



## Position Comparison Guide

Candidate _____	Current position _____
Current employer _____	Prospective employer _____
Old position _____	New position _____
Today's date _____	Prospective start date _____

*Directions: Compare your current position with the one you are considering, according to the following elements:*

Current job	New job	Element under consideration
<input type="checkbox"/>	<input type="checkbox"/>	<b>Company</b>
<input type="checkbox"/>	<input type="checkbox"/>	Public or private
<input type="checkbox"/>	<input type="checkbox"/>	Size, by revenue or assets
<input type="checkbox"/>	<input type="checkbox"/>	Industry
<input type="checkbox"/>	<input type="checkbox"/>	Stability and structure
<input type="checkbox"/>	<input type="checkbox"/>	Profitability
<input type="checkbox"/>	<input type="checkbox"/>	Commuting distance
<input type="checkbox"/>	<input type="checkbox"/>	Location(s) – domestic/international
<input type="checkbox"/>	<input type="checkbox"/>	Headquarters location
<input type="checkbox"/>	<input type="checkbox"/>	Financial systems
<input type="checkbox"/>	<input type="checkbox"/>	<b>Culture</b>
<input type="checkbox"/>	<input type="checkbox"/>	Freedom to implement ideas
<input type="checkbox"/>	<input type="checkbox"/>	Freedom to affect change
<input type="checkbox"/>	<input type="checkbox"/>	Profile of company workforce
<input type="checkbox"/>	<input type="checkbox"/>	Management style
<input type="checkbox"/>	<input type="checkbox"/>	Promotions from within company
<input type="checkbox"/>	<input type="checkbox"/>	Access to skill training
<input type="checkbox"/>	<input type="checkbox"/>	Quality-of-life supported by manager
<input type="checkbox"/>	<input type="checkbox"/>	Rapport with co-workers
<input type="checkbox"/>	<input type="checkbox"/>	Rapport with managers
<input type="checkbox"/>	<input type="checkbox"/>	Flexible business hours

[ ]	[ ]	<b>Position and responsibility</b>
[ ]	[ ]	Title
[ ]	[ ]	Overall responsibilities
[ ]	[ ]	Supervisory responsibilities
[ ]	[ ]	Project authority
[ ]	[ ]	Decision-making autonomy
[ ]	[ ]	Challenge of tasks
[ ]	[ ]	Ability to meet expectations
[ ]	[ ]	Percentage of travel
[ ]	[ ]	Qualifications of department professionals
		<b>Career growth</b>
[ ]	[ ]	Promotion potential
[ ]	[ ]	Professional growth potential
[ ]	[ ]	Expected duration in role
[ ]	[ ]	Lateral opportunities
[ ]	[ ]	Review periods
		<b>Compensation and benefits</b>
[ ]	[ ]	Cash
[ ]	[ ]	Non-Cash
[ ]	[ ]	Benefits
[ ]	[ ]	Other

\_\_\_\_\_ Current job score      \_\_\_\_\_ New job score      \_\_\_\_\_ New job differential (+/-)