

What is this workplace costing you?

12 questions. Three areas of reflection. One practical next step.

Check the statements that describe recurring patterns in your recent workplace experience. Leave anything that does not fit unchecked.

01 WHAT YOU ARE EXPERIENCING

- ☐ Expectations change, but nobody clearly explains what changed or why.
- ☐ Similar situations receive different treatment depending on who is involved.
- ☐ Raising a concern shifts attention toward your attitude instead of the issue.
- ☐ You are held accountable for outcomes without the authority, resources, or preparation to influence them.

02 WHAT IT IS COSTING YOU

- ☐ You replay workplace conversations long after the workday ends.
- ☐ You stay quiet about legitimate concerns because speaking up feels too costly.
- ☐ Work frustration follows you home and affects how you show up for people you care about.
- ☐ You question your judgment or ability more often than you used to.

03 WHAT SUPPORT LOOKS LIKE

- ☐ Requests for help receive encouragement but little practical follow-through.
- ☐ Training is treated as a completed requirement, even when you still need preparation.
- ☐ Leaders acknowledge concerns privately but avoid addressing them openly.
- ☐ You are expected to keep performing without meaningful discussion of what would help.

No score is needed. One persistent issue may deserve attention. This is a reflection tool, not a diagnosis or a determination of workplace misconduct.

Turn recognition into clarity.

Choose one checked item. Use a specific example to name the impact and identify one next step. Your answers stay with you.

The pattern I keep noticing:

One specific example, including what happened and when:

The effect on my work or life:

The change or support I need:

One next step I can take:

Your next step might be clarifying an expectation, requesting specific support, or discussing the situation with someone you trust.

Read the story behind the checklist.

The Distinction They Refused to Make

Mental Health, Leadership, and Institutional Failure Inside Parole and Probation

By Anthony Washington Sr.

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