Go/No-Go Card

Solo guide

What you do: name the decision you've been avoiding, write the burdens you're carrying on sticky notes, and run each through one question — would it disappear if someone else decided? What survives is information. What vanishes is what you were really avoiding. You run it on yourself, in a few minutes, with no audience — the honesty is the whole job.

The one idea: "I need more information" is often the story. The real question is — **would this still feel stuck if it weren't mine to own?** You can hide in the respectable burdens ("need more data", "need alignment") forever. The disappear test is what stops you: a burden that vanishes when someone else decides was never about information. Run every note through it — especially the ones you'd rather not write down.

· WHEN DO I USE THIS?

Use this when

GOOD FIT

A decision that's ready to make but keeps slipping — "almost ready" for days, one more check before you commit, and it's yours to make. You'd struggle to say what information would actually change your mind.

WRONG TOOL

A team that can't agree how much certainty is enough › Analysis Paralysis Lab. A decision where you genuinely lack a fact you must have › go get it. Judging whether a past call was made well › Calibration Trap.

The one test before you start: could you say, right now, what specific fact would change your decision? If no — you're probably not missing information, you're avoiding the call, and this is the tool. If yes, and that fact is gettable, just go get it.

· WHAT WILL I LEAVE WITH?

What you'll leave with

WHAT YOU GET

A decision made — with a fallback if you're wrong; the real reason it was stuck, named; and a way to tell uncertainty from avoidance that you can reuse on the next stuck call.

WHY IT MATTERS

Most of what felt like "need more data" disappears, and one uncomfortable burden is left standing. Once you've named it, the decision is easier — the call was ready all along.

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· WHAT DO I NEED?

What you'll need

What	Why it's there
One decision you've been avoiding	A real call that's yours to make and keeps slipping. Without a live, ready decision there's nothing to test.
A few sticky notes and a pen	You write your own burden cards — one per note, labelled with its kind. Three kinds prompt you: practical (a real information or execution gap), social (how others might react), and ownership (personally owning the outcome). The ownership ones are the ones you'll want to skip, and they're usually the answer.
Two areas of space	One for "survives" (real), one for "vanishes" (avoidance). The physical sort is what makes the reveal land.
A few minutes alone	No audience. The honesty depends on no one watching.

Constraints · Manage Time · about 5–10 minutes · solo — no facilitator. The time is indicative and will depend on the nature of the decision.

· HOW DO I RUN IT?

Run sheet

Five steps, about 5–10 minutes. The bold part is what you do; the note under it is how to stay honest with yourself.

1. Name the decision	**1 min**	*Write the call you've been avoiding, in one line.* Make it a real decision, not a topic.
2. List what you're carrying	**2 min**	*Write one burden per sticky note. Label each with its kind first, then write the specific burden underneath.* Three kinds prompt you — **practical** (a real information or execution gap: need customer data, need legal approval, need one more test result), **social** (how others might react: might upset the client, could disappoint the team, may create conflict), and **ownership** (personally owning the outcome: don't want to be blamed, don't want to be wrong, don't want the responsibility). Write only the burdens you're genuinely carrying today. Be honest — no one is watching.
3. Run the disappear test	**3 min**	*For each note, ask: "would this burden disappear if someone else made this exact decision?"* Answer quickly — don't argue with yourself; your first answer is usually the right one. **Yes** › move it to the avoidance pile. **No** › keep it as a real constraint.

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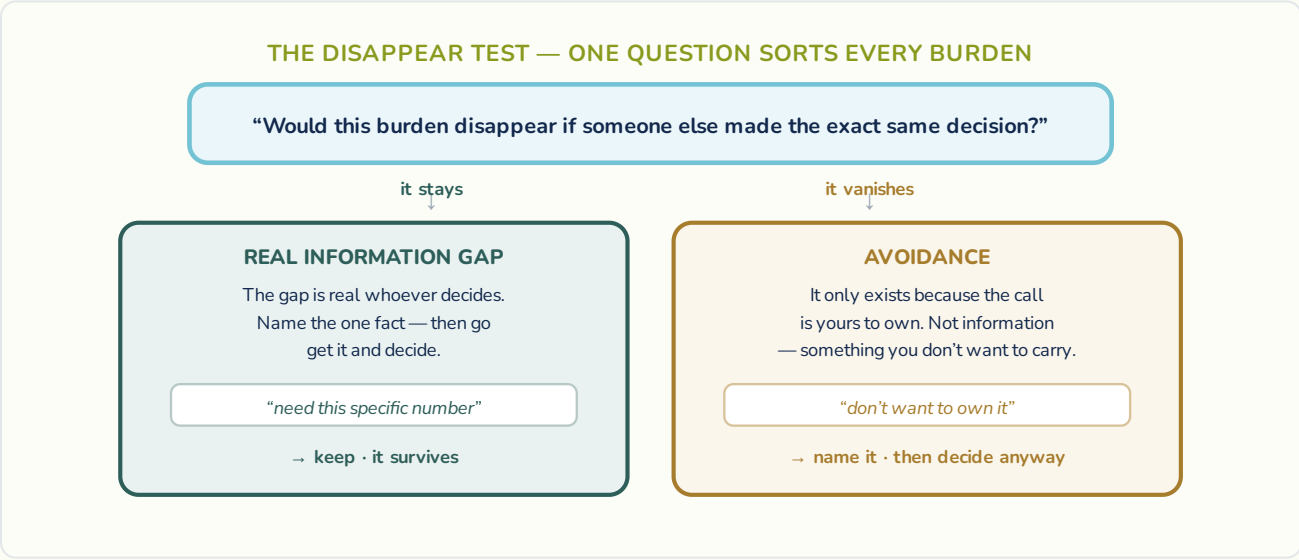
4. Name what really stopped you	**1 min**	*Look at the avoidance pile — that's what actually stopped you.* Usually not missing information, but the burden of owning the outcome. If several remain, choose the one that's hardest to admit and complete the sentence: "I didn't want to _____."
5. Decide — with a fallback	**1 min**	*If one specific fact would genuinely change your decision, go get that one fact and decide.* Otherwise, make the call now — and write one fallback in case you're wrong.

> **Two rules that keep it honest:** don't add new burden notes once you've started — work only with the ones you recognised at the start, or your mind will keep inventing reasons not to decide. And end with a decision and a fallback, not a fresh list of things to check.

· WHY DOES ONE QUESTION DO ALL THE WORK?

How the test sorts your burdens

The test works because it's indirect. You're not asking "what am I afraid of?" (which triggers a defence) — you're asking a neutral hypothetical. A real information gap survives it (the gap is real whoever decides). "Fear the conflict" and "don't want to own it" vanish — they only exist because the call is yours.



· WHAT DOES A RUN LOOK LIKE?

A worked run — talking yourself through it

A hiring call that had been "almost ready" for a week. Five sticky notes, each run through the test, one at a time.

A WORKED RUN — A HIRING CALL THAT KEPT SLIPPING

five sticky notes, run one at a time through the test

Practical · "need one more interview note"	vanishes › avoidance
Practical · "need the salary band signed off"	stays › real gap
Social · "the team might disagree with me"	vanishes › avoidance
Ownership · "what if I pick wrong and it's on me"	vanishes › the real one

WHAT'S LEFT WHEN YOU STRIP AWAY THE AVOIDANCE

One real gap (the salary band — go get it). The rest vanished. The one left standing: "I didn't want it to be on me."
Name it, get the one fact, and decide with a fallback — the call was ready all along.

The disappear test did the work you can't do directly — admitting the fear of owning it. Asked head-on, your mind defends; asked as a neutral hypothetical, the avoidance falls away and the one real gap stands out. The tell it worked: the respectable notes fell away and one ownership note was left standing — and you named it.

· HOW DO I KNOW IT WORKED?

Done well vs a hollow run

DONE WELL

Most "need more data" burdens vanish under the test; one ownership burden is left and named; a decision is made with a fallback. You leave able to say "I didn't want to own it" — and you owned it anyway.

A HOLLOW RUN

You keep every note, call them all "information", skip the uncomfortable one, and leave with a fresh list of things to check instead of a decision. The avoidance survives, dressed as diligence.

· MY OWN MIND WILL RESIST — HOW DO I ANSWER IT?

The objections you'll raise to yourself

Running this alone, your own mind will try to keep you in the respectable pile. The honest counters:

What you'll tell yourself	The honest answer
"I really do need more information."	Name the specific fact. If you can't, it's not information — it's avoidance.
"It's responsible to wait."	Would it still feel responsible if someone else had to make this call today?
"The team needs to align first."	Can they actually veto it — or are you using alignment as cover?
"I'll decide once I'm sure."	You won't feel sure. Certainty isn't coming. Decide against a fallback instead.

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· HOW DO I MAKE THIS A HABIT?

The habit to take away

THE HABIT

Next time you're "gathering information", ask: would this still feel stuck if it weren't mine to own?

What's left when you strip that away is what you're actually avoiding. Name it, get any real fact, and decide against a fallback.

· WHERE DOES THIS FIT?

Where this sits in the Gym

What's stuck	Use this
one person avoiding a call that's already ready	**This tool — Go/No-Go Card.** Avoiding a cost, solo and fast. "What am I avoiding owning?"
a team that keeps gathering; no one set the bar	**Analysis Paralysis Lab** — setting the threshold under uncertainty, as a team. "How much certainty is enough?"
wanting to know if a past call was made well	**Calibration Trap** — decision quality and hindsight. Accuracy, not avoidance.

Rule of thumb: Go/No-Go asks "what am I avoiding owning?" — one person, a ready call. Analysis Paralysis Lab asks "how much certainty is enough?" — a team that never set a bar. Different failures, different tools.

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