

Job Evaluation Tool

Common Decision Criteria

Location

Compensation / Financial Gain

Positioning - how well does this job set me up for future job opportunities?

Impact

Brand Reputation / Prestige

Function

Industry

Growing, dynamic organization with future opportunities

Culture

People - work colleagues

Intellectual Challenge

Variety

Products or Services

Often Overlooked Decision Criteria

Access to top management

Respect for top management

Manager

Probability of success

Organization's mission

Type of Work - autonomous vs. team-oriented

Opportunity to manage people - now or later

Power and influence

Recognition - individual accomplishments are recognized and honored

Job/Career Security