

# WORKSHEET 1

## WHAT IS IMPORTANT TO YOU?

*Please check priority level from 1 to 3 (1 being most important, 3 being least important)*

### CASH

1 2 3

### NON-CASH

1 2 3

### BENEFITS

1 2 3

*How important are different compensations levers from each category on a scale of 1 to 10 (1 being least important, 10 being most important)*

1 2 3 4 5 6 7 8 9 10

### CASH

- Base Pay
- Commission
- Bonus
- Recognition or Merit Pay
- Stock Options

### NON-CASH

- Training
- Coaching Sessions
- Flexible Schedule
- Wellness Service
- Stress Management

### BENEFITS

- Medical Life Allowance Pay  
(housing, vehicle, childcare, school fees for you or your kids)

Additional Needs you have

Please proceed to the next page ↓

Top 3 levers identified from above that you will negotiate on:

## BACK-UP PLANS

Once in awhile, one of your priorities will be the same as the company's, in which case be prepared to have another lever to deploy. For example, if you really want the company to pay for wellness service / stress management, and the company can't deliver because their process doesn't allow for it, then requesting more vacation days might accomplish similar things. If you are looking for the company to give you a certain salary and they are constricted because of approved budget, discuss to put into the offer a merit pay increase of a certain percentage during the next budget cycle, or give you a signing bonus. Quite often different levers hit different budgets within the company.

Back-up plan 1:

Back-up plan 2:

CREATIVITY IS YOUR FRIEND!

**Also, once in awhile you may receive an offer that satisfies your top 1-2 needs, go back to this worksheet to identify your next item(s) on the wish list.**

➔ [REACH OUT TO US](#) if you are looking for assistance in gathering data and clear understanding of what your worth is, and let us help you position yourself to get impressive results when it comes to your compensation.