



Needs/Wants Worksheet

Salary is just one part of career fulfillment. Benefits make a big difference, so weigh the entire package.

Define benefits that are important to you **early in your search**, determine what you need (the minimum you'd accept) vs. want (your stretch goal) and prioritize. Use this sheet to track benefits of roles you're exploring and easily compare opportunities to help you make decisions, from application to offer.

If you're in the early interview stage, find general info about company benefits on their website, Glassdoor or Indeed. If you're in the offer stage, ask your recruiter for a full list of your benefits.

	Preferences		Employer Benefits		
	Need	Want	Job 1	Job 2	Job 3
EXAMPLE			Rating: 1-5 (5 is best)	Rating: 3	Rating: 4
Example: Salary	\$70,000	\$80,000	\$80,000	\$72,000	\$78,000
Example: Performance Bonuses	5%	10%	0%	5-15%	2-5%
FINANCES			Rating:	Rating:	Rating:
Salary					
Retirement Plan					
Sign on Bonus					
Performance Bonuses					
Stock/Equity Options					
Discount Programs					
Free Meals/Snacks					
HEALTHCARE			Rating:	Rating:	Rating:
PPO/POS/HMO					
Dental					
Vision					

ADDITIONAL

Rating:

Rating:

Rating:

TOTAL RATING:

TOTAL RATING:

TOTAL RATING:

