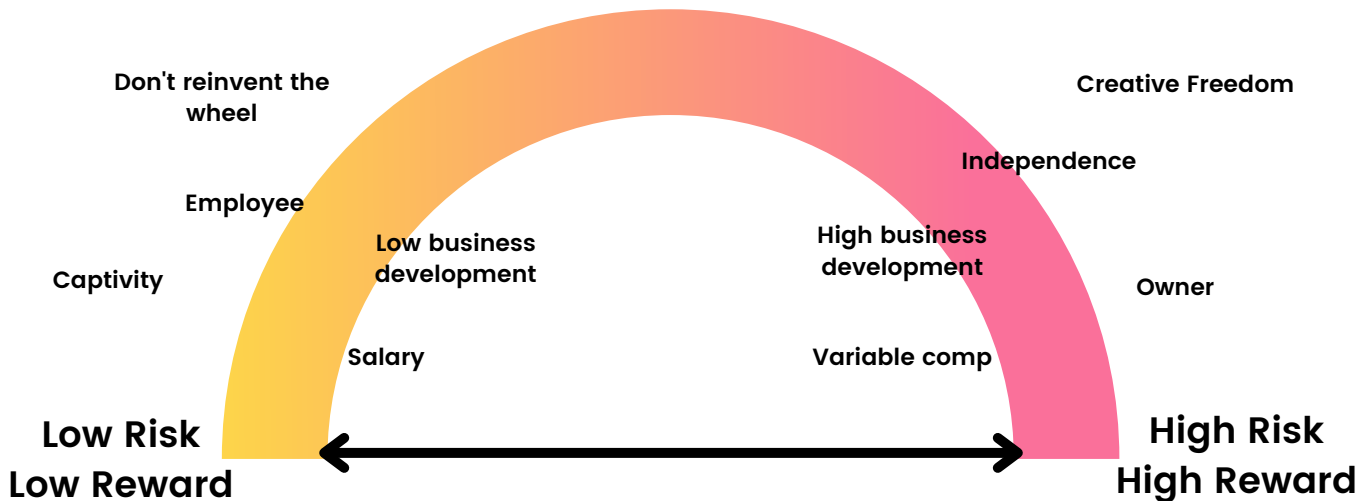


Advisor Risk Tolerance Questionnaire

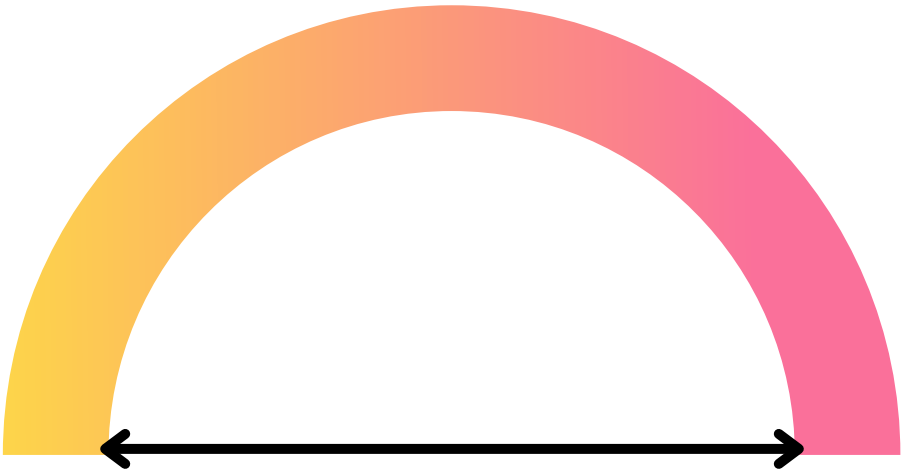
How to assess the perfect position for your next-gen talent



General Risk	How would you describe your tolerance for risk?	Do you prefer a higher salary and lower variable comp? Higher variable comp and lower salary?	What financial responsibilities do you have today? Kids? Spouse? Parents? Mortgage? etc
Business Development	How excited are you about prospecting for new clients?	Where would you find a new client if you had to find one tomorrow?	How do you feel about marketing, networking etc?
Creativity	Do you love to create new things? Or think outside of the box?	How do you feel about following existing processes?	Do you have a vision of who you would like to work with and/or how you would like to work with them?
Ownership and Control	Do you see yourself as a business owner?	What excites you about owning and running a business?	Do you like to have control over the work you do and the work of others? Are you a visionary or an executor?

Name _____

Advisor Risk Tolerance Notes



General Risk

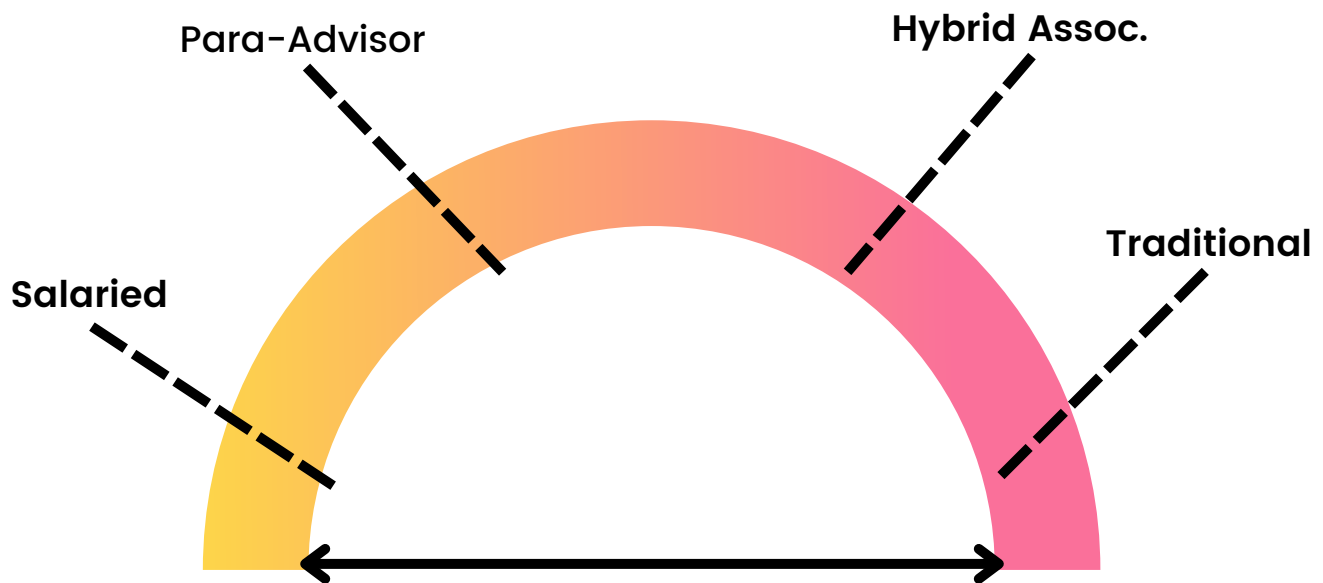
**Business
Development**

Creativity

**Ownership
and Control**

Advisor Models

Choosing the right model



Traditional	Traditional Advisor Track <ul style="list-style-type: none"> • High risk • High reward • "Eat what you kill" • Find clients by selling info • Low training • Low supervision 	100% commission based	High variance of success Industry rate: 16% Smallest Pool of candidates
Hybrid Assoc.	Hybrid Junior Track <ul style="list-style-type: none"> • Assign a block of opportunities • Might start as an intern • Intrapreneurial • High freedom • Doing marketing too • Medium training • Medium supervision 	100% commission based OR Salary for base work. OR maybe they take a 30-50% of revenue from assigned block of clients + whatever business they find.	Lower variance of success for an candidate that knows enough
Para-Advisor	Junior Para/Advisor Track <ul style="list-style-type: none"> • "Zoo Bear" <ul style="list-style-type: none"> ◦ Sits by your side • Might start as paraplanner • Grows into talking in meetings • High training • High supervision 	100% commission based but with a floor. Because you do everything together, maybe they take a 30-50% split based on the work they do. MDRT splits for reference	Lower variance of success Requires a lot of time, but ensures that someone knows exactly what they're doing
Salaried	Salaried Advisor Track <ul style="list-style-type: none"> • Paid a salary <ul style="list-style-type: none"> ◦ bonus for metrics • Might start as an intern • Clear cut list of reqs and tasks to complete • High training • Medium supervision • House bear" 	100% salary and bonus for certain metrics. Base salary is ~ 50% what you think they would do Other 50% bonuses based on activity Track business they bring in to be used as base revenue	Lowest variance of success For the lowest risk tolerance or needing more structure