



STAY OR LEAVE?

The Crossroads Workbook

by _____



THE BOOK

“Stay or Leave?”, on one page

This workbook goes with “Stay or Leave? Tools and exercises for difficult decisions”. Fifteen chapters, fifteen tools, one rule at the end of every chapter. The book tells the stories and the science behind them. The workbook makes you do the exercises, pen in hand.

The four parts of the book. Part A, the little voice: doubt, tiredness, confidence that comes later, the impostor, the tank, the ego. Part B, the compass: your values and who you want to be. Part C, the 5D Method, one D per chapter. Part D, the life you build: not deciding alone, the full loop in ten moves.

THE 5D METHOD, IN FIVE LINES

Data. What is true, net of the stories you tell yourself.

Direction. Which field it makes sense to move in, not yet the precise goal.

Decision. Which road you choose, and what not choosing costs you.

Destination. The precise point you want to reach, fixed with a date.

Desire, the hidden D. What you really want, underneath what adds up.

WHERE TO FIND IT

On Amazon, in Kindle and paperback. The Italian original is “Resto o Vado?”. Every copy also opens the Crossroads Workbook online, at donatodetullio.com/en/crossroads-workbook: the same tools, filled in from your phone, saved only on your device.

How to use this workbook

ONE PIECE OF ADVICE, BEFORE ANYTHING ELSE

Don't use them all. At a crossroads you don't need twenty techniques: using them all at once is the surest way to recreate the paralysis of the forty-seven kinds of bread. Pick the pages that speak to your case today and leave the others alone.

THE EMERGENCY ROOM FOR INDECISION

If you don't know where to start, listen to how the block sounds. Indecision almost always speaks with one of three voices.

"It's too big"

page 4

Shrink it, with the smallest possible first step.

"It's too far off, I'll think about it later"

pp. 18 and 13

Bring the future closer: the 10/10/10 rule and the eighty-year-old test.

"It's too hard, it's forever"

pp. 12 and 15

Widen and weigh the door: the hidden options and the two-way door.

First, you set off.

THE STARTING POINT

My crossroads

THE REAL QUESTION THAT KEEPS ME UP AT NIGHT

Take your crossroads, the one that keeps you up at night, and write it in one line. In writing: the whole difference is in that line.

HOW LONG HAS THIS QUESTION BEEN ALIVE?

☐ Alive for more than 72 hours (if it faded, it was a bad day dressed up as a crisis)

THE TEN-SECOND CHECK, BEFORE YOU WORK ON IT

Four questions, ten seconds. If even one answer is off and the decision can wait, let it wait.

☐ Did I sleep?

☐ Am I calm?

☐ Is my head clear?

☐ Am I somewhere quiet?

Careful: the warning light comes on for good emotions too. The check works both ways.

THE SMALLEST POSSIBLE FIRST STEP

If the crossroads is too big, shrink it: the thing you keep postponing because “you don’t feel ready”, reduced until confidence is no longer required. It must make you a little uncomfortable and fit within tomorrow.

☐ I can do it by tomorrow

DECISIONS COUNTED IN THREE DAYS

The ones someone else, or a rule, can make

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The facts page

Memory doesn't record like a camera: it edits like a director. One page, four columns: facts in writing are the antidote.

FACTS

Only what I could show a stranger

HYPOTHESES

Everything that starts with "it means that"

WHAT I DON'T KNOW

What I would need to know to trust that story

HOW I CAN CHECK IT

The simplest way to find out if it's true

LOOKING AT WHAT I KNOW TODAY, THE PROBLEM SEEMS TO BE

THE RULE. MEMORY TELLS YOU A STORY. BEFORE YOU DECIDE ON IT, CHECK THE FACTS.

DATE

THE FACT, NO COMMENTS

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The outside view

Instead of asking how it will go for you, go ask how it went for them. Three people who have already walked the road at your crossroads, with different outcomes: one it went well for, one it went badly for, one in between.

The three questions: what does a normal day look like, there where you landed? What do you know today that you wish you had known earlier? What did it cost you that nobody told you about?

PERSON 1 · IT WENT WELL

PERSON 2 · IT WENT BADLY

PERSON 3 · IN BETWEEN

THE RULE. THE BEST DATA IS ONE CONVERSATION AWAY.

The decision journal

Before an important choice, write down: what I'm deciding, why really, what I expect, how I feel. Reread it months later: it's the only honest mirror you have.

DATE

WHAT I'M DECIDING

WHY, REALLY

WHAT I EXPECT

HOW I FEEL

EXPECTED OUTCOME

MY TILT (AFTER A FEW PAGES)

Reread, the journal shows you which way you lean: some people raise the stakes after a win without looking, and some, after getting burned, won't cross even on a green light. Which way do I lean?

The compass, steps one and two

STEP ONE · YOUR LAST FIVE IMPORTANT DECISIONS, AND WHAT EACH ONE PROTECTED

DECISION	IT PROTECTED
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____

STEP TWO · THE THREE WARNING LIGHTS, BEFORE LOOKING AT ANY LIST

PRIDE The moment I was proud of myself with no applause. What was I honoring?

ENVY The person I envy with that little sting I don't confess. What do they have that I want?

ANGER What outrages me more than it should? Which value is being trampled?

And the fact check that never lies: your calendar and your bank statement for the last three months. Where do your free time and your free money end up? Those are values in action. From here, pull out your four, on the next page.

THE RULE. YOUR VALUES ARE WHAT YOUR DECISIONS PROTECT, NOT WHAT YOU SAY YOU CARE ABOUT.

The values compass

Your four values. Not ten: four. Ten values are no values at all.

MY FOUR VALUES

- 1. _____
- 2. _____
- 3. _____
- 4. _____

THE SCORE, TO MAKE IT CONCRETE

For each road at your crossroads: how much could each value breathe in there, from one to ten? It isn't math, and the total doesn't decide for you: it's an X-ray.

	ROAD A	ROAD B
Value 1	_____	_____
Value 2	_____	_____
Value 3	_____	_____
Value 4	_____	_____

THE RULE. VALUES NEED UPDATING. LIKE THE GPS.

The hidden options

DOOR C

“What if I could neither stay nor leave?” Close the two obvious doors and see which others show up.

THE OPTIONS BEYOND THE TWO-EXIT CROSSROADS

MY DIRECTION, IN ONE SENTENCE THAT EXCLUDES SOMETHING

Not “I want to be happy”, which excludes nothing. A direction does one thing only, but a decisive one: it excludes. If you can't name at least three things your sentence excludes, it's too vague: rewrite it.

THE RULE. YOU DON'T NEED TO KNOW WHERE YOU'LL END UP. YOU NEED TO KNOW WHICH FIELD TO PLAY IN.

Who I want to be

You're not choosing between two roads: you're choosing between two versions of you.

Which version of me chooses road A?

Which version of me chooses road B?

Which of the two do I like? Not which one adds up: which one I like.

THE EIGHTY-YEAR-OLD TEST

Imagine you are 80 and looking back: which road will I regret not taking?

THE RULE. YOU'RE NOT CHOOSING BETWEEN TWO ROADS, BUT BETWEEN TWO VERSIONS OF YOU.

The tank check-up

Five questions, once a month. Answer on instinct, with a score from 1 to 10.

	MONTH 1	MONTH 2	MONTH 3
How much in control of my days do I feel?			
How well can I make decisions without putting them off?			
How recovered do I feel after a weekend?			
How present am I in the relationships that matter?			
How much does my life look like the one I want?			
TOTAL			

Above 35: the tank holds. Between 25 and 35: something has to get lighter now. Below 25: stop and recover before you decide anything big. That crossroads doesn't get signed: it gets postponed, with a date.

THE RULE. PAST THE BREAKING POINT YOU DON'T DECIDE. YOU RECOVER.

The reversal test

SWAP THE POSITIONS

Imagine you already have life B, the new one. From there, would you go back to the life you have now? If the answer is a convinced yes, staying is a choice. If it's a no, it isn't love for the life you have: it's inertia.

WEIGH THE DOOR

Look at the road you're leaning toward and ask yourself: if six months from now I find out I was wrong, can I go back? At what price?

- ☐ Two-way door: decide at 70% and set off, the mistake costs little and teaches
- ☐ One-way door: it deserves the long way round, a pre-mortem before you open it

Why, and at what price I would go back:

THE RULE. BETWEEN INERTIA AND A DECISION THERE IS THE SAME DIFFERENCE AS BETWEEN FLOATING AND SWIMMING.

The pre-mortem

Jump forward one year and declare the decision dead. Not “it could go badly”: it went badly, it has already happened. And now write: why?

THE AUTOPSY: WHY DID IT FAIL?

THE THREE REAL RISKS: ACTIONS AND WARNING LIGHTS

Risk 1

What I do about it right away, or the warning light I keep an eye on

Risk 2

What I do about it right away, or the warning light I keep an eye on

Risk 3

What I do about it right away, or the warning light I keep an eye on

THE RULE. THE MORE RUTHLESS YOU ARE NOW, THE SAFER YOU ARE LATER.

I FEAR THAT

TO PREVENT IT

TO FIX IT

THE RULE. ALMOST NO FEAR IS IRREVERSIBLE.

The perspectives

THE 10/10/10 RULE

How will I feel in 10 minutes, in 10 months, in 10 years? At 10 minutes the ego speaks, at 10 years the values speak.

IN 10 MINUTES

IN 10 MONTHS

IN 10 YEARS

THE THIRTY-SECOND QUESTION

The short version of the 10/10/10, for everyday crossroads: does this thing make me a person closer to my values, or am I doing it only for my ego?

THE RULE. THE EGO NEVER ASKS HOW YOU'LL FEEL. IT ASKS HOW YOU'LL LOOK.

The coin that doesn't decide

Heads and tails on the two roads. Flip it. And while the coin is in the air, listen to what you hope it lands on: that is the answer. The coin decides nothing, it only makes you confess.

WHICH SIDE DID I HOPE FOR?

THE RULE. THE COIN DOESN'T DECIDE. IT CONFESSES.

The destination in one sentence

One sentence only: which field you play in, what point you score, by when.

FIELD (WHERE I PLAY)

POINT (WHAT I MEASURE)

DEADLINE (BY WHEN)

MY DESTINATION, IN ONE SENTENCE

THE RULE. A DREAM WITHOUT A DATE IS JUST A WISH. PUT A DATE ON IT.

The if-thens

Not “I’ll try”, but “IF X happens, THEN I do Y”. Hook the action to a precise situation, so it starts on its own.

IF	_____	THEN	_____
IF	_____	THEN	_____
IF	_____	THEN	_____

THE BASICS CHECK

The three or four practical things without which your destination doesn’t stand up, checked one by one: the months of notice, the real money in the cushion, the paperwork, who picks up the kids on Tuesday.

_____	☐ Checked
_____	☐ Checked
_____	☐ Checked
_____	☐ Checked

THE RULE. IT’S THE SMALL STUFF THAT KEEPS THE BIG STUFF IN THE AIR.

The exit signals

If you choose to stay, write down today, with a cool head, two or three concrete conditions that, if they show up, reopen the decision. Staying with the warning lights on is a choice you renew; staying without them is just hoping.

Signal 1

Signal 2

Signal 3

CHECK DATE IN THE CALENDAR (A REAL ONE)

THE RULE. STAYING WITH THE WARNING LIGHTS ON IS BUILDING.

WHAT WOULD I WANT, IF FEAR DIDN'T GET A VOTE?

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The council of the wise and the best-friend question

Three to five people, chosen for values and role, not for affection: who tells you the truth even when it's uncomfortable, who knows the facts, who has known you since before. They're there to help you see better, not to vote in your place.

NAME	WHY I CHOOSE THEM
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____

THE BEST-FRIEND QUESTION

What would I advise my best friend if they were exactly in my place, at my crossroads?

THE RULE. BIG DECISIONS CAN'T BE DELEGATED, BUT THEY AREN'T MADE ALONE.

THE SIGNED PAGE

My decision

I HAVE DECIDED THAT

DATE

SIGNATURE

Leave with a page. Sign it.



The full loop: the ten moves

The map of the whole path. Check the moves off as you make them: you have already made almost all of them, page by page.

- ☐ **One. Filter.** p. 4
Has the doubt been alive for more than 72 hours, and do you show up rested, calm and with a clear head?
- ☐ **Two. Orient yourself.** pp. 10, 11 and 13
Your four values, and which version of you you choose.
- ☐ **Three. Look at the facts.** p. 6
Facts, hypotheses, what you don't know, how you can check it. And how many months you last, at zero income.
- ☐ **Four. Widen.** p. 12
The direction in one sentence, then door C: the real options are almost always more than two.
- ☐ **Five. Weigh the door.** p. 15
Two-way or one-way?
- ☐ **Six. Decide.** pp. 16 and 25
Pre-mortem on the road you prefer, then choose, with a date.
- ☐ **Seven. Set the destination.** pp. 20 and 21
Field, point, deadline. Plus the if-thens and the basics check.
- ☐ **Eight. Dig, if needed.** pp. 19 and 23
Is the destination perfect on paper and still blurry in your chest? Coin and desire.
- ☐ **Nine. Check.** p. 24
The best-friend question and the council of the wise: those who help you see, not vote in your place.
- ☐ **Ten. Protect and record.** pp. 21, 22, 9
If you go: the if-thens in plain sight. If you stay: the exit signals. And the journal page.

SOME TIME LATER

The choice check-up

To redo six months after the signed page. Professional decision makers judge themselves on one thing only: not on the outcome, but on the process.

IS THE CHOICE HOLDING UP?

WHAT DOES THE JOURNAL SAY, REREAD TODAY?

THE PROCESS: DID I DECIDE WELL WITH WHAT I KNEW THEN?

THE OUTCOME: HOW DID IT ACTUALLY GO?

If you decided well with what you knew then, you did not get it wrong: it went badly, which is a different thing. You recalculate the route and set off again.

One under the other

Rule zero: you decide with the lights on.

The doubt that fades after a few days was a bad day. The doubt that stays is a signal.

Every yes to a decision that doesn't matter is a no to one that does.

Confidence comes later. First, you set off.

Don't argue with the voice: open the file.

Past the breaking point you don't decide. You recover.

The ego never asks how you'll feel. It asks how you'll look.

Values need updating. Like the GPS.

You're not choosing between two roads, but between two versions of you.

Memory tells you a story. Before you decide on it, check the facts.

You don't need to know where you'll end up. You need to know which field to play in.

Not deciding is already a decision. Make sure your decisions belong to you.

A dream without a date is just a wish. Put a date on it.

Data tells you what adds up. Only desire tells you what you want.

Big decisions can't be delegated, but they aren't made alone.

There is no right choice. There is your choice, made with a method and sustained over time.

And the one that holds them all together: First, you set off.

THE AUTHOR

Donato De Tullio

Donato De Tullio was born in Puglia and has lived in Germany for more than ten years. He holds a doctorate in chemistry and spent more than a decade in leadership and operations roles at large international companies, leading teams of hundreds of people. After a real burnout, a second one narrowly avoided, and a long series of “stay or leave,” he stopped asking the question for others and started asking it for himself. Today he is a coach: he helps people with a project, individuals and companies alike, turn hard decisions into actions and cross their own crossroads with a method instead of with fear. He lives in Germany with his wife, Floriana, their children, Daniele and Elena, and Mati, a dog adopted in Greece.

BY THE SAME AUTHOR

Stay or Leave?

Tools and exercises for difficult decisions. The book this workbook comes from. On Amazon, Kindle and paperback.

Resto o Vado?

The Italian original edition. On Amazon, Kindle and paperback.

Colora e decidi

The coloring book for people at a crossroads: the rules and tools of the 5D Method, one plate at a time. Italian edition first, English to follow.

ONLINE

The Crossroads Workbook, the digital version of these pages: donatodetullio.com/en/crossroads-workbook. In Italian: donatodetullio.com/quaderno-del-bivio. The code is in the book.