

The Top 5 Things You Should Look for in a Potential Employer.

Landing the “perfect” job can look very different for each job hunter.

But when you’re making your final decision on who to spend the majority of your waking hours with, make sure your choice offers these five things:



Growth Opportunities — What do they provide for your professional growth? Do they offer an Employee Development Program that will build on your strengths so you can reach your full potential? Do they offer tuition reimbursement for higher education, certifications and specialized training? Do they want to face finding your replacement because you were promoted, or are they looking to keep you in the same role as long as they can?



Employee Well Being — In addition to work-life balance, what do they do to ensure your physical, mental and emotional well being? Do they have a safety program? Do they offer an Employee Assistance Program (EAP)? Does their benefit package include mental health services? Does it look like you’ll be respected and supported?



Competitive Pay & Benefits — While you look at the compensation package, make sure you consider the value of the benefits you’re offered too! Are they an ESOP (employee-owned offering stock)? Do they match your 401k investments? Do they offer profit sharing or bonus opportunities for positive results? How much of your medical, vision and dental insurance do they pay on your behalf? Do they give you life insurance? What other perks do they offer?



Alignment with Your Values — Believing in the company’s core values can be a deal breaker for some. While pay, benefits and perks are important, if you don’t believe in the company you choose to work for, it’s likely you won’t be there long.



A Positive Reputation — They say it’s all about the company you keep...so make sure you choose wisely. Are they positively known for their integrity, honesty and treatment of customers, staff and suppliers? Are they recognized as being a great place to work? Would you be proud to say you work there?

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