



APPRAISER

OVERVIEW OF KEY DEVELOPMENTAL AREAS FOR YOUR CAREER PATH



Build on your knowledge and experience

- You may have experience in another area of the industry (i.e. claims, loss control, underwriting) or expertise stemming from another sector (e.g. engineering, transportation, real estate, manufacturing, construction, vehicle repair etc.); your entry point helps focus your learning needs: appraisal or insurance acumen?
- Grow your knowledge in your area of focus to help enhance your expertise and capacity to manage your accounts with more independence



Explore ways to share your expertise

- Evaluate which 'track' feels in keeping with your career goals- technical specialist or operational leader?
- Consider leveraging your expertise in Claims, Consulting, Fraud Prevention, etc.

ATTITUDES AND CORE VALUES



- Analytical
- Team player
- Influencer without authority
- Relationship builder
- Focus on the customer
- Ethical decision making
- Strategist



- Consultant
- Technical Expert
- Business Line Specialist
- Operational Leader
- Relationship Expert
- Conflict Manager





KNOWLEDGE



Build specialized knowledge to help you manage the appraisal process

- If coming from another sector, focus on completing your CIP designation – consider electives which align to your area(s) of specialty (eg. marine, property damage appraisal, automotive insurance part 2, fraud awareness and prevention, etc.)
- Apply learning from your studies, training offered by your company, or on-the-job experience
- Enhance your insurance knowledge and your management/leadership skills through seminars, offerings of the CIP Society, workshops/special events, etc. to help you excel

Next Steps:

- Consider pursuing the Advanced CIP



Hone your broader operational and insurance knowledge

- Recognize that your actions and decisions may define policy, claims parameters, or shift focus for your team
- Consider pursuing your Advanced CIP or supporting your management/ leadership development through continuing education, offerings of the CIP Society, or workshops/special events
- Additional learning in advanced appraisal techniques, account management, and valuation may prove beneficial

Next Steps:

- Recommit to continuous learning and development

SKILLS & EXPERIENCE



Building on your insurance fundamentals, appraisal expertise and experiences to date

Core Skills: Negotiation; building strong relationships (e.g. loss control, claims, underwriting); initiative; multitasking; business communication; technical writing

Key Experiences: Evaluating insured property (eg. homes, buildings, art collections, equipment, vehicles) and preparing detailed reports based on findings; analyzing data (eg. past sales reports, title searches, engineering and alignment maps, certificates of authenticity, water and sewer plans, depreciation guides, location cost data and easements) to support determining replacement costs; managing increasingly more complex appraisals; assisting adjusters to find the most cost-effective claims solution (including total loss claims); supporting new product development and/or revision to wordings based on appraisal outcomes



Transitioning to technical consultant / leader of a team of appraisers with increased autonomy and decision making power

Core Skills: Strategic thinking; operational leadership; change management; teaching/coaching; conflict management

Key Experiences: Providing expert assessment of insured property - including specialty or 'high end' files (eg. homes, building, art collections, equipment, vehicles, etc.); leveraging expertise to advise claims, loss control, brokers / agents, and underwriters on business practice; consulting on project teams, leading new product development, wordings, etc. based on appraisal outcomes; managing key accounts; developing capacity to transfer knowledge, provide counsel, and / or lead teams effectively