



RUN FAST IF YOU SEE THIS...



Your boss refers to the organization as “family”



Performance reviews always include vague, personal critiques



Salary secrecy is “part of the culture”



HR protects management, not staff



Promotions go to favorites, not performers



You’re expected to be “grateful” for basic benefits



Criticism is labeled “negative energy”



Boundaries are called “not being a team player”



Raises require emotional loyalty, not actual results



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BUILD THIS INSTEAD...



✓ Transparent feedback systems



✓ Psychological safety to disagree without punishment



✓ Leaders (and their friends and favourites) accountable to the same rules



✓ Compensation tied to contribution, not compliance



✓ Space for rest without guilt



✓ Conflict resolution that doesn't weaponize HR



✓ Permission to grow without martyrdom



✓ RESPECT! For our contribution and our time.

 Want to work in a place where red flags become roadmaps? Follow the **How Not to Run a Company** series and join the rebuild.

👉 [Download the Leadership Red Flag Checklist](#)



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