

Promotion vs Lateral Move (vsdiff.com)

Criteria	Promotion	Lateral Move
Definition	Advancement to a higher position with increased responsibilities.	A shift to a different role at the same level within the organization.
Salary Impact	Typically leads to a salary increase.	Usually does not impact salary significantly.
Skill Development	Focuses on developing leadership and strategic skills.	Offers new challenges and learning opportunities in a different area.
Job Security	Often perceived as a sign of job stability and value to the company.	Can sometimes lead to uncertainty if the new role is not clearly defined.
Career Trajectory	Solidifies one's path toward upper management.	Can diversify one's experience, making them more versatile.

Source: <https://vsdiff.com/promotion-vs-lateral-move/>