

NAME: _____

DATE: _____

ACTIVITY

Benefit Sort

What + Why: Benefits do not all help in the same way. Sorting the same benefits in different ways helps you see what each benefit does, who may pay or contribute, and why the same benefit might matter differently depending on someone's situation.

Instructions:

1. Review each benefit given in the benefits word bank.
2. Round 1: Sort each benefit by the kind of value it mostly provides.
3. Round 2: Sort the same benefits by who pays or contributes, if anyone.
4. Answer the reflection questions based on your sorts.

Benefits Word Bank

Health insurance

Employee discounts

Mentorship opportunities

Retirement match

Housing allowance

Flexible scheduling

Paid time off

Disability insurance

Remote/hybrid work

Tuition reimbursement

Paid training

Tool or equipment allowance

Round 1: What kind of value does this benefit provide?

Category	Benefit(s) from Word Bank
Financial stability or risk protection	
Convenience, comfort, or flexibility	
Future opportunity	
More than one kind of value	

Benefits Word Bank

Health insurance	Employee discounts	Mentorship opportunities
Retirement match	Housing allowance	Flexible scheduling
Paid time off	Disability insurance	Remote/hybrid work
Tuition reimbursement	Paid training	Tool or equipment allowance

Round 2: Who Pays or Contributes?

Category	Benefit(s) from Word Bank
Employer-paid or non-contributory	
Employee contributes or pays	
Shared cost, employer match, or depends on the plan or job	
Not mainly about direct payment	

Reflection Questions:

- Which benefit was hardest to sort? Why?
- Choose one benefit from the word bank. Complete the sentence frame.
This benefit might matter more to someone who _____
because _____.
- How can sorting benefits in more than one way help someone compare job offers?