

# **AVERAGE** **TO** **AMAZING** **CAREER CLARITY MAP**

A Decision Support Tool for  
Permanent and Interim Consulting  
Career Moves

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Built on the S.O.L.V.E. Framework



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At Horizon Recruitment, we believe better career decisions can change lives.  
And better decisions start with better questions.

That's why we created this tool - not to help you to chase a job, but to help you solve for the role that truly fits where you are. One that aligns with your values, supports your goals, and puts you in a position to grow, contribute, and thrive.

Use it honestly. You're not filling this out for us - you're doing it for yourself.

And when you're ready, we're here to help bring that vision to life.

# THIS ISN'T A JOB SEARCH WORKSHEET.

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It's a strategic thinking tool designed to help you pause, reflect, and make smarter career decisions.

Whether you're actively looking or simply sensing it's time for change, the **S.O.L.V.E. Framework** guides you through five key areas - **Situation, Outcomes, Levers, Values, and Evidence** - to help you step back from the noise and clarify what matters.

»» What's driving you to consider something new?

»» What would better actually look like?

»» And how do you know the next step is the right one?



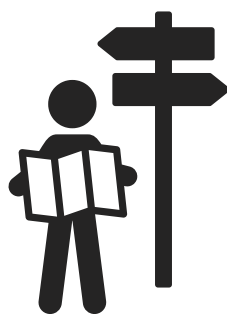
### What this is?

This tool is designed to help you evaluate your next move - whether it's a full-time role, a short-term contract, or something in between. You don't need to fill out every section. You don't need to have it all figured out. But you should have a clear lens - so your next step is intentional, not reactive.

### USE THIS MAP TO



Clarify what  
you need now



Align with where  
you want to go



Avoid roles that  
distract, derail, or drain  
you

*This isn't just about finding a job – it's about making your work, work for you.*

### How to Use this?

1

#### Set aside focused time to reflect.

Even 30 minutes of honest thinking can save months of regret.

2

#### Answer at your own pace.

You don't need to complete the whole map to gain value.

3

#### Use the "Permanent vs Interim" lens.

Each section includes tailored prompts depending on your context.

4

#### Return when needed.

This isn't a one-time exercise - it's a reusable filter for smarter decisions.







# The S.O.L.V.E. Framework

## Before You Start: What Are You Solving For?

Check the priorities that reflect your current state. This will shape how you use the map:

☐ Growth

☐ Flexibility

☐ Reset/Recharge

☐ Stability

☐ Income

☐ Transition

*You don't need perfection, but you should operate with intention.*





S – Situation: Where Am I Now? (Current State)

Get clear on why you’re even considering a move. Your current state defines the lens you’re viewing opportunities through

1 \_\_\_\_\_

What’s working in my current situation?

2 \_\_\_\_\_

What’s not - and why?

3 \_\_\_\_\_

What specific event or pattern triggered this evaluation?

4 \_\_\_\_\_

Is this move about escaping something - or creating something?

5 \_\_\_\_\_

If nothing changed, would I stay?





*Permanent Lens*

What's become too small, too slow, or no longer aligned with where I'm headed?

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*Interim Lens*

Am I in a gap, looking for flexibility, or seeking variety and challenge?

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O – Outcomes: What Do I Want Next? (Future State)

Define what success looks like - not just in theory, but in this next chapter.

1 \_\_\_\_\_

What do I need to feel like this move was a win?

2 \_\_\_\_\_

What progress would make this worth my time, energy, and reputation?

3 \_\_\_\_\_

What am I optimizing for in this season of my career?





*Permanent Lens*

What would I be proud to build or grow into over the next 12–24 months?

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*Interim Lens*

What project outcomes, learning, or positioning do I want to walk away with?

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L – Levers: What Do I Bring with Me?

Identify the skills, strengths, and credibility you can apply immediately to create value.

1 \_\_\_\_\_

What do I solve better or faster than most?

2 \_\_\_\_\_

What are 2–3 moments of real impact from my past few roles?

3 \_\_\_\_\_

What strengths or experiences are my most marketable capabilities?

4 \_\_\_\_\_

What do others rely on me for in fast-moving or high-stakes situations?

STRENGTHS





*Permanent Lens*

What core capabilities should I double down on or scale in my next role?

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*Interim Lens*

What’s my “go-to gear” when I parachute into complex environments?

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V – Values: Where Do I Thrive?

Align your environment with your energy.  
Fit matters - especially if you want to perform at your best.

1

What kind of leadership style brings out my best?

2

What motivates me to go above and beyond?

3

What behaviors or dynamics drain me - even if the work is fine?

4

What values do I want to see practiced, not just preached?







*Permanent Lens*

What culture or mission am I excited to be part of long-term?

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*Interim Lens*

What conditions do I need to work efficiently and independently?

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**E – Evidence: Is This the Right Move?**

Use real signals - not wishful thinking or surface perks - to assess fit.

When you evaluate job offers, promotions, or even lateral moves, it's easy to focus only on the Input - things like salary, location, or job title - and maybe the Output, like what you'll be doing day to day. But the smartest career decisions come from asking bigger questions:

1 \_\_\_\_\_

Is the Outcome worth the Input?

2 \_\_\_\_\_

Does this create Opportunity you can reinvest in your future?

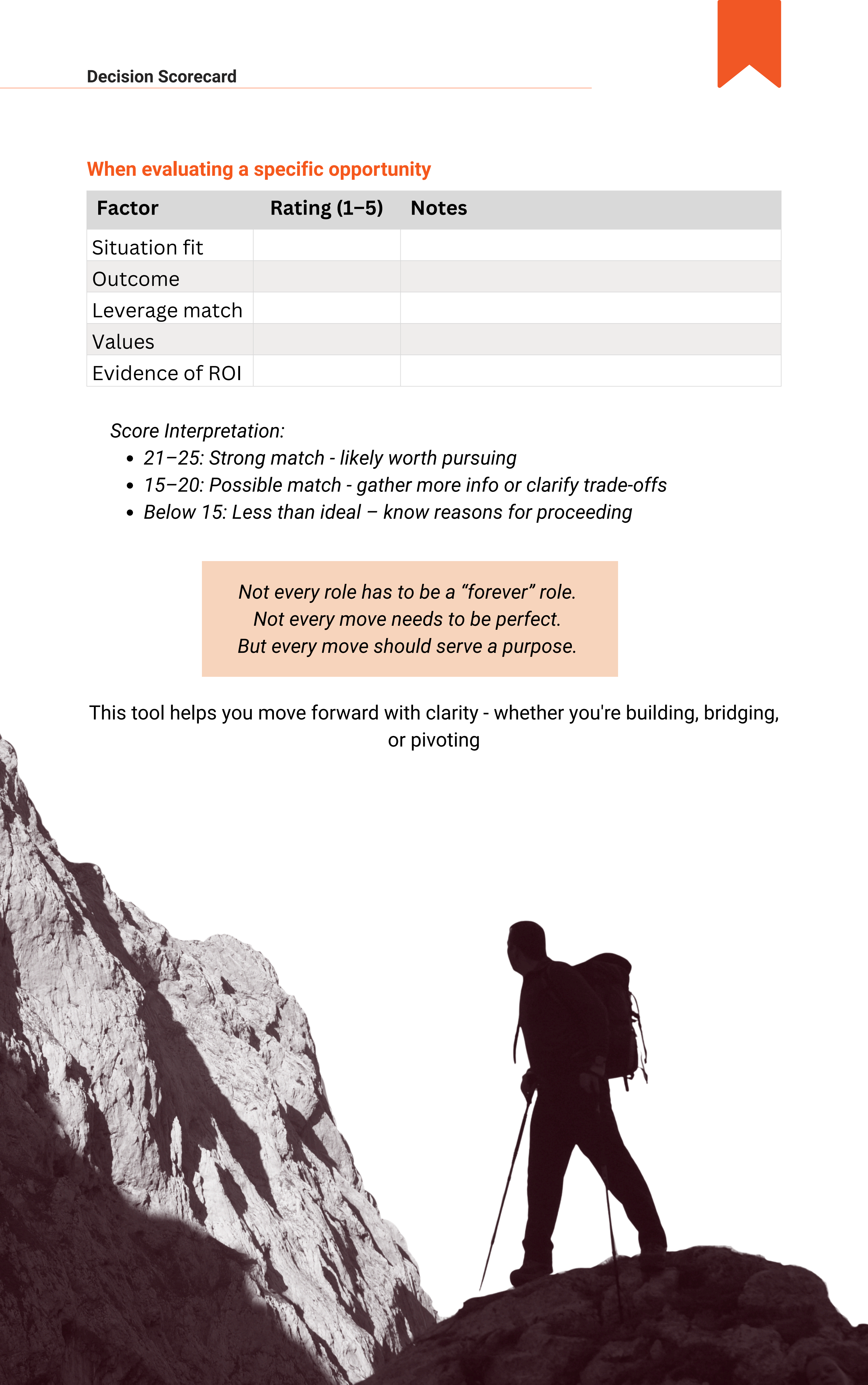
Sometimes, that opportunity comes in the form of a contract role - something that might feel temporary but can create real momentum. Pursue work where you're learning, meeting new people, using new systems, and adding fresh experience to your story. And often, being in motion makes you more visible, more credible, and more employable than standing still.

The key is to zoom out and think like an investor in your own career - not just asking “What do I get today?” but “What does this set me up for tomorrow?”









When evaluating a specific opportunity

Factor	Rating (1–5)	Notes
Situation fit		
Outcome		
Leverage match		
Values		
Evidence of ROI		

Score Interpretation:

- 21–25: Strong match - likely worth pursuing
- 15–20: Possible match - gather more info or clarify trade-offs
- Below 15: Less than ideal – know reasons for proceeding

Not every role has to be a “forever” role.  
Not every move needs to be perfect.  
But every move should serve a purpose.

This tool helps you move forward with clarity - whether you're building, bridging, or pivoting