

Self-Help Tools: The Offer Decision Framework

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Source: *SDLR*

Getting a job offer feels like the finish line. It is not. It is a decision point, and making it purely on salary or relief is how people end up in the wrong role six months later.

Step 1: Write down the offer details

Salary, title, location, remote or in-person, team size, start date. Facts first, before any interpretation.

Step 2: Score across six dimensions (1-10)

Compensation, Growth (will this stretch you?), People (do you respect who you would report to?), Culture (does how they operate match how you work?), Meaning (will you care about the outcome?), Flexibility (does the structure fit your life?).

Step 3: Weight what matters most right now

Not every dimension carries equal weight at every stage of life. Before you look at your scores, decide which two or three matter most to you right now.

Step 4: The gut check

After all the scoring, answer this in under ten seconds: if a close friend described this job to me and asked what I thought, what would I say?

Someone receives an offer with a 20% salary increase. Compensation scores a 9. But people scores a 4, culture a 3, and meaning a 3. Their two highest priorities are meaning and growth. The salary bump stops looking like a reason to say yes and starts looking like compensation for what they would be tolerating. They decline. Two weeks later a better offer arrives.

Ask yourself:

- Am I saying yes to this offer, or to the relief of having one?
- Which dimensions are non-negotiable for me right now?