



PT Solutions Career Comparison Tool

How many times have you tried to evaluate something on a scale of 1-10? Why is it that a number seems to clarify our feelings so well? The goal of this article is to equip you with a tool that can help you turn your feelings about choosing where to work into numbers that bring clarity to your decision.

Simple “Pros and Cons” lists are helpful for decisions where there are only two options to compare. However, when you have a multitude of career options, and more than one factor affecting your choice, a “weighted comparison table” is just the tool you need. You can use this tool anywhere that you have pencil and paper handy.

Here’s how it works:

First, create a list of the factors that effect your decision.

In choosing from multiple job offers, we recommend including the following factors, but feel free to add to our list:

- Productivity Expectations
- Commute Time
- Hourly Pay
- Benefit Package
- Mentorship
- CEU
- Coworkers
- Company Structure

Secondly, create a chart for yourself like the one which follows in our example. You can use our blank chart on page 4, or sketch your own blank chart, using decision making factors of your own choosing.

Place your career options in the row headings and your decision factors in the column headings.

At this point, you must define an ideal situation for each of the decision making factors that you’ve chosen. For this example, our therapist defined a number “3” ranking in her factors in the following ways:

- Productivity Expectations: 80%
- Commute Time: 1/2 hour or less
- Hourly Pay: \$35/ hour
- Benefits: Basic Medical,Dental and Vision. (Up to 20% premium contribution.)
- Mentorship: Access to an experienced therapist
- CEU: Eligible for 5 days off per year. Tuition reimbursement.
- Coworker: Teamwork is evident
- Company Structure: Independently Owned

Now she can determine whether each job ranks higher or lower than a “3” in each of these areas. After creating your own ideal situation for each of your factors, rate your opportunities on a scale of 1 - 5 according to each factor.

DECISION MAKING FACTORS	Productivity Expectations	Commute Time	Hourly Pay	Benefits	Mentorship	CEU	Coworker Cooperation	Company	Totals
FACTOR WEIGHT									
Current Job	4	2	2	5	2	5	4	3	
New Job Opportunity #1	3	5	4	1	1	2	2	2	
New Job Opportunity #2	5	3	3	2	2	3	4	1	

Next comes the tricky part.

On a scale of 1-5, you must decide which of these factors are the most important to you, and write in the “importance” of each factor in the “factor weight” column. You may rank more than one item as a “5”, but the more you spread out your values, the clearer your decision will be. For a new graduate, mentorship may be worth 5 points, while for an experienced therapist, it may only be worth 2 points. There are no right or wrong ways to scale these factors.

Don’t forget to consult a close friend as you determine how much you value these factors. Objective observations from an outsider will increase the accuracy of your score totals.

The therapist in our example is looking to be mentored and attend some continuing education classes, so she’s ranked those areas very high on the 1 - 5 scale.

DECISION MAKING FACTORS	Productivity Expectations	Commute Time	Hourly Pay	Benefits	Mentorship	CEU	Coworker Cooperation	Supervision	Totals
FACTOR WEIGHT	2	1	3	3	5	4	4	2	

Finally, multiply your original ranking for each factor by the weighted value of each factor and total each row. The “Totals” row will be a composite number that represents the weighted score for each opportunity.

DECISION MAKING FACTORS	Productivity Expectations	Commute Time	Hourly Pay	Benefits	Mentor ship	CEU	Coworker Cooperation	Supervision	Totals
FACTOR WEIGHT	2	1	3	3	5	4	4	2	
Current Job	5 (10)	5 (5)	3 (9)	5 (15)	2 (10)	3 (12)	4 (16)	3 (6)	83
New Job Opportunity #1	3 (6)	5 (5)	4 (12)	1(3)	1(5)	2 (8)	2 (8)	2 (4)	51
New Job Opportunity #2	3 (6)	2 (2)	3 (9)	2 (6)	5 (25)	3 (12)	4 (16)	1(2)	78

As you can see in our therapist’s example, her current job is a clear winner, (when all the factors are taken into consideration), even though opportunity #2 has a fantastic mentorship score. This therapist may still decide to accept job offer #2, for the opportunity to work under the mentorship of a great therapist, but she will have clearly calculated the the cost of her decision.¹

For an ONLINE VERSION of this weighted table comparison chart, follow this link to Salary.com, which uses this same tool in it’s “job assessor calculator.”

http://swz.salary.com/jobassessor/layoutscripts/joel_jobcriteria.aspx

You’ll have to create a few new categories to make it compatible with a therapist’s priorities, but if you don’t mind putting up with all their advertising, salary.com will do the math for you. Whether you like the online version or good old pen and paper, we hope that this tool enables you to make your next career move with confidence. Please let us know if we can be of service as you explore your options.

