

Working for a Nonprofit vs. a For-Profit

Nonprofit vs. for-profit:

- Nonprofit salaries vary by size and type of organization but are typically lower than the for-profit market. Often benefits (insurance, paid time off, etc.) are better in the nonprofit sector.
- Organizational culture can be very different at a nonprofit:
 - Nonprofit offices often offer more flexibility.
 - The priority for a nonprofit is mission-driven, based on the social cause for which the organization was founded, rather than profit-driven.
 - At nonprofits, there is often more concern about individuals and considerable understanding when it comes to personal crises and family/work balance.
 - Teamwork: At nonprofits, there is a collaborative atmosphere and a sense of loyalty and camaraderie rather than self-advancement.

Questions to Ask Yourself:

1. Are you interested in a particular cause or mission? Does working with a specific area of service like the elderly or disabled interest you?
2. Do you want to work in a small or large office?
3. Do you prefer a more structured or flexible work environment?
4. Why do you work? What drives your ambition?
5. Are you willing to possibly compromise a higher salary in exchange for making a difference in your community/ the rewarding aspect of your work?

Skills needed for working in the nonprofit sector:

- Communication – written and spoken
- People – interaction with staff, co-workers, as well as agency clients
- Management – overseeing volunteers and staff, as well as program
- Multi-tasking – handling multiple responsibilities and often juggling many duties
- Prior experience – previous employment or volunteer work in the nonprofit sector
- Cultural competency – the ability to interact with diverse communities