The Career Decision Matrix™

The highest-paying offer isn't always the best opportunity.

Purpose

When comparing job opportunities, most people focus on salary alone. This simple matrix helps you evaluate the factors that contribute to long-term career success and satisfaction.

How To Use It

Step 1: Score each from 1-5

Score	Meaning
1	Poor
2	Below Average
3	Average
4	Good
5	Excellent

Step 2: Add your totals. The opportunity with the highest score.

Factor	Weight	Offer A	Offer B
Salary & Benefits	10		
Career Growth	15		
Leadership	15		
Learning Opportunities	10		
Company Stability	10		
Culture & Team Fit	10		
Flexibility	5		
Industry Outlook	10		
Purpose & Satisfaction	15		
FINAL SCORE			

EXAMPLE

Factor	Weight	Offer A	Offer B
Salary & Benefits	10	5	4
Career Growth	15	2	5
Leadership	15	2	4
Learning Opportunities	10	2	5
FINAL SCORE		11	18

Before You Decide, Ask Yourself

- ✓ Which role makes me more valuable in 3 years?
- ✓ Which leader will I learn the most from?
- ✓ Which company is better positioned for future growth?
- ✓ If the salaries were identical, which role would I choose?

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