

Hindsight bias worksheet

PAUSE • CONTEXT • REFRAME



Review past decisions with the information you had at the time

Knowing the outcome can make it feel as though you “should have known”. Return to the uncertainty, pressures and information that actually existed then.

WHAT HAPPENED?

Describe the event and outcome without blaming language.

WHAT DID I KNOW AT THE TIME?

Facts, uncertainty, advice, time pressure and options available then.

WHAT DO I KNOW NOW?

New information that only became clear afterwards.

WHAT AM I JUDGING MYSELF FOR?

The rule, expectation or “should” I am applying retrospectively.

A FAIRER REVIEW

What would I say to someone else? What can I learn without rewriting the past?
