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Beyond the paycheck, what factors are critical for candidates considering job offers? According to a new survey from staffing firm Accountemps, more than one-quarter of workers (26 percent) cited vacation time as most important. Corporate culture (24 percent) and career advancement potential (21 percent) came in close behind.

View a larger version of this map: roberthalf.com/blog/compensation-and-benefits/top-job-offer-factors-beyond-salary-by-city.

Workers were asked, “Aside from salary, which one of the following is the most

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Professional development/training	9%
Other	<u>9%</u>
	100%

Additional findings:

- Employees in Chicago, Cleveland and Detroit value personal time off most.
- Professionals in Boston, Des Moines and Salt Lake City say corporate culture holds the greatest appeal.
- Workers in Dallas, Houston and New York consider career advancement potential the most important factor in job decisions.
- Workers ages 55 and older are more interested in paid time off (29 percent) than those ages 35 to 54 (27 percent) and 18 to 34 (22 percent).
- Professionals ages 18 to 34 prefer career advancement potential (30 percent) above all else, compared to those ages 35 to 54 (22 percent) and 55 and older (10 percent).
- Female respondents say vacation time (27 percent) is the key factor in employment decisions, while men say corporate culture (25 percent) is most critical.

“In today’s employment market, companies need to put their best foot forward when making job offers and, beyond salary, highlight benefits that could entice candidates,” said Michael Steinitz, executive director of Accountemps. “Professionals want to be hired by organizations that support work-life balance and have values that align with their own. An attractive corporate culture can go a long way toward recruiting and retaining top talent.”

Steinitz added, “Job seekers should make a list of must-haves and nice-to-haves before evaluating employment opportunities. Remember, companies may not be able

to offer you everything. It's best to decide ahead of time what's most important to

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