

FOCUS / 1.0

Career progression and weekly organization

Illustrative case · No client data

01 Decision situation

THE DECISION TO CLARIFY

Should you accept the new team lead role now, or remain in your current position, given your wish to progress professionally and the limit you place on regular office attendance?

A

Accept the new role

What actually matters

01

The new role directly matches the progression you have been seeking

You have wanted to move into a management role for several years. The offer would place you in charge of a four-person team, and you see it as a genuine step forward. You also believe a comparable opportunity may not arise again soon.

That progression therefore has real value for you. It is not simply a salary increase.

B

Remain in your current role

02

Your current position gives you stability that you do not need to leave urgently

Your current role is familiar, stable and compatible with your weekly organization. You usually work from the office one day a week, you value your team and manager, and you do not identify an immediate need to leave.

That stability has a cost, however: you see limited opportunities for progression over the next 12 to 18 months.

01 Decision situation — continued

What actually matters

03

Your limit is concrete: two regular office days are manageable; three are not sustainable

You have described the boundary clearly: two office days can be organized on a regular basis. You could also manage three days temporarily for approximately six to eight weeks during onboarding.

Three days every week, however, would require a lasting reorganization at home that you do not consider sustainable.

The commute reinforces the difference without being the decision by itself: the new workplace would be approximately 50 to 55 minutes away each way, compared with roughly 35 minutes today.

04

The salary increase matters, but it does not decide the question on its own

Compensation would increase from CAD 78,000 to CAD 89,000.

That increase strengthens the appeal of the new role, but it does not replace the organizational limit you have set. The financial gain is meaningful; it is not sufficient by itself to make an arrangement sustainable.

02 Central trade-off

The real decision point

The choice is not simply between career progression and family life.

The onboarding period is not the main difficulty either: you could manage approximately three office days for six to eight weeks.

WHAT ACTUALLY CHANGES THE BALANCE

You are weighing a professional opportunity you consider difficult to reproduce against a weekly arrangement whose compatibility with your long-term limit has not yet been established.

2 days

NORMAL PATTERN CONFIRMED

If two office days genuinely become the normal pattern after onboarding, the balance moves clearly toward the new opportunity.

3 days

ONGOING NORMAL PATTERN

If three office days remain the normal expectation, the organizational cost exceeds the limit you have set for yourself.

The point that truly structures the decision is what happens after onboarding.

03 Comparison

The options to examine

A Accept the new role

WHAT SUPPORTS IT

The role directly addresses your wish to progress. It gives you responsibility for a team, increases your compensation by CAD 11,000 and allows you to pursue an opportunity that you consider difficult to reproduce quickly.

It also addresses a limitation of your current position: you see little opportunity for progression there over the next 12 to 18 months.

WHAT WEAKENS IT

The written offer describes the arrangement as hybrid but does not specify a maximum number of office days. The recruiter indicates that the team is generally on site three days a week. Your future manager says that two days may be possible after onboarding, but that has not been confirmed.

The commute would also be longer than it is today.

THIS OPTION IS COHERENT IF

After onboarding, two office days genuinely constitute the normal expected pattern for your role, apart from clearly identified exceptional needs.

B Remain in your current role

WHAT SUPPORTS IT

This option immediately preserves the stability you value: a familiar organization, one usual office day, a team you appreciate and no immediate need to leave.

It also avoids making a significant decision on the basis of a condition that has not yet been confirmed.

WHAT IT REQUIRES YOU TO ACCEPT

Staying means remaining, in the short term, in a role where you see limited opportunities for progression over the next 12 to 18 months.

It also means passing on, at least for now, a progression opportunity you have been seeking for several years and consider difficult to reproduce quickly.

THIS OPTION IS COHERENT IF

The new employer confirms that three office days are the normal long-term pattern, or cannot clarify the point sufficiently before you need to commit.

04 Direction

The point to confirm before you commit

ONE ELEMENT CAN DIRECTLY CHANGE THE DIRECTION AT THIS STAGE

After onboarding, can two office days per week be confirmed as the normal expected arrangement for this role, apart from clearly identified exceptional needs?

At this stage, that possibility appears plausible but has not been established.

Proposed direction

TWO SCENARIOS

At this stage, it would not be reasonable to accept the offer on the assumption that two office days will simply be possible after onboarding. Your own stated limit nevertheless allows a fairly clear conditional direction.

SCENARIO A · IF TWO DAYS ARE CONFIRMED

If the employer confirms in writing that two office days constitute the normal expected pattern after onboarding, accepting the new role currently appears to be the more coherent option given the priorities you have expressed.

It would provide the progression you are seeking while remaining within the organizational limit you consider manageable.

SCENARIO B · IF THREE DAYS REMAIN THE NORM, OR THE POINT REMAINS UNCLEAR

If three office days constitute the normal long-term expectation, or the point cannot be clarified sufficiently before you commit, remaining in your current role appears more coherent with the limit you have explicitly set.

The decision therefore depends on confirming one precise condition before you commit.

WHAT TO DO NOW

Ask the recruiter or your future manager to confirm in writing the normal office-attendance expectation after onboarding and whether two days per week constitute an acceptable regular arrangement for this role.