

# *Position Comparison Guide*

Candidate \_\_\_\_\_ Current position \_\_\_\_\_

Current employer \_\_\_\_\_ Prospective employer \_\_\_\_\_

Old position \_\_\_\_\_ New position \_\_\_\_\_

Today's date \_\_\_\_\_ Prospective start date \_\_\_\_\_

• *Directions: Compare the position you have now with the one you are considering, according to the following elements:*

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

• *Score:* \_\_\_\_\_ *Current job*                      \_\_\_\_\_ *New job*                      *New job differential (+/-)* \_\_\_\_\_

# *Position Compensation Guide*

Candidate \_\_\_\_\_ Current position \_\_\_\_\_

Current employer \_\_\_\_\_ Prospective employer \_\_\_\_\_

Old position \_\_\_\_\_ New position \_\_\_\_\_

Today's date \_\_\_\_\_ Prospective start date \_\_\_\_\_

• *Directions: Compare the position you have now with the one you are considering, according to the following elements:*

<i>Current job</i>	<i>New job</i>	<i>Element under consideration</i>
\$ _____	\$ _____	<i>Base salary</i>
\$ _____	\$ _____	<i>Bonus, perks</i>
\$ _____	\$ _____	<i>Profit sharing potential</i>
\$ _____	\$ _____	<i>Value of stock or equity</i>
\$ _____	\$ _____	<i>Pension</i>
\$ _____	\$ _____	<i>401(k) contribution, tax savings</i>
\$ _____	\$ _____	<i>Reimbursed expenses</i>
\$ _____	\$ _____	<i>Cost of living differential (+/-)</i>
\$ _____	\$ _____	<i>Non-reimbursed moving expenses</i>
\$ _____	\$ _____	<i>Job-related travel expenses</i>
\$ _____	\$ _____	<i>Insurance premiums</i>
\$ _____	\$ _____	<i>Property taxes</i>
\$ _____	\$ _____	<i>State taxes</i>
\$ _____	\$ _____	<i>Sales taxes</i>
\$ _____	\$ _____	<i>Other expenses (specify)</i>
<i>Current job</i> \$ _____	<i>New job</i> \$ _____	<i>New job differential (+/-)</i> _____