

SWEAT INVESTMENT DECISION

PRIVATE - PERSON-OWNED

This decision belongs to the person making the career judgment.

The Sweat Investment Decision is private and person-owned. It is not a performance evaluation, retention exercise, or personnel record. Disclosure is not required. When acting as a Steward for another person, a leader may provide factual information but must not complete, steer, retain, require disclosure of, or use this tool to persuade that person.

Complete this tool. No automatic score, calculation, or recommended decision is generated.

1. Value of the Current Work Universe

Rate each statement from 1 (strongly disagree) to 5 (strongly agree).

I continue to perform meaningful work.	RATING (1-5)	<div><div></div><div>▼</div></div>
I am still developing valuable capabilities.	RATING (1-5)	<div><div></div><div>▼</div></div>
My leader provides honest feedback.	RATING (1-5)	<div><div></div><div>▼</div></div>
My contribution is recognized appropriately.	RATING (1-5)	<div><div></div><div>▼</div></div>
I have access to meaningful developmental opportunities.	RATING (1-5)	<div><div></div><div>▼</div></div>
I trust the information I receive about future possibilities.	RATING (1-5)	<div><div></div><div>▼</div></div>
The Work Universe remains healthy enough for me to do strong work.	RATING (1-5)	<div><div></div><div>▼</div></div>

2. My Readiness

What greater responsibility do I believe I am prepared to carry?

What evidence supports my assessment?

What does my leader believe remains unproven?

Do I agree? What experience or evidence could resolve the difference?

3. Opportunity Reality

What opportunity am I waiting for?

Does it currently exist? How often does a comparable opportunity become available?

What conditions could prevent the opportunity from appearing?

Am I responding to a realistic possibility, or have I converted hope into expectation?

4. Value of Continued Investment

What could I gain by remaining for another defined period?

What could I lose by waiting?

5. Time Horizon

How long am I willing to continue this Sweat Investment before reassessing?

What should be different by that date?

What evidence would justify continuing?

What evidence would suggest that waiting no longer serves my career?

6. Alternatives

What internal alternatives exist?

What external alternatives exist?

What information do I need before deciding?

Can I explore alternatives while continuing to perform strongly and professionally?

7. My Decision

Select the one choice that best reflects your decision now.

1. I will continue investing because the work, development, and opportunity remain worthwhile.
2. I will continue investing until a defined reassessment date.
3. I will continue performing while actively exploring alternatives.
4. I will pursue a different internal path.
5. I will pursue an opportunity outside the organization.
6. I need more information before deciding.

MY DECISION - SELECT ONE

My reasoning

8. Integrity Check

Use these questions to test the integrity of your decision. Check each question you have considered.

- ☐ Am I remaining because the investment is worthwhile, or because change feels uncomfortable?
- ☐ Am I leaving because another opportunity is better, or because I am reacting to temporary disappointment?
- ☐ Have I examined honest evidence about my readiness?
- ☐ Have I received realistic information about organizational possibilities?
- ☐ Am I expecting the organization to provide something it never promised?
- ☐ Am I accepting ownership of the consequences of my decision?

A person's career belongs to that person.

A Steward evaluates Work Universe Risk for the people and work within their responsibility. Each person—including a leader evaluating their own career—owns their own Sweat Investment judgment.