Stay / Shift / Leave Reflection

Gain clarity on your next step without deciding from exhaustion.

1 | Separate exhaustion from your direction

Type in the shaded boxes and save a copy. You may also print and write by hand.

Name (optional) / date

What part of work takes the most from you?

What have you tried, and what still feels difficult?

What would you want to be able to do differently?

What matters most now: health, family, income, purpose, growth, or something else?

Pause before a major decision. Consider what becomes clearer after rest, support, and realistic information.

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2 | Explore all three paths

Staying can include new conditions. Shifting can mean a new role, schedule, team, or setting. Leaving requires a practical transition plan.

STAY: What would have to change for staying to be sustainable?

SHIFT: What adjustment could protect my capacity and preserve what I value?

LEAVE: What would I move toward, and what must be in place first?

What information do I still need about income, benefits, options, or responsibilities?

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3 | Choose one next move

My non-negotiable conditions for work and life

My current leaning and the evidence behind it (this is not a final commitment)

One conversation or small experiment I can begin this week

My first step, completion date, and person or resource that can support me

Review date: What signs will tell me this choice is helping?

You do not have to solve your entire future today. Protect enough capacity to make the next choice deliberately.