



DECISION ASSISTANT

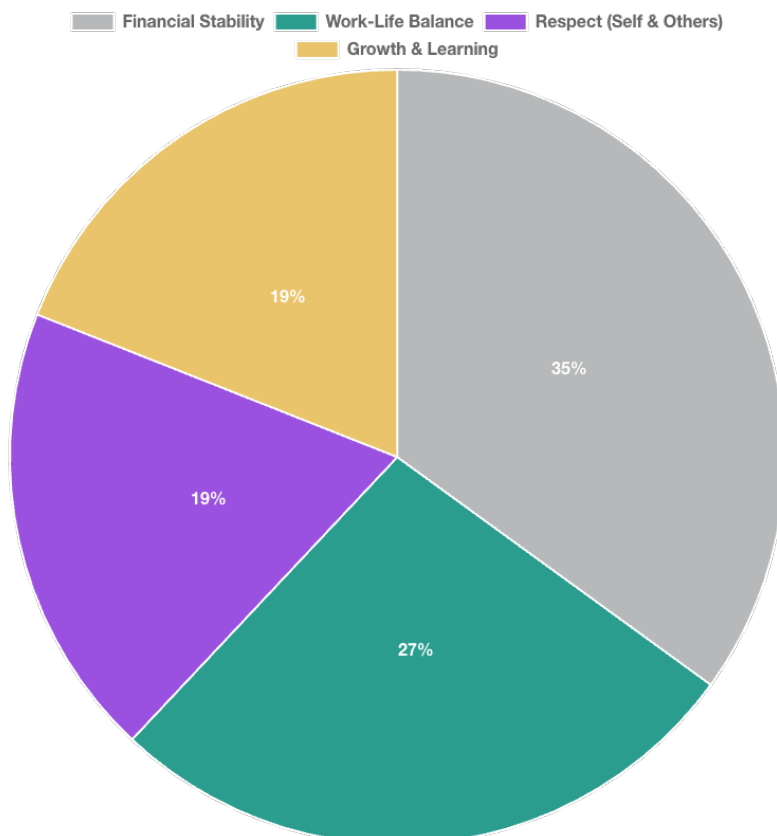
Your Decision Analysis

Based on your selected criteria and values, here's how each option aligns with what matters most to you.

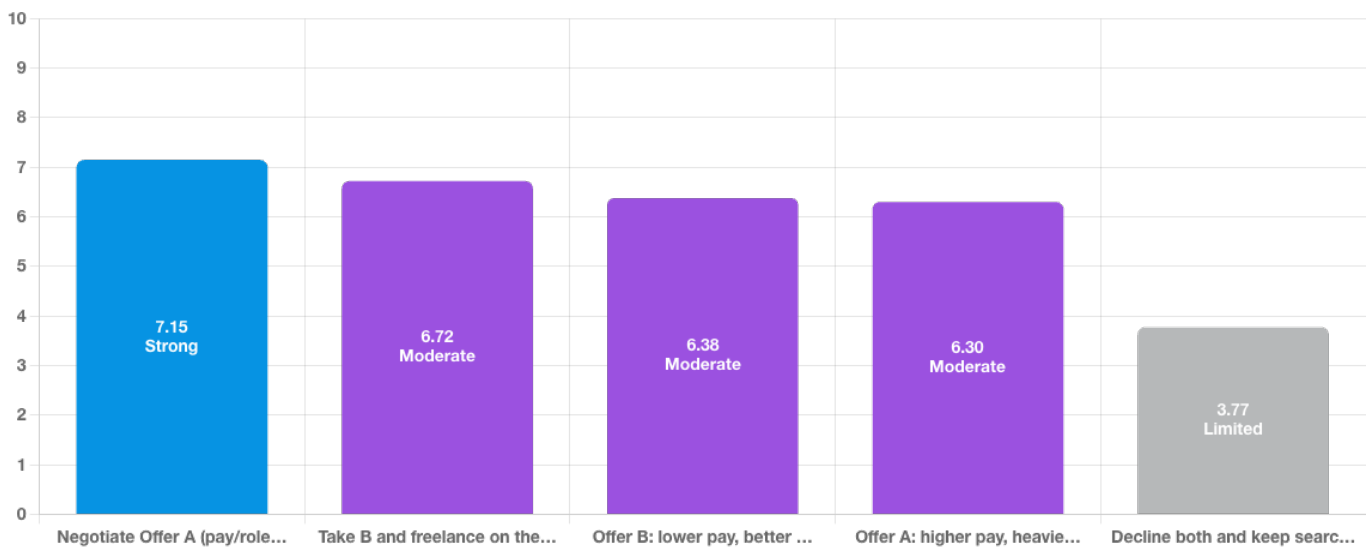
Decision Being Analyzed: Choose Between Two Job Offers

What Matters Most to You

This chart shows your top values and their relative importance in this decision.



Overall Alignment Scores



Option (j)	Score	Fit Level
Negotiate Offer A (pay/role clarity) then decide	7.15	Moderate
Take B and freelance on the side	6.72	Moderate
Offer B: lower pay, better balance	6.38	Limited
Offer A: higher pay, heavier workload	6.3	Limited
Decline both and keep searching	3.77	Limited

Note: Higher scores reflect better alignment with your selected values—not a “correct” or universally optimal decision.

Calculation Details

Negotiate Offer A (pay/role clarity) then decide

Criterion (i)	Weight	Alignment (a_{ij})	Weighted Score
Financial Stability	0.346	9	3.11
Work-Life Balance	0.269	5	1.35
Respect (Self & Others)	0.192	6	1.15
Growth & Learning	0.192	8	1.54

Take B and freelance on the side

Criterion (i)	Weight	Alignment (a_{ij})	Weighted Score
Financial Stability	0.346	6	2.08
Work-Life Balance	0.269	8	2.15
Respect (Self & Others)	0.192	7	1.34
Growth & Learning	0.192	6	1.15

Offer B: lower pay, better balance

Criterion (i)	Weight	Alignment (a_{ij})	Weighted Score
Financial Stability	0.346	4	1.38
Work-Life Balance	0.269	10	2.69
Respect (Self & Others)	0.192	7	1.34
Growth & Learning	0.192	5	0.96

Offer A: higher pay, heavier workload

Criterion (i)	Weight	Alignment (a_{ij})	Weighted Score
Financial Stability	0.346	10	3.46
Work-Life Balance	0.269	2	0.54
Respect (Self & Others)	0.192	5	0.96
Growth & Learning	0.192	7	1.34

Decline both and keep searching

Criterion (i)	Weight	Alignment (a_{ij})	Weighted Score
Financial Stability	0.346	2	0.69
Work-Life Balance	0.269	5	1.35
Respect (Self & Others)	0.192	5	0.96
Growth & Learning	0.192	4	0.77

How are scores calculated?

We calculate a total score for each option using the following formula:

$$\text{Score} = \text{SUM} (\text{Weight}_i \times \text{Alignment}_{ij})$$

This method is called the **Weighted-Sum Model (WSM)** — part of a decision-making framework known as **Multi-Criteria Decision Analysis (MCDA)**. Each score reflects how well the option fits your priorities by multiplying each criterion's importance by its alignment score and summing the results.

i = each value or goal & j = each option

Reference: Triantaphyllou, E. (2000). *Multi-Criteria Decision Making: A Comparative Study*. Springer.

What This Analysis Assumes

- You are currently in a position where financial stability is critical within the next six weeks.
- Your recovery from burnout is a priority that may affect your work performance and satisfaction.
- The job market may offer better opportunities in the near future, allowing for continued searching.
- Freelancing will provide a manageable workload alongside a primary job without leading to burnout.
- Negotiating Offer A will lead to a satisfactory outcome that balances workload and compensation.

If any of these assumptions don't reflect your situation, feel free to go back and adjust your inputs to get a more accurate result.

Reflection & Insights

Key Observations

Your decision revolves around two job offers that present contrasting benefits and challenges. Offer A provides higher financial stability but comes with a heavier workload, which could exacerbate your current recovery from burnout. Offer B, while offering a better work-life balance, presents a financial trade-off. The option to negotiate Offer A suggests a proactive approach to seek clarity and potentially mitigate some of the workload concerns. Additionally, the idea of taking Offer B and freelancing on the side reflects your desire for both stability and growth. Declining both options indicates a willingness to prioritize your well-being, even if it means a longer search for the right fit.

Pros & Cons of each Option

Offer A: higher pay, heavier workload

- **Pros:**
 - Strong financial stability (score: 10)
 - Opportunities for growth and learning (score: 7)
- **Cons:**
 - Poor work-life balance (score: 2)
 - Potential for burnout relapse due to heavy workload

Offer B: lower pay, better balance

- **Pros:**
 - Excellent work-life balance (score: 10)
 - Respectful environment (score: 7)
- **Cons:**
 - Lower financial stability (score: 4)

- Limited growth opportunities (score: 5)

Negotiate Offer A (pay/role clarity) then decide

- **Pros:**

- Good financial stability (score: 9)
- Better balance between work-life and growth (score: 8)

- **Cons:**

- Still may not fully resolve workload concerns (score: 5)

Take B and freelance on the side

- **Pros:**

- Reasonable work-life balance (score: 8)
- Respectful environment (score: 7)

- **Cons:**

- Moderate financial stability (score: 6)
- Juggling freelance work may lead to potential burnout (score: 6)

Decline both and keep searching

- **Pros:**

- Opportunity to find a better fit for your needs

- **Cons:**

- Low financial stability (score: 2)
- Risk of extended job search leading to uncertainty

Reflections

Your current situation highlights the delicate balance between financial stability and maintaining your well-being. The scores indicate that while Offer A may seem appealing financially, the weight of its demands could counteract its benefits, especially as you recover from burnout. Offer B, despite its lower pay, aligns more closely with your immediate need for

balance and respect, which is crucial for your mental health. The negotiation option stands out as a proactive measure that could lead to a more tailored solution that fits your values better. Freelancing could provide additional income but may also risk overextending yourself. Ultimately, it's essential to consider not just the immediate financial implications but also the long-term impact on your well-being and career growth.

*This tool does not make a decision for you. It provides clarity on alignment so that **you** can make the most informed and authentic choice.*

If you're making decisions in high-risk areas (e.g., legal, financial, medical), this tool is not a substitute for professional advice. Use it as a perspective tool—not a final verdict.

Choose wisely!

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