

TWO OFFER SCORECARD

*Make the decision that's
right for your future.*



SCORING GUIDE

- 1 – 3** Not a good fit
- 4 – 6** Average / Neutral
- 7 – 8** Strong
- 9 – 10** Excellent / Great fit

Having two job offers is exciting—but choosing between them can be tough. Use this scorecard to compare each opportunity across the factors that matter most to you. Score each offer from **1 (low)** to **10 (high)** for every category. The highest total doesn't always mean it's the right choice—use the results to guide a deeper conversation with yourself (and your people).

CRITERIA What to consider	OFFER A (Company/Role)	SCORE 1–10	OFFER B (Company/Role)	SCORE 1–10	NOTES What stood out?
1 CAREER PROGRESSION Growth potential and advancement opportunities					
2 LEADERSHIP Quality of your manager and leadership team					
3 TYPES OF PROJECTS The kind, size and complexity of projects you'll work on					
4 LEARNING OPPORTUNITIES How much will you grow your skills and expertise?					
5 COMPANY STABILITY Business health, pipeline, and long-term outlook					
6 COMPENSATION & BENEFITS Salary, bonuses, benefits, and overall package					
7 WORK-LIFE BALANCE Hours, workload, travel, and personal time					
8 CULTURE Environment, values and how people treat each other					
9 COMMUTE & FLEXIBILITY Commute time, location, hybrid/remote options, and schedule flexibility					
10 GUT INSTINCT (YES, IT COUNTS!) How does this opportunity feel in your gut?					
11 FAMILY INPUT (DON'T UNDERESTIMATE) Impact on your family and their perspective on the decision					
TOTAL SCORE		/ 110		/ 110	



Remember:

The highest score can point you in the right direction, but it's not the only factor. Consider your priorities, your values, and what will set you up for a career (and life) you'll be happy with 3, 5, and 10 years from now.

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FINAL THOUGHT

You're not just choosing a job. You're choosing the next chapter of your career and life. Choose intentionally.