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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  |   |   |   |   |   |

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