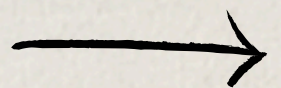


I've Coached 300+ People Through Interviews. These 10 Signs Mean **Run**

By Reno Perry



1. They trash talk former employees

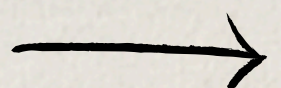
“Our last person just couldn’t handle it.”

“People here either sink or swim.”

“We’ve had some real disasters.”

If they gossip about them, they’ll gossip about you.

Run.



2. The office feels like a morgue

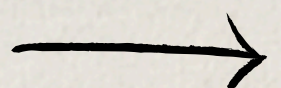
Dead silence.

People look stressed.

No one makes eye contact.

Your gut is right. (Energy doesn't lie.)

If the vibe is off during your visit, imagine working there every day.

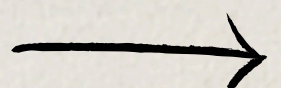


3. “We work hard and play hard”

Translation: You’ll work 70-hour weeks and maybe get pizza on Fridays.

This isn’t balance. It’s burnout with extra steps.

If they brag about long hours, they don’t respect boundaries.



4. Your future boss seems miserable

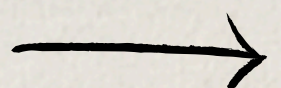
They look exhausted.

They can't fake enthusiasm.

They check their phone constantly.

This is your preview of management.

Miserable bosses create miserable teams.



5. They can't explain why the role is open

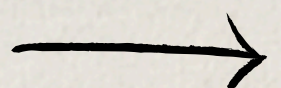
Vague answers mean someone ran for the exit.

“Restructuring” = layoffs

“New direction” = they fired someone

“Growth” = they burned someone out

Make sure they're clear. The truth matters.



6. The job description keeps changing

First it was marketing manager.

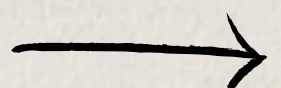
Then it included sales.

Now they mention customer service.

They either don't know what they need...

Or they're trying to hire 3 people for the price of 1.

Both are red flags.

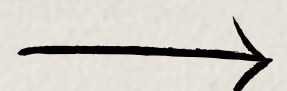


7. “We need someone who can wear many hats”

Translation: We’re understaffed and won’t hire more people.

Wearing many hats sounds fun until you realize you’re doing 5 jobs for 1 paycheck.

Jack of all trades = master of burnout.



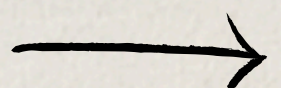
8. “We’re like a startup”

But they’ve been around for 15 years.

This means chaos without the equity.

All the stress, none of the upside.

Established companies hiding behind
“startup culture” just don’t want to grow up.

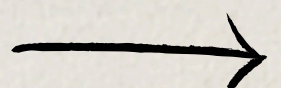


9. They ghost you after the interview

No follow-up. No timeline. Radio silence.

How they treat candidates is how they treat employees.

Respect starts before you're hired.



10. Your questions make them uncomfortable

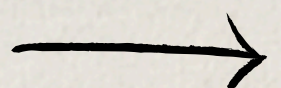
Ask about work-life balance — they squirm.

Ask about turnover — they deflect.

Ask about challenges — they get defensive.

Transparency shouldn't be scary.

If they can't handle questions, they can't handle feedback.



Trust your instincts.

That weird feeling?

Listen to it.

That small red flag?

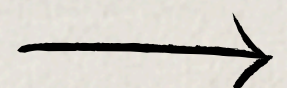
It's bigger than you think.

That voice saying "something's off"?

It's right.

You deserve better than toxic.

Your career is too important to ignore the warning signs.





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Reno Perry

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