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| **Choosing Between Offers**  Rate the level of importance to you of each factor first. Then rate each offer on a scale of 1 – 10. Multiply the level of Importance factor by the Job score and insert in the appropriate column. Total and compare.   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **Factors** | **Importance**  (1 – 10) | **Job A**  (1 – 10) | **Importance x Job A** | **Job B**  (1 – 10) | **Importance x Job B** | | Job content |  |  |  |  |  | | Creative & challenging work |  |  |  |  |  | | Fit with culture & environment |  |  |  |  |  | | Opportunity to make an impact |  |  |  |  |  | | Decision-making authority |  |  |  |  |  | | Opportunity for career advancement |  |  |  |  |  | | Fit with my experience & skills |  |  |  |  |  | | Training/educational opportunities |  |  |  |  |  | | Job flexibility, work/life balance |  |  |  |  |  | | Supervisor and colleagues |  |  |  |  |  | | Support from management |  |  |  |  |  | | Title |  |  |  |  |  | | Other: |  |  |  |  |  | | Size of company |  |  |  |  |  | | Reputation of employer |  |  |  |  |  | | Management style |  |  |  |  |  | | Location |  |  |  |  |  | | Other: |  |  |  |  |  | | Base salary |  |  |  |  |  | | Bonus/stock-options etc. |  |  |  |  |  | | Benefits (pensions, insurance, vacation etc.) |  |  |  |  |  | | Perks (car, memberships, cafeteria, etc.) |  |  |  |  |  | | Travel required |  |  |  |  |  | | Remote work options |  |  |  |  |  | | Other: |  |  |  |  |  | | TOTAL |  |  |  |  |  | |