

# Does Your Workplace **SUCK?**

Work shouldn't feel like something you survive. Desuckify Work was created to help leaders and organizations recognize when their workplace is slipping into dysfunction - and what to do about it.

The "Suckiness Checklist" below is a fast gut-check: if you're checking more boxes than you'd like, it's a signal that leadership, culture, and engagement may be out of alignment (and that "vibe" you're noticing isn't in your head).

## SUCKINESS CHECKLIST

1. Do leaders rely on fear or control rather than inspiration or vision?
2. Is accountability unclear - do leaders often deflect responsibility?
3. Are metrics and compliance prioritized over developing people?
4. Are values and mission statements just words, not actively lived or reinforced?
5. Is toxic behaviour tolerated if someone delivers results?
6. Is trust between colleagues and teams low or missing?
7. Do employees avoid interaction, keep their heads down, and watch the clock?
8. Is discretionary effort minimal - do people only do what's required?
9. Are engagement surveys ignored or used to mask deeper problems?
10. Do people show up physically but seem mentally checked out ("quit and stayed")?
11. Is turnover high, or do good people leave quickly after joining?
12. Does the organization have a poor external reputation?
13. Do performance reviews focus only on outputs, not impact or growth?
14. Are pay and promotions tied to rigid bands or titles, not actual contribution?
15. Is the general vibe cynical, resigned, or hopeless - and are leaders unaware or in denial?

**DESUCKIFY  
WORK**

Doesn't Everyone Deserve  
A GREAT Place to Work?



**TERRY GILLIS**

President and CEO of Ahria Consulting Inc.  
Chair of Career Partners International LLC

Want help turning insight into action? You can pick up the book **Desuckify Work** or reach out to talk through what you're seeing and map out practical next steps for leaders, teams, and culture.

**Ahria**