

Compare an offer

A first-offer workshop or preparation for a contract consultation.

Bring to the conversation

- Both offer letters and the complete dated agreements
- Expected weekly hours, call, leave and paid working weeks
- Written benefits, bonus repayment and malpractice-tail terms

A 15-minute discussion

2 minutes / Gather

Name the decision and the documents available. Mark a missing fact as unknown rather than filling it with a guess.

5 minutes / Work the example

Read the fictional inputs and reproduce the calculation. Name one omitted fact that could change the comparison.

5 minutes / Use the worksheet

Record private facts, their document or page, and the date. Keep estimates separate from written terms. Sharing personal numbers is optional.

3 minutes / Leave with a question

Write one unresolved question, who can answer it and a date to revisit it. Keep the worksheet for that conversation.

Keep personal details private

Use the fictional example in a group. Keep personal documents and completed worksheets private. A participant can share selected questions directly with a professional; Andwise receives no completed worksheet. Arithmetic does not establish eligibility, coverage, legal rights or the value of a practice.

Compare an offer

Higher base pay with more working hours

Fictional example	Offer A	Offer B
Annual base pay	\$280,000	\$320,000
Hours per working week	40	55
Working weeks per year	48	48
Base pay per scheduled hour	\$145.83	\$121.21

Method

Annual base pay divided by (weekly hours times working weeks). Gross pay, before taxes and benefits.

What this leaves unresolved

This fictional comparison excludes production pay, call outside scheduled hours, benefit values, taxes and exit obligations. It compares one unit of pay; it does not rank the offers.

Questions for the conversation

- Which working hours are written into the offer, and which are estimates?
- How do call, leave and unpaid duties change the hours denominator?
- Which benefit or exit obligation needs a separate dollar amount or a question for counsel?

Sources and current versions

All figures are invented teaching inputs. Exercise prepared 2026-10-24; linked rules show their own check dates.

<https://www.joinandwise.com/decide/offer>

<https://www.joinandwise.com/contracts/clauses>