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Regan Setter

Founder @ Unlike The Others | Helping you land Director to C-level roles in F500 companies like Google, Meta, & Microsoft that pay 200-500K+ | Land your dream job → earn a larger wage → enjoy going to work again

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3mo • Edited •

I wish I had known this before accepting a job offer:

(Do this to avoid working in a toxic workplace)

1. Click 'Search' on LinkedIn.
2. Find the company you interviewed at.
3. Press the 'people' button and filter it down.
4. Filter by 'location', and 'what they do' specifically.
5. Now, look for people who left the company recently.
6. To do so, click 'all filters' and select 'past employees.'

Send them this message:

"Hi, I noticed you previously worked for company X. I'm considering signing an offer there. Would you be willing to share your previous experience there with me?"

Pro tip: Target people who worked in your new role.

Remember, companies do their research on you... make sure you research them back.

The last thing you want to do is work with 'your family.'

P.S. Make sure you click the company name before you filter!

P.S.S. Use this information to make a well-informed decision, not to assume anything definitively positive or negative about the company.

What's the last red flag you noticed? Tell me below.

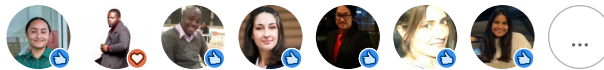
Reshare if you wish you knew this before.

[#network](#), [#careeradvice](#), [#careercoach](#)

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Regan Setter (He/Him) Author

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📌 Try asking these questions to past employees:

1. How was the work-life balance at the company?
2. Did you ever have to work extended hours? How often?
3. What was the main reason you left the company? ...see more

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Manav Misra This is a nice gesture Manav! Keep in mind there are a lot of introverted people who would decline this gesture. If you want to show your appreciation, consider sending them a gift card for coffee or tea! ...see more

Like · 🗨️ 4 | Reply



Chummy Sinegugu Khoza · 3rd+

3mo ...

Food Safety | Compliance | Internal Audit | HACCP | Quality Assurance

Rebecca Lee Varady I understand you, been in a similar situation and I had to leave, there was no way I am growing thick skin over all that

Like · 🗨️ 3 | Reply



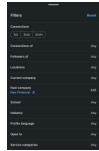
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For anyone having issues finding out how to sort through the filters correctly, here's a screenshot of how you want to set up your search:

Make sure to specify the past company and leave...see more



Like · 🍌🍌🍌 46 | Reply · 1 Reply



Foodology Blogs · 3rd+

3mo ...

Foodology is your ultimate online destination for all things related to food and cooking.

<https://tinyurl.com/sdgskhkjgs>



From Kitchen to Table: Quick and Delicious Recipes for Busy Weeknights...

foodology.exblog.jp

Like | Reply



Dave Atkins (He/Him) · 3rd+

3mo (edited) ...

Healthcare Analytics | BI Software Team Development |
Qlik Visualization | SQL | Informatics

I don't think this approach is very constructive. Apart from how well the role fits your expectations, your relationship with your manager is the most important factor influencing happiness at work. Polling people who left, reaching out to other employees outside the group you will be i ...see more

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[Amanda Butt](#) Great idea Amanda. 😊

Like · 🍌 1 | Reply



Dave Atkins (He/Him) · 3rd+

3mo ...

Healthcare Analytics | BI Software Team Development |
Qlik Visualization | SQL | Informatics

[Ian A.](#) agree there are situations where manager can't help. But I found that even in companies with terrible corporate culture, the daily experience of who you work with can offset a lot. And a company can have an awesome reputation, but if your team dyna ...see more

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See 13 more replies



Helen R. (She/Her) · 3rd+

3mo ...

consultant; medical writing such as: safety narratives, protocols, ICFs; QC/fact checking/editing regulatory

documents/med comms, literature reviews/searches; IM presentations (GCP, monitoring); project management

Also, look at how long current employees have worked there. I recently interviewed with a small-ish company (didn't get it but that's fine, I wasn't really qualified and it wasn't an area in which I was super interested) where my interviewer commented (forgot the specific que ...see more

Like · 🗨️ 44 | Reply · 5 Replies



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Helen R. 10 years is a long time! Most people tend to move after just a couple.

If it's a startup, look into the history of each founder. That will normally tell you eons about them ...see more

Like · ❤️ 2 | Reply



Helen R. (She/Her) · 3rd+

3mo ...

consultant; medical writing such as: safety narratives, protocols, ICFs; QC/fact checking/editing regulatory documents/med comms, literature reviews/searches; IM presentations (GCP, monitoring); project management

Regan Setter no, not a start up, and yes, 10 years is unusual anymore. Says a lot about a company that holds on to its employees.

Like · 🗨️ 2 | Reply

See 3 more replies



Melissa Grabiner · 2nd

3mo ...

Top 1% Job Seeker Coach & Expert on Topmate ■ Ranked #2 Female LinkedIn Creator Worldwide ■ Global HR & Talent Acquisition Leader ■ Yoga Instructor ■ Business Advisor

I hate when companies call themselves a family. To me, it's a huge red flag.

1. A family does not provide you with a paycheck.
2. A family does not stack rank you against othe ...see more

Like · 🥰🥰 566 | Reply · 28 Replies

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Melissa Grabiner I made the mistake of working at one of these companies once. I left in 6 months. I'd never work somewhere like that again and I want to do my part to ensure other people make wise decisions when choosing a new job. ...see more

Like · 🗨️ 7 | Reply



Melissa Grabiner • 2nd

3mo ...

Top 1% Job Seeker Coach & Expert on Topmate ■
Ranked #2 Female LinkedIn Creator Worldwide ■
Global HR & Talent Acquisition Leader ■ Yoga
Instructor ■ Business Advisor

Regan Setter haha mine too!!

Like · 🗨️ 2 | Reply

See 26 more replies



Leeland Heins • 3rd+

3mo ...

Software Engineer with extensive experience in multiple tech stacks and industries

I quite often look up people who work for a company and those who have previously. I've never gotten very many responses when I've tried to reach out to people though. There's less risk for former employees but I've occasionally gotten some pretty negative responses about a ...see more

Like · 🗨️ 12 | Reply · 2 Replies



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It could be something to do with your messaging Leeland. It also helps to have a filled-out profile with a photo. The more 'human' your profile seems, the more likely it is that someone trusts you enough to follow up with you. ...see more

Like · 🗨️ 7 | Reply



Caroline Valentine, SHRM-SCP, SPHR

3mo ...

(She/Her) • 3rd+

Peer Advisory for HR Professionals/Future of Work
Global Thought Leader

Leeland Heins - I know your description and experience is accurate. Many of us have been trained or scared into silence. This is why "anonymous" Glassdoor reviews are so often direct and even graphic. For me, it's a metrics thing. look a' ...see more

Like · 🗨️ 2 | Reply



Shannon C. • 3rd+

3mo ...

Dedicated Executive Supporting C-Suite

Always inquire if this is a new position or if someone was in this role previously and if yes, what happened. I accepted an offer only to find out months later that I was the seventh person in this role over the last year and a half. Do your homework. ...see more

Like · 🗨️ 57 | Reply · 9 Replies



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I avoid asking this question and go directly to the source. The only reason I avoid asking it is because most companies aren't truthful or bend the truth.

By going directly to past employees I can h ...see more

Like · 🗨️ 6 | Reply



Shannon C. · 3rd+

3mo ...

Dedicated Executive Supporting C-Suite

Regan Setter I appreciate your perspective and insight!

Like | Reply

See 7 more replies



Aaron Ramos · 3rd+

3mo ...

SQUIRE | Account Executive

What's your method of finding out who recently left?

Like · 🗨️ 2 | Reply · 2 Replies



Regan Setter (He/Him) Author

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Thanks for mentioning this Aaron, I forgot to add the 6th step. I just edited the post.

Just click all filters and then click 'past employees' and it will let you see who previously worked for ...see more

Like · 🗨️ 2 | Reply



Aaron Ramos · 3rd+

3mo ...

SQUIRE | Account Executive

Regan Setter thanks!

Like · 🗨️ 1 | Reply



Katie Bell (She/Her) · 2nd

3mo ...

People and Talent Leader

Also, pay attention to the restrictions in their offer letter and employment agreement. Better yet—have an attorney review for you. Overly strict non-compete language, and in some cases, non-disparagement clauses can speak volumes about a company and their retention is ...see more

Like · 🗨️ 16 | Reply · 2 Replies



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Katie Bell Thanks for mentioning this Katie! I wish I could pin it at the top of the post.

I've only ever accepted one offer where I signed a few

see more

Like | Reply



Micah Henning, CISSP • 3rd+
Cybersecurity Engineer

3mo ...

[Katie Bell](#) Noncompetes are apparently now illegal for most positions as of last week. Hopefully it survives the legal challenges!

Like · 10 | Reply



Samah SHAYYA • 3rd+

3mo ...

Freelance R&D Engineer / Consultant | PhD in Robotics (Automated Systems & Microelectronics) | Ex - UK Atomic Energy Authority

I find this advice insightful. Alongside seeking input from former employees, another valuable approach involves analyzing company reviews and using them to ask insightful probing questions during the recruitment process. While acknowledging the potential bias ...see more

Like · 2 | Reply · 1 Reply



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Thank you Samah! I hope it helps. With a few other sources it can definitely help you make an informed decision.

Like · 1 | Reply

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