



FREE STARTER · AN ARDENT WORKSHOP TOOL

Job-Offer Starter Scorecard

Score two job offers across five of the things that matter most. Give each criterion a weight (how much it matters to you — they should add up to 100), rate each offer 1–5, multiply and add, then divide by 100. The higher weighted score is the stronger overall fit — not just the bigger paycheck.

Criterion	Weight	Offer A (1–5)	A × wt	Offer B (1–5)	B × wt
Compensation	30				
Benefits	20				
Growth & Learning	20				
Culture & Values	15				
Commute & Flexibility	15				
Total	100				

Weighted score = total ÷ 100

Want more than two offers?

The full Job-Offer Decision Helper compares up to four offers across eight criteria you choose, folds each offer's money into one Total-Comp number, ranks them, and is yours to keep — a 7-tab workbook (Excel, Google Sheets, LibreOffice) plus three guides. Or try the free web scorer first.

A decision aid, not financial, career, legal, or tax advice. The example weights are a starting point — change them to fit you. Free to use; please don't resell or redistribute.

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