Appendix 3

Decisional Balance Worksheet

When we think about making changes to help us achieve a goal, most of us don't really consider all "sides" in a complete way. But in addition to non-motivation-related issues that can get in our way—skill gap, resource gap, we forgot about the goal entirely—we often forget that there is always motivation *not* to change, too.

Instructions: Fill out the worksheet. Then, look at your overall picture, compare each of the boxes. Maybe talk it through with someone and ask for feedback. Finally, ask yourself, "Are the costs of this change worth it? Is this where I want to be putting my effort?"

The goal I want to achieve is:

_____

_____

_____

The change I'm considering to help me to reach this goal is:

_____

_____

_____

	Benefits/Pros	**Costs/Cons**
Not changing	*What are the advantages of the status quo?* *What are the advantages of continuing with the same behavior?*	*What are the downsides of the status quo?* *What are the downsides of not changing the behavior?*
Making a change	*What are the advantages of changing the behavior?* *What are the good things that would happen?*	*What are the downsides of changing the behavior?*

After considering the costs and benefits of changing, remember:

It's your decision—you're the one who must decide what it will take to tip the scale in favor of changing. For example, you can add rewards to the change you want to make; or try this worksheet with a different type of change that may help you toward your goal in a way that's more worth it to you!

It is common to have mixed feelings when making decisions to change.