

THE 60-SECOND VIBE CHECK: WORKPLACE RED FLAG AUDIT

*Because your paycheck should never cost you your
peace of mind*

PART 1: THE CONTRACT SCAN (Before You Sign)

Instructions: Open your employment agreement. If you see these phrases or if they are missing, check the box.

- **The "Missing" Agreement:** I haven't been given a written contract to read at home yet. (▶ *Red Flag: You are legally entitled to a written agreement before you start*).
- **The "Available Always" Clause:** My contract says I must work "reasonable additional hours" but doesn't say if I get paid for them.
- **The "Deduction" Trap:** There is a line saying the boss can take money out of my pay for breakages or till shortages. (▶ *Red Flag: In NZ, they usually need your written consent for every specific deduction*).
- **The "Trial Period" Mystery:** There is a 90-day trial, but it doesn't explain that I still have a right to "Good Faith" and protection from harassment.



PART 2: THE DIGITAL BOUNDARY AUDIT

Instructions: Think about your boss's requests regarding your phone and social media.

- **The "Social" Request:** My manager asked for my Instagram/Facebook password or told me I "must" follow them.
 - **The "GPS" Tracker:** My work app tracks my location even when I am clocked out or at home.
 - **The "Private" Message:** My boss messages me on my personal WhatsApp/Messenger about work stuff late at night or on my days off.
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PART 3: THE "SOCIAL ENTRAPMENT" CHECK

Instructions: Does the "vibe" at work feel like a trap? Check the boxes that apply.

- **The "Joke" Excuse:** People make comments about my age, race, gender, or disability and then say, "It's just a joke/banter."
- **The "Gatekeeper":** A colleague or boss keeps me away from meetings or hides information, so I feel like I don't know what I'm doing.
- **The "Family" Guilt-Trip:** They say, "We're a family here," as a reason for me to work for free or skip my legal breaks.



YOUR AUDIT RESULTS

- **0 Checks:** Your workplace sounds like a Safe Harbor! Keep this PDF in case things change.
- **1–3 Checks:** Proceed with caution. You are seeing "Yellow Flags." It's time to check the **Staying Safe and Sane Script Builder**.
- **4+ Checks:** This is **Workplace Entrapment**. You are at high risk of harm. Do not handle this alone.

WHAT TO DO NEXT

1. **Don't Quit Yet:** Use our **Evidence Vault** to log exactly what is happening.
2. **Get a Script:** Visit <https://stayingsafeandsane.nz/from-classroom-to-career-know-your-rights/> to get the exact words to say to your boss.
3. **Talk to a Safe Adult:** Show this audit to a parent, a teacher, or a Union Rep.

GO TO THE SCRIPT BUILDER NOW

