

Compare Two Opportunities

Weigh two jobs, roles, programs, or paths through the lens of your career values.



NAME _____ DATE _____

When you are choosing between two jobs, roles, programs, or career paths, it can be easy to focus on whichever option looks better on paper.

Salary, title, prestige, flexibility, location, or excitement can all matter. But a strong decision also considers **whether an opportunity fits the values that matter most to you.**

STEP 1

Identify Your Most Important Career Values

Choose 5–10 career values that matter most to you right now. These might include things like:

Autonomy

Stability

Growth

Creativity

Meaning

Flexibility

Leadership

Connection

Achievement

Balance

Security

Learning

Use your Values Vault Career Edition or your own reflection to identify the values you want to use in this comparison.

My most important career values — carry these into the table in Step 2

1

2

3

4

5

6

7

8

9

10

STEP 2

Compare the Two Opportunities

Opportunity A:

Opportunity B:

Rate how well each opportunity appears to support each value.

IMPORTANCE
How important is this value to you?
1 = Not very important 5 = Extremely important

ALIGNMENT
How well does each opportunity appear to support this value?
1 = Very little 5 = Very strongly

CAREER VALUE	IMPORTANCE circle 1-5	OPPORTUNITY A circle 1-5	OPPORTUNITY B circle 1-5	NOTES
	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	

STEP 3

Look Beyond the Scores

The numbers can help you notice patterns, but they should not make the decision for you. Consider:

- ✦ Which opportunity better supports my highest-priority values?
- ✦ Where would I be making the biggest compromises?
- ✦ Which compromises feel acceptable?
- ✦ Which feel likely to create resentment or dissatisfaction over time?
- ✦ Is one option strong in areas that matter less to me than I first assumed?
- ✦ Is one option weaker in an area that is more important than I realized?

Write down anything that stands out:

STEP 4

Separate Values From Other Pressures

Sometimes an option feels compelling for reasons that are important, but not necessarily related to values alignment. Check any that may be influencing your decision:

- | | |
|--|--|
| ☐ Salary | ☐ Other people's opinions |
| ☐ Prestige | ☐ Familiarity |
| ☐ Fear | ☐ Novelty or excitement |
| ☐ Urgency | ☐ A desire to avoid disappointing someone |
| ☐ Family expectations | ☐ Fear of making the "wrong" choice |

None of these automatically make an option good or bad. The goal is simply to notice what is influencing you. Ask yourself:

If no one else had an opinion about this decision, what would matter most to me?

STEP 5

Identify What You Still Need to Know

Some values cannot be accurately judged from a job description or interview. What information would help you make a more informed decision? For example:

- ✦ What does the culture actually feel like?
- ✦ How much autonomy would I have?
- ✦ How flexible is the schedule in practice?
- ✦ What does advancement look like?
- ✦ How does the organization handle conflict?
- ✦ What are the expectations outside normal work hours?
- ✦ What is turnover like?
- ✦ How are employees supported?

Questions I still need answered:

STEP 6

Consider the Whole Life

A job does not exist in isolation. Ask how each option would affect:

My relationships

My time

My energy

My health

My finances

My family or caregiving responsibilities

My life outside of work

An opportunity may align beautifully with one career value while making another important part of life harder to sustain.

REFLECT

Final Reflection

Opportunity A

Feels most aligned with:

The compromise I would be making:

Opportunity B

Feels most aligned with:

The compromise I would be making:

The option that currently feels most aligned with what matters to me is:

Why:

One Last Question

You may not find an option that perfectly reflects every value you hold. The goal is not to identify the flawless choice.

It is to make the tradeoffs visible so you can choose them intentionally.



Values Vault Cards

Explore more tools, worksheets, and resources at ValuesVaultCards.com.

© 2026 Values Vault Cards. Clinicians may print and share this resource with their clients for therapeutic use. Please do not resell or redistribute it commercially.