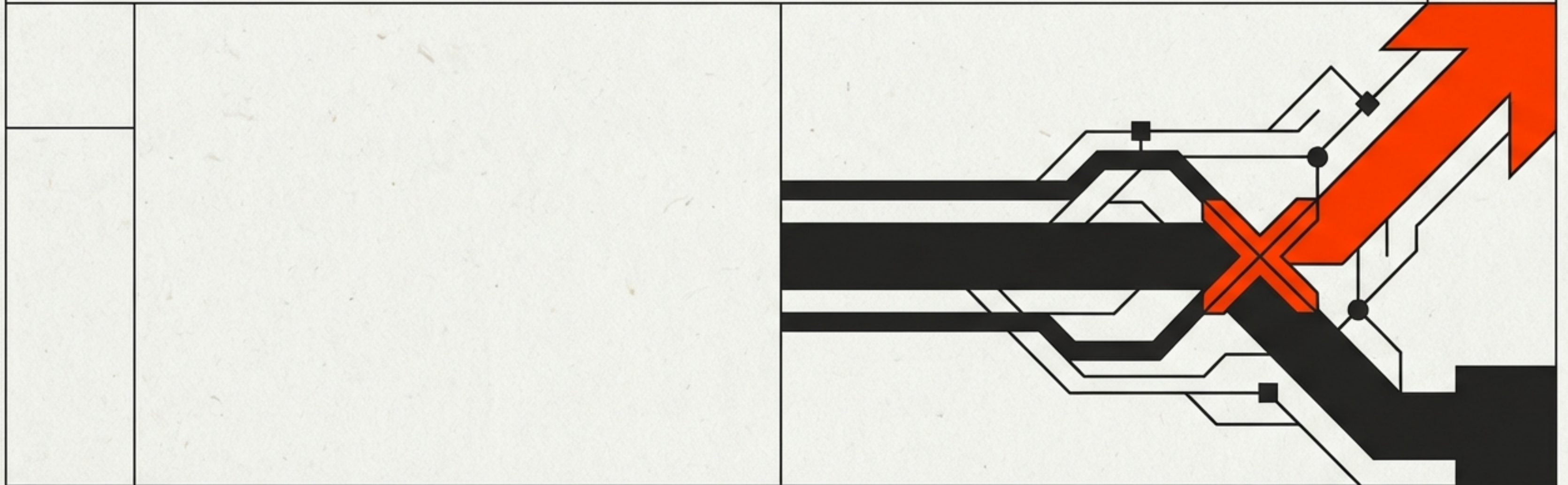


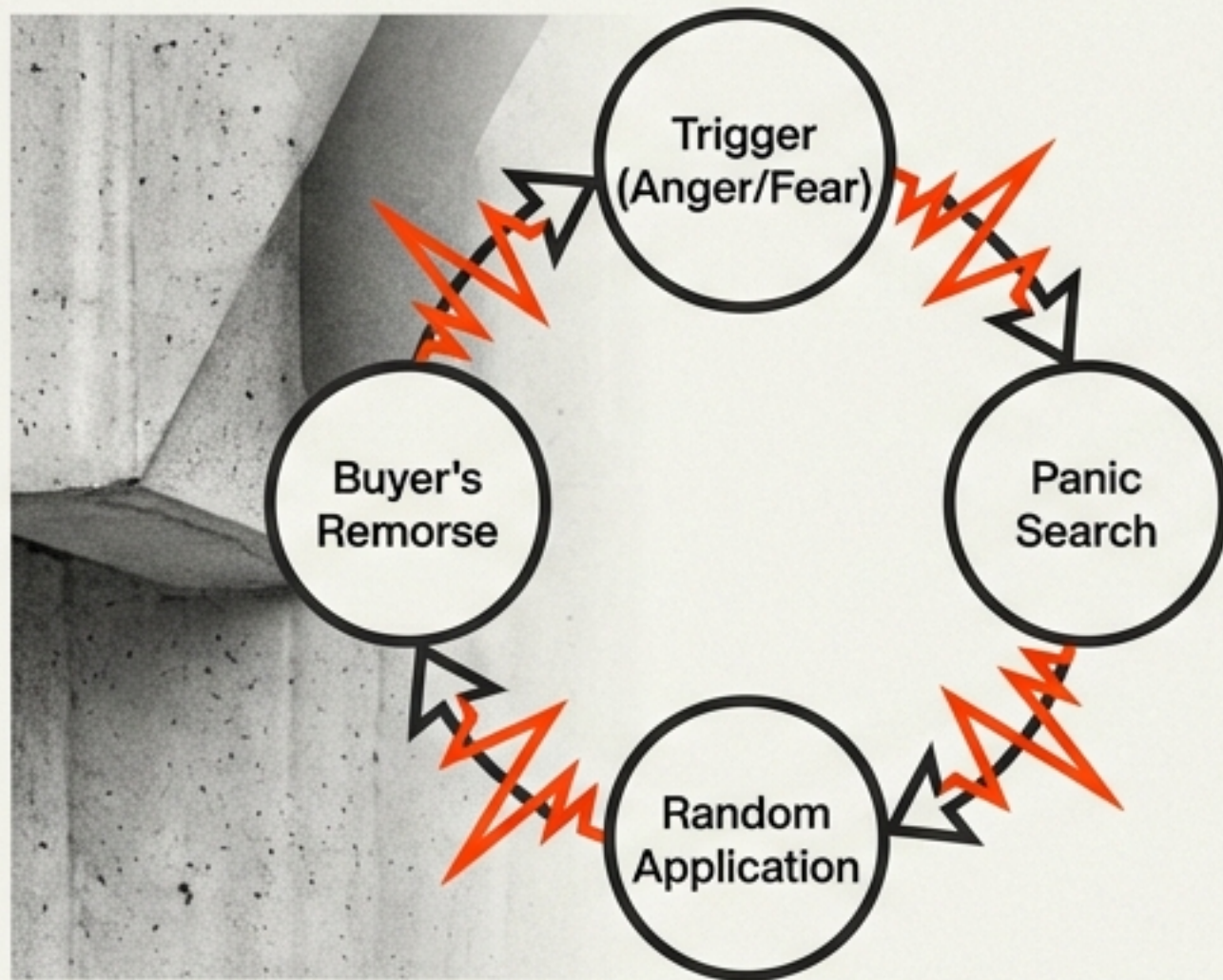
Should You Stay or Should You Go?

A Strategic Audit Framework for High-Stakes Career Decisions.



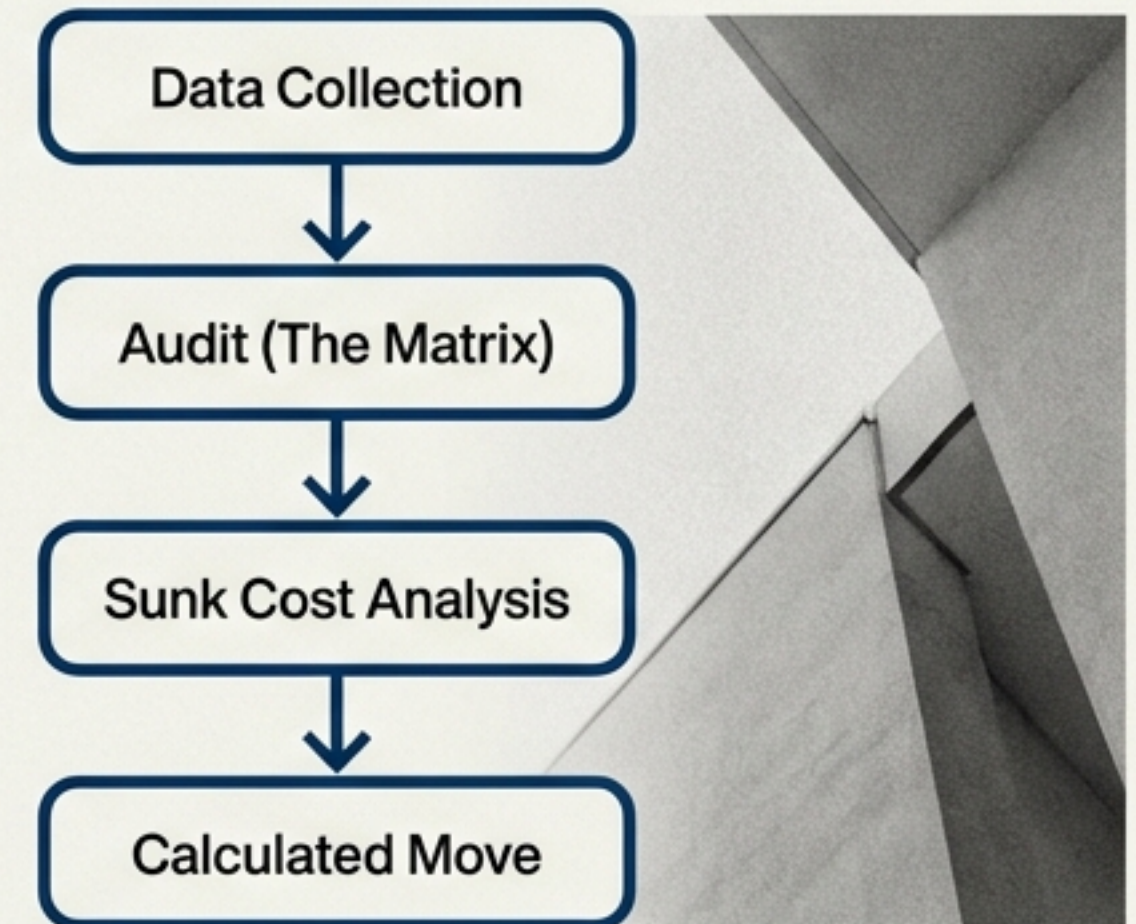
The Danger of the “Bad Monday” Response

The Reactionary Cycle



Most professionals make career decisions based on short-term emotional triggers. This leads to “Rage-Applying” and jumping from one wrong-fit role to another.

The Strategic Cycle



We are moving you from a “Fight or Flight” response to an Executive Strategy mindset.

Emotional decisions about your career are expensive.

The Resume is the Last Step, Not the First.



**Step 1:
The Audit
(Current Lesson)**
Assessing reality vs.
emotion.

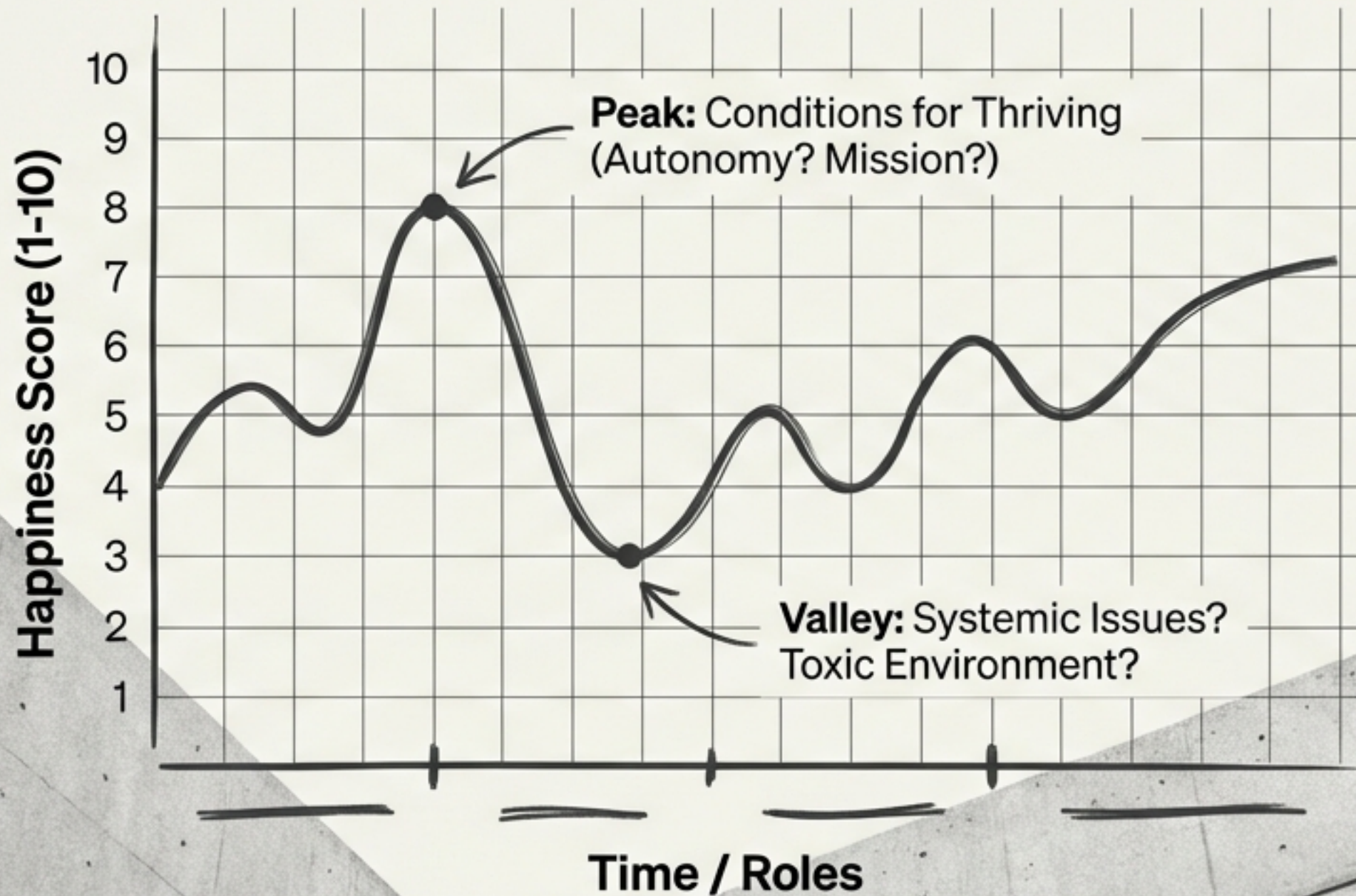
**Step 2:
The Design**
Defining the target.

**Step 3:
The Search**
Marketing and
interviewing.

The most critical career move happens BEFORE a single application is submitted. Not everyone who feels the need to leave actually needs a new job; some need an internal pivot, a hard conversation, or a mindset shift.

Clarity precedes action.

Historical Analysis: The Career Happiness Timeline



1. List every significant role.
2. Assign a happiness score (1-10) based on the average feeling.
3. Plot the trend line.
4. Look for Patterns: Do you cycle every 3 years?

Using AI to Extract Your 'Career DNA'

*We often miss our own patterns because we are too close to the data.
Use AI as an objective analyst.*

AI Tool 4: The Career Pattern Analyzer

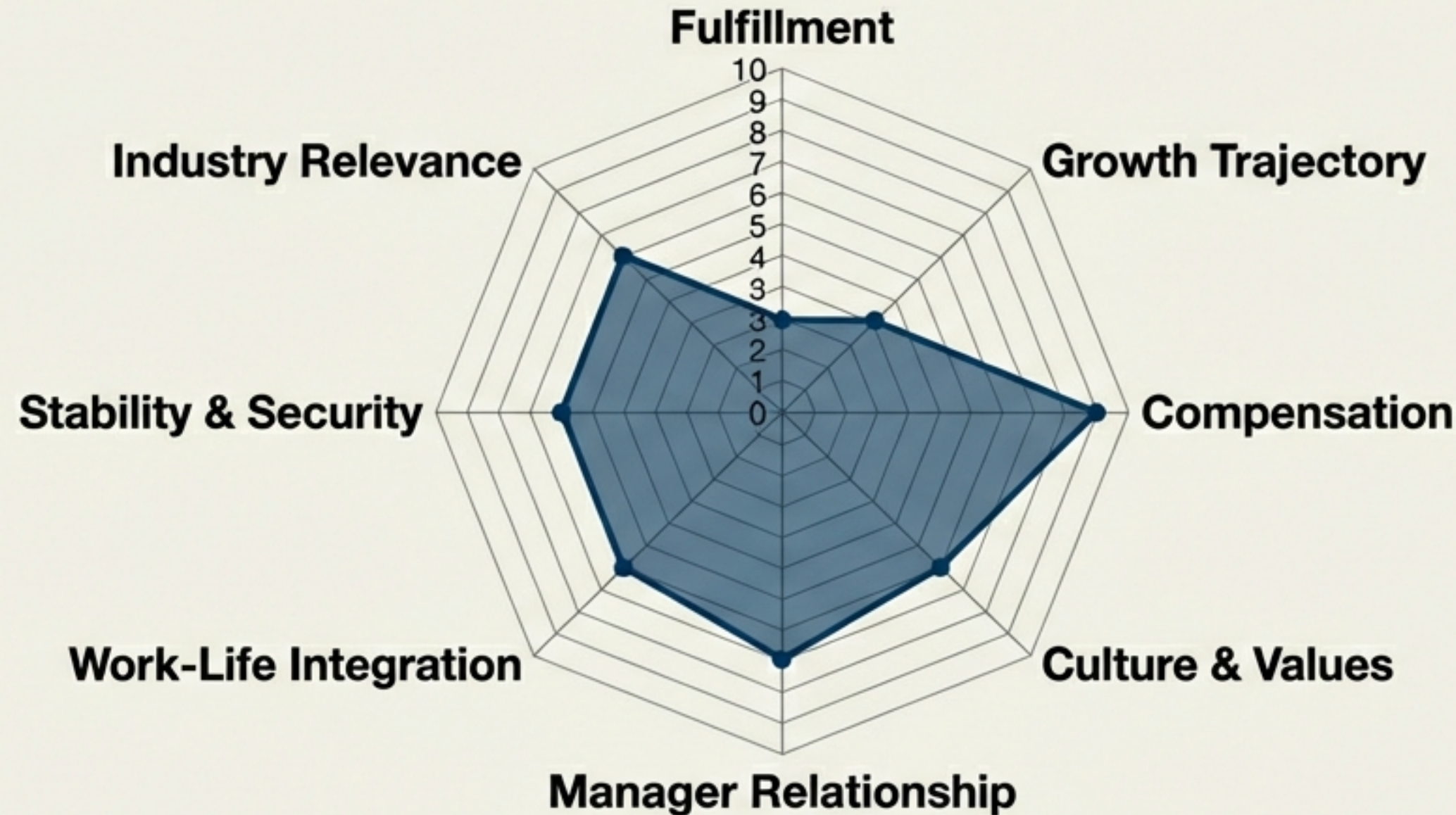
Prompt Concept: Input your timeline notes and ask AI to identify common denominators in your 'Peaks' and root causes in your 'Valleys'.



Output: List of non-negotiable requirements.

The Core Framework: The Stay/Go Decision Matrix

A quantitative audit of your current role across 8 distinct dimensions.



Rate 1–10 based on current reality, not future hope.

Audit Part I: Intrinsic Value & Environment

1

Fulfillment

Does the work feel meaningful to you? Do you care about the outcome?

2

Growth Trajectory

Are you acquiring new skills? Is there a clear path to the next level, or is it “the same year on repeat”?

4

Culture & Values

Do you respect your colleagues?
Do company actions match stated values?

6

Work-Life Integration

Does the role support the life you designed? Consider commute, flexibility, and energy levels.

Scoring Note: Be brutally honest. A ‘6’ is not a ‘7’.

Audit Part II: Hard Metrics & Market Reality

3

Compensation

Are you paid at/above market rate?

AI Tool 1: Market Reality Check.
Research salary bands before scoring.

5

Manager Relationship

Does your supervisor advocate for you and remove blockers?
Or are they a source of stress?

7

Stability & Security

Is the company financially healthy? Is restructuring likely?

8

Industry Relevance

Are your skills appreciating or depreciating?

AI Tool 5: Industry Relevance Scanner.
Check if your skill stack is becoming obsolete.

Scoring Note: Be brutally honest. A '6' is not a '7'.

The Accuracy Check: Removing Self-Deception.



Humans rationalize bad situations. We need an objective auditor.

AI Tool 2: The Blind Spot Detector.

Mechanism: Feed your reasoning for each score into an AI tool and ask it to play 'Devil's Advocate'. If you can't defend a '7' to the AI, it's probably a '5'.

Scoring Note: Be brutally honest. A '6' is not a '7'.

Risk Analysis: The 'Below 3' Override Rule.

If ANY single dimension scores a 3 or below, this is a red flag regardless of the total score.

The Toxic Manager (Score: 2)

Can poison an otherwise perfect role.
Stress spikes, development halts.

The Collapsing Company (Stability: 1)

Makes fulfillment irrelevant.
You are on borrowed time.

A high average cannot save a toxic component. Do not average out the poison.

The Sunk Cost Audit

Past Investment (Lost) vs. Future Choice (Actionable)

Reason for Staying	Category
8 years of tenure	PAST
Pension vesting soon	PAST
Fear of job market	FEAR
Potential promotion	FUTURE

AI Tool 3: Sunk Cost Reality Test

Mechanism: List all your "Reasons for Staying". The AI will automatically classify each as either a Sunk Cost (PAST) or an Actionable Factor (FUTURE). It will then ask: "Is this a compelling future investment?"

If you ignore what you've already spent, is this role worth investing in tomorrow?

The Verdict: Scoring Your Matrix.

65–80: Stay & Optimize.

45–64: Explore Carefully.

25–44: Plan Your Exit.

8–24: Move Now.

**Total
Possible
Score: 80**

Interpreting Your Results.

Stay & Optimize

Strong position.
Focus on fixing the
1-2 low dimensions
(e.g., negotiate pay).

Explore Carefully

Real problems
exist, but may be
fixable. Network
quietly. Do not blow
up the role yet.

Plan Your Exit

Multiple dimensions
failing. Begin
structured search
immediately while
maintaining
performance.

Move Now

Role is damaging
health/finances.
Exit is priority.

Reminder: Apply the '**Below 3' Override**. If you have a '2' on Manager, you move to 'Plan Your Exit' regardless of total score.

Immediate Action Items.

- ☐ Complete the Matrix: Be honest with the data.
- ☐ Run the Sunk Cost Audit: Eliminate past-tense reasoning.
- ☐ Write the Decision Paragraph: State clearly “I will Stay/Go because...”
- ☐ If Staying: Draft a plan to improve the lowest dimension.
- ☐ If Going: Proceed to Module 1.2: Design Your Search.

Clarity Is Power.

If the data says STAY:
You eliminate anxiety and
focus on performance.

If the data says GO:
You are no longer running
AWAY. You are walking
TOWARD a calculated
opportunity.

You now own the decision. The reaction ends here. The strategy begins now.