

## Recent graduate? Five key aspects to consider before accepting a job



A Tec professor shares tips for recent graduates to help them evaluate job offers besides the base salary.

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Are you about to graduate or have you recently graduated and are evaluating job offers but don't know which one to choose?

**Salary is just the tip of the iceberg** when it comes to aspects you should consider when making a decision, says **Anayansi García**, leader of the [\*\*Outreach and Professional Development Center \(CVDP\)\*\*](#) at the **Tec's Sonora Norte campus**.

*“Deciding which job to accept is like a puzzle that everyone puts together according to the pieces that work best for them,” she says.*

According to García, there are **five aspects besides base salary** that you should consider before accepting a job offer.

***“Compensation is so important that it can represent, on average, up to 40% more than the salary.”***

## **1. Consider the total compensation package**

**Total compensation** includes **all benefits that add value to an offer**, such as grocery vouchers, bonuses, commissions, medical and life insurance, savings accounts, retirement plans, and profit sharing.

*“Compensation is so important that **it can represent**, on average, **up to 40% more than the salary**,” says García.*

There are several formulas and [online calculators](#) that can help you **calculate the total compensation package of a job offer**, or you can always **visit the CVDP offices on your campus for guidance**, recommends the expert.

## **2. Weigh up the costs and benefits**

Will the office be close to your home, or will you have a long commute? Do you have a car, or will you be using public transportation? Do they serve meals, or do you have to return home to eat? Will you be working weekends?

*“It’s important to **take into account all those intangible aspects** that can mean expenses or savings,” says García.*

For example, a higher-paying job that requires moving and paying rent and utilities may end up leaving you with less income than a lower-paying job in your current city.

*"You may see it as an investment for the future and prefer to receive less income for the time being, or you may be in a situation where you need to earn more. **It depends a lot on your plans and situation.**"*

### 3. Consider the emotional salary

The **emotional salary** includes all **benefits that contribute to personal wellbeing**.

This may include benefits such as flexible working hours that include the option to work from home on certain days, reduced hours on Fridays, gym memberships, discounts at select establishments, and wellness activities.

Not all companies have adopted the concept of emotional salary, warns the CDVP leader, so **sometimes these benefits are not mentioned in the job offer**, and you will have to ask about them.

### 4. Research the organizational culture

The company you decide to work for will become the place where you spend much of your time, so it is important to ensure that it is a **place that fits your purpose in life**.

Its **work environment, values, level of inclusion, and whether events are organized** for staff are aspects that can say a lot about a company.

García recommends using websites such as [Glassdoor](#) to check **employee reviews** and **rankings of the companies** you are considering.

*"There are also **international certifications, such as** [Great Place to Work](#), which endorse it as a good place to work," she advises.*

***"Everyone must decide according to their expectations, priorities, or what they want for their development."***

## 5. Think ahead: Consider the potential for development

You shouldn't forget to evaluate the **potential for development and growth** that each company offers you.

*"You could find a job as a manager that pays 20,000 pesos, but it is the highest position in a small company, whereas you may have another option that pays 17,000, but for a large company where you can develop and be promoted," says García.*

Can you see yourself building a career at a single company? Or would you prefer to learn at one company and then move to another where you can grow in a different direction?

**Consider your life plan** and how the opportunities offered by the company you are considering align with it.

## There are no wrong decisions

Regardless of the option you choose or the aspects you decide to prioritize, **there are no right or wrong decisions** when it comes to your working life, García says.

*"Everyone must decide what they think is best **based on their expectations, priorities, or what they want for their development**," she advises.*

At Tec de Monterrey, the **Outreach and Professional Development Center** is ready to support you in all matters related to your professional development.

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