## Comparing Competing Job Offers Checklist

Always remember that the interviewer will have over sold the job. You need to make sure the next organisation is going to be a better fit, or at least part of your proposed career journey.

The checklist below may need re-categorization to suit your current situation.

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| Comparing competing job offers checklist | Rank jobs (1= greatest fit, 2= next best fit) |
|  | Current job | Offer #1 | Offer #2 |
| Really important |  |  |  |
| Which position fits best with your Ikigai?  |  |  |  |
| Which position fits your five-year goal aspirations best? |  |  |  |
| Which position will make the best use of your strengths? |  |  |  |
| Which position offers the best career opportunities? |  |  |  |
| Which job has the best boss? (Make sure you have checked out the bosses with someone who is now outside the organisation, so you can do an accurate comparison to your current boss.) |  |  |  |
| Which job has the more competent staff reporting to your position? (Make sure you have checked this out with someone who is now outside the organisation, so you can do an accurate comparison to your current team.) |  |  |  |
| Which position offers the best work culture? |  |  |  |
| How does the job fit with your partner’s career? |  |  |  |
| How do the ‘work life balances’ compare? |  |  |  |
| Nice to have |  |  |  |
| How do the rates of pay compare? |  |  |  |
| Which job has the best C-Suite? (Make sure you have checked this out with someone who is now outside the organisation, so you can do an accurate comparison to the executive team in your current organisation.) |  |  |  |
| Which organisation has the more inspiring CEO? |  |  |  |
| Which job has the best commute time? |  |  |  |
| Which job has the most attractive office environment? |  |  |  |
| Which job has the best employee pension contribution? |  |  |  |
| Which job has the best holiday entitlement? |  |  |  |
| Which job has the best health and well-being focus? |  |  |  |
| Which job has the ‘best fit’ business travel component? |  |  |  |
| Which position offers the greatest investment in ‘protected’ training hours? |  |  |  |