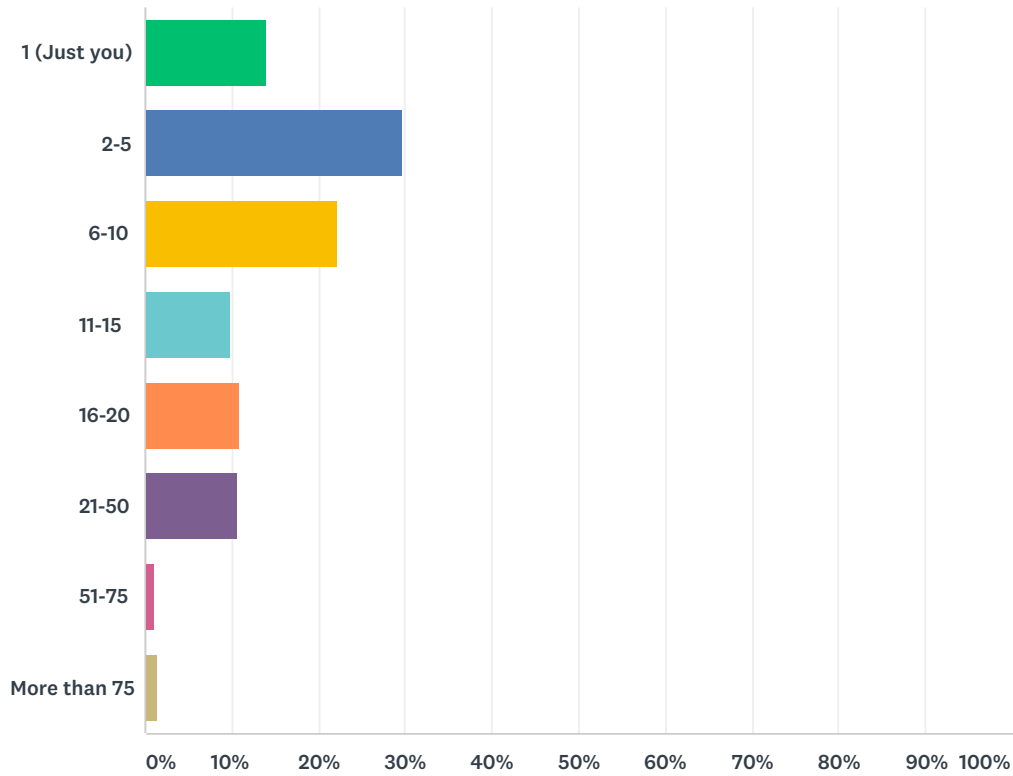
72	na	4/20/2018 2:59 PM
73	Not always putting my career first.	4/20/2018 2:43 PM
74	How to communicate to customers	4/20/2018 1:35 PM
75	Nothing	4/20/2018 1:33 PM
76	How to say "no"!	4/20/2018 1:07 PM
77	How little can I work and continue the same revenue stream	4/20/2018 1:00 PM
78	n/a	4/20/2018 12:06 PM
79	I'm good	4/20/2018 11:36 AM
80	How to stress less when challenges arise.	4/20/2018 11:31 AM
81	Not to feel guilty	4/20/2018 11:16 AM
82	Nothing	4/20/2018 11:15 AM
83	Don't know	4/20/2018 11:12 AM
84	Nothing	4/20/2018 11:11 AM
85	Streamlining more consistency within business earnings...reducing the distance between the highs and the lows	4/20/2018 11:09 AM
86	What works with balance.	4/20/2018 11:03 AM
87	I need to block out time on a weekly/daily basis.	4/20/2018 10:54 AM
88	none	4/20/2018 10:52 AM
89	better ways to share client responsibility in order to take time off	4/20/2018 10:39 AM
90	How to achieve it more regularly. It's always a goal but not always an attainable one-so far.	4/20/2018 10:26 AM
91	How/when to turn off the phone	4/20/2018 10:20 AM
92	n/a	4/20/2018 10:10 AM
93	I get it.	4/20/2018 9:59 AM
94	Work on setting expectations with clients...not being available 24/7.	4/20/2018 9:52 AM
95	How to prioritize life/work responsibilities, and then how to have the courage to say no to things that will put my life out of balance.	4/20/2018 9:38 AM
96	nothing	4/20/2018 9:34 AM
97	nothing	4/20/2018 9:29 AM
98	.	4/20/2018 9:22 AM
99	Time spent well	4/20/2018 8:50 AM
100	when to turn off work and enjoy time with family and friends/ volunteer work daily	4/20/2018 8:45 AM
101	I own the company and can set my own schedule	4/20/2018 8:31 AM
102	How to effectively manage the ups and downs in workflow.	4/20/2018 8:28 AM
103	n/a	4/20/2018 8:25 AM
104	More technology tips for time saving measures.	4/20/2018 8:08 AM
105	take the time for yourself no matter what, schedule time to do something positive for yourself	4/20/2018 8:06 AM
106	That I must control my business and NOT let the business control me.	4/20/2018 8:05 AM
107	nothing	4/20/2018 8:02 AM
108	I FEEL I HAVE IT UNDER CONTROL	4/20/2018 7:51 AM
109	Nothing at this time.	4/20/2018 7:18 AM
110	Know its okay to turn off the cell phone knowing you're not missing an important client/opportunity	4/20/2018 7:10 AM

111	Na	4/20/2018 6:23 AM
112	How to make them both the same thing	4/20/2018 4:36 AM
113	Practical methods to implement to become more efficient in the professional realm to free up time to spend on my personal life.	4/20/2018 12:03 AM
114	Which are the right leads to take and spend the time on and which ones are a waste of time.	4/19/2018 11:43 PM
115	How to take vacations	4/19/2018 10:42 PM
116	How to put work aside or give tasks out so we can take some time off.	4/19/2018 10:17 PM
117	Learning to say no. Learning to shut off email/phone after certain time	4/19/2018 10:09 PM
118	Nothing	4/19/2018 10:06 PM
119	Using social media as a direct marketing tool,	4/19/2018 9:58 PM
120	How to accomplish time mastery with clients	4/19/2018 9:53 PM
121	how to implement it	4/19/2018 9:50 PM
122	Serious??? It's an ebb & flow business!! You work when it's there, and relax during the lulls!	4/19/2018 9:47 PM
123	How to "shut it down"	4/19/2018 9:43 PM
124	It makes all aspect of my life more enjoyable	4/19/2018 9:34 PM
125	whats the ratio since we do not work normal hours	4/19/2018 9:31 PM
126	How to balance work and personal time during busy times of year.	4/19/2018 9:29 PM
127	The importance of balance. Especially when the market is hot!	4/19/2018 9:28 PM
128	Stop trying to do everything	4/19/2018 9:14 PM
129	F	4/19/2018 9:13 PM
130	nothing	4/19/2018 9:13 PM
131	How to juggle at busy times!	4/19/2018 9:12 PM
132	How not to loose it	4/19/2018 8:54 PM
133	when to say no	4/19/2018 8:53 PM
134	N/a	4/19/2018 8:50 PM
135	How to be able to plan better	4/19/2018 8:40 PM
136	?	4/19/2018 8:35 PM
137	n/a	4/19/2018 8:30 PM
138	Nothing	4/19/2018 8:30 PM
139	How to stay on top of it all	4/19/2018 8:27 PM
140	What is the best way to balance	4/19/2018 8:27 PM
141	How to separate it, too many personal jobs in my life	4/19/2018 8:26 PM
142	when will this end?	4/19/2018 8:20 PM
143	Nothing.	4/19/2018 8:19 PM
144	Nothing	4/19/2018 7:45 PM
145	Saying no friendly but firmly	4/19/2018 7:37 PM
146	Any	4/19/2018 7:27 PM
147	i think learning better how to use the tools & technology we have been given will make job easier so better balance will naturally occur.	4/19/2018 7:23 PM
148	Would like to be able to shut phone off when it's family time..	4/19/2018 7:22 PM
149	How to better implement it each day into my life.	4/19/2018 7:17 PM

150	None. It is the corner stone for happiness. Balance	4/19/2018 7:00 PM
151	How to be happy with whatever they do. Being positive and being a role model.	4/19/2018 7:00 PM
152	Nothing	4/19/2018 6:49 PM
153	I'd like to see the commission percentage in WI grow. Many of our commissions are the same as 1980. 6% . Pitiful	4/19/2018 6:41 PM
154	NA	4/19/2018 6:36 PM
155	?	4/19/2018 6:31 PM
156	Nothing, you have to actually DO it.	4/19/2018 6:15 PM
157	Nothing	4/19/2018 6:13 PM
158	How to work less and still make money	4/19/2018 5:59 PM
159	Nothing. Nobody cares. Work harder.	4/19/2018 5:57 PM
160	I'm good actually.	4/19/2018 5:57 PM
161	How to completely shut down on Sunday.	4/19/2018 5:56 PM
162	I have not acheived work life balance I am a puppet to the ding of my phone. Every lead is an opportunity to assist someone as well as a paycheck that will allow me choices in life. There have been countless times I've missed being in the now with friends and family to take that phone call or the lead that no one wants in the office or burn the midnight oil to finish a contract. I would really like to change that, however real estate is so sporadic that at this time I feel it is hard to lock in a schedule.	4/19/2018 5:50 PM
163	Nothing. I do as much or as little as I want.	4/19/2018 5:41 PM
164	how to put together a successful plan that is tested and works	4/19/2018 5:41 PM
165	How to turn work off when I am not working	4/19/2018 5:40 PM
166	.	4/19/2018 5:39 PM
167	To enjoy every moment	4/19/2018 5:34 PM
168	my life is not out of balance	4/19/2018 5:32 PM
169	Stress reduction	4/19/2018 5:27 PM
170	na	4/19/2018 5:26 PM

Q29 How many agents are in your office (not your company)?

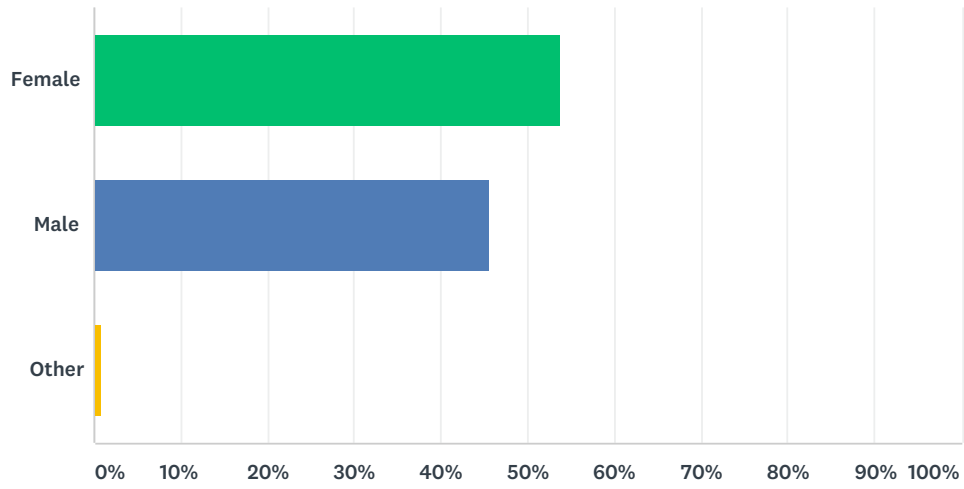
Answered: 265 Skipped: 71



ANSWER CHOICES	RESPONSES
1 (Just you)	13.96% 37
2-5	29.81% 79
6-10	22.26% 59
11-15	9.81% 26
16-20	10.94% 29
21-50	10.57% 28
51-75	1.13% 3
More than 75	1.51% 4
TOTAL	265

Q30 What is your gender?

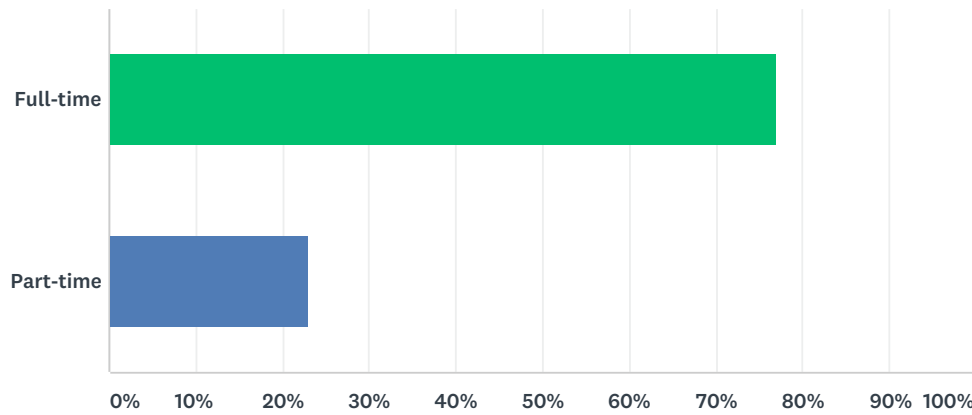
Answered: 268 Skipped: 68



ANSWER CHOICES	RESPONSES
Female	53.73% 144
Male	45.52% 122
Other	0.75% 2
TOTAL	268

Q31 Would you consider yourself a full-time REALTOR® or part-time REALTOR®?

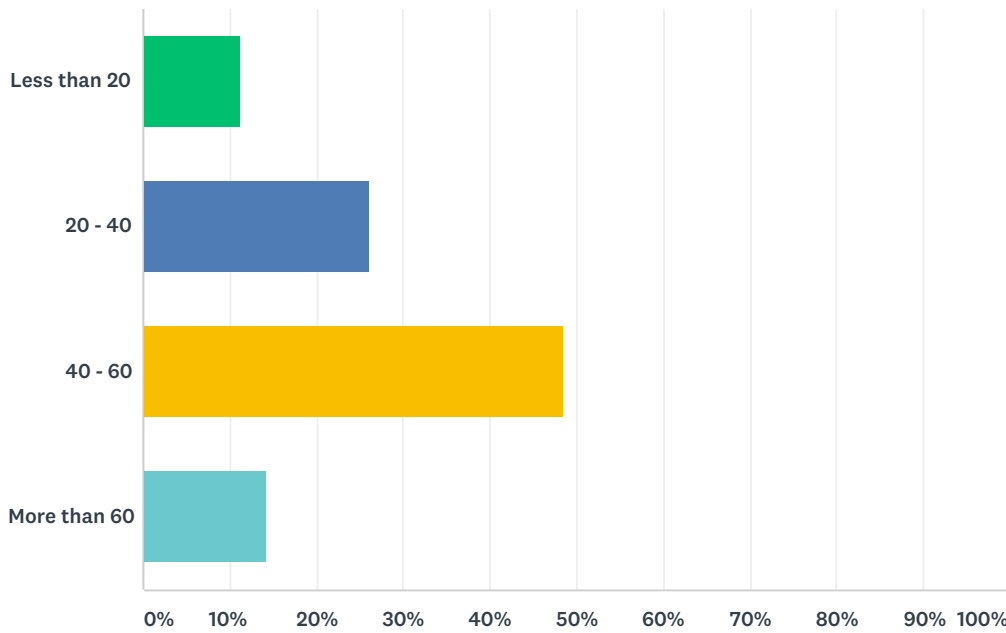
Answered: 270 Skipped: 66



ANSWER CHOICES	RESPONSES	
Full-time	77.04%	208
Part-time	22.96%	62
TOTAL		270

Q32 How many hours per week do you work at the height of the market (roughly spring/summer)?

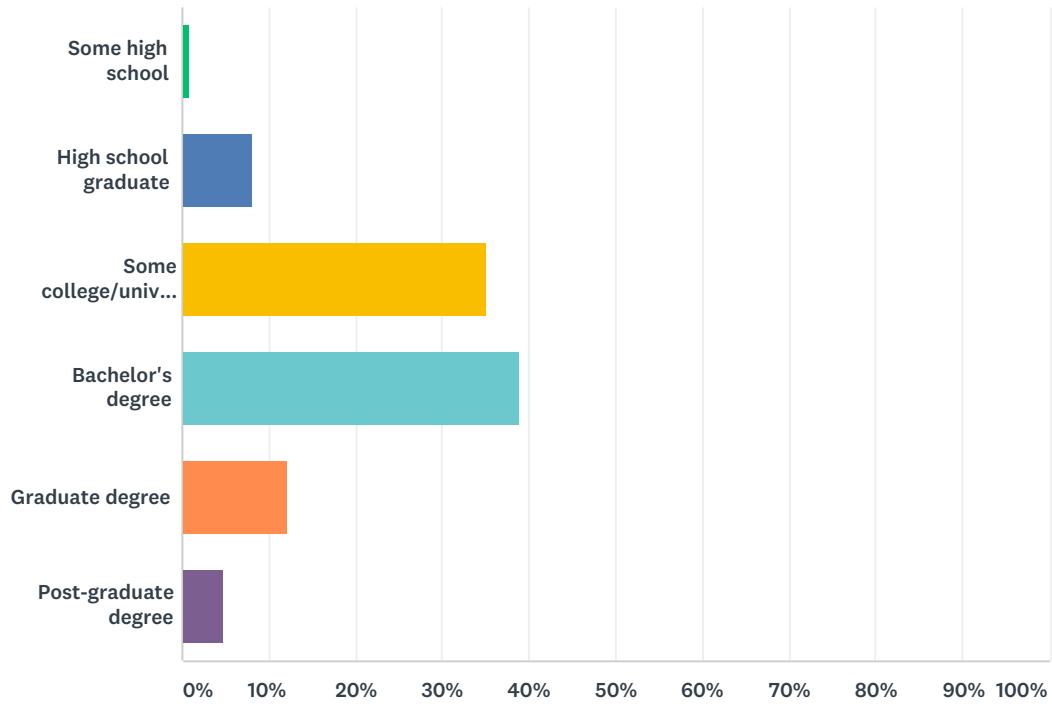
Answered: 268 Skipped: 68



ANSWER CHOICES	RESPONSES
Less than 20	11.19% 30
20 - 40	26.12% 70
40 - 60	48.51% 130
More than 60	14.18% 38
TOTAL	268

Q33 What is your formal education level?

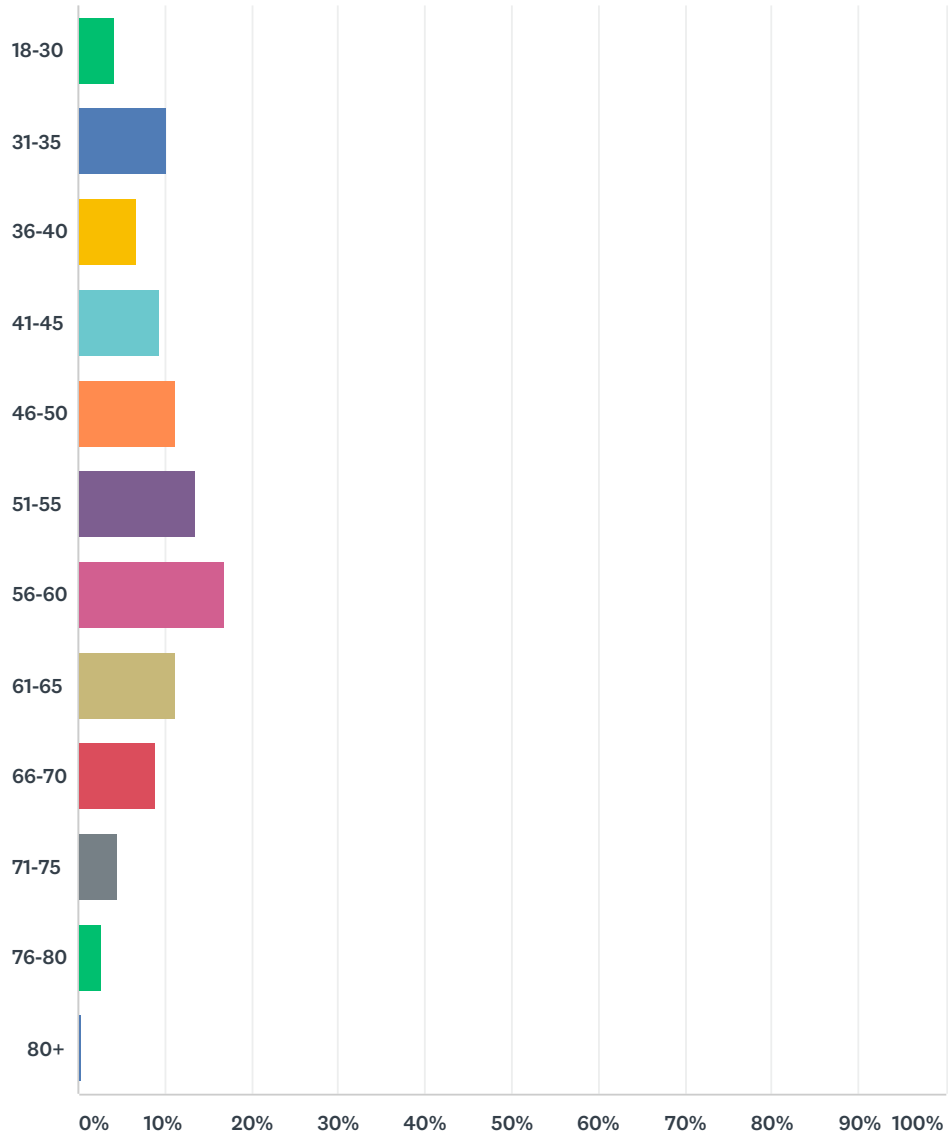
Answered: 270 Skipped: 66



ANSWER CHOICES	RESPONSES
Some high school	0.74% 2
High school graduate	8.15% 22
Some college/university	35.19% 95
Bachelor's degree	38.89% 105
Graduate degree	12.22% 33
Post-graduate degree	4.81% 13
TOTAL	270

Q34 What is your age?

Answered: 266 Skipped: 70



ANSWER CHOICES	RESPONSES
18-30	4.14% 11
31-35	10.15% 27
36-40	6.77% 18
41-45	9.40% 25
46-50	11.28% 30
51-55	13.53% 36
56-60	16.92% 45
61-65	11.28% 30

66-70	9.02%	24
71-75	4.51%	12
76-80	2.63%	7
80+	0.38%	1
TOTAL		266

Q35 Anything else you'd like to comment on?

Answered: 107 Skipped: 229

#	RESPONSES	DATE
1	At the present time, I'm feeling discouraged about the real estate industry with thoughts of returning to the 9-5 workforce. I will continue to pursue training and techniques that will assist me in hopes of remaining an active agent. Thanks	4/26/2018 10:49 AM
2	Do more local advertising for Greater Milwaukee Board recommending the public call a REALTOR and make a new friend.	4/25/2018 4:32 PM
3	just at the beginning of real estate work, getting started is hard	4/24/2018 7:52 PM
4	no	4/24/2018 4:21 PM
5	might be interesting to see how survey results differ when same survey is given in October...	4/24/2018 11:45 AM
6	not that I can think of	4/24/2018 10:36 AM
7	Thank you	4/24/2018 9:00 AM
8	N/A	4/24/2018 7:55 AM
9	no	4/24/2018 7:43 AM
10	No	4/23/2018 10:50 PM
11	—	4/23/2018 10:23 PM
12	Attempt to keep senior realtors around longer by reducing fees.	4/23/2018 8:56 PM
13	Yes I combine existing real estate with new construction and blend in both . I am full time in both if that makes sense.	4/23/2018 5:25 PM
14	I've been saying forever, largely to deaf ears (I believe), the only thinking keeping the MLS's from becoming Zillow is security of all the information. Lately, that security seems to be dwindling. I honestly don't think the MLS's will make it another 10 years if things keep going the way they are now.	4/23/2018 4:52 PM
15	No	4/23/2018 3:30 PM
16	Good luck	4/23/2018 2:33 PM
17	not at this time	4/23/2018 1:44 PM
18	This survey is a good idea. Hopefully others take the time to answer the questions. I think a mentor program with older brokers and rookies would be a helpful.	4/23/2018 1:16 PM
19	no	4/23/2018 12:59 PM
20	No	4/23/2018 12:27 PM
21	No	4/23/2018 11:56 AM
22	n/a	4/23/2018 10:42 AM
23	no	4/23/2018 10:40 AM
24	No	4/23/2018 10:39 AM
25	na	4/23/2018 10:35 AM
26	No	4/23/2018 10:32 AM
27	Make it a great day. "All the Best"	4/23/2018 10:19 AM
28	No	4/23/2018 10:03 AM
29	no	4/23/2018 10:01 AM
30	no	4/23/2018 9:47 AM

31	NOT NOW	4/23/2018 9:45 AM
32	no	4/23/2018 9:43 AM
33	Thank you!	4/23/2018 9:40 AM
34	Thanks for asking me to complete this survey.	4/23/2018 9:37 AM
35	Nah	4/23/2018 9:34 AM
36	No	4/23/2018 9:33 AM
37	I see no gender bias in the real estate industry.	4/23/2018 9:30 AM
38	I think that we are one of the best industries for training and education. Each individual has opportunity to be successful, it really depends upon how driven for success each individual is. If the individual is not becoming successful, they should look at themselves, their business plans, the amount of education the individual seeks out, and lastly the company they work for.	4/23/2018 9:26 AM
39	No	4/23/2018 9:25 AM
40	no	4/23/2018 9:23 AM
41	I think it is a good idea you are doing this survey. Things are changing and I know much of real estate is behind other industries.	4/23/2018 9:20 AM
42	no	4/21/2018 2:42 PM
43	no	4/21/2018 2:01 PM
44	no	4/21/2018 1:56 PM
45	The gender issue is probably lowest on the list of improvements. My biggest issue is that the fees I pay to the GMAR and WRA, there is so many issues with agents and co-brokerages who just slide by and don't follow the rules. The writing is on the wall.	4/21/2018 1:40 PM
46	No	4/21/2018 10:50 AM
47	no	4/21/2018 9:00 AM
48	no	4/20/2018 9:41 PM
49	nope	4/20/2018 6:46 PM
50	This is a business that is very rewarding.	4/20/2018 5:13 PM
51	NO THANK YOU	4/20/2018 3:36 PM
52	no	4/20/2018 2:59 PM
53	Not at this time	4/20/2018 2:43 PM
54	No	4/20/2018 1:33 PM
55	No	4/20/2018 1:07 PM
56	Nope	4/20/2018 12:06 PM
57	No	4/20/2018 11:12 AM
58	No	4/20/2018 11:11 AM
59	This business has given me the opportunity to drive my kids to school, be available to my kids, go to their activities, allow me to enjoy my passions while "working" and pretty much not have a boss and semi-retired since I started 32+ years ago. Flex schedule to my needs.	4/20/2018 9:59 AM
60	No further comments.	4/20/2018 9:38 AM
61	no	4/20/2018 9:29 AM
62	no.	4/20/2018 9:22 AM
63	Truly, a collection of the most vapid and inane survey questions I have ever faced. Heaven help us.	4/20/2018 9:17 AM
64	no	4/20/2018 8:50 AM

65	I hope we have this survey next year when I can better be able to answer these questions with more experience it the field	4/20/2018 8:45 AM
66	no	4/20/2018 8:31 AM
67	No	4/20/2018 8:28 AM
68	no	4/20/2018 8:25 AM
69	I only help friends and family. On rare occasion I help their referrals they send to me. This helps me feel more connected with my buyer's/Seller's and allows them to feel they have all my attention, dedication, and that I truly care about them. This is the only way for me to feel like working in the depressing sales process is worth it.	4/20/2018 8:02 AM
70	NONE	4/20/2018 7:51 AM
71	Not at this time.	4/20/2018 7:18 AM
72	Real estate industry is not gender biased and offers opportunities to anyone willing and able to work hard and has flexibility to work 7 days/wk.	4/20/2018 7:10 AM
73	Na	4/20/2018 6:23 AM
74	No	4/20/2018 4:36 AM
75	I would like to reiterate the concerns I have about the increasing lax attitudes I am noticing with regards to professional conduct and knowledge in this field.	4/20/2018 12:03 AM
76	I love that no 2 transactions are ever the same and I'm always learning and growing.	4/19/2018 11:43 PM
77	No	4/19/2018 10:09 PM
78	No	4/19/2018 10:06 PM
79	Older agent doesn't mean slow to learn. We can teach newer agents how to provide good service and communication. Too many text or email only transactions.	4/19/2018 9:58 PM
80	no	4/19/2018 9:55 PM
81	Nope	4/19/2018 9:53 PM
82	no thank you	4/19/2018 9:50 PM
83	Thanks for caring enough to create this survey. Much appreciated.	4/19/2018 9:28 PM
84	There are some really terrible agents in this market that do a huge disservice to the community and are the reason that real estate agents get a bad name.	4/19/2018 9:14 PM
85	No	4/19/2018 9:13 PM
86	no	4/19/2018 9:13 PM
87	No	4/19/2018 9:12 PM
88	I love my job. I love it because I help clients, customers & neighbors on a daily basis with everything from valuations to guidance on upgrades to helping repairing a boat load of things. :)	4/19/2018 8:54 PM
89	Excited to start selling in Wisconsin.	4/19/2018 8:53 PM
90	No	4/19/2018 8:50 PM
91	No	4/19/2018 8:40 PM
92	do not care for surveys about "feelings"	4/19/2018 8:35 PM
93	no	4/19/2018 8:30 PM
94	No	4/19/2018 8:30 PM
95	No	4/19/2018 8:27 PM
96	when will this end? these are racist questions you asked I will never look at a survey again	4/19/2018 8:20 PM
97	No.	4/19/2018 8:19 PM
98	I honestly don't know how anyone can make it in this profession.	4/19/2018 7:45 PM
99	No	4/19/2018 7:37 PM

100	None	4/19/2018 7:27 PM
101	no	4/19/2018 7:23 PM
102	-	4/19/2018 7:00 PM
103	Thank you.	4/19/2018 6:52 PM
104	Great mental exercise	4/19/2018 6:49 PM
105	Stop endorsing the wrong candidates	4/19/2018 6:41 PM
106	No	4/19/2018 6:36 PM
107	?	4/19/2018 6:31 PM