JUST CULTURE

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WHAT IS JUST CULTURE

- A culture of trust, accountability, and learning in order to create a forward momentum in the workplace.

- "shifting from blaming individuals to looking at the system as a whole in a just culture ultimately leads to a more productive organization and a more enjoyable work environment" (Jennifer Allyn, RSNA).

HISTORY OF JUST CULTURE

- 1980's aviation industry. Any mistakes could lead to devastating results.

- Adopted into healthcare for similar reasons.

- And now DevOps!

- Just Culture creates a sense of trust between customers and the provider of any of these services.

JUST CULTURE

- Starts from the top down.
  - o Leadership roles should be the example for all the employees to follow suit.
- Requires understanding and compassion.
  - o Assume positive intent.

JUST CULTURE IN DEVOPS

- Putting trust in each other goes a long way in DevOps

- Having compassion and understanding for one another can help the team move forward as a whole.

- Just Culture can improve outcomes of projects.

DEVOPS JUST CULTURE

- Aviation has a track record that's improved since the 80's when this idea was implimented.

- This can also be applied to DevOps.

SOURCES

- https://danbarker.codes/talk/dod-raleigh-make-just-culture-just-your-culture/

- https://www.rsna.org/news/2019/february/just-culture-background