# The one-page decision journal

Once you know how something turned out you cannot un-know it: the version of your reasoning that comes back has quietly been edited to fit the ending. So write it down **before** you act, add one prediction that could be shown to be wrong, and give it a date. Below is an invented example, filled in so you can see the whole loop; the blank sheet is overleaf.

**DATE DECIDED**
April 3, 2025

**CATEGORY**
Career

**REVIEW ON**
3 / 6 / 12 / 24 months out
April 3, 2026

**THE DECISION I'M MAKING**
One line, in plain words — what I am actually going to do.
Turn down the counteroffer and leave anyway

**OPTIONS I'M TURNING DOWN**
Include "do nothing" and "wait" if they were real candidates.
Accept the counteroffer and the new title; ask for the counteroffer plus a team change.

**WHY I'M CHOOSING IT — MY REASONING, RIGHT NOW**
Don't tidy it up. If part of the reason is that I'm tired of the subject, write that down; it is the line I will least want to read later.
Money was never the reason. Nothing in the counteroffer changes who I report to or what I work on, and both of those are why I started looking. Two people I trust who took counteroffers left within a year anyway.

**WHAT I PREDICT WILL HAPPEN**
A claim, a number or threshold, and a date — something I could be shown to be wrong about.
At twelve months I will be glad I left, and I will not have tried to go back.

**HOW I'LL KNOW I WAS RIGHT**
The test. What I will look at, and what value would mean I was wrong.
Would I take my old job back today at the counteroffer number?

**HOW CONFIDENT I AM THAT THE PREDICTION COMES TRUE**
50% is a coin flip. Stop at 98 — nothing here is certain.
**95%**

**REVERSIBILITY**
One-way door / Costly to undo / Two-way door
**One-way door**

**WHEN THE REVIEW DATE ARRIVES — COME BACK AND FILL THIS IN**
What actually happened? Mark the prediction **Right**, **Wrong**, or **too vague to score** — against what you wrote above, not against what you now remember writing.
**Reviewed April 8, 2026 — prediction: RIGHT.** Twelve months on, no regret and no approach back. The manager I would have kept reporting to left four months later, which would not have changed the underlying reason to go.

# Decision entry

Print one of these for every decision worth remembering — anything you will still be living with in six months, anything you spent more than a week on, and anything where you can feel yourself wanting to decide quickly just to make the discomfort stop. Put the review date in your calendar the moment you fill the sheet in: paper cannot remind you.

**DATE DECIDED**

**CATEGORY**

**REVIEW ON**
3 / 6 / 12 / 24 months out

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**WHEN ONE SHEET ISN'T ENOUGH**

This one sheet gives you the loop. What it cannot give you is the **track record** — ten debiasing checks scored on the day you decide, a review-status column that tells you what is due and what is overdue, the good-decision/bad-outcome quadrant, and a calibration table that tells you, in points, how far your stated confidence sits from your actual hit rate at each level of certainty. That takes a workbook that computes.

**See the Decision Journal & Outcome Tracker ›** Excel, Google Sheets, and a printable journal, from Ardent Workshop.