

Deciding with Confidence

Purpose

We're comparing future consequences to choose a path that fits our values, constraints, and capacity—with trust in both intuition and evidence.

How to Use

Choose one real decision and give yourself a clear, kind structure: list your options, map five likely consequences for each (money, time, energy, relationships, health/safety), and note both supports and access costs without blame. Pair your gut read with one confirming and one disconfirming piece of evidence, and treat safety and belonging as core criteria. Then take the smallest next step today—request an accommodation, gather a missing data point, or schedule a brief check-in. We're aiming for clarity over complexity and progress over perfection. One doable action that fits your values and context is enough for now—and it's how we build confident, humane decisions.

Let this worksheet be a companion you can use on your own—steadying attention, clarifying needs, and building momentum—or bring it to a mental health practitioner for added support and accountability.

Working with a therapist, counselor, or coach can deepen the insights you gain here and help translate them into sustainable change. However you use it, focus on completions over perfection and trust that small, present-focused actions add up.

1. Name the Decision

- Decision in one sentence: _____
- Time horizon: [] near-term (≤ 1 month) [] mid-term (1–12 months) [] long-term (≥ 1 year)
- Importance (0–10): ____

2. Values & Criteria

- Top 2–3 values this decision should honor: _____
- Must-haves (non-negotiables): _____
- Nice-to-haves (preferences): _____

3. Option List (3 Paths minimum)

- Option A: _____
- Option B: _____
- Option C: _____
- Optional D: _____



4. **Consequences Grid (five per option)**

For each option, list likely consequences across money, time, energy, relationships, health/safety.

- Option A — Consequences:

1. _____ 2) _____ 3) _____
4) _____ 5) _____

- Option B — Consequences:

1. _____ 2) _____ 3) _____
4) _____ 5) _____

- Option C — Consequences:

1. _____ 2) _____ 3) _____
4) _____ 5) _____

5. **Access Costs & Supports**

- Access costs (time, money, energy, transit, childcare, health, documentation – tailor these to your decision): _____
- Supports that would change the picture (accommodations, flexible scheduling, stipends, remote/hybrid, childcare, relocation aid, community care – tailor these to your decision):

- Who will you ask, and how: _____

6. **Safety & Belonging**

- Does any option reduce safety or belonging? Describe: _____
- If yes, weight this as primary and adjust: _____

7. **Intuition & Evidence**

- Gut read for each option (one line each): A: _____ B: _____ C: _____
- One piece of confirming evidence per option: A: _____ B: _____
C: _____
- One piece of disconfirming evidence per option: A: _____ B: _____
C: _____
- If new or high-stakes, add a safeguard (check): slow pace second reviewer
checklist shared criteria

8. **Uneven Risk Exposure**

How might this decision impact your loved ones or others you are in deep relationship with?

- Who carries time or other burdens?

- Who loses resources/benefits? _____
- Who faces increased surveillance/health risk? _____
- Plan to share burdens/benefits more fairly: _____



9. Pacing & Recovery

This may be for you or those who are impacted. Start with your needs first.

- If load increases, we will add (check): rest windows redistribute tasks phase changes community support
- Recovery plan (one sentence): _____

10. Choose & Commit

- Best-fit option (circle): A / B / C / D
- Why this fits our values and reality (two lines): _____
- One smallest next step (\leq 10–20 min): _____
- - Start time today: _____ Mark completion: done
Headline test (would we be comfortable if others knew?): Yes / No / Unsure
- If "No/Unsure," adjust: _____

11. Pause & Reflect

- Confidence before/after (0–10): Before ___ → After ___
- What we learned about our decision patterns: _____
- Check-in scheduled for two weeks (date/time): _____

Anti-Oppression Note

Choices don't land equally. Systemic forces—racism, sexism, ableism, transphobia, xenophobia—along with economic precarity, immigration status, disability, health, caregiving, and access to housing, transportation, and safe workplaces shape both the options we're offered and the consequences we can absorb.

Make this process kinder and more accurate by naming constraints without blame, including supports, explicitly, and treating safety and belonging as core criteria. Invite perspectives from those most affected when power differences exist, and use accessible tools—simple checklists, shared criteria, structured interviews—to reduce bias while leaving room for intuition and culture-based wisdom. Real progress is a decision that honors identity, safety, capacity, and community.



About NorthFeather

NorthFeather Coaching provides anti-oppressive, parts-aware coaching and facilitation for growth, resilience, and change.

NorthFeather Solutions is a coaching and consulting practice led by Carrie E. Neal. It focuses on human-centered, anti-oppressive approaches to personal, executive, organizational, and spiritual development. The work emphasizes resilience, nervous-system awareness, and clarity in decision-making, using parts-aware practices (IFS-informed) to help people and teams navigate change with integrity.

Core offerings include 1:1 transformative coaching, classes and group spaces that build emotional intelligence and community, and organizational consulting/facilitation that aligns structures with human needs.

- NorthFeather Coaching: <https://northfeathercoaching.com>
- NorthFeather Organizational Consulting: <https://northfeather.solutions>
- NorthFeather Thoughts (blog): <https://northfeatherthoughts.com>

