

2026 Job Offer Checklist

So you got a job offer? Congrats! Before you say yes, there are a few things you need to do to ensure this is the right job for you. Here is your post-offer checklist:

Understand Your Full Pay Picture

- Pay rate & pay schedule
- Overtime eligibility + expectations
- Bonus or incentive opportunities

Review Benefits

- Health, dental, vision coverage
- Life + disability insurance
- PTO (when it starts + how it accrues)

Extra Incentives

- Flexible shifts
- Transportation support
- Training or growth opportunities

Define Your First 90 Days

- What does success look like at 30 / 60 / 90 days?
- Who do you report to?

Understanding the Day-to-Day

- Are schedules fixed or flexible?
- Is overtime optional—or expected?
- Will you ever be on-call?

Trust Your Gut and Ask Yourself

- Does this align with my goals?
- Are expectations clear—or vague?
- Can I see myself here long-term?

Don't rush the "yes." A great job should work for you too.

If this job doesn't work out, view our open roles or connect with one of our recruiters today!

Do you have any questions or need resume support? Our team would be happy to help today!



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