



# WHAT'S MY WORTH?

## EVALUATING JOB OFFERS AND NEGOTIATING YOUR SALARY

### How to Evaluate a Job Offer

A job's value is based on more than just a salary. Benefits matter to  
 Consider the whole package before negotiating. What benefits matter most to you?

#### TYPICAL BENEFITS

- Health/Dental/Life Insurance
- Paid Sick/Vacation/Holiday Time

#### MORE COMPENSATION BENEFITS

- Sign-on Bonus
- Relocation Expenses
- Salary Progression
- Retirement
- Profit Sharing/Stock Options
- Tuition Reimbursement
- Overtime
- Commuting/Parking Reimbursement
- Employee Perks
- Flexible Hours
- Telecommuting
- Technology
- Professional Development

#### My Benefits Wish List


### How to Negotiate Your Salary: STEP 1- Do Your Research

#### SALARY NEGOTIATIONS & CONSIDERATIONS

- Education
- Experience
- Position
- Skills

Creating a budget to understand your needs and identify a target salary. Not sure where to start? Visit [careerzone.org/guide/budgetguide](http://careerzone.org/guide/budgetguide) for help or [mint.com](http://mint.com) to start tracking your current expenses.

#### FIND THE SALARY RANGE FOR THE POSITION

- salary.com
- payscale.com
- gla.bls.gov
- NACEweb.org
- glassdoor.com

Housing
Groceries
Car
Insurance
Utilities
Cable/Internet
Cell Phone
Student Loans
Savings
Entertainment
Travel
Other
Total

#### Research The Company

Company Name:
Industry:
Location

**Remember, salary expectations can vary by locations and industry, even if the job responsibilities are similar.**