

Cheat Sheet: Spotting Burnout Culture in Job Interviews

Protect Your Well-being & Make Smarter Career Choices

1. ■ Red Flags to Watch For

- Constant emphasis on “long hours” or “hustle”
- High turnover or vague answers about retention
- Leaders avoid discussing work-life balance

2. ■ Smart Interview Questions

“How does your team handle peak workloads?”

“What does work-life balance look like here?”

“How does leadership support employee well-being?”

3. ■ Clues in Company Culture

- Check reviews on Glassdoor or LinkedIn
- Notice if employees seem stressed or disengaged
- Look for clarity in job roles and expectations

4. ■ Choose a Healthy Fit

- Prioritize roles where balance and growth are valued
- Seek leaders who emphasize trust and support
- Remember: Your mental health is non-negotiable

■ Career Tip: Saying no to a burnout culture means saying yes to sustainable success and a healthier you.