

Career Decision Matrix

CDM

Finding out which job is better for you
Now & in the future

Career Decision Matrix

You will end up with something like this to act on

Career Decision Matrix (CDM)			1	2	3
Step 1 - Select & Order →			Challenge	Empowered	Balance

Step 1 - Key areas of life important to you

For example:

Challenge – I need to be in a position that pushes on my comfort zone to grow.

Freedom – I must be able to work on my own – So you would write in **Empowered**

Time/Balance – I do not want to work weekends – So you would write in **Balance**

I will follow-up with a Deeper Blog on how to select these most important areas in your life.

2



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Career Decision Matrix (CDM)		1	2	3
Step 1 - Select & Order →		Challenge	Empowered	Balance
Step 2 - Select & Score →		10	7	5

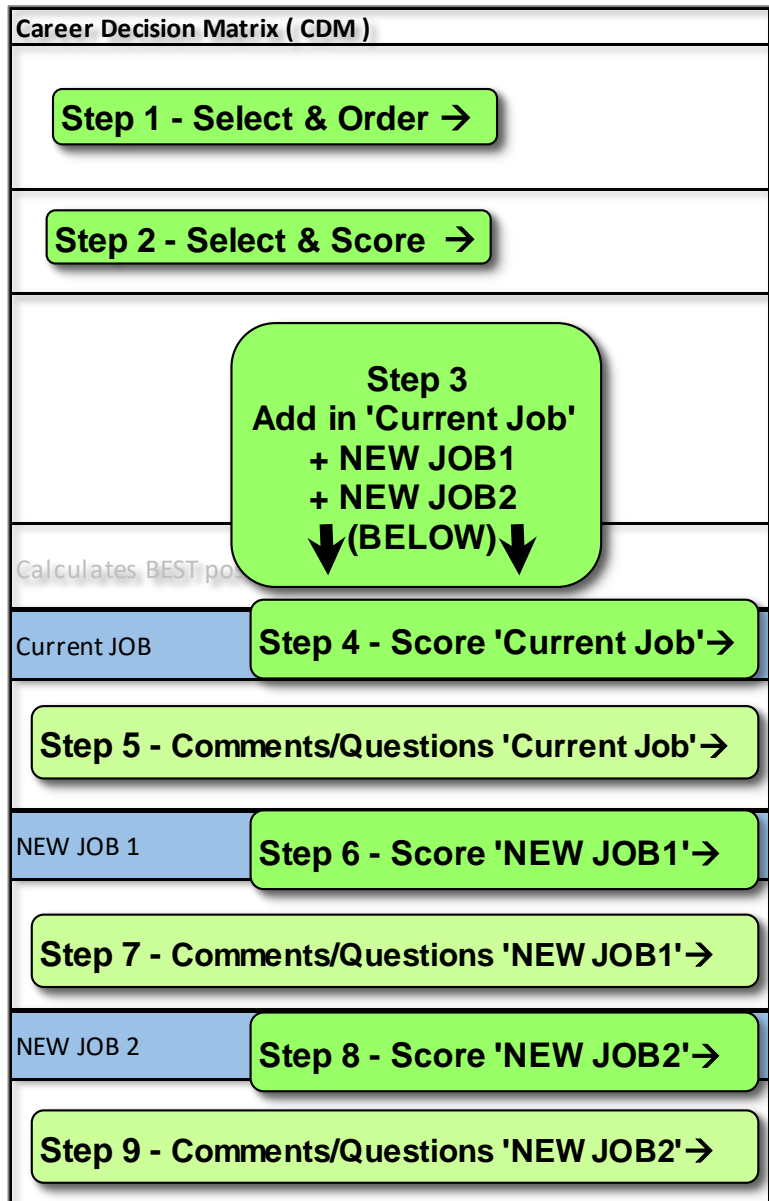
Step 2 – Score these same areas

- Challenge – 10 (You might be thinking – ‘Challenge is #1 – without it this job is without me.)
- Empowerment – 7 (Your thinking – ‘Give me freedom to do my job or get out of my way.)
- Balance – 5 (Your thinking – I can’t take another job that I am on call for)

I will follow-up with a Deeper Blog on how to select these most important areas in your life.

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Step 3 – Add in your job options

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Career Decision Matrix (CDM)				1	2	
	Step 1 - Select & Order →					
	Step 2 - Select & Score →					
	<div style="border: 1px solid black; border-radius: 15px; padding: 10px; background-color: #90EE90; text-align: center;"> Step 3 Add in 'Current Job' + NEW JOB1 + NEW JOB2 ↓(BELOW)↓ </div>	All - % of Best	Top 2 % of Best	<div style="border: 1px solid black; padding: 10px; background-color: white;"> Step 4 thru 9 Score your job options </div>		
	Calculates BEST possible	#VALUE!	#VALUE!	10	10	
Current JOB	Step 4 - Score 'Current Job' →	#VALUE!	#VALUE!			
	Step 5 - Comments/Questions 'Current Job' →	#####	#####			
NEW JOB 1	Step 6 - Score 'NEW JOB1' →	#VALUE!	#VALUE!			
	Step 7 - Comments/Questions 'NEW JOB1' →	#####	#####			
NEW JOB 2	Step 8 - Score 'NEW JOB2' →	#VALUE!	#VALUE!			
	Step 9 - Comments/Questions 'NEW JOB2' →	#####	#####			

Step 4 thru 9
Write in
comments/questions
that you have

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**!PAUSE!
To Capture**

**Step 4 thru 9
Write in Assumptions
and Questions**

More important than the actual scoring is the are the 'WHY' behind the score you gave:

You might be thinking:

I have had so many jobs that my supervision has hovered over me, I have the skills I need a chance to do my job and to make decisions.

This will also likely lead to a question that you could ask in the interview:

What would you say your leadership style is detail oriented or more general overview?

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**Step 10 - Repeat Step 4 thru 9 for
Perspective of Time ~ 3 years
↓ (BELOW) ↓**

**Step 10
Repeat steps 4 – 9
for the same jobs in
the Future ~ 3
YEARS**

IN 3 YEARS - Current Job	#VALUE!	#VALUE!			
	#####	#####			
IN 3 YEARS - NEW JOB 1 (NJ1)	#VALUE!	#VALUE!			
	#####	#####			
IN 3 YEARS - NEW JOB 2 (NJ2)	#VALUE!	#VALUE!			
	#####	#####			

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Early Career - Example 1 - now

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			Challenge	Empowered	Balance	Honest	Skill - Present
			10	7	5	3	1
	All - % of Best	Top 2 - % of Best					
Calculates BEST possible score	260	170	10	10	10	10	10
Entry Level Technical Job	145	98	7	4	4	8	3
	56%	58%	Challenge level is too low	It seems someone is always asking me what I am doing. I am always in 'review', this company is so slow, I never get to decide	I hate the fact that I am on call every weekend	I am getting limited information, it is difficult to know what is most important to work on	My boss presents my work
NJ1 - <u>Technical Product Leadership</u> Position	226	170	10	10	4	9	9
	87%	100%	Not sure I should go for this. This is more than a little scary.	This job is in charge of this entire product	I get rid of pager, but what don't I know. All the Technical Product Leaders are here late.	I am going to be honest with my team, they will understand everything that I am told	I get to present! Again scary & not sure I have the skills to do this.
NJ2 - <u>Team Leadership</u> Position	216	136	8	8	10	8	6
	83%	80%	This would be a stepping stone into leadership & far less scary	I don't know what this entails. I need some good questions. Maybe: Exactly what am I in charge of?	No on call and no late hours	Not sure what my leadership will share. Question: What typically do Team Leaders know that I don't.	My observation is that Team Leaders present about half the time. Is this correct in other groups?

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Early Career-Example 1 – in 3 yrs

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			Challenge	Empowered	Balance	Honest	Skill - Present
			10	7	5	3	1
	All - % of Best	Top 2 - % of Best					
IN 3 YEARS - Current Job	77	44	3	2	2	6	5
	30%	26%	If I stay in this job 3 more years it is going to kill me	Little empowerment now & likely less later. I need to show them what I can do.	I will gain more 'experience' so I will always on call!	I think I will become jaded if I stayed this long	Maybe I could ask more?
IN 3 YEARS - NJ1 - <u>Technical Product Leadership</u> Position	227	150	8	10	8	9	10
	87%	88%	I think I could grow into this role	I assume my ability to decide what most important to work on will continue	The first year will be rough, but I believe I will get a handle on my hours. Yet I look at others ...	No change here, I am going to adhere to my principles	With all the practice that I will be getting this will be old hat
IN 3 YEARS - NJ2- <u>Team Leadership</u> Position	221	133	7	9	10	10	8
	85%	78%	I think this will become old hat in 3 years	I think after a few projects they will let me run	I know I could get this under control	I will share all that I know with my teammates	Even with presenting half the time I going to get better here

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The idea is to break this big decision on if to take a new job into smaller parts.

The smaller parts will generate Assumptions & Questions as you score each.

Having more than one job option Current, New Job1 & New Job2 forces a balancing act in the scoring helping to develop more Questions around each assumed score.

The scores are not important, the questions they generate are!

Some key observations

1. The emotion of staying in the current job comes out as one looks at being in that same job in 3 years generating motivation to grow.

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2. The individual has 'Challenge' & 'Empowerment' as the top categories, yet jumping into a much larger 'Technical Product Leadership' role looks scary. Are these two really the right key categories? Comments around 'Technical Team Leadership' show confidence & comfort in a smaller step up in position.
3. So many questions: Is it better to jump over what you are currently capable of or is it better to more easily take a smaller step into your next role? What happens when 'Balance' is overridden with 'Challenge'?
4. Developing the 'skill of presenting' seems important in the wording, but the weight on the score cannot change the outcome. Is this even the right skill to focus on? Does this skill add the most value at this time?
5. Is the individual naïve about the scoring for 'Honesty'? Can they form a question to the interviewer prior to actually taking the position?

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Summary

- ❑ Simple 10 step process, used by many, to help you decide:

Where you stand in your current role verses at least two new job options.
Where each of these options will be by your estimate in the Future ~ 3 years.

- ❑ Scoring that forces Assumptions and Questions to better help you understand where you are going next.
- ❑ Criteria or Important Areas selected by you to guide smaller decisions leading to larger conclusions.