

COMPREHENSIVE SELF-ASSESSMENT QUIZ

Instructions

1. Read each statement carefully.
2. Rate how often it applies to your current work situation using the scale below:

Rating Scale

Score	Label	Approximate Frequency
0	Never	0% of the time
1	Rarely	1–25% of the time
2	Sometimes	26–50% of the time
3	Often	51–75% of the time
4	Very Often	76–100% of the time

3. Write your score (0–4) next to each statement.
4. After completing all items, total your score and see the **Scoring Guide** at the end.

Important: Answer as honestly as possible. If you're between two ratings, choose the higher one if that situation happens often enough to affect your daily work experience.

PART A: JOB ENVIRONMENT & BOUNDARIES

1. I dread going to work or logging in almost every day.
2. My workload or deadlines are consistently unrealistic.
3. My personal life is frequently interrupted by work demands (emails, calls, messages after hours).
4. I feel guilty or anxious if I don't respond to work requests outside my normal schedule.
5. I have little to no control over my tasks or how I do my work.
6. Work-related stress negatively affects my sleep, diet, or personal relationships.

PART B: LEADERSHIP & MANAGEMENT STYLE

7. My direct manager (or a higher-up leader) often uses fear, intimidation, or threats to control the team.
8. Mistakes are treated harshly, and there's little to no encouragement or support for learning from them.
9. I feel micromanaged; my boss demands constant updates or second-guesses every decision I make.
10. Leadership often ignores or downplays employees' concerns or complaints (e.g., regarding harassment, discrimination).
11. Promotions or perks seem to go only to "favorites" or are decided arbitrarily.
12. When giving feedback, my manager is more likely to criticize than offer constructive suggestions or praise.

PART C: TEAM & PEER DYNAMICS

13. Gossip, cliques, or backstabbing are common among coworkers.
14. I've witnessed or experienced bullying, harassment, or open hostility from a colleague.
15. I feel like I can't trust my teammates; crucial information is often withheld or manipulated.
16. A few toxic personalities seem to dominate the team, and no one addresses their behavior.
17. Fellow employees frequently leave on short notice (high turnover).
18. I feel excluded or isolated from team discussions, decisions, or social interactions.

PART D: EMOTIONAL & PHYSICAL WELL-BEING

19. I frequently feel anxious, tense, or on-edge during work hours.
20. I have physical symptoms tied to work stress (e.g., headaches, stomach issues, fatigue).
21. I experience Sunday-night dread or trouble sleeping before the workweek.
22. I question my abilities or self-worth because of ongoing negative feedback or toxic interactions at work.
23. I feel emotionally numb, burned out, or unable to concentrate due to work stress.
24. I have considered quitting multiple times because I believe staying is harming my mental or physical health.

PART E: GROWTH, RECOGNITION & VALUES ALIGNMENT

25. My contributions are rarely acknowledged; I feel undervalued or invisible.
26. I see no clear path for career growth or skill development in my current role.
27. I've witnessed or been asked to do unethical or dishonest actions for the company's gain.
28. The company's stated values (e.g., "work-life balance," "respect," "teamwork") do not match reality.
29. I feel stuck in this job, believing my efforts, aspirations, or ethics are ignored.
30. I sense that the company culture contradicts my personal values or professional ethics.

SCORING GUIDE

1. **Add up the scores** for all 30 items (each ranging from 0 to 4).
2. Your total **possible range** is **0 to 120** (30 items × 4 points max).

Interpreting Your Total Score

- **0–20: Healthy to Mild Concerns**
 - You may have typical work stresses, but they don't seem overwhelming. Periodic frustrations happen in most jobs. Continue monitoring how you feel over time.
- **21–45: Moderate Concerns**
 - Some aspects of your job could be significantly affecting your well-being. Pay attention to what triggers stress or conflict. Consider setting stronger boundaries or addressing issues with management/HR if safe.
- **46–70: High Concerns**
 - There are clear signs that your work environment might be toxic or damaging. You could benefit from actively seeking changes—either by improving your coping strategies, talking to mentors, or planning an exit strategy. Don't ignore recurring stress patterns.
- **71–95: Severe Toxicity Likely**
 - Your workplace dynamics are very likely harmful to your mental/physical health. Start documenting issues and consider professional help (therapy, career coaching) or a well-thought-out exit plan. Protecting your well-being may require taking urgent action.
- **96–120: Extreme Toxicity/Red Zone**
 - This environment may be critically damaging to your life, health, and professional growth. A swift, strategic exit might be necessary. Seek support from trusted friends, family, or professionals (employment lawyers, therapists). The risk of severe burnout or emotional harm is high.

Additional Recommendations

- **Document Patterns:** If you scored high in any specific sections, that indicates where the toxicity is most pervasive (e.g., Leadership, Team, or Boundaries).
- **Review Non-Negotiables:** Compare quiz insights with your personal **Career Values & Non-Negotiables Worksheet**. Does your current job align or conflict with your must-haves?
- **Consider Next Steps:**
 - If your overall score is in the higher ranges, you might benefit from the **Exit Strategy Planner** or a 30-Day Recovery Plan after leaving.
 - For severe cases (e.g., harassment, discrimination), consult HR or a legal professional.
 - For moderate or borderline cases, see if boundary-setting, conflict resolution, or seeking allies can improve your situation.

FINAL NOTE

This **Self-Assessment Quiz** provides a snapshot of how toxic—or supportive—your workplace might be. If your results indicate moderate to extreme toxicity, remember:

- **You deserve better.** Chronic mistreatment, constant dread, or unethical practices aren't "normal" or "just the way things are."
- **Don't hesitate** to seek help—be it a trusted mentor, a therapist, or an employment lawyer if you suspect legal violations.
- **Small steps** (like journaling, talking to a colleague, setting boundaries) can build up to big changes—whether you choose to stay and push for improvements or plan a **strategic exit**.

Always prioritize your **mental and physical health**. No job is worth sacrificing your well-being. If your gut tells you something is fundamentally wrong, trust yourself and explore your options for a healthier professional life.