

How to Evaluate a Job Offer

By Michael Sterling

Let's assume there's sincere and mutual interest on both sides – you and the interviewer. You now need to decide two things: first, whether the new position is right for you; and if so, what sort of offer you'd be willing to accept. To help in the decision-making process, use these criteria to compare two positions. Put a check in the column strongest in each element. To create a weighted comparison, assign each element a 1, 2 or 3 for both Current and New positions.

<i>Current job</i>	<i>New job</i>	<i>Element under consideration</i>
		Position title
		Supervisory responsibility
		Project authority
		Decision-making autonomy
		Freedom to implement ideas
		Ability to affect change
		Promotion potential
		Challenge of tasks
		Ability to meet expectations
		Access to professional development
		Professional growth potential
		Company/industry growth
		Company/industry stability
		Starting salary, benefits, perks
		Future compensation
		Commuting distance
		Travel requirements
		Work environment
		Rapport with co-workers
		Rapport with management
		Comfort with corporate culture
		Other considerations (specify)
		Total Score

STERLING
Search
GROUP LLC