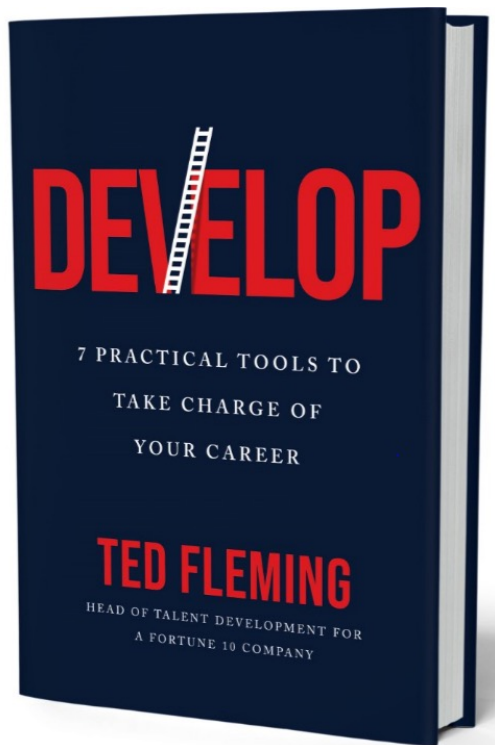


# EXPECTED VALUE TOOLKIT



---

“*Develop* is the rare book that will help each reader tap into their unique talents, while also acknowledging their unique challenges, as they forge a path toward personal success.”

— **ELEASE WRIGHT**  
vice chair of the National  
Academy of Human Resources

---

**LEARN MORE:**

Connect With Ted At [TEDFLEMING.COM](https://tedfleming.com) | Read Latest [Blogs](#)

# INSTRUCTIONS

**Tool:** Expected Value

---

**Purpose:** Compare the value of your existing job against other opportunities. Helps with decision-making and knowing when it is time to make a move.

---

**Instructions:** Step 1: use the worksheet to rate the value of your current job (present value + future value + intangible value).

Step 2: estimate the value of potential jobs (present value + future value + intangible value).

Step 3: use the results as one measure to determine if it is time to change jobs. Share your results with select family, friends, mentors, and sponsors to get their input, then make your decision.

---

# EXPECTED VALUE WORKSHEET

Value Component	Current Role	Opportunity #1	Opportunity #2
<b>PRESENT VALUE</b>			
<b>Compensation (Base, Bonus Equity)</b> (High = 20 points; Medium = 15 points; Low = 10; N/A = 0 points)			
<b>Benefits (Health, Financial, Education)</b> (High = 20 points; Medium = 15 points; Low = 10; N/A = 0 points)			
<b>Access to Advice / Discounts</b> (High = 10 points; Medium = 5 points; Low = 5; N/A = 0 points)			
<b>FUTURE VALUE</b>			
<b>Micro Value (Pay, Promotion, Become a Manager of People)</b> (High = 15 points; Medium = 10 points; Low = 5; N/A = 0 points)			
<b>Macro Value (People, Economic, Reputation, Technology)</b> (High = 15 points; Medium = 10 points; Low = 5; N/A = 0 points)			
<b>INTANGIBLE VALUE</b>			
<b>Work Model (Office, Remote, Hybrid)</b> (High = 15 points; Medium = 10 points; Low = 5)			
<b>Boss Relationship (Sponsor, Mentor, Blocker, Non-Factor)</b> (High = 5 points; Medium = 3 points; Low = 2; N/A = 0 points)			
<b>Cultural Fit (Mission, Values, Working Norms)</b> (High = 5 points; Medium = 3 points; Low = 2; N/A = 0 points)			
<b>Location (Family Fit, Commute)</b> (High = 5 points; Medium = 3 points; Low = 2; N/A = 0 points)			
<b>Total Score:</b>			

# EXPECTED VALUE EXAMPLE

## Results:

**Dream Job:** 90 – 100 Points

**Good Job:** 65 – 85 Points

**Time to Consider a Change:** <60 Points

Value Component	Dream Job	Good Role	Time to Change
<b>PRESENT VALUE</b>			
<b>Compensation (Base, Bonus Equity)</b> (High = 20 points; Medium = 15 points; Low = 10; N/A = 0 points)	20	15	10
<b>Benefits (Health, Financial, Education)</b> (High = 20 points; Medium = 15 points; Low = 10; N/A = 0 points)	20	15	10
<b>Access to Advice / Discounts</b> (High = 10 points; Medium = 5 points; Low = 5; N/A = 0 points)	10	5	5
<b>FUTURE VALUE</b>			
<b>Micro Value (Pay, Promotion, Become a Manager of People)</b> (High = 15 points; Medium = 10 points; Low = 5; N/A = 0 points)	15	10	10
<b>Macro Value (People, Economic, Reputation, Technology)</b> (High = 15 points; Medium = 10 points; Low = 5; N/A = 0 points)	15	10	10
<b>INTANGIBLE VALUE</b>			
<b>Work Model (Office, Remote, Hybrid)</b> (High = 15 points; Medium = 10 points; Low = 5)	5	2	2
<b>Boss Relationship (Sponsor, Mentor, Blocker, Non-Factor)</b> (High = 5 points; Medium = 3 points; Low = 2; N/A = 0 points)	5	5	0
<b>Cultural Fit (Mission, Values, Working Norms)</b> (High = 5 points; Medium = 3 points; Low = 2; N/A = 0 points)	5	3	0
<b>Location (Family Fit, Commute)</b> (High = 5 points; Medium = 3 points; Low = 2; N/A = 0 points)	5	5	3
<b>Total Score:</b>	<b>100</b>	<b>70</b>	<b>50</b>