

The Offer Comparison Sheet

Salary is one line on the offer. Score the whole thing — benefits, schedule, manager, growth — so you decide with your head, not just the number.

Score each offer (1–5)

Rate what matters to you. The highest total isn't always the highest salary — and that's the point.

WHAT MATTERS	OFFER A	OFFER B	CURRENT / OTHER
Base pay			
Bonus / commission			
Benefits & pension			
Time off & flexibility			
The manager & team			
Growth & learning			
Commute / location			
Stability & the company			
Title & the actual work			
Total			

Ask before you say yes

- ☐ What does success look like in the first 6 months?
- ☐ Why is the role open?
- ☐ How is performance reviewed, and when?
- ☐ What are the benefits, pension, and PTO exactly?
- ☐ Is the schedule / remote setup in writing?
- ☐ What's the path from here in a year or two?