Two Sided Red Flag Checklist

WC-12 | Chapter 6 | Both | Version 1.0

Use observed behavior and specific answers. Record what happened, ask for clarification, and verify important facts. Leave character labels out of the decision.

Write in the spaces or click a blank field to type in Word.

Candidate or offer	Reviewer and date

Seven observable warnings

Item	Observation and clarification
Answers change	
Results are claimed without a believable process or timeframe	
All former bosses are described as incompetent or unfair	
No limits or training needs are acknowledged	
One partner answers for the other	
The campsite matters more than the duties	
Safety or guests are treated as an inconvenience	

What will you verify, with whom, and by when?

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Seven signs pointing toward no

WC-12 | Continued

Item	Evidence and next action
Pay, hours, or duties keep changing	
You are pressured to accept immediately	
The work cannot fit into the stated hours	
Promises will not be put in writing	
Former workers are discussed with contempt or private details	
Safety concerns are brushed off	
Reasonable questions are treated as difficult behavior	

Clarify: the question and answer needed

Verify: independent evidence or written terms

Walk away: the unresolved issue and decision

Either side may pause or decline. A strong score elsewhere does not cancel an unresolved safety concern or a material change in terms.

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