



# Nine22 Solutions Workplace Red Flag Guide

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Pay attention to red flags-at any stage of the employment journey. This guide helps you recognize patterns and behaviors that may indicate a toxic or unsupportive workplace.

## During the Hiring Process

- Vague job descriptions with unrealistic expectations
- Multiple reschedules or disorganized interviews
- Interviewer avoids answering questions about culture or turnover
- Pressured to accept quickly or skip due diligence

## On the Job

- High turnover, especially in leadership
- Micromanagement or lack of trust
- No clear expectations or feedback
- Bullying, cliques, or gossiping tolerated
- You're constantly stressed or dreading work

## Leadership Red Flags

- Inconsistent policies or unfair treatment
- Lack of transparency in decision-making
- Leaders who don't model the values they promote
- Dismissing concerns or punishing feedback

## Trust Your Gut

If something feels off, pay attention. You deserve to work in an environment that values your well-being and contributions.

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