

Challenges in implementing a Just Culture

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The heart of the matter

A Just Culture is built so that people aren't penalized so heavily for one off mistakes. This isn't right and there are some barriers that we have to overcome if we want to implement a Just Culture.





The Blame Game

When it comes to problems that occur a common issue that we see in any place, at work and at home is the blame game. People are so ready to point fingers at someone else rather than own up to any problems that occurred. This is amplified at work from a fear of losing ones job.

To overcome this the people have to look at the facts rather than jumping to conclusions or others judgement. The subject has to be investigated and then education has to be given on how to remedy the situation rather than escalating it. One off mistakes happen here and there its what makes us human. We shouldnt make people scared to own up to it.



Bias

People often come with their own bias over various things. This bias will cloud their judgement that would otherwise have them offer a viable stance as a mediator.

How one can overcome bias is to think of the situation with another point of view. To think how something can affect another when it is involving another person if its currently about someone they prefer over another. Or a project and viewing the facts objectively rather than keeping bias to their preferred method.



Lack of open environment

Within the workplace often individuals may feel like their problems are either immediately criticized or plainly shut down. Without having the support from your higher ups the environment becomes more stressful and taxing to the employee.

To overcome this the direct supervisors should be encouraging to the employees to be open to sharing ideas. The idea of speaking your mind and getting shut down or at worst penalized should be abolished. Everyone's input is valuable and their ideas can bring a great change to the team.



Cultural Barriers

Cultural barriers can come into play where some may not understand how another would react to something harmless from where they are from. The idea of what is a joke can be taken more seriously from another individuals perspective.

This is a tough one because it is more a challenge of ones understanding of another. Everyone has come from a different background and some from an even further away place. The idea of how they might judge another for something is entirely based on their experiences. The goal is to try and build trust within the team so that everyone can trust each other. This way the team may overcome any previous qualms they may have and be more open to engaging with one another.

RESOURCES:

- **Overcoming barriers to a just culture – HQCA – just culture.**
(n.d.). <https://justculture.hqca.ca/overcoming-barriers-to-a-just-culture/>
- **Stevenshorrock, V. a. P. B. (2024, May 27). Why is it just so difficult? Barriers to 'Just culture' in the real world. Humanistic Systems.** <https://humanisticsystems.com/2023/10/18/why-is-it-just-so-difficult-barriers-to-just-culture-in-the-real-world/>

