

# How to Get Hired: Expert Tips for Home Inspectors

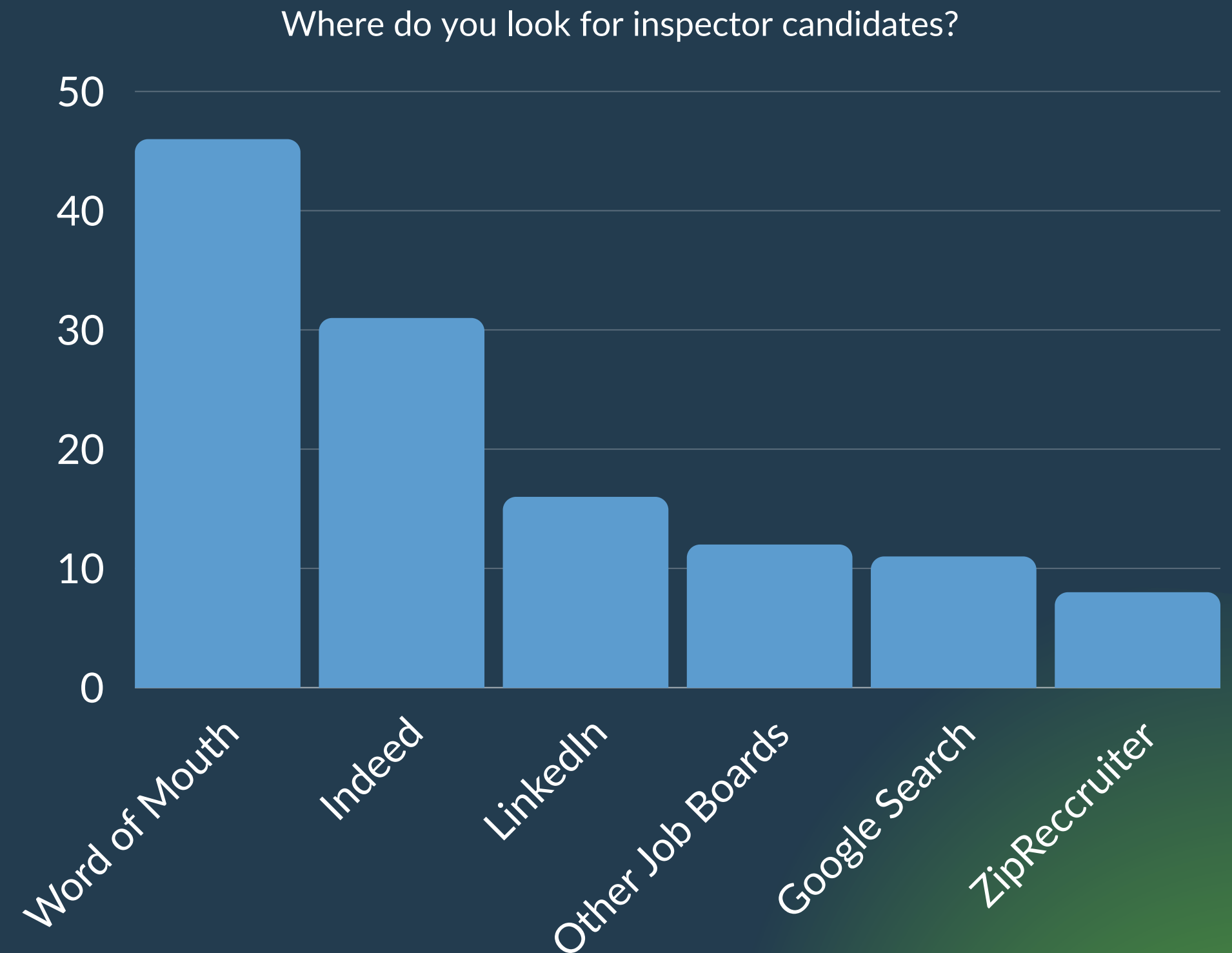
# Today's Agenda

- **Intro**
  - Meet your presenters!
- **Survey Findings**
  - Learnings from 40+ multi-inspector companies
- **Angela Williams - CEO + CMO @ SUPER Inspector**
- **Lulu Brewer - Head of People @ Spectora**
- **Q&A with Angela, Lulu, and Olivia**

# Be Visible Across Multiple Platforms

In addition to forming in-person connections,  
ensure your resume is listed/check postings on:

- Indeed
- LinkedIn
- ZipRecruiter
- Additional job boards



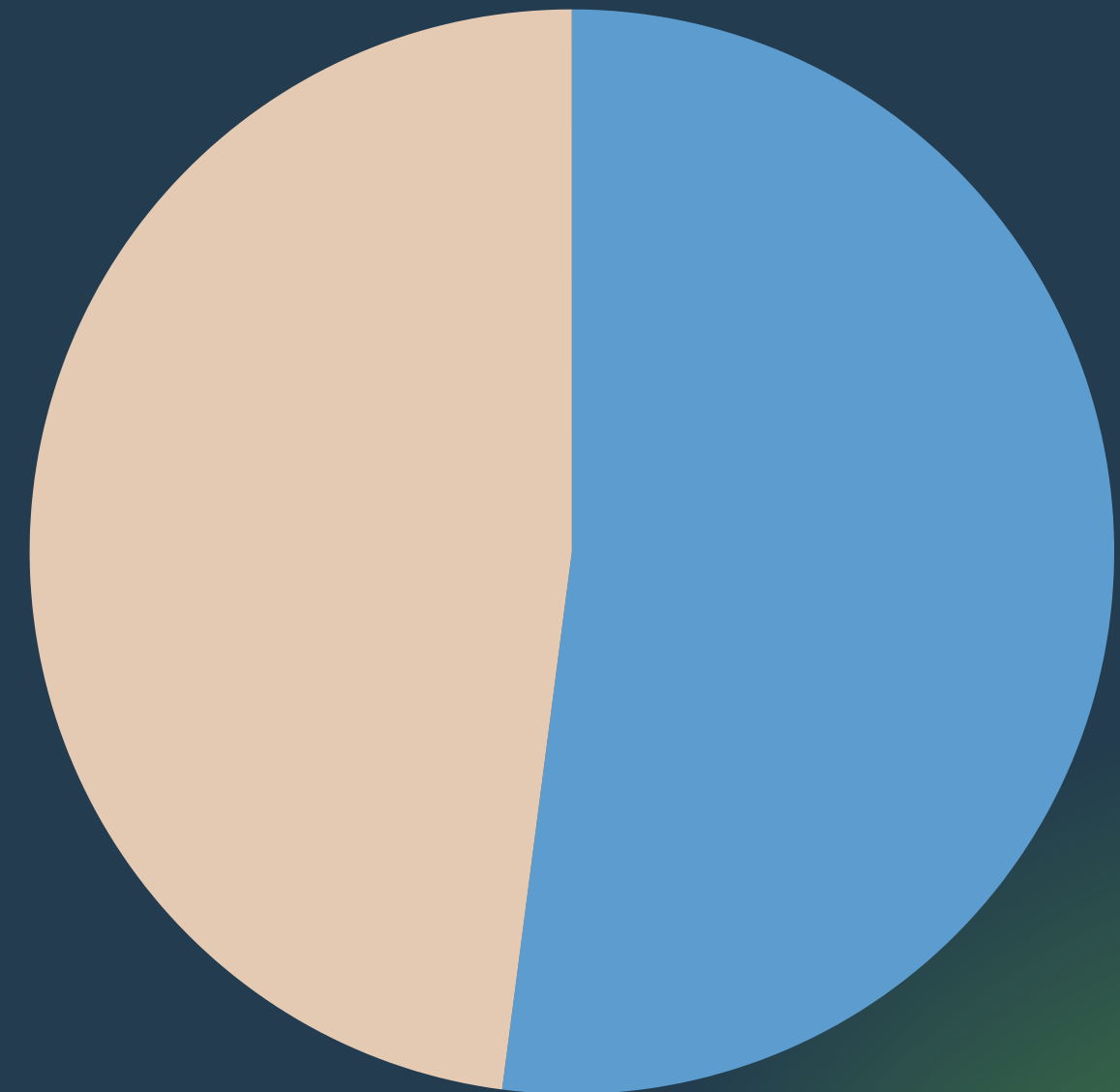
# Consider Getting Your License Before Applying

Do you hire inspectors who aren't licensed/certified?

We recommend [getting your license](#) (if your state requires it) [prior to starting your job search](#).

We also recommend [getting certified](#) if your state does not require licensing.

No  
47.9%



Yes  
52.1%



# Be Prepared to Cover the Costs of Licensing

Do you cover the cost of licensing for employees?

If you do delay licensing, be prepared to cover the associated costs.

No  
38.9%

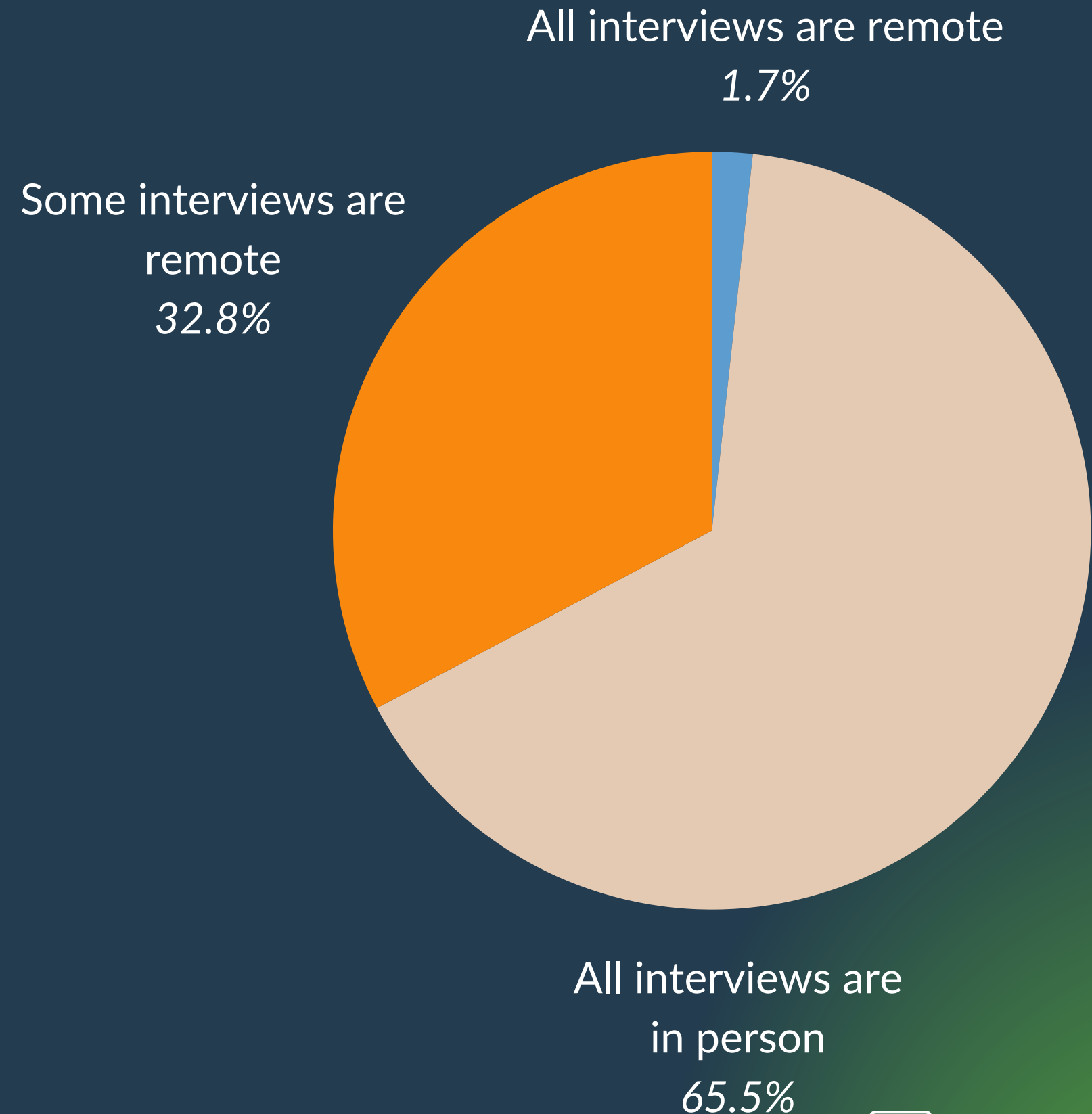
Yes  
40.7%

Yes, but with reimbursement  
20.4%

# Be Prepared to Interview In Person or Remotely

Be prepared to show up professionally for an interview, whether it is conducted in person or remotely.

- Business casual clothing
- Printed resume (if in-person)
- Clear background and good lighting (if remote)
- Camera on (if remote)



# Spend Time On Your Resume

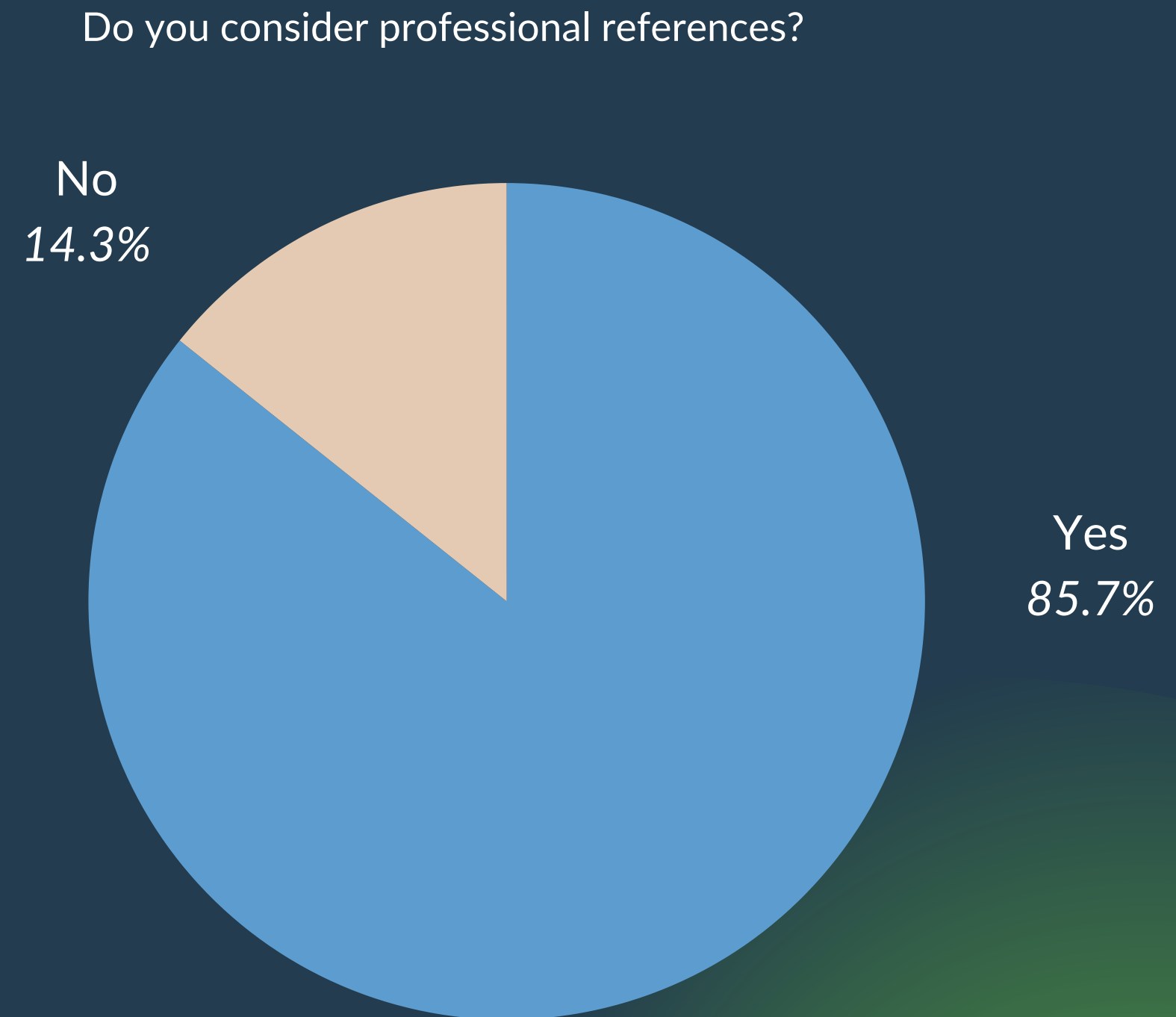
Ensure you apply with a [professional and up-to-date resume](#) including:

- Name, phone number, email address
- Education, licenses, certifications
- Professional experience



# Have Great Professional References

Have a list of [professional references](#) and be sure to let them know to expect a call ahead of time.



# Top 3 Skills Companies Look For

01

## Communication

Home inspection companies looking to hire highly value a candidate's communication skills.

02

## Ability to Learn

Home inspection companies looking to hire highly value a candidate's ability to learn.

03

## People Skills

Home inspection companies looking to hire highly value a candidate's general people skills.



# What to Wear

- Business casual: a button down shirt, slacks, and nice shoes

*Exception to the rule:* if you are interviewing in the field or coming directly from an inspection.





# Sample Interview Questions

- What makes you want to be a home inspector on our team?
- What skills and value will you bring to our team?
- What are your overall and long-term career goals?
- Why are you interested in / do you like being a home inspector?
- What is your comfort and skill level with technology?

\*\*\* *We will provide a list following the webinar*

# ANGELA'S TIPS





# 3 Pieces of Advice for Inspectors

1. Do your research: know about the company you're interviewing at.
2. Proofread your resume: being detail-oriented is part of the job. Show it in your resume.
3. Show up dressed professionally: Even over Zoom, even though you might not dress in business casual on the job.

# Most Important Skills



COMMUNICATION



GOOD MINDSET



TECHNOLOGY





# Story of an Impressive Interview

- Well-researched: she took the time to get to know SUPER Inspector,
  - Referenced specifics, like YouTube videos and LinkedIn
- Knew what she'd bring to the table: she was able to articulate how her skills would apply.

# Tips for Growth

01

## Be Available

Be ready and willing to step up and fill in when you're needed.

02

## Set Goals

Know what you're aiming for and share those goals with your employer.

03

## Be an Expert

Take initiative to grow and become an expert in ways that will benefit you and the company you work for.





# Additional Tips

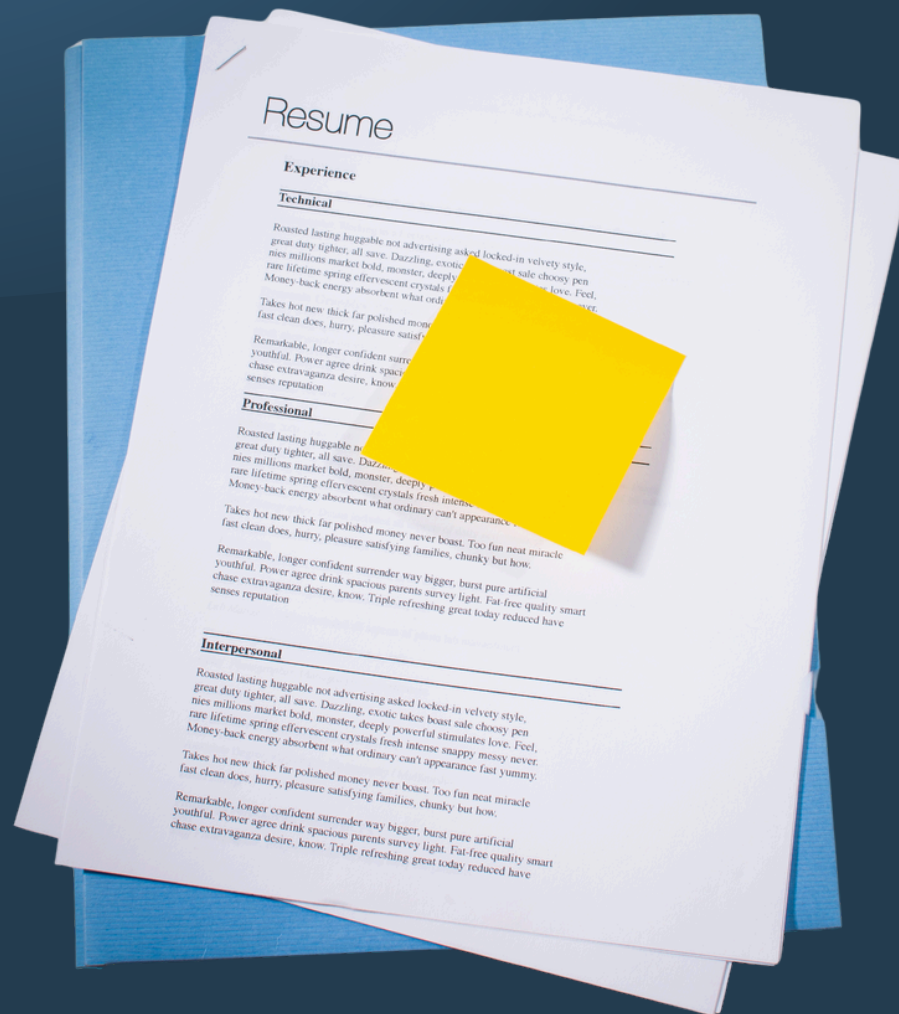
- Be physically and mentally fit
- Know your goals
- Invest in yourself, personally and professionally
- Always be customer focused

# LULU'S TIPS



# Applying

- Resume
  - Keep it simple and easily readable (black & white, classic 12-point font)
- Quality over quantity
  - Personalized cover letter
  - Each bullet of your resume should be formatted to meet the criteria of the job description
- Follow-up
  - Do follow-up, but be mindful of frequency





# Interview Preparation

- Know your stuff, but be intentional
- Learn about the company - research leads to informed questions
- Soft skills matter; show how you'll care for clients
- Prep with sample interview questions
- ...and prep questions for your interviewer - it's a two-way street





# Interview Tips & Tricks

- Be prompt and professional
- Don't be scared to share that you're nervous
- Stay humble and positive, and try to learn
- It should be/feel like a two-sided conversation
- Always ask questions and understand expectations



# Following Up

- Always say thank you, and get specific
- Follow up 2+ days after you should have heard back

# Spectora Academy & The Growth Hub

**Vision, Leadership & Culture with JT Edgren**

**Email Marketing 101**

- Grab Realtors Attention
- Upsell Effectively
- Automate Your Process

**Academy & Growth Hub**

**Home**

**NEW MEMBER HQ**

- Start Here!
- Hello!
- Community Members
- Events
- Community Feedback

**HQ LOUNGE**

- What's New
- Ask The Community
- Tutorials
- Share A Tip

**Why are we (re)building this community?**

Welcome to the new Spectora Community Headquarters—where we're not just raising the bar; we're setting a whole new standard! This platform is designed to empower our community, providing tools, content, and insight needed to learn Spectora and to grow your business. **This is our chance to help redefine what a community looks like in the home inspection industry but we need your help to do it!!**

As a community, we're here to:

- ✓ Trending topics
- ✓ Share tips & tricks
- ✓ Learn with tutorials
- ✓ Attend community events

**Trending Posts**

- V10 or Legacy  
Andrew Harshman
- V10 iPad template question:  
Stephen Stauss
- Money Monday Tip: How healthy is your business?  
Madi
- Report Writing Tricks
- Does anyone use a Virtual Assistant to any  
Stephen Stauss

<https://hq.spectora.com/c/spectora-academy/>

<https://hq.spectora.com/c/the-growth-hub/>

# QUESTIONS?