

Health insurance and retirement benefits are usually included in a job offer along with salary and are an important part of the total compensation package. As such, they should be considered when comparing job offers. For retirement and health insurance, find out how much you have to contribute and how much the employer will contribute. In addition to financial compensation, there are many intangibles and work-life issues that will affect your job satisfaction and overall happiness. Use the chart below to compare the quantifiable and intangible aspects of the jobs you are considering.

Use the scale on the left to prioritize the values on the list, and then use the scale on the right to compare your priorities with the realities of each position.

### Your Priorities

3=Must have (most important)

2=Really want (important)

1=Nice to have (least important)

0=Not important

### Degree to which job meets your priorities

3=Better than expected

2=Meets my needs

1=Less than expected

0=Does not meet my needs or not applicable

Work Values	Priority	Job #1	Job #2	Job #3
Salary				
Health & dental insurance				
Vacation and sick leave				
Retirement				
Tuition reimbursement				
Fulfilling Work				
Variety of Work				
Responsibility				
Autonomy				
Challenge				
Advancement opportunity				
Training program				
Flexible schedule				
Expected work hours				
Location of job				
Commuting distance				
Size of company				
Reputation of company				
Friendly co-workers				
Stability of industry				
Travel				