

Commercial Real Estate Appraiser Interview Questions

1. Tell me how you organize, plan, and prioritize your work.

2. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

3. What is the key to success when communicating with the public.

4. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

5. Share an experience when you applied new technology or information in your job. How did it help your company?

6. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

7. Would you consider analyzing data or information a strength? How so?

8. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?

9. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

10. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

11. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

12. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

13. Share an experience you had in dealing with a difficult person and how you handled the situation.

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14. Please share an experience in which you presented to a group. What was the situation and how did it go?

15. Provide an example when your ethics were tested.

16. What methods do you use to determine the taxability and value of properties?

17. Share an experience in which you successfully defended the assessed value of a property to the owners or in a hearing. What communication or other methods made you successful?

18. How do you effectively determine the appraisal value of properties? What factors do you consider most important?

19. How do you determine values of new construction and major improvements?

20. Describe an effective system you established to assess property.

21. What is the state of the data you have kept on parcels you have assessed? What is something you would like to improve in your data records?

22. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

23. Describe the state of your assessment rolls. What is one thing you would like to improve?

24. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

25. Name a time when your patience was tested. How did you keep your emotions in check?

26. Share an experience in which analyzing trends helped you assess property values or determine the accuracy of assessments.

27. How do you ensure accuracy of information regarding transfers of property?

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28. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

29. How do you keep up-to-date with property changes?

30. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)