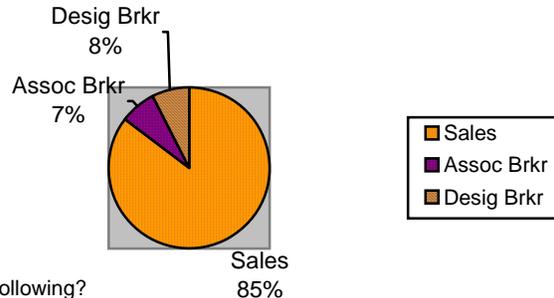


# Idaho Real Estate Commission 2005 Real Estate Education Survey Results

This survey was designed to gather licensees opinions about the tasks that make up their jobs. We recognize that a licensees job duties are defined license type, area of specialty, and other aspects, however the same survey was sent to all participants. 1000 surveys were sent and responses were received from 291, a 29.1% return. There were two parts of the survey "General Information" and "Knowledge Areas."

1. Which type of real estate license do you currently

Active Salesperson	248	Inactive Salesperson	0
Active Associate Brokers	21	Inactive Broker	0
Active Designated	22		



2. What percentage of your time spent in real estate do you devote to the following?

Active Sales	Active Associate Brokers	Active Designated Brokers
10.75% Administration and sales	14.76% Administration and sales	26.64% Administration and sales
1.00% Appraising	2.86% Appraising	3.18% Appraising
3.97% Building and development	7.62% Building and development	1.36% Building and development
4.07% Commercial	2.74% Commercial	7.82% Commercial
2.60% Counseling:	2.74% Counseling:	3.18% Counseling:
5.33% Farm and land	13.33% Farm and land	7.50% Farm and land
0.37% Industrial sales/brokerage	0.24% Industrial sales/brokerage	0.41% Industrial sales/brokerage
0.87% Instruction of real estate	1.67% Instruction of real estate	1.82% Instruction of real estate
0.52% Mortgage Finance	0.71% Mortgage Finance	0.41% Mortgage Finance
2.76% Property	1.67% Property	1.27% Property
3.77% Recreational sales/brkrge	2.62% Recreational sales/brkrge	7.86% Recreational sales/brkrge
59.13% Residential sales/brokerage	49.29% Residential sales/brokerage	32.36% Residential sales/brokerage
0.18% Syndication	0.00% Syndication	0.00% Syndication
1.80% Other:	0.00% Other:	1.41% Other:

3. In an average week, how many total hours do you spend working in real estate?

	Sales	Associate Brokers	Designated Brokers
0=None	2 (1%)	0 (0%)	0 (0%)
1=Fewer than 20 hours	20 (8%)	0 (0%)	4 (18%)
2=20-40 hours	108 (44%)	8 (38%)	4 (18%)
3=over 40	118 (48%)	13 (62%)	14 (64%)
Average:	2.40	2.62	2.45

(All three license categories appear to spend an average of between 20 and 40 hours a week in the real estate business. With the majority of the brokers spending over 40 hours a week in the real estate business.)

4. How many years have you been in the real estate business?

	Sales	Assoc Brokers	Designated Brokers
0=Fewer than 6	12 (5%)	0 (0%)	0 (0%)
1=6 months to 1 year	118 (47%)	0 (0%)	0 (0%)
2=1-2Years	43 (17%)	0 (0%)	0 (0%)
3=3-5 Years	18 (7%)	3 (14%)	1 (4%)
4=6-10Years	21 (8%)	2 (10%)	5 (23%)
5=11-20Years	19 (8%)	7 (33%)	7 (32%)
6=Over 20	17 (7%)	9 (43%)	9 (41%)
Average	2.28	5.05	5.09
	(between 1 & 2 years)	(approx. 11 years)	(approx. 11 years)

In these survey results, brokers appear to have approximately 10 years more experience than Sales people.

5. Which is the Highest level of education you have completed?

	Sales	Assoc Brokers	Designated Brokers
0=Less than High School	1 (0.4%)	0 (0%)	0 (0%)
1=Completed High School or Equivalent	29 (12%)	0 (0%)	5 (22%)
2=Completed Some College	104 (42%)	12 (57%)	4 (19%)
3=Completed College	70 (28%)	5 (24%)	7 (32%)
4=Graduate Degree	44 (18%)	4 (19%)	6 (27%)
Average	2.51	2.62	2.64

The level of Education completed by licensees varies slightly with brokers completing slightly more education than sales people.

6. What is your gender?

<b>Sales</b>	Male: 43.5%	Female: 56.5%
<b>AB's</b>	Male: 47.6%	Female: 52.4%
<b>DB's</b>	Male: 64.6%	Female: 36.4%

While Salespeople and Associate Brokers are almost 50/50, Designated Broker still appears to be male dominated field.

7. What is your present age?

Average:	Sales-42.28	Associate Brokers-55.38	Designated Brokers-56.86
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8. In which Idaho county is your principle place of business? (all Licensees)

Ada: 101	Bonner: 14	Clark: 0	Idaho: 2	Madison: 1	Teton: 3
Adams: 2	Bonneville: 13	Clearwater: 2	Jefferson: 0	Minidoka: 1	Twin Falls: 16
Bannock: 13	Boundary: 2	Custer: 0	Jerome: 0	Nez Perce: 0	Valley: 12
Bear Lake: 0	Butte: 0	Elmore: 3	Kootenai: 29	Oneida: 1	Washington: 2
Benewah: 2	Camas: 1	Franklin: 0	Latah: 3	Owyhee: 0	
Bingham: 2	Canyon: 30	Fremont: 0	Lemhi: 1	Payette: 5	
Blaine: 11	Caribou: 1	Gem: 1	Lewis: 0	Power: 0	
Boise: 0	Cassia: 2	Gooding: 1	Lincoln: 0	Shoshone: 3	

9. Do you feel salesperson pre-license real estate education is sufficient for newly licensed salespeople to begin a career in the real estate industry?

Sales	Yes=46%	No=54%
AB's	Yes=29%	No=71%
DB's	Yes=40%	No=60%

Less than half of the licensees surveyed feel that the newly licensed sales person is sufficiently educated and the associate brokers seem to view of the salespersons readiness as really poor.

10. Indicate the THREE (3) skills you believe newly licensed salespeople are LACKING the most:

Completing Forms	164	License Law	54	Closing	39	Advertising	19
Negotiating Skills	93	Financing	51	Selling Properties	37	Math	11
Contract Law	67	Listing Properties	51	Presenting Offers	31		
CMA's	59	Communication	45	Technology	28		
Marketing	55	Agency	40	Other	27		

OTHERS SPECIFIED: Basic Business Sense; Business Administration; Business Costs; Contracts, New Construction; Daily Functions; Ethics, Field Experience, Financing; Getting Started; Hands on; How to find listings and expect; Mostly Practices, skill learned; Personal Integrity/Ethics; Phone Skills; Presenting Multiple Offers; proc of buy re from re21 to cl; Professionalism; Real Estate Experience; Responsibility for actions; Writing Offers.

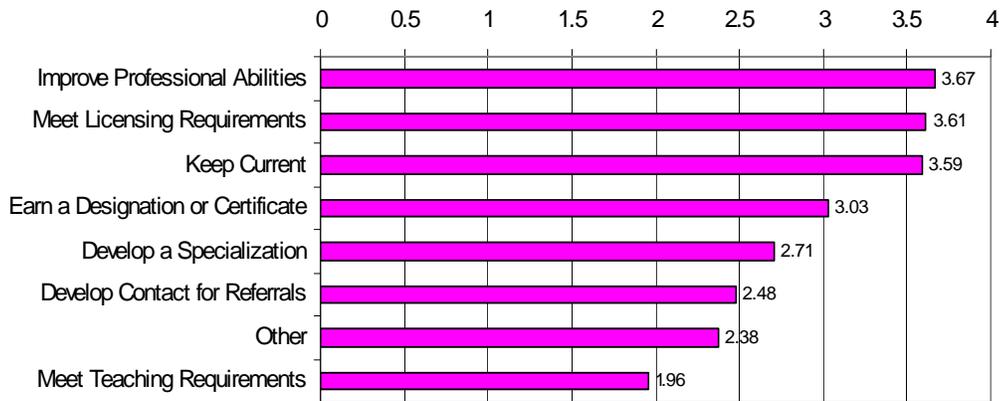
11. Indicate which type of training your company offers to supplement the required Pre-License education? (All licensees)

Individual training as needed instructed by the broker or office	154
Group training instructed by the broker or office	140
Outside trainers brought in for group	76
Company offers a mentor or apprenticeship	44
Company pays for outside	24
Other	16

OTHERS SPECIFIED: agent husband; Always a trainer avail for questions; Broker encourages continuing ed; ce credit classes; Century 21; Formal 40 hour beginning course; Good broker to answer questions; great broker; group online training; Internet; Introductory Training/Apprentice; Forms; Online training; Skills

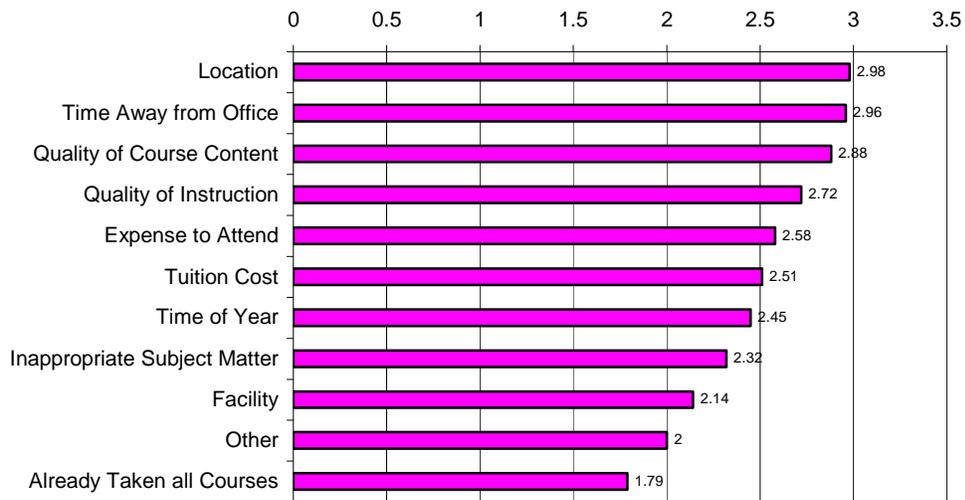
12. How important have the following factors been in motivating you to take real estate course after licensure? (Using the scale 0=Don't Know or No; 1=Not Important; 2=Slightly Important; 3=Moderately Important; and 4=Very Important)

### Motivating Factors



13. How important have the following factors been in keeping your from taking more courses? (Using the scale 0=Don't Know or No; 1=Not Important; 2=Slightly Important; 3=Moderately Important; and 4=Very Important)

### Un-Motivating Factors



14. For each statement listed below, indicate the extent to which you agree (using the values: 2=Strongly Agree; 1=Moderately Agree; 0=No Opinion; -1=Moderate Disagree; -2= Strongly Disagree)

	Salespersons	Associate Brokers	Designated Brokers
Courses available from all sources are sufficient to meet needs of real estate practitioners	0.62	0.19	0.41
Education requirements prior to sales licensure should be increased	0.89	1.00	1.05
Education requirements prior to broker licensure should be increased	0.37	0.67	0.82

(All three groups agreed that these three statements are true.)

15. Do you believe that a "post-licensing" course should be required during the first renewal period of a salesperson's license, that is after the salesperson is licensed but prior to the first renewal?

SALES	Yes	114 (46%)	No (or no response)	134 (54%)
ASSOC BRKR	Yes	12 (57%)	No (or no response)	9 (43%)
DESGN BRKR	Yes	13 (59%)	No (or no response)	9 (41%)

16. What suggestions do you have for improving the continuing education requirements?

CMA's, Listing Presentations; Internet; A college degree should be a requirement! (As per Oregon); Higher Standards; Develop more interesting content. Teachers/presenters should be better trained to speak and hold the attendees' attention; Focus on forms – License laws, professionalism; Improve on live course offerings; Have real testing; Get better teachers who understand "adult" learning skills. Don't like "story teller" type teachers; Make them all electives so people can take courses to help them specialize or better focus on their "niche"; All classes approved for designation or certification in other states should count for CE credit. Each year Commission should approve a new 4 or 8 hour course in a specialty area of real estate law, finance, appraising, brokerage management, and real estate; More local classes prices as low as XXXXX. There are a lot of classes offered, but very pricey; Increase CE requirements for areas where agents get into trouble. Core course should be required every year; Offer them more in any area, fun instructors, & be educational too.; Either require apprenticeship/mentorship or post license requirements. More role play simulation. Practice, practice. Writing forms, after the sale or other; More Nampa locations; Find out what may be the largest or most severe problem. Few are offered in Valley County; Too many classes are infomercials to sell the instructor's books, tapes, etc.; Mandatory that brokerages require training once a month; My experience at XXXXX School did not properly prepare me for the exam. It was a contentious adversarial experience with XXXXX and the Commission provided courses for free; Facilities need to be evaluated frequently; Something like Rookie Realtor. In post licensing have a test on pertinent topics, agency, law, etc. to see how well people are really doing on them, also have a class to review the test material; Lengthen the process so you can have time to do mock listings and get more comfortable with the paperwork; We need more courses in Boise and McCall; More courses offered locally; Make courses more interesting; More classes on forms, keeping everyone up to date; Having on-line courses available has been very helpful. Feel the continuing ed courses have been ok; More variety, more specialized fields; Broker classes are tough and beneficial. The bar should be raised on new salespersons; Mock contract scenarios; Don't allow people who have had a license more than a year to take the Rookie Realtor course; Contract courses, financing courses, and some marketing courses would be nice to see offered more often; Need participation from broker. Competing brokers in Valley County are too busy to keep up with laying solid foundation; More education opportunities at XXXX and CDA; Talk more about real life real estate issues, maybe open panel topics about things people have personally encountered.; Spend more time on completing contracts sufficiently; Instead of 90 hours it should be 300 to 500 hours; Online classes; No cell phones allowed (on or off); Etiquette I think is a big problem... There are a lot of people that treat others with no respect. Don't really know how a person accomplishes this task, so just a thought, I guess.; Have them more readily available in my living area. Most are over 100 miles away; Classes closer in our area with educators who know the material they are teaching; I feel the pre-license courses did not prepare me for the tests. Even though I passed, it was an extremely frustrating and demoralizing experience.; Rookie Realtor class to be taken within one year of licensure; Today's system seems to be working well; Teaching is a skill that not all have. So those who teach need to be instructed on how to present with energy and excitement; Be sure that all courses are offered where travel is at a minimum; Revise subject matter; More classes offered. Classes spread out (1 day a week for 4 weeks) instead of trying to take 4 days off in a row. I believe we have enough in place. I currently hold a certified crop advisor license and this requirement is CEMs in 2 years, it's very costly; Clear explanation of requirements. Clear understanding of continuing education; Online courses; Do not take valuable class time teaching high school level math, i.e. how to compute percentages to sq ft.; Offer more local Rookie Realtors classes; More online courses; Offer continuing education classes in Canyon County; Be interesting and fast paced not slow and boring; Make classes more interactive and not so boring. Relate it to real life scenarios; I feel that the courses offered are sufficient; Locations offered should be varied and smaller sizes; More location options; More evening classes available for those of us that work another job during the day or are busy during daytime hours; It seems that the courses that interest me are rarely available and clear up in northern Idaho which requires lengthy travel and time away from office; More time in class. Spend time doing listings, sales, detailed instructions on contract law and our contract documents; Mentor program or something so they physically do some paperwork and the whole process prior to ruining someone's life.; So far so good; The continuing education has been good so far; Practical Application; Keep at it; Completing Forms; Keeping up on timely issues; Most courses I have taken focus on the minimum requirements instead of giving a good working knowledge of the subject. I would prefer a series of courses that build on the previous course with an instructor that knows more than residential markets; Offer them for less money to realtors; Mandatory apprenticeship for a minimum of six months after license; Letting the realtor know what they need to take to fulfill the requirements for renewal and be totally accurate in your statements or requirements; We need to improve the method in which we suggest the value of ethics; Have brokers/other agents decide where license is lacking; Fewer required hours of education; Actual real estate transactions, role playing; Make courses less lecture like and more interactive; More Classes need to be made available addressing land purchase and sales and new construction sales and listings; More classes; Offer as wide a variety as possible as often as possible; Make it more relevant to work; Bring down costs to allow newer agents who haven't earned income yet to attend more classes; need to cover multiple offers more and focus on needs as the market changes. For example, now we are experiencing a sellers' market so we all have to adapt to that. In two years or so we might be in a buyers' market; There is some confusion with Commission courses satisfying licensing requirements; While I studied hard and my course was excellent, I feel more "practical application" of the law and real estate practices would have been very valuable. In other

words, "Here's an example of what it takes to get a buyer/seller from re 21 to close and after!" I wish I knew more litigation issues; There should be more on writing contracts/forms and their purpose. Also continuing education classes on the flow of both sales and listing would be helpful.; More courses on the various real estate forms; Cost of some of the classes is high; Keep them informative and up beat; Restrictive, higher education levels, higher fees; Location! Bring more classes to Sandpoint/Bonnors Ferry; More instruction on use of Paragon ESP CMA presentation, marketing tools; Have more classes dealing with rural properties as opposed to everything with residential and commercial; More classroom hours on law and ethics; Include more courses on contract writing and comprehension; I feel the IREC has done a great job in the last 5-7 years. So much more is offered than there was available 20 years ago. I try to take advantage of these great classes; We need a class that walks through the whole procedure of listing and selling; Specifically, I think a class on tax consequences of buying and selling homes and other real estate would be valuable. Generally, I find that the courses I've taken try to cover too much information. I'd like narrower topics and in depth info; Give more options/locations. Not just in Boise!; I think the ? of coverage should be increased. (Possibly a course for new agents and brokers, showing on pretty broad and general outline dealings with planning and zoning, building permits, inspections, services and some areas of health department & meeting; More commercial; Make the full real estate law course a pre-requisite for new licensees; Maybe be more specific as to where the requirements could be filled based on experience. I had no idea which classes should be taken or if they were worth taking; About right; I feel a good system is in place. Can be fine tuned to particular areas and requirements; Seemed like a lot of information to cover in 90 hours of class time; Make it affordable for new licensees. Within first year which is the hardest to get through, give discounts on tuition for continuing education ; More information on day to day functions, contract wording, typical scenario, etc.; Stress the importance of the language/content on the forms; Locations at smaller towns; I think the continuing education requirements are good now that the hours have been increased; There isn't much offered if you are doing agriculture or commercial properties; Better Instructors; Lower the cost and add more classes during January and February; Options for continuing education that are all inclusive, such as 16 hours that cover a great deal of information relative to today's market.

17. Indicate your degree of interest in taking a continuing education course in the following distance learning options (check all that apply):

Scale used: 4=Very Interested; 3=Moderately Interested; 2=Slightly Interested; 1=Not Interested; 0=Don't know or did not respond.

	Salespersons	Associate Brokers	Designated Brokers
Audio Tape	1.94	1.70	1.79
Video Tape	2.34	2.10	1.89
CD-Rom	2.69	2.30	2.16
Correspondence	2.15	1.75	1.50
On-line	3.08	2.33	2.32

18. How supportive is your broker? scale used: 4=Very supportive; 3=Supportive; 2=Somewhat Supportive; 1=Not very

Salespersons	3.57
Associate Brokers	3.57
Designated Brokers	3.84

19. Should there be an additional license for farm and ranch?

	Yes:	No (or no response)
Salespersons	85 (34%)	163 (66%)
Associate Brokers	9 (43%)	12 (57%)
Designated Brokers	4 (18%)	18 (82%)

20. Should there be an additional license for commercial?

	Yes:	No (or no response)
Salespersons	126 (51%)	122 (49%)
Associate Brokers	13 (62%)	8 (38%)
Designated Brokers	8 (36%)	14 (64%)

21. What year did you take and pass your salesperson pre-license course?

1959	1	1980	2	1990	2	1999	7
1969	1	1981	3	1991	4	2000	5
1973	1	1982	1	1992	2	2001	5
1974	2	1984	2	1993	2	2002	15
1975	2	1985	2	1994	6	2003	9
1976	1	1986	3	1995	4	2004	148
1977	4	1987	3	1996	2	2005	24
1978	4	1988	3	1997	7		
1979	2	1989	2	1998	5		

Additional Comments:

- New licensees need to be taught more about contracts & what is in them. How to write them for different scenarios, better understanding of the construction process, building materials, appliances, upgrades, etc.
- Do away with salesman license, require all new licensees to be brokers such as Colorado. Existing salesman would have two years to pass brokers test. Encourage a pre-broker apprentice program so new people could work as assistants to established brokers.
- I feel that for those with valid reasons of going inactive for a time should not have to take CE when they are inactive. It is cost prohibitive when out of work on maternity leave, health issues, etc. (Editor's note: Licensees do not have to take CE when they are inactive).
- Every new agent should be required to have their broker's license and all other agents should be required to obtain their broker's license. There are so many agents who get their license to "try real estate". These "fly by night" agents wreak havoc on those of us that are professionals and take care of our clients. Only by raising the bar for excellence, will the real estate industry ever gain the respect and trust of the public.
- I think the two week course is a slammer. 10 days! I'm a realtor! It should take longer, once or twice a week with more time for study and practice. Turning in completed forms for instructor to look at, etc. More time spent means better success in education. Make it a little harder and longer to get licensed... even six months.
- I think there needs to be a limit to the number of agents that a broker has. That broker needs to be more actively involved in training agents.
- The education for license is adequate, the "real-life" of real estate soon sorts out the 60-70% turnover. The "sink or swim" of being an independent contractor, as always, is a better and more lasting education. The courses that I have taken since licensing are more valuable because there is now a basis for the education.
- I feel new agents are ill prepared to work in real estate after completing 2 courses especially two crash courses completed in two weeks. It's hard to narrow down to three the skills that agents are lacking.
- We don't have many courses offered for farm and ranch brokers. We don't need so much in each required class.
- MLS accuracy is becoming increasingly inaccurate. IREC should share this fine with the agents to encourage reporting and fixing of errors.
- I would love to see a post exam, pre licensing course to review important concepts that are not covered in Module I or II.
- I was somewhat disappointed last year attending the pre-license course. No time was spent learning how to fill out the contracts, and that's a BIG part of our careers out here in the field. Also, very little time spent with financing.
- Idaho's licensing procedures are accurate.
- Also had 10-11 years experience in a different state.
- I do think there are a lot of great benefits and great people that do a lot to make the industry more fair and more honest. Every where you look there are lots of different people and ideas. I think the ones suggested here are great.
- I enjoy selling real estate! It's a great career!
- I am currently a Rookie Realtor instructor and past president of IAR. My husband and I also own a real estate company and currently have 28 licensed agents. Quality education is encouraged and rewarded in our company. I appreciate the opportunity to participate in this survey.
- Training is good, but being new, there is much that I am clueless about. Perhaps money management/tax options would be a good course for credit, to help people understand the tax structure better.
- There should be more classes on farm, ranch, and commercial.
- Brokers office to assist or shared with another agent for his/her expertise, seems to be very educational.
- We need to increase amount of pre-licensing education required to gain licensure.
- I would like more courses in: new construction, land development, zoning, farm and ranch, commercial and more available here in Idaho Falls area. All instructors have been interesting and informative so far. We just need more variety. I've enjoyed my work and working with Remax associates has been a great experience. Real estate is a wonderful profession.
- Stronger classroom instructors on the real issues facing how agents put together their initial contracts.
- People are thrown to the wolves and give good agents a bad name. They want to make the money but have no idea of the actual attention to detail and work a deal requires and only experience can teach.
- I believe knowledge is power. I can approach any type of sale or listing with a can do attitude. But I much prefer equipping myself either through experience or good instructional courses, with accurate, effective knowledge.
- Little experience in commercial.
- We are a small town with all types of Real Estate. Education I received was very good, but a young newly licensed staff member is quite lost. I feel life experiences make for a better realtor. I do not think you can teach everything needed in such a short time.
- I enjoy and take lots of classes but believe that I will never get to a point where I don't need to take classes. This is a fast moving and fast changing business; just trying to keep up means taking more classes.
- Too much emphasis is given on licensing rather than actual ability.
- I feel it should be tougher to get a RE License. The current RE classes are very basic. This is fine if your office provides additional training, but many do not. Perhaps a required apprenticeship should be required. This would allow new agents to still learn the ropes, but be under the supervision of a seasoned agent.
- I believe it is far more important that new salespeople learn the intricacies of real estate from on the job training or their broker or company training than to try to mandate excessive pre-license courses that may or may not apply across the board to the areas of real estate which new licensees may go into.
- I don't feel additional licenses should be required, however, I do feel continuing education courses in each area of real estate should be required.

- I wish pre-licensing courses had more training in filling out contracts, using the MLS system, etc. When I took the class I learned a lot of law and issues surrounding law, but not enough practical knowledge to actually feel confident in RE. Some brokers aren't able to or do not have time to help with filling out those first offers & counter offers; they expect you to know it. I also wish the class had a mock MLS system & computers available so students would learn how to do CMA's and property searches, etc. Most people I know who do real estate have said that the pre-licensing class doesn't teach you what you REALLY need to get started and I agree.
- New agents come into the industry by the hundreds. They do not have the knowledge to represent their clients. This hurts our industry until they gather the experience they need.
- In our market there is not enough business/farm and ranch to specialize. One has to depend on the assistance and cooperation of the owners.
- There is a significant social attitude that views realtors as "sneaky" salespeople who get paid too much. It seems as if this attitude faded in the 90's and is reappearing. The best solution to a saturated salesperson market is to heighten the levels of education, mainly requiring a college degree. The attitude today is that ANYONE can get their license and be a realtor.
- You might offer special designations for farm and ranch and commercial for the people who would like to specialize in that but not limit them to only that type of sales.
- More Instructors, Evening Classes, Higher Fees.
- There should be an MLS for Commercial Real Estate.
- RE: #19 & 20 - I am not sure an additional license is necessary but certainly additional trainings and designation.
- I think we need to place a much greater degree of importance on realtors dealing with each other, also more thought from the realtors concerning what is fair and good for the client (buyer/seller). Much of our time is spent building goodwill and trust, (the income will follow)
- I believe everyone needs more, more and more education. Things change rapidly and I have never walked away from a class and not learned something new.
- I think we need more requirements and education for new licensees. They are coming out of school with a license to practice real estate and they have no idea how to write a contract, how to use forms, or negotiations. It puts a lot of stress on others.
- There should be additional classes offered. When we took the classes, the classroom part about filling out forms in story form was really confusing. If you would state the "Players meaning, buyers & sellers, and pertinent info it would make learning how to fill out the forms easier. We spent so much time reading and rereading trying to understand the "story", it would give the student more time to understand the forms.
- I love being apart of the real estate industry! However, I yearn for further education and designations but cannot seem to budget the cost into an already mounting expense just to get off the ground. Plus the cost of living and healthcare, advertising, and it goes on...
- We are flooded with new agents in our area. They aren't familiar with the sewer/septic systems, their brokers aren't watching what they are doing/saying to the customers. They really aren't familiar with the forms we use. We also have brokers selling land to developers that have soil types not suitable for development.
- Vacant land and water rights and animal numbers per acre are always changing.

**Knowledge Area scatter graphs**

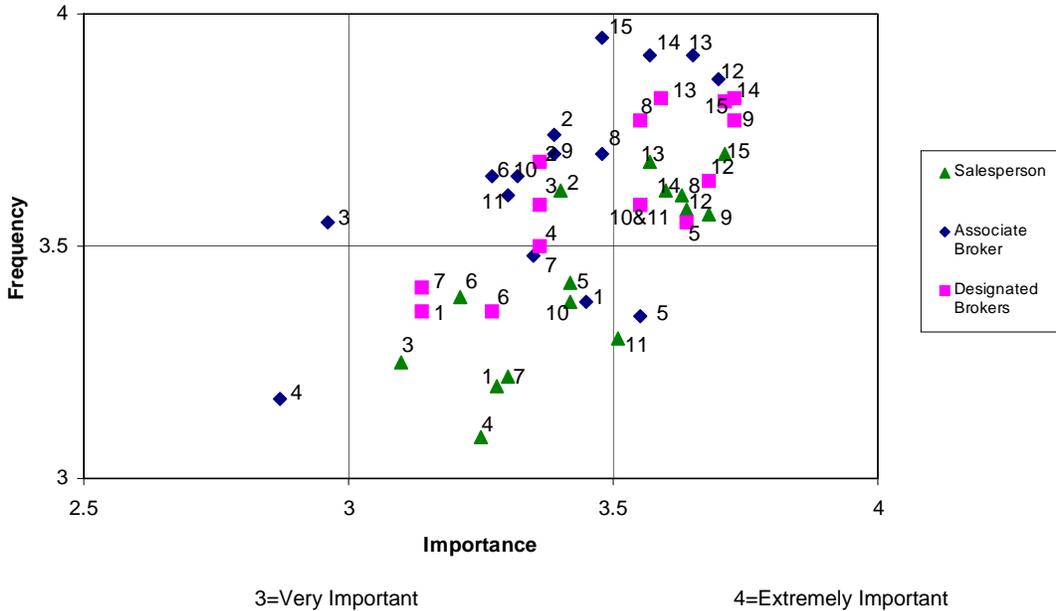
Most of the respondents selected similar ratings for each task in the knowledge area groupings causing the plotting points of the graphs to be all in the same area. To “spread out” the graph points so they could be labeled and the reader could still make out the labels, blank areas of the graphs were eliminated by adjusting the starting points of each “knowledge area” as appropriate. This improved the readability of the graphs on the next 15 pages.

In this knowledge area the scale for “frequency” starts at “3=Sometimes” and the scale for “importance” starts at 2.5, half way between “2=Somewhat Important” and “3=Very Important”. The scale points of “2=Rarely,” “1=Never,” “1=Not Important,” and “Somewhat Important” have all been eliminated from this graph.

Knowledge Area:

**Contracts and Agency Relationships with Buyers/Sellers and Federal Requirements**

Scale for “Frequency”  
4=Often



3=Sometimes  
(2=Rarely & 1=Never)

Scale for “Importance”  
(1=Not Important & 2=Somewhat )

3=Very Important

4=Extremely Important

Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed
1. Buyer Brokerage	3.30	3.22	10.89%	3.45	3.38	12.00%	3.14	3.36	4.55%
2. Difference Between Customer & Client	3.40	3.62	5.65%	3.39	3.74	4.00%	3.36	3.68	4.55%
3. Types of Listings	3.10	3.25	7.26%	2.96	3.55	4.00%	3.36	3.59	4.55%
4. Compensation Agreements	3.25	3.09	8.06%	2.87	3.17	4.00%	3.36	3.50	4.55%
5. Concept of Due Diligence	3.42	3.42	16.13%	3.55	3.35	12.00%	3.64	3.55	4.55%
6. Role of Property Inspection	3.21	3.39	6.85%	3.27	3.65	4.00%	3.27	3.36	4.55%
7. Creation/Termination Agency Relationships	3.28	3.20	8.87%	3.35	3.48	4.00%	3.14	3.41	4.55%
8. Listing Contracts	3.63	3.61	9.27%	3.48	3.70	4.00%	3.55	3.77	4.55%
9. Elements of a Valid Contract	3.68	3.57	14.11%	3.39	3.70	4.00%	3.73	3.77	9.09%
10. Fiduciary Relationships	3.42	3.38	13.31%	3.32	3.65	4.00%	3.55	3.59	13.64%
11. Performance and Termination of Contracts	3.51	3.30	8.87%	3.30	3.61	4.00%	3.55	3.59	4.55%
12. Contingencies and Terms	3.64	3.58	15.32%	3.70	3.86	4.00%	3.68	3.64	13.64%
13. Presentation and Acceptance of Offers	3.57	3.68	10.48%	3.65	3.91	4.00%	3.59	3.82	13.64%
14. Counteroffers and Rejection of Offers	3.60	3.62	13.31%	3.57	3.91	12.00%	3.73	3.82	9.09%
15. Sales Contracts	3.71	3.70	8.87%	3.48	3.95	8.00%	3.71	3.81	9.09%

No adjustment was made on this Knowledge Area.

Knowledge Areas:

### Brokerage Operations

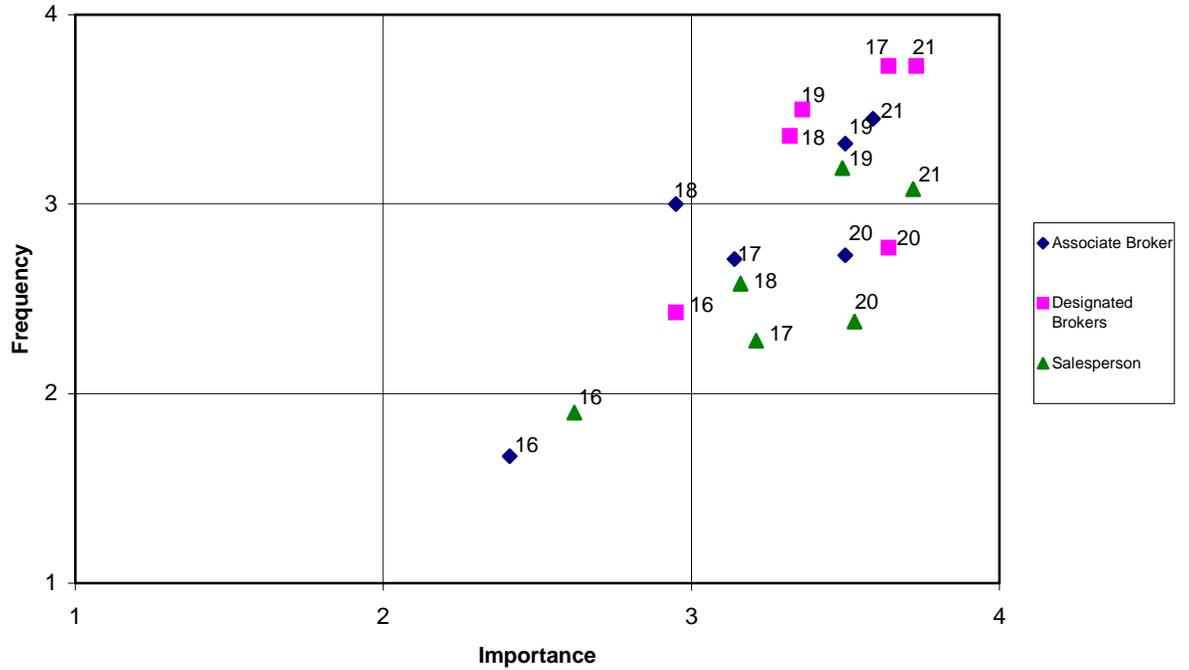
Scale for "Frequency"

4=Often

3=Sometimes

2=Rarely

1=Never



Scale for "Importance" 1=Not Important 2=Somewhat Important 3=Very Important 4=Extremely Important

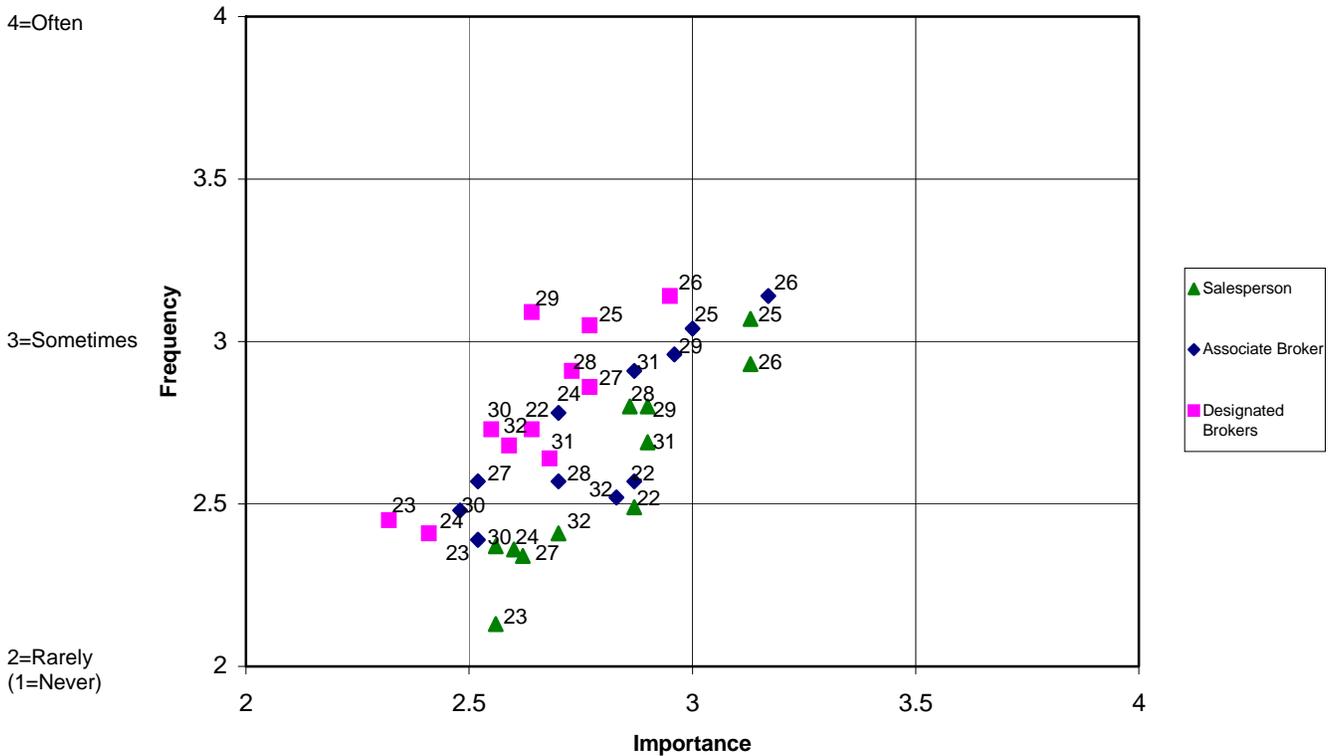
Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed
16. Puffing (Exaggeration)	2.62	1.90	4.84%	2.41	1.67	0.00%	2.95	2.43	9.09%
17. Broker management of escrowed funds (Trust Accounts)	3.21	2.28	8.06%	3.14	2.71	4.00%	3.64	3.73	9.09%
18. Contracts between broker and salesperson	3.16	2.58	6.45%	2.95	3.00	8.00%	3.32	3.36	9.09%
19. Payment of commissions	3.49	3.19	4.03%	3.50	3.32	0.00%	3.36	3.50	4.55%
20. Misrepresentation and fraud	3.53	2.38	7.66%	3.50	2.73	4.00%	3.64	2.77	9.09%
21. Concept of honest and fair dealing	3.72	3.08	5.65%	3.59	3.45	8.00%	3.73	3.73	9.09%

In this knowledge area, there are too many tasks to graph in one graph even with the elimination of the blank space, so the knowledge area tasks were divided into two parts. In this section, the scales for both "frequency" and "importance" start at 2—"2=Rarely" and "2=Somewhat Important". The scale points for "1=Never" and "1=Not Important" have been dropped.

Knowledge Areas: **Financing the Transaction and Settlement (Part 1)**

Scale for "Frequency"

4=Often



Scale for "Importance" 2=Somewhat Important  
(1=Not Important)

3=Very Important

4=Extremely Important

Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addnl Ed	Importance	Frequency	Addnl Ed	Importance	Frequency	Addnl Ed
22. Mortgage release	2.87	2.49	12.10%	2.87	2.57	4.00%	2.64	2.73	4.55%
23. Fannie Mae and Freddie Mac	2.56	2.13	14.92%	2.52	2.39	4.00%	2.32	2.45	4.55%
24. Flood insurance and certification	2.60	2.36	12.90%	2.70	2.57	0.00%	2.41	2.41	4.55%
25. Sources of loans	3.13	3.07	9.27%	3.00	3.04	4.00%	2.77	3.05	4.55%
26. Buyer prequalification calculations	3.13	2.93	14.11%	3.17	3.14	12.00%	2.95	3.14	4.55%
27. Hazard Insurance	2.62	2.34	7.66%	2.52	2.57	4.00%	2.77	2.86	4.55%
28. Lender's escrow for taxes and insurance	2.86	2.80	9.68%	2.70	2.78	4.00%	2.73	2.91	4.55%
29. Prorations	2.90	2.80	9.27%	2.96	2.96	4.00%	2.64	3.09	4.55%
30. Private mortgage insurance	2.56	2.37	7.66%	2.48	2.48	4.00%	2.55	2.73	9.09%
31. Calculations related to financing	2.90	2.69	14.11%	2.87	2.91	8.00%	2.68	2.64	4.55%
32. FHA and VA loans	2.70	2.41	14.11%	2.83	2.52	0.00%	2.59	2.68	9.09%

This is the second half of the section "Financing..." and this graph's scale points start at "2=Rarely" for the "Frequency" ratings and between "2=Somewhat Important" and "3=Very Important" for the "Importance" ratings. The scale points for "1=Never," "1=Not Important," and "2=Somewhat Important" have all been dropped.

Knowledge Areas:

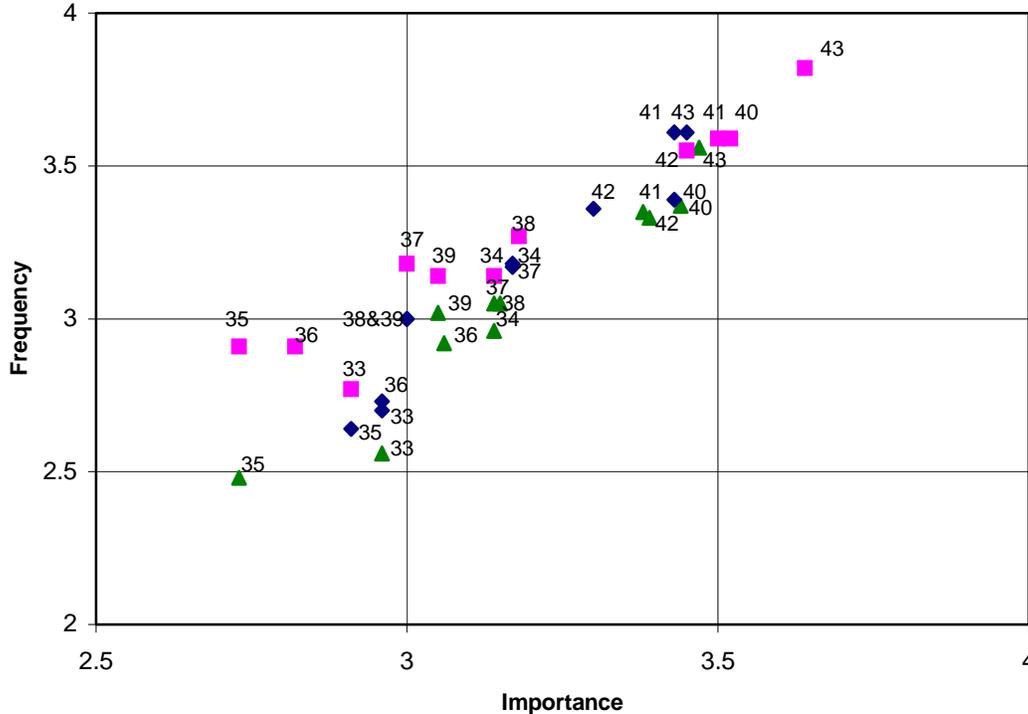
### Financing the Transaction and Settlement (Part 2)

Scale for "Frequency"

4=Often

3=Sometimes

2=Rarely  
(1=Never)



Scale for "Importance"  
(2=Somewhat Important)  
(1=Not Important)

3=Very Important

4=Extremely Important

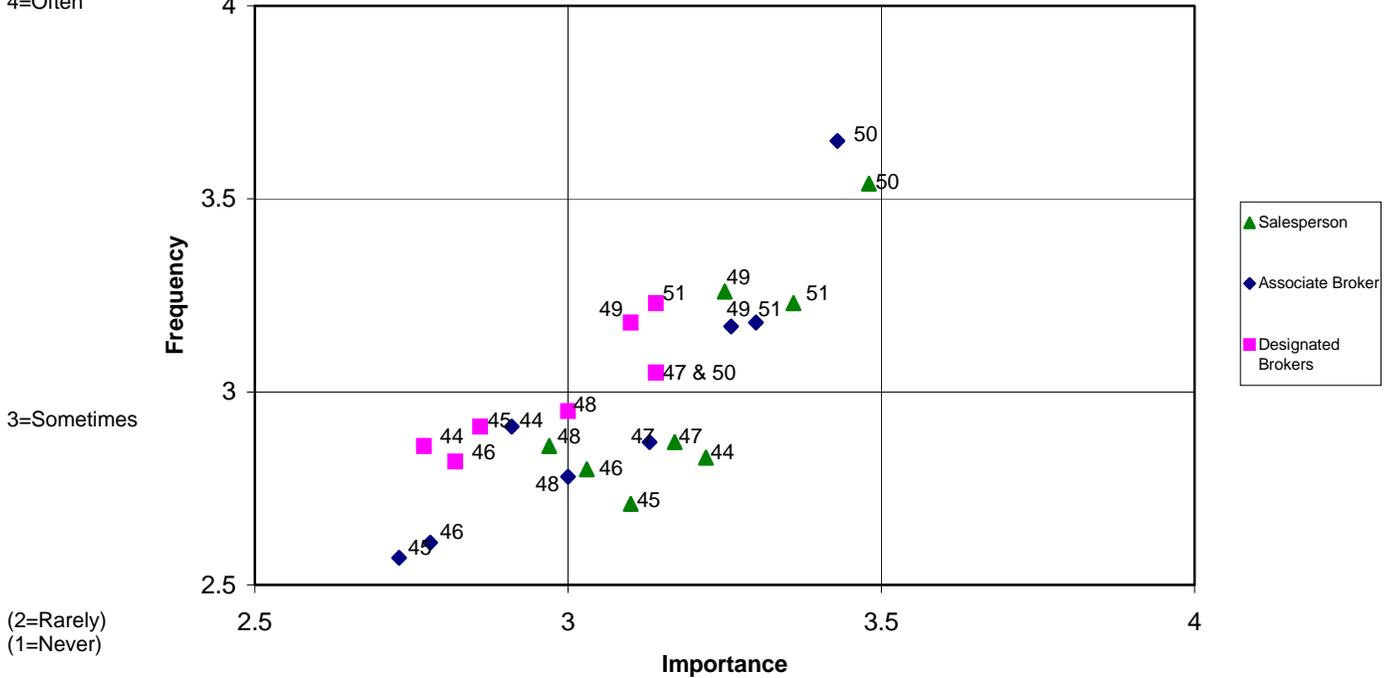
Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed
33. Truth-in-Lending Act (Regulation Z)	2.96	2.56	9.27%	2.96	2.70	0.00%	2.91	2.77	9.09%
34. Difference between prequalification and preapproval	3.14	2.96	10.48%	3.17	3.18	0.00%	3.14	3.14	4.55%
35. Mortgage provisions	2.73	2.48	9.27%	2.91	2.64	4.00%	2.73	2.91	4.55%
36. Types of loans	3.06	2.92	15.32%	2.96	2.73	4.00%	2.82	2.91	4.55%
37. Function of escrow in closing	3.14	3.05	12.50%	3.17	3.17	8.00%	3.00	3.18	4.55%
38. Elements of loans (e.g. down payment, interest rate, etc.)	3.15	3.05	12.50%	3.00	3.00	8.00%	3.18	3.27	4.55%
39. Financing terminology	3.05	3.02	14.92%	3.00	3.00	0.00%	3.05	3.14	4.55%
40. Understanding of closing costs and responsibilities	3.44	3.37	19.35%	3.43	3.39	4.00%	3.52	3.59	4.55%
41. Closing/settlement procedures	3.38	3.35	16.13%	3.43	3.61	8.00%	3.50	3.59	4.55%
42. Closing settlement documents	3.39	3.33	15.32%	3.30	3.36	8.00%	3.45	3.55	4.55%
43. Earnest money	3.47	3.56	6.05%	3.45	3.61	4.00%	3.64	3.82	4.55%

The scale for this graph starts between "2=Rarely" and "3=Sometimes" for the "Frequency" ratings and between "2=Somewhat Important" and "3=Very Important" for the "Importance" rating. The scale points for "1=Never," "2=Rarely," "1=Not Important," and "2=Somewhat Important" have all been dropped.

### Knowledge Areas: **Determining and Explaining Property Valuation and the Appraisal Process**

Scale for "Frequency"

4=Often



Scale for "Importance"  
(2=Somewhat Important)  
(1=Not Important)

3=Very Important

4=Extremely Important

Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed
44. Investment analysis of property	3.22	2.83	8.23%	2.91	2.91	2.00%	2.77	2.86	9.09%
45. Principles of value, including obsolescence/depreciation	3.10	2.71	5.81%	2.73	2.57	6.00%	2.86	2.91	9.09%
46. Appraisal approaches (cost, income, sales comparison)	3.03	2.80	0.16%	2.78	2.61	4.00%	2.82	2.82	4.55%
47. Tax benefits and consequences of owning real estate	3.17	2.87	4.19%	3.13	2.87	8.00%	3.14	3.05	4.55%
48. Definition of an appraisal	2.97	2.86	7.66%	3.00	2.78	8.00%	3.00	2.95	4.55%
49. Definition of market value	3.25	3.26	0.08%	3.26	3.17	4.00%	3.10	3.18	4.55%
50. CMA (comparative/competitive market analysis)	3.48	3.54	6.53%	3.43	3.65	4.00%	3.14	3.05	4.55%
51. Influences on property value	3.36	3.23	5.32%	3.30	3.18	4.00%	3.14	3.23	4.55%

The scale for this graph starts at “2=Rarely” for the “Frequency” ratings and at “2=Somewhat Important” for the “Importance” ratings. The scale points of “1=Never” and “1=Not Important” have been dropped.

Knowledge Areas:

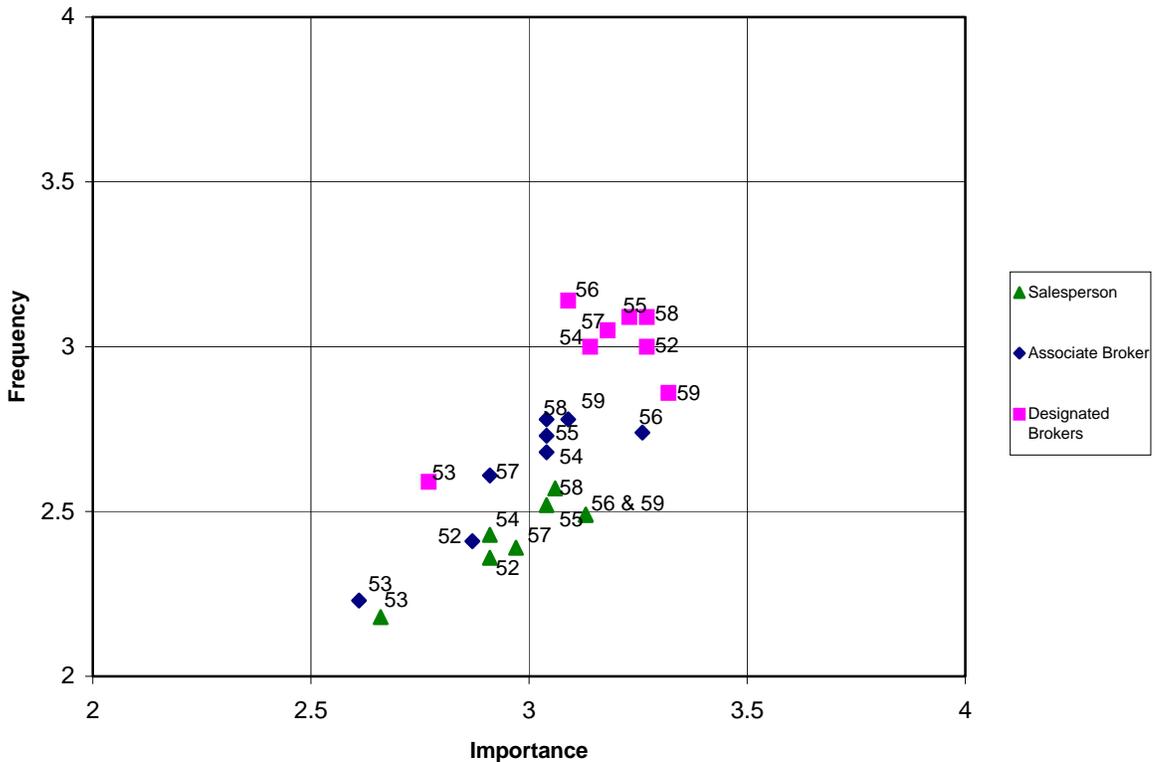
### Federal Laws Governing Real Estate Activities

Scale for “Frequency”

4=Often

3=Sometimes

2=Rarely  
(1=Never)



Scale for “Importance”

(1=Not Important) 2=Somewhat Important

3=Very Important

4=Extremely Important

Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addnl Ed	Importance	Frequency	Addnl Ed	Importance	Frequency	Addnl Ed
52. Antitrust laws	2.91	2.36	10.48%	2.87	2.41	4.00%	3.27	3.00	9.09%
53. Telemarketing and fax machine laws	2.66	2.18	7.66%	2.61	2.23	4.00%	2.77	2.59	9.09%
54. Truth-in-Lending Act regulation of advertising	2.91	2.43	8.06%	3.04	2.68	0.00%	3.14	3.00	4.55%
55. Federal laws regarding discrimination in advertising	3.04	2.52	4.84%	3.04	2.73	4.00%	3.23	3.09	4.55%
56. Real Estate Settlement Procedures Act (RESPA) (Regulation X)	3.13	2.49	12.10%	3.26	2.74	4.00%	3.09	3.14	4.55%
57. American with Disabilities Act (ADA)	2.97	2.39	8.47%	2.91	2.61	0.00%	3.18	3.05	4.55%
58. Federal Fair Housing Laws	3.06	2.57	6.85%	3.04	2.78	0.00%	3.27	3.09	4.55%
59. Discriminatory real estate practices	3.13	2.49	7.66%	3.09	2.78	0.00%	3.32	2.86	4.55%

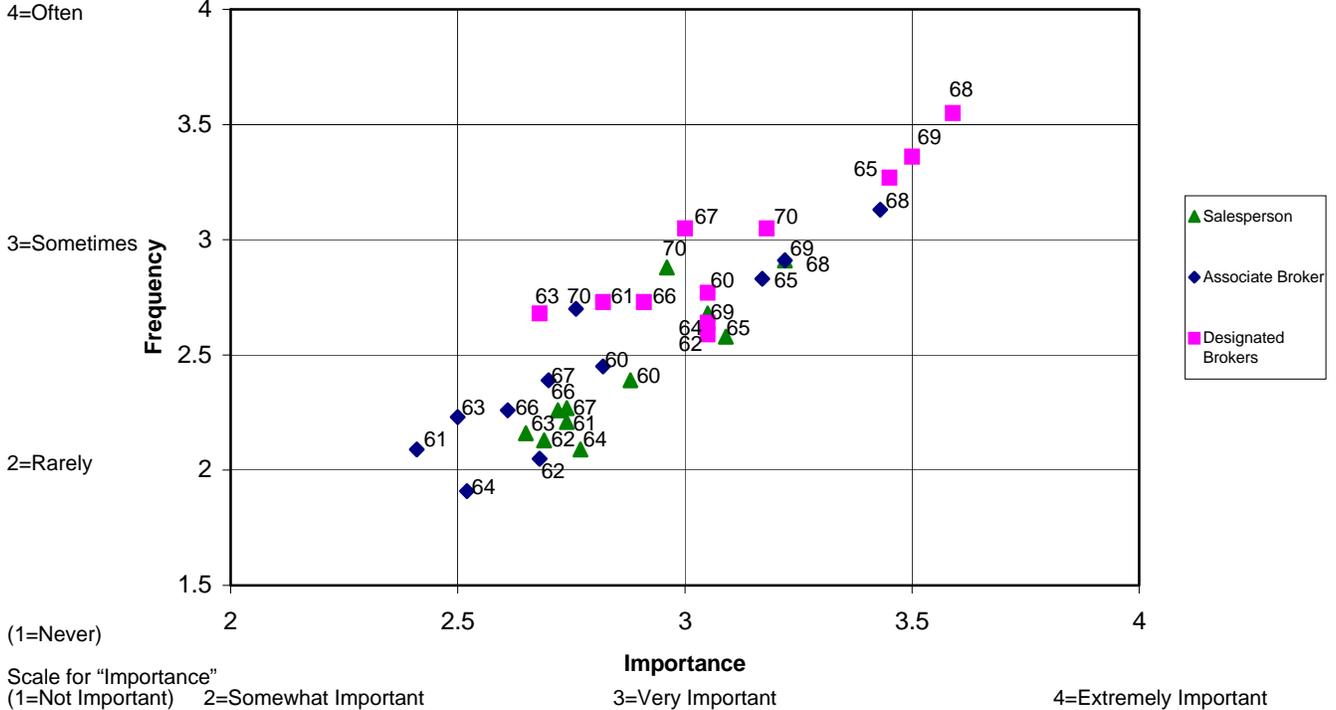
There appears to be a distinct difference in Designated Brokers and Sales Associates' opinions in this task grouping.

Again in this section of tasks there are too many tasks to graph in one graph, so it too has been divided into two parts for better readability. This graph's scale starts between "1=Never" and "2=Rarely" for "Frequency" and at "2=Somewhat Important" for the "Importance" ratings. The scale points for "1=Never" and "1=Not Important" have been dropped.

Knowledge Areas: **Real Property Characteristics, Definitions, Ownership, Restrictions, and Transfer (Part 1)**

Scale for "Frequency"

4=Often



Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed
60. Surface, subsurface, air, and water rights	2.88	2.39	12.10%	2.82	2.45	12.00%	3.05	2.77	9.09%
61. Forms of business ownership	2.74	2.21	13.31%	2.41	2.09	12.00%	2.82	2.73	9.09%
62. Voluntary and involuntary transfer of title	2.69	2.13	8.87%	2.68	2.05	8.00%	3.05	2.59	9.09%
63. Public land use controls—assessments and historic registries	2.65	2.16	10.08%	2.50	2.23	8.00%	2.68	2.68	9.09%
64. Eminent Domain	2.77	2.09	8.47%	2.52	1.91	0.00%	3.05	2.64	4.55%
65. Surveys	3.09	2.58	7.66%	3.17	2.83	8.00%	3.45	3.27	9.09%
66. Condominium, cooperative, and time-share ownership	2.72	2.26	6.85%	2.61	2.26	0.00%	2.91	2.73	4.55%
67. Appurtenances	2.74	2.27	9.27%	2.70	2.39	0.00%	3.00	3.05	4.55%
68. Deeds and warranties	3.22	2.91	12.10%	3.43	3.13	0.00%	3.59	3.55	4.55%
69. Ways to hold title	3.05	2.68	13.71%	3.22	2.91	12.00%	3.50	3.36	9.09%
70. Fixtures	2.96	2.88	4.03%	2.76	2.70	4.00%	3.18	3.05	9.09%

In this group of tasks, there seems to be quite a bit of difference in the scores with designated brokers scoring the tasks higher than the other two groups.

This is the second part of the tasks from the section "Real Property..." The scale for frequency starts between "2=Rarely" and "3=Sometimes" and the scale for "Importance" starts between "2=Somewhat Important" and "3=Very Important". The scale points for "2=Rarely," "1=Never," "1=Not Important," and "2=Somewhat Important" have all been dropped.

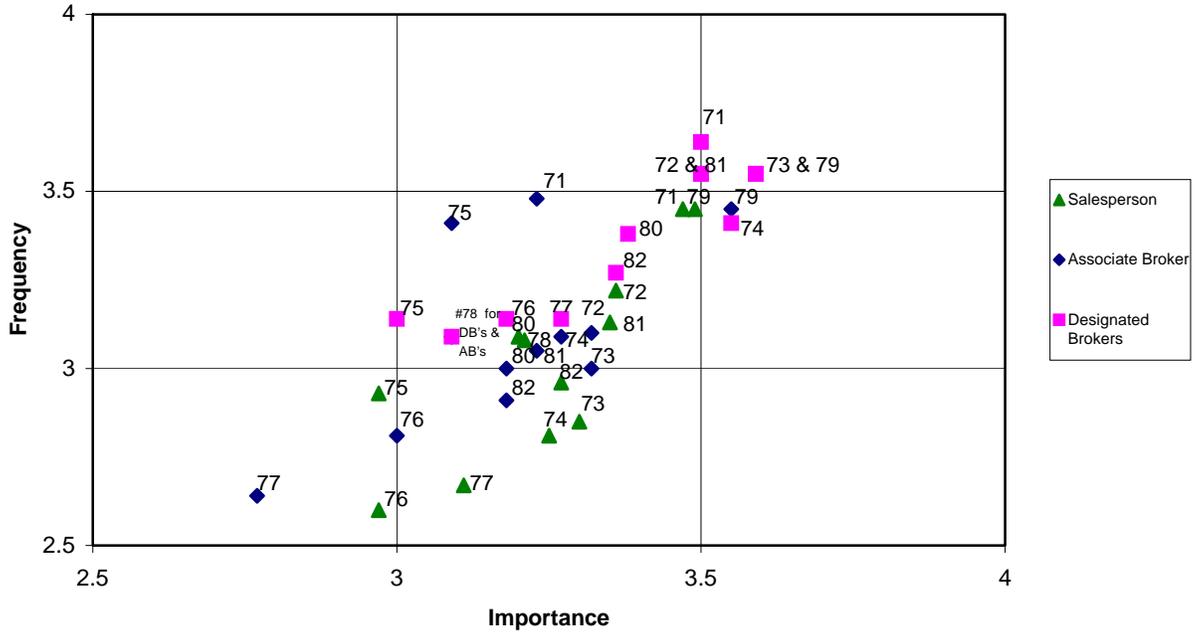
Knowledge Areas: **Real Property Characteristics, Definitions, Ownership, Restrictions, and Transfer (Part 2)**

Scale for "Frequency"

4=Often

3=Sometimes

(2=Rarely)  
(1=Never)



Scale for "Importance"

(1=Not Important)  
(2=Somewhat Important)

3=Very Important

4=Extremely Important

Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed
71. Title insurance	3.47	3.45	11.69%	3.23	3.48	4.00%	3.50	3.64	9.09%
72. Title search	3.36	3.22	6.85%	3.32	3.10	0.00%	3.50	3.55	9.09%
73. Title defects	3.30	2.85	10.48%	3.32	3.00	8.00%	3.59	3.55	9.09%
74. Title and survey issues	3.25	2.81	9.27%	3.27	3.09	4.00%	3.55	3.41	9.09%
75. Homeowners' associations	2.97	2.93	5.65%	3.09	3.41	0.00%	3.00	3.14	9.09%
76. Forms of ownership interest in land (estates)	2.97	2.60	9.68%	3.00	2.81	0.00%	3.18	3.14	9.09%
77. Types and priority of liens	3.11	2.67	9.68%	2.77	2.64	0.00%	3.27	3.14	9.09%
78. Property taxation	3.21	3.08	8.47%	3.09	3.09	0.00%	3.09	3.09	13.64%
79. Legal descriptions of property	3.49	3.45	5.65%	3.55	3.45	4.00%	3.59	3.55	9.09%
80. Characteristics of real and personal property	3.20	3.09	4.03%	3.18	3.00	4.00%	3.38	3.38	13.64%
81. Zoning/Subdivisions/Building Codes	3.35	3.13	17.74%	3.23	3.05	4.00%	3.50	3.55	13.64%
82. Other Encumbrances (e.g. easements, deed restrictions)	3.27	2.96	11.69%	3.18	2.91	4.00%	3.36	3.27	18.18%

This scale for "Frequency" on this graph starts between "1=Never" and "2=Rarely" and between "2=Somewhat Important" and "3=Very Important" for the "Importance" ratings. The scale points for "1=Never," "1=Not Important," and "2= Somewhat Important" have all been dropped.

Knowledge Areas:

**Property Conditions and Disclosures**

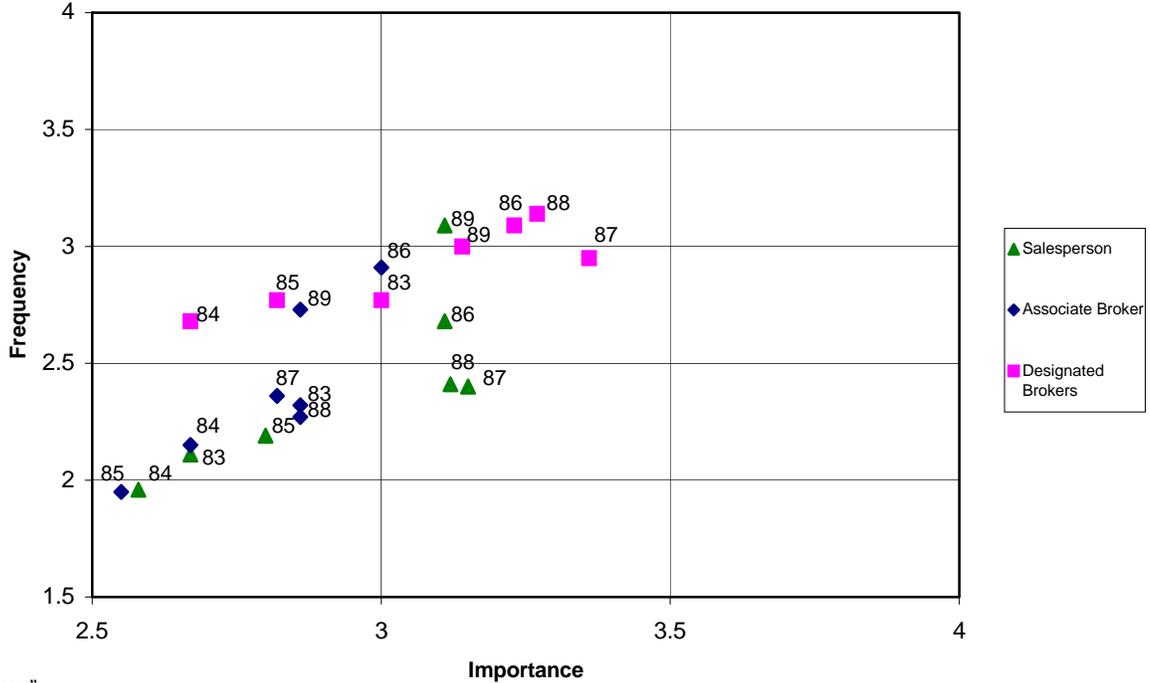
Scale for "Frequency"

4=Often

3=Sometimes

2=Rarely

(1=Never)



Scale for "Importance"  
(2=Somewhat Important)  
(1=Not Important)

3=Very Important

4=Extremely Important

Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addnl Ed	Importance	Frequency	Addnl Ed	Importance	Frequency	Addnl Ed
83. Stigmatized property	2.67	2.11	10.08%	2.86	2.32	0.00%	3.00	2.77	4.55%
84. Affiliated business disclosure	2.58	1.96	10.48%	2.67	2.15	16.00%	2.67	2.68	4.55%
85. Federal environmental law	2.80	2.19	8.06%	2.55	1.95	8.00%	2.82	2.77	4.55%
86. Material facts	3.11	2.68	6.05%	3.00	2.91	4.00%	3.23	3.09	4.55%
87. Hazardous materials	3.15	2.40	6.85%	2.82	2.36	4.00%	3.36	2.95	4.55%
88. Environmental issues and hazards	3.12	2.41	7.66%	2.86	2.27	4.00%	3.27	3.14	9.09%
89. Lead disclosure	3.11	3.09	6.05%	2.86	2.73	4.00%	3.14	3.00	9.09%

The scale for "Frequency" ratings on this graph starts between "1=Never" and "2=Rarely," for "Importance" it starts at "2=Somewhat Important." The scale points for "1=Never" and "1=Not Important" have been dropped.

Knowledge Areas:

### Leases, Rent, and Property Management

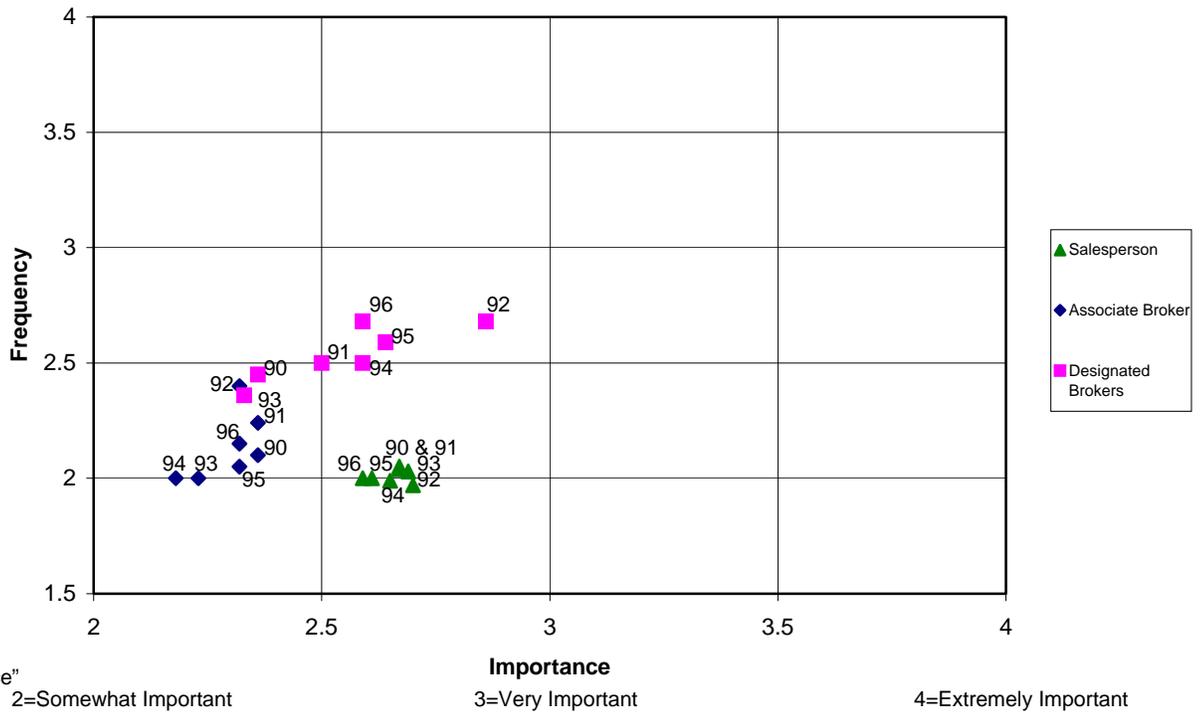
Scale for "Frequency"

4=Often

3=Sometimes

2=Rarely

(1=Never)



Scale for "Importance"

(1=Not Important) 2=Somewhat Important

Importance

3=Very Important

4=Extremely Important

Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed
90. Property management agreements	2.67	2.05	10.48%	2.36	2.10	8.00%	2.36	2.45	18.09%
91. Rental agreements	2.67	2.04	9.27%	2.36	2.24	8.00%	2.50	2.50	13.64%
92. Lease option and lease purchase	2.70	1.97	14.11%	2.32	2.40	12.00%	2.86	2.68	22.73%
93. Property management income/expense calculations	2.69	2.03	14.11%	2.23	2.00	12.00%	2.33	2.36	13.64%
94. Types of leases	2.65	1.99	12.90%	2.18	2.00	12.00%	2.59	2.50	13.64%
95. Leases and their functions	2.61	2.00	11.29%	2.32	2.05	12.00%	2.64	2.59	9.09%
96. Lease clauses and provisions	2.59	2.00	12.50%	2.32	2.15	12.00%	2.59	2.68	9.09%

These tasks are not that important nor are they done very often, yet the respondents had a greater desire to take these courses than any other knowledge group as a whole! Also all the tasks were ranked similarly by each licensing group, all of the answers for Designated Brokers are together, all the answers for Salespersons are together, and the same for Associate Brokers.

There was no scale adjustments necessary on this graph.

Knowledge Areas:

### Duties and Powers of the Real Estate Commission

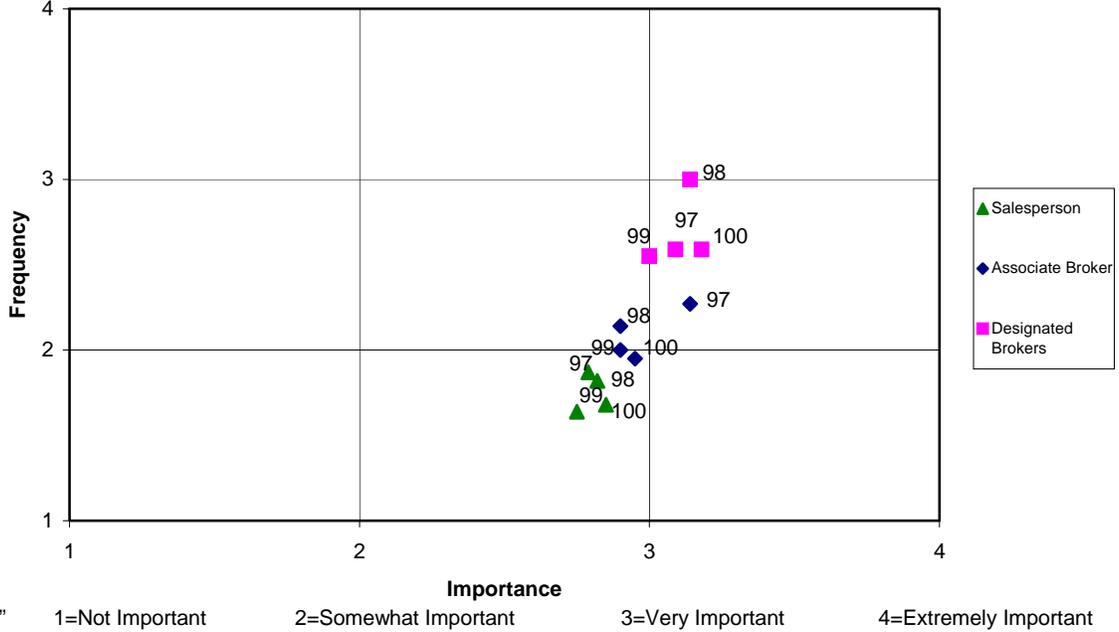
Scale for "Frequency"

4=Often

3=Sometimes

2=Rarely

1=Never



Scale for "Importance"

1=Not Important

2=Somewhat Important

3=Very Important

4=Extremely Important

Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed
97. General powers	2.79	1.87	6.05%	3.14	2.27	4.00%	3.09	2.59	4.55%
98. Audit of records	2.82	1.82	4.44%	2.90	2.14	4.00%	3.14	3.00	4.55%
99. Investigations, hearings, and appeals	2.75	1.64	4.44%	2.90	2.00	4.00%	3.00	2.55	4.55%
100. Sanctions (Fines, License suspension and revocation)	2.85	1.68	6.05%	2.95	1.95	4.00%	3.18	2.59	4.55%

As with the "Leases, Rents, and Property Management" tasks, the 4 task in this knowledge area are grouped similarly by licensing group, all of the answers for Designated Brokers are together, all the answers for Salespersons are together, and the same for Associate Brokers.

The scale for "Frequency" on this graph starts at "2=Rarely" and the scale for "Importance" starts at "3=Very Important". The scale points for "1=Never," "1=Not Important," and "2=Somewhat Important" have all been dropped.

Knowledge Areas:

### Licensing Requirements

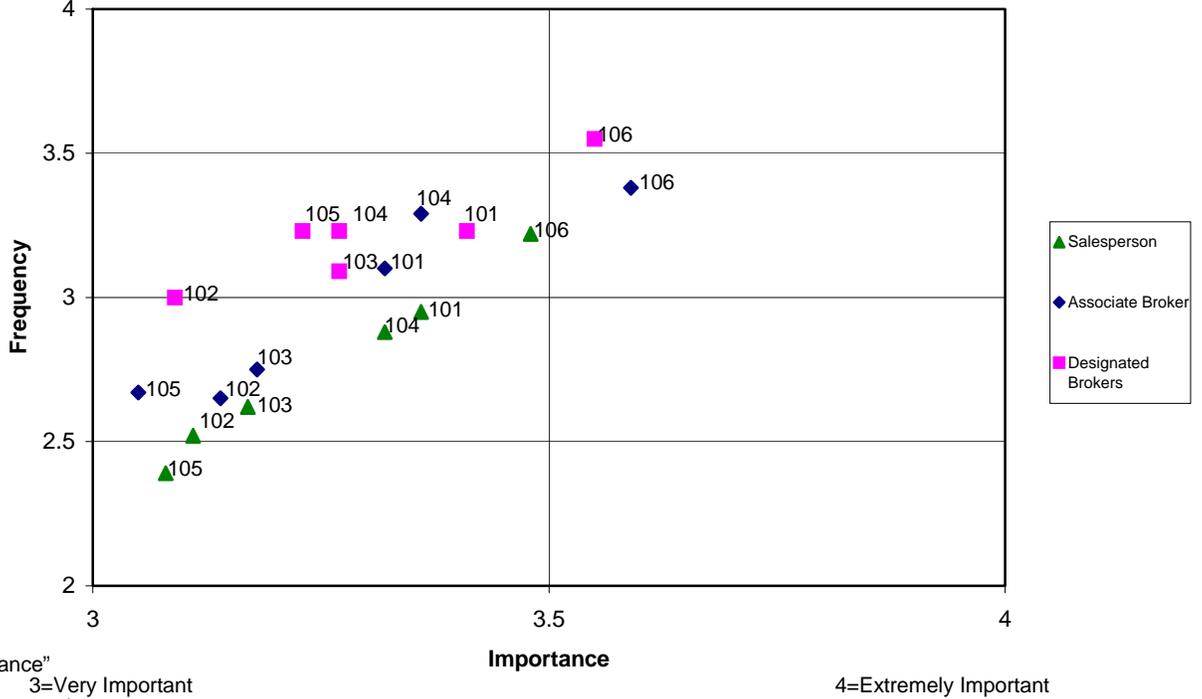
Scale for "Frequency"

4=Often

3=Sometimes

2=Rarely  
(1=Never)

Scale for "Importance"  
3=Very Important  
(2=Somewhat Important)  
(1=Not Important)



Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addnl Ed	Importance	Frequency	Addnl Ed	Importance	Frequency	Addnl Ed
101. Activities requiring a license	3.36	2.95	4.44%	3.32	3.1	0.00%	3.41	3.23	4.55%
102. Types of licenses	3.11	2.52	4.03%	3.14	2.65	0.00%	3.09	3	4.55%
103. Eligibility for licensing	3.17	2.62	4.03%	3.18	2.75	0.00%	3.27	3.09	4.55%
104. License renewal	3.32	2.88	3.63%	3.36	3.29	0.00%	3.27	3.23	4.55%
105. Change in license/status	3.08	2.39	4.03%	3.05	2.67	0.00%	3.23	3.23	4.55%
106. Education	3.48	3.22	6.85%	3.59	3.38	4.00%	3.55	3.55	4.55%

On this graph, the scales for "Frequency" starts between "1=Never" and "2=Rarely" and the scale for "Importance" starts between "2=Somewhat Important" and "3=Very Important". The scale points for "1=Never," "1=Not Important," and "2=Somewhat Important" have all been dropped.

Knowledge Areas: **Licensing Laws and Rules of the Idaho Real Estate Commission**

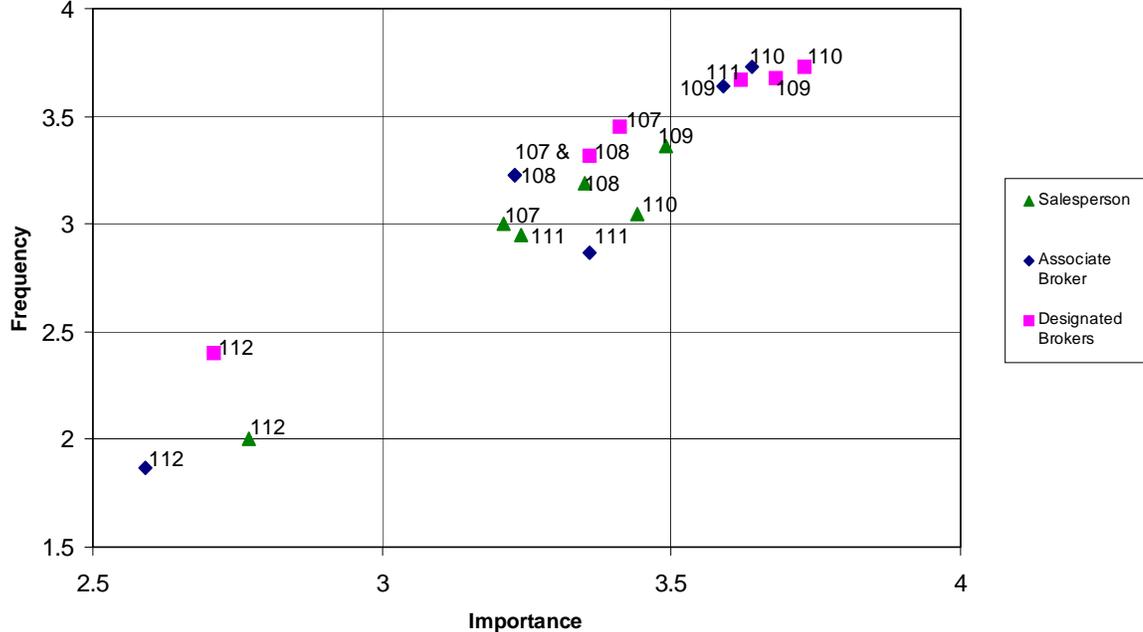
Scale for "Frequency"

4=Often

3=Sometimes

2=Rarely

(1=Never)



Scale for "Importance"  
(2=Somewhat Important)  
(1=Not Important)

3=Very Important

4=Extremely Important

Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed
107. Advertising/Use of business name	3.21	3.00	3.63%	3.23	3.23	0.00%	3.41	3.45	4.55%
108. Broker-salesperson relationship	3.35	3.19	4.44%	3.23	3.23	0.00%	3.36	3.32	4.55%
109. Document handling and record keeping	3.49	3.36	9.27%	3.59	3.64	0.00%	3.68	3.68	4.55%
110. Handling of monies/ Consideration (items of value)	3.44	3.05	4.84%	3.64	3.73	4.00%	3.73	3.73	4.55%
111. Office operations and business practices	3.24	2.95	6.45%	3.36	2.87	4.00%	3.62	3.67	9.09%
112. Recovery fund	2.77	2.00	7.26%	2.59	1.87	0.00%	2.71	2.40	4.55%

Task number 112 is certainly viewed differently than all the other tasks in this group.

This graph's scale starts between "2=Rarely" and "3=Sometimes" for the "Frequency" ratings and at "3=Very Important" for the "Importance" rating. The scale points for "2=Rarely," "1=Never," "1=Not Important," and "2=Somewhat Important" have all been dropped.

Knowledge Areas:

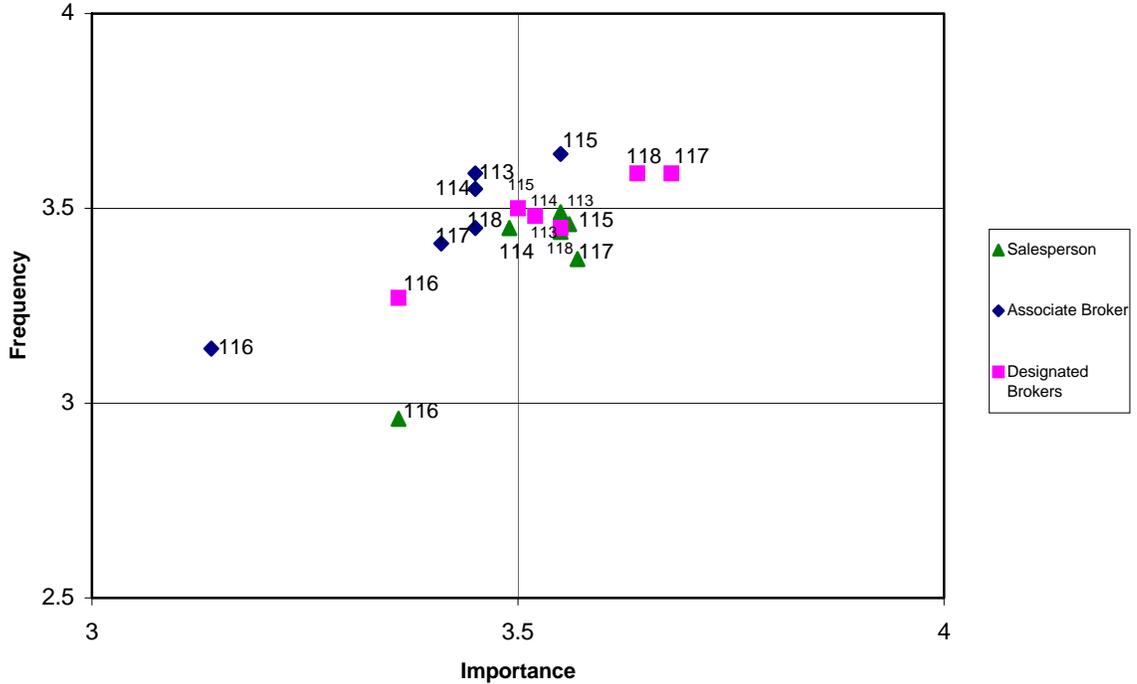
**Brokerage Representation (agency law)**

Scale for "Frequency"

4=Often

3=Sometimes

(2=Rarely)  
(1=Never)



Scale for "Importance"

3=Very Important

(2=Somewhat Important)  
(1=Not Important)

4=Extremely Important

Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addnl Ed	Importance	Frequency	Addnl Ed	Importance	Frequency	Addnl Ed
113. Agency contracts	3.55	3.49	8.06%	3.45	3.59	8.00%	3.55	3.45	4.55%
114. Types of Agency Relationships	3.49	3.45	6.85%	3.45	3.55	8.00%	3.52	3.48	4.55%
115. Duties of Agency	3.56	3.46	6.85%	3.55	3.64	8.00%	3.50	3.50	4.55%
116. Termination of agency	3.36	2.96	6.85%	3.14	3.14	8.00%	3.36	3.27	4.55%
117. Limits of confidentiality	3.57	3.37	8.47%	3.41	3.41	8.00%	3.68	3.59	9.09%
118. Disclosing agency relationships	3.55	3.44	8.47%	3.45	3.45	8.00%	3.64	3.59	9.09%

In this group of tasks, #116 is out of sync with the other tasks.

This graph's scale starts at "2=Rarely" for the "Frequency" ratings and at "2=Somewhat Important" for the "Importance" ratings. The scale points for "1=Never" and "1=Not Important" have been dropped.

Knowledge Areas:

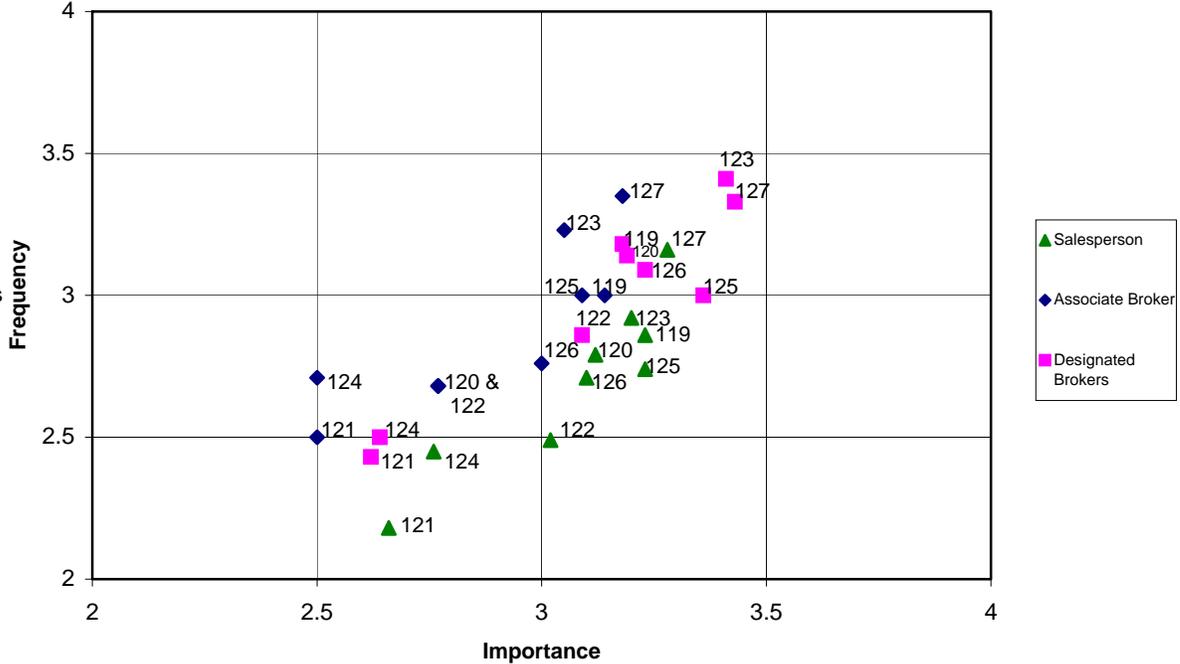
### Idaho Principles and Practices

Scale for "Frequency"

4=Often

3=Sometimes

2=Rarely  
(1=Never)



Scale for "Importance"

(1=Not Important) 2=Somewhat Important

3=Very Important

4=Extremely Important

Task	Salesperson			Associate Brokers			Designated Brokers		
	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed	Importance	Frequency	Addtl Ed
119. Financing (trust deeds, notes, mortgages, contract for deed, Foreclosure)	3.23	2.86	18.95%	3.14	3	4.00%	3.18	3.18	4.55%
120. Ownership/Possession (community property, adverse possession)	3.12	2.79	8.87%	2.77	2.68	4.00%	3.19	3.14	4.55%
121. Homestead Act	2.66	2.18	9.68%	2.5	2.5	12.00%	2.62	2.43	9.09%
122. Mechanic's liens/other liens	3.02	2.49	7.26%	2.77	2.68	8.00%	3.09	2.86	4.55%
123. Recording	3.2	2.92	6.45%	3.05	3.23	0.00%	3.41	3.41	4.55%
124. Manufactured housing	2.76	2.45	7.66%	2.5	2.71	0.00%	2.64	2.5	9.09%
125. Water rights	3.23	2.74	12.50%	3.09	3	16.00%	3.36	3	13.64%
126. Idaho Fair Housing Act	3.1	2.71	5.65%	3	2.76	4.00%	3.23	3.09	9.09%
127. Property taxes – assessed valuation, homeowner's exemption, circuit breakers	3.28	3.16	12.10%	3.18	3.35	4.00%	3.43	3.33	4.55%