



The Controversial Truth About Your Compensation

This worksheet will help you define what you are willing to give up in exchange for compensation so that you can determine if you are being compensated fairly and in accordance with your expectations.

List 2-3 "things" you're compensated for besides your time.

Prompts - "things" I discuss in the post:

- Your autonomy
- Your personal values
- Your dreams

Pick 1 to focus on for now. Describe what makes you feel like your work requires you to give this "thing" up.

Prompts:

- Is it to keep the peace with your co-workers?
- Is it to appease your boss?
- Is it necessary for a promotion?
- Is it just part of the company culture?
- Is it required for the type of work you're performing - laws, standards, regulations?

Is this "thing" something you will have to give up long-term or only short-term to meet a certain objective.

Depending on how you answered the previous question, are you willing to give this "thing" up for that length of time? Why?

If you have to give this "thing" up long-term, but you're not willing to do that, are there any changes you could initiate at work so that you wouldn't have to give it up?

Does the "thing" you are giving up conflict with your core values? How?

If it conflicts with your core values, and you have no control over changing the situation, you really need to think about making a job/career change. Otherwise you will inevitably become resentful and complacent. That's no way to live.

Brainstorm what you can do immediately to start working toward making a job/career change

If you only have to give this "thing" up short-term, define what short-term means. This way you will know when you need to re-evaluate the situation. Short-term can easily slip into long-term without us even noticing it.

Are you satisfied with your work? Why?

Are you confusing satisfaction with being willing to settle? In what way?

Prompts:

- Are you willing to settle because it's what it's expected of you?
- Are you willing to settle because your job pays too well for you to seek something else?
- Are you willing to settle because you don't hate your job?

Is settling something you can accept from yourself? If not, what action can you take today to get out of your rut?

What other forms of compensation (intangible benefits) are you receiving besides cash and fringe benefits?

Prompts:

- Belonging
- Purpose
- Pride
- Recognition
- Fulfillment
- Opportunity to give back

Final question that only you can answer. Taking into consideration:

- The "thing" you are giving up
- The length of time you will be required to give it up
- The extent to which it conflicts with your values
- The amount of control you have over changing the situation
- Whether or not you feel satisfied
- Whether or not you are willing to settle
- The intangible benefits you receive

ARE YOU BEING COMPENSATED FAIRLY?

If not, what are you going to do about it?