

Salary Information

Evaluating a Job Offer:

Can you envision yourself doing the job every day?

1. Does the job match with your skills, abilities and interests? (Do you think you would be happy?)
2. Will the job be a stepping-stone to bigger and better things? (Is there room for advancement?)
3. Can you envision doing the job every day? (How important is the position within the organization?)
4. How comfortable are you with the hours? (Is there travel and over-time? If so, how much?)
5. Can you envision working for the supervisor and the organization? (Are you all "on the same page"?)
6. Is there room for growth within the organization? (or is there a "glass ceiling"?)
7. What is the interviewer's "attitude" toward the job and the organization? (Do they speak favorably?)
8. What are the demands of the job and how do they affect your personal life? (See question #4)
9. Are the salary / benefits within your expectations? (If the salary is good, what must you do to earn it?)
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Where is the job located?

1. Is the company/organization located in a big city, a suburb, or rural area?
2. What is the cost of living in the area?
3. What are the options and availability for housing? (rent vs. own)
4. What are the transportation options? (do you take public or drive?)
5. What are the Social, Recreational, and Educational opportunities in the area?

The following points will help you navigate a salary negotiation.

1. Determine the market values for the type of job you are applying for and where the job is located geographically. (some of the sites listed below will assist you)
2. Think about what salary you do want and what you would be willing to settle for.
3. Remember that most entry-level salaries are lower than you think and usually less negotiable.
4. Whatever you have heard about what your friends are making is irrelevant.
5. Be prepared to market your experience, skills, and education.

6. Don't state "how much" you need. Your needs are of no concern to the employer.
7. Always give the employer a "range" for your salary requirements. i.e. 'My salary requirements are in the upper thirty thousand to low forty thousand dollar range'.
8. If you are asked how you determined this "range", explain that you did your homework about the salary ranges for the type of position you are interviewing for. Remember to back this up with your experience, skills, education.
9. If you are asked for your salary history, please don't lie.
10. When a formal offer is made, please get it in writing.
11. Remember to factor in ALL of the benefits that come with job. I.e. Insurance coverage, health, eye, dental care, retirement packages, investment packages, profit sharing, etc.

As you look for your first job, you're probably not thinking about becoming ill, retiring, or looking for tax breaks. However, you should consider benefits to be an important part of your compensation package. According to the most recent survey of new college graduates, the top benefits desired by new hires include medical insurance and such "core" financial benefits as salary increases, tuition reimbursement, and a 401 (k) company match. Benefits that deliver more immediate satisfaction, such as family-friendly benefits, more than two weeks of vacation, and flextime are increasingly important. A good benefits package can add as much as 30 percent to your overall compensation and may make a huge difference in your work/life quality!

Learn more about how BENEFITS COUNT! [Click Here.](#)