



OWN
YOUR
WORTH®



25 Questions to Ask Before You Say Yes

Effective New Job Offer Negotiation

Questions to Consider Before Accepting a New Job Offer

Questions to consider asking myself:

- ▶ 1. How will I feel working for my new boss, in this new role, at this new company? How have I felt throughout the interview process?
2. How does this new role and opportunity align with my “must-have’s” and “nice-to have’s” new job list?
3. Pro/con list about the job description/culture/commute/opportunity for growth.
4. What is your gut telling you in terms of accepting this offer?
5. If you were to share the news that you’ve received this job offer with your most trusted friends, peers, or family members - would you be excited or proud to fill them in? Is anything missing?
6. If you have a partner, what are their thoughts/recommendations? Have you discussed the offer with them? How will this decision affect your family/relationship?

MONEY Questions:

- 1. What offer would have you jump up and down and be so excited to say yes to? Get clear on the full compensation package that will have you excited to start with this organization.
2. What else would you like to ask for/ negotiate in order to help you make a “hell yes” decision to join this organization?
3. When will you be eligible for a merit increase/performance review?
4. How are raises determined as well as the % bonus payout - who is involved in the approval process?
5. What is the organization’s pay philosophy? Are there annual merit based performance reviews? How are pay decisions made within the organization in regards to annual performance and promotions?
6. Does your offer include RSU’s/Stocks/ Shares?
7. Ask the organization to share the salary band you’ll be placed in based on your role and level. What would you need to show/ have in order to receive a salary at the top of the band?



Questions to consider asking your new company:

- 1. What systems and processes does the company have in place to ensure that pay, promotion, and leadership decisions are equitable, diverse, and inclusive?
2. What are the company values and how are they implemented in decision making when it comes to employee situations and customer service?
3. What is the company's work from home policy and COVID safety protocols?
4. Can you tell me what percentage of the employee population consists of women and people of color? What percentage of the leadership team is made up of women or people of color?
5. How has COVID-19 impacted the financial stability of the organization?
6. Is the team/department that I'm joining operating with full headcount or are there additional open roles? (This is a great question to ask to understand if your job description is spanning one or multiple roles)

7. If the organization is privately held and/or a startup, are there plans to receive additional funding and/or take the company public?
8. What is the budget for personal/professional development (ie coaching, certifications, conferences)?
9. What percentage of medical benefits does the company cover?
10. What is the vacation policy, as well as all paid time off (including Parental, medical, volunteer, and sick leave)? Are employees encouraged or discouraged to use their allocated time off?
11. What are the typical business “working hours”? Ask about the expected typical working hours of your role and the culture of the organization - is it an email, phone or chat based org that runs 24/7? How are time off requests handled?
12. Is there an HR or People function in the organization? Does HR report into the CEO or someone different? Does HR have a seat at the table? Who is your HR Business partner for your job function?

Ashley Paré Bio

- ▶ Ashley Paré believes self-advocacy and negotiation at work closes gender pay gap and acts as the bridge between employers and employees. As a Leadership Coach, Negotiation Advocate, and Keynote Speaker, Ashley gives clients the tools to own their worth and ask for what they want without the fear of negative consequences.

Ashley founded Own Your Worth® to help leaders feel confident, create impact, and earn more. Ashley's clients have pivoted careers and started their own businesses, negotiated \$40,000 raises, received promotions to Director levels, and more. With over 12 years experience as a leader in global Human Resources, Ashley leverages her HR insider knowledge to lead workshops, coach executives and inspire the next generation of female leaders.

Ashley is a Tedx Speaker and the creator of The Activator®, a confident leadership program for women. She's been featured in The New York Times, Good Morning America, Glamour, CNN, and more. She resides with her husband and son in Boston, MA.

www.ownyourworth.com or [@ownyourworth](https://twitter.com/ownyourworth)

Clients & Features





OWN
YOUR
WORTH®