

Making Career Decisions

A Framework for Clarity

Career moves deserve more than a gut feeling. This tool may give you a structured way to evaluate “where I am today” with “does this opportunity” serve purpose for my future. Score each criterion honestly. The numbers will tell a story your emotions might be clouding.

Rating Scale 0 = Important but not offered | 1 = I don't believe this exists | 2 = Exists, inconsistent, no influence
3 = Exists, inconsistent, I can influence | 4 = Exists and aligns, no reservations

0 1 2 3 4	Compensation	0 1 2 3 4	Industry outlook (history of turnover/layoff risk)
0 1 2 3 4	Benefits: Medical	0 1 2 3 4	Travel expectations
0 1 2 3 4	Benefits: Retirement	0 1 2 3 4	Relationship with coworkers (if new role, we've met)
0 1 2 3 4	Alignment to skills	0 1 2 3 4	Culture/communication style of leaders
0 1 2 3 4	Alignment to interest	0 1 2 3 4	Collaboration across business
0 1 2 3 4	Alignment to 5-year plan	0 1 2 3 4	Isolation (do I feel siloed or boxed out)
0 1 2 3 4	Clarity on role expectations	0 1 2 3 4	Does this role bring me joy?
0 1 2 3 4	Autonomy level	0 1 2 3 4	Does this role inspire or excite me?
0 1 2 3 4	Potential mobility (sightline to growth/promotion)	0 1 2 3 4	Does this role challenge me?
0 1 2 3 4	Support for growth	0 1 2 3 4	Do I feel pride when I talk about this role?
0 1 2 3 4	Alignment to my leadership style	0 1 2 3 4	Relationship with direct supervisor
0 1 2 3 4	Alignment to my values	0 1 2 3 4	Direct reports (and is this important to me)
0 1 2 3 4	Work-life balance (flexibility)	0 1 2 3 4	I am viewed as a strategist
0 1 2 3 4	Industry outlook (stability, financial confidence)	0 1 2 3 4	Do I greet each day with excitement or doom?