



How to Compare Job Offers

Congratulations on your offer! Use this guide to help you compare your current role with the new opportunity.

Gather the facts. List everything you know about your current position and the new offer. Review offer letters, company benefit guides, and reach out to HR if you need more details.

Identify what matters most. After reviewing the listed categories, mark the five benefits that are most important to you. Everyone's priorities are different—highlight the ones that align with yours.

Talk it through. Share your reflections with people you trust—family, mentors, or friends—and your Commas advisor. A second opinion can offer clarity and confidence as you make your decision.

	★	Current Position	New Position
Monetary Benefits			
Base salary			
Bonus			
Potential for raises			
Sign-on/relocation bonus			
Stock options, RSUs or other equity compensation			
Long-term incentive compensation			
Other Financial Benefits			
Retirement plan and match			
Health insurance			
Long-term disability			
Life insurance			
Tuition reimbursement			
Other perks: gym membership, cell phone stipend, etc.			
Intangible Benefits			
PTO policy/Work-life balance			
Company culture			
Work environment (virtual, hybrid, in-office, etc.)			
Commute			
Professional development opportunities			
Personal interest/motivation			