

Supervising Beginning Appraisers:

Plan for Success



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GROW YOUR BUSINESS!

One of the hottest topics in the appraisal industry is adequately and efficiently supervising the beginning trainee, eager to enter the appraisal profession. Many established appraisers would like to grow their business, but are concerned that training apprentices takes too much time, creates a high level of risk, and costs too much money—not to mention training the competition!

Until now, many appraisers have taken on the supervisory appraiser role (sometimes reluctantly) with no comprehensive plan and little guidance—resulting in an inefficient and unproductive training environment. *Supervising Beginning Appraisers: Plan for Success* helps remedy that problem by providing a hands-on, step-by-step program that *addresses the concerns of the supervisory appraiser* and *demonstrates how to efficiently train an entry-level appraiser* to the highest standards, while *keeping liability in check* through sound appraisal and business practices.

And, training someone professionally is one of the most important and rewarding things you can do. Consider your own experience. Whether it was good or bad, you remember those who taught you how to do your job for many years after the experience. That is why it is important to be fully prepared prior to training beginning appraisers.

As a certified appraiser, you are most likely familiar with much of the information contained in this book. Rather than skim over items with which you are familiar, or skip them altogether, *view them through an apprentice's eyes*. Think back to your training. What did you gain from it? What would you change? Use your experiences to develop a meaningful training experience for all trainees. You will accomplish two things—develop appraisers who are an asset to the field and build your business!

Lastly, remember to have fun. The thought of training someone the basics of any business may seem dull and tedious. It doesn't have to be! When you are flexible and view training as a benefit for *yourself* and for your *trainee*, it will open the door to even greater success.

Using This Text

This textbook was designed to give you the information you need to understand how to effectively train and mentor beginning appraisers. You will learn what is required of you and your trainees as well as how to develop a comprehensive, sound training plan. You will also gain valuable insight on how to protect yourself from liability while training apprentices.

Whether in the classroom or studying on your own, you will find the information presented here is clear and concise. The text provides **key training terms**, **tricks of the trade**, **chapter summaries**, and **chapter quizzes** to help you not only learn the material, but retain it and put it into practice, as well.

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Hondros Learning is a leading provider of educational materials for real estate, appraisal, mortgage lending, home inspection, insurance, and financial services. Together with

Hondros College, we have provided training for more than one million students, many of whom are among the most successful in their field.

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