

# IT Salary Comparison Evidence Model

NAME \_\_\_\_\_ DATE \_\_\_\_\_ PERIOD \_\_\_\_\_

Use this guide beside the five-page IT Salary Comparison packet. It shows how to label evidence without supplying numbers that may be outdated or belong to a different career.

## Model Career Evidence Record

**Exact career title:** Copy the complete title displayed in H&L or Xello.

### HQIM LOCALIZED SALARY

- **Platform:** Write H&L or Xello.
- **Geography shown:** Copy the location displayed with the figure.
- **Measure shown:** Write range, median, average, or the exact label shown.
- **Figure:** Copy the figure with its unit, such as per year or per hour.
- **Date viewed:** Write today's date.

### EXTERNAL NATIONAL CROSS-CHECK

- **BLS occupation title:** Copy the BLS title. It may be broader than the HQIM career.
- **National median and data year:** Keep both together.
- **Typical entry education:** Copy the labeled BLS field.
- **Job outlook:** Record the percent and projection years.
- **Jobs or openings:** Copy the exact field label; total jobs and annual openings are not the same.

### ONE-SENTENCE TASK MODEL

**Too vague:** This person works with computers.

**Specific:** This worker designs, tests, or improves a named digital product or system for a named user.

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## Model Comparison Reasoning

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### KEEP UNLIKE MEASURES SEPARATE

**Not ready:** Career A pays more because its number is bigger.

**Ready:** H&L or Xello shows Career A's localized **[measure]** as **[figure]** for **[geography]** on **[date]**. BLS shows Career B's **national median** as **[figure]** for **[data year]**. Those figures use different measures, so I will not treat them as a direct same-basis ranking.

### USE TWO COMPARABLE FACTS

**Recommendation frame:** I recommend \_\_\_\_\_ because its \_\_\_\_\_ is \_\_\_\_\_ . Its preparation differs from \_\_\_\_\_ because \_\_\_\_\_ .

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### EXPLAIN A SOURCE DIFFERENCE

The sources may differ because they use a different career title, geography, year, or measure. The difference I notice is

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### CAREER-FIT FRAME

My Personality Style result included \_\_\_\_\_. This career fits / does not fit / might fit because the work requires \_\_\_\_\_ , and my evidence is \_\_\_\_\_ .

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