Solution

# Criteria

Below are some examples that could be included as criteria, and some potential levels. You have probably thought of others as well. However, be sure that you did not include any costs or miscellaneous information irrelevant to how applicants would be ranked. Those will be included separately as costs and other considerations.

Also, be sure to structure your criteria so they are independent, e.g. having criteria for both *Highest level of education* and *Years of education,* would probably be double-counting.

In general, it is better to be specific with your levels when you can (e.g. use numbers for College GPA rather than “low”, “medium”, “high”). This make the trade-off process easier for you later on, and improves accuracy and understanding if multiple decision-makers are involved.

1. Years of professional experience
   1. < 2 years
   2. 2-5 years
   3. 6-10 years
   4. > 10 years
2. Highest level of education
   1. High school diploma or less
   2. Undergraduate degree
   3. Masters or higher
3. College GPA
   1. Less than 2
   2. 2-3
   3. 3-3.5
   4. More than 3.5
4. Recommendations from professional references
   1. Bad
   2. OK
   3. Great
5. Knowledge of specialized software or equipment
   1. No
   2. Yes