



# Barriers to Implementing a Just Culture in DevOps

Alisa Steensen

Module 9.2





# What is a Just Culture?

DevOps culture is all about developers and operations teams working together with a common goal: building and running applications successfully. Instead of working separately, they communicate openly, share duties, and stay transparent with each other and the wider organization. This teamwork helps break down silos and keeps everyone on the same page.

A mindset of enhanced openness, transparency, and cooperation across teams that used to operate separately. (Terra, 2024).

# Understanding Shared Vision



**Aligned Goals and Clear Measures:** Developers, operation teams, and other stakeholders aim for the same result. Better quality software with faster releases for users.



**Removing Silos:** Having developers and operations work separately can create roadblocks and misunderstandings. A DevOps mindset breaks these barriers and encourage teamwork.



**Ongoing Learning:** DevOps encourages teams to keep learning and improving. Gathering feedback, studying performance data, and tweaking methods, teams can keep getting faster.



**Embracing Automation:** Tasks that are repetitive get automated, which saves time and lets people focus on creative work and solving problems.



# Obstacles to Creating a Just Culture

- **Resistance to Change:** Moving from traditional workflows to a more collaborative, automated way of working often faces pushback. People can be used to old methods and may feel reluctant to switch to unfamiliar processes.
- **Communication Barriers:** Strong communication is a core part of DevOps, but it's not always easy. Development and operation teams may use different technical terms or have a different way of sharing information.
- **Skills and Training Gaps:** Adopting DevOps usually means people need to build new skills. Developers may need to understand infrastructure tools, while operations teams might need to pick up coding knowledge. Spotting these gaps exist and offer the right training is key to a smooth transition.
- **Security Risks:** Because DevOps moves quickly, security can sometimes be overlooked. It's vital to weave security checks into every part of the development process. This is so speed don't come at the cost of safety.

# Common Challenges in DevOps

1

**Cultural  
Resistance**

2

**Lack of Skilled  
Personnel**

3

**Tool Integration  
Issues**

4

**Manual  
Processes and  
Testing**

5

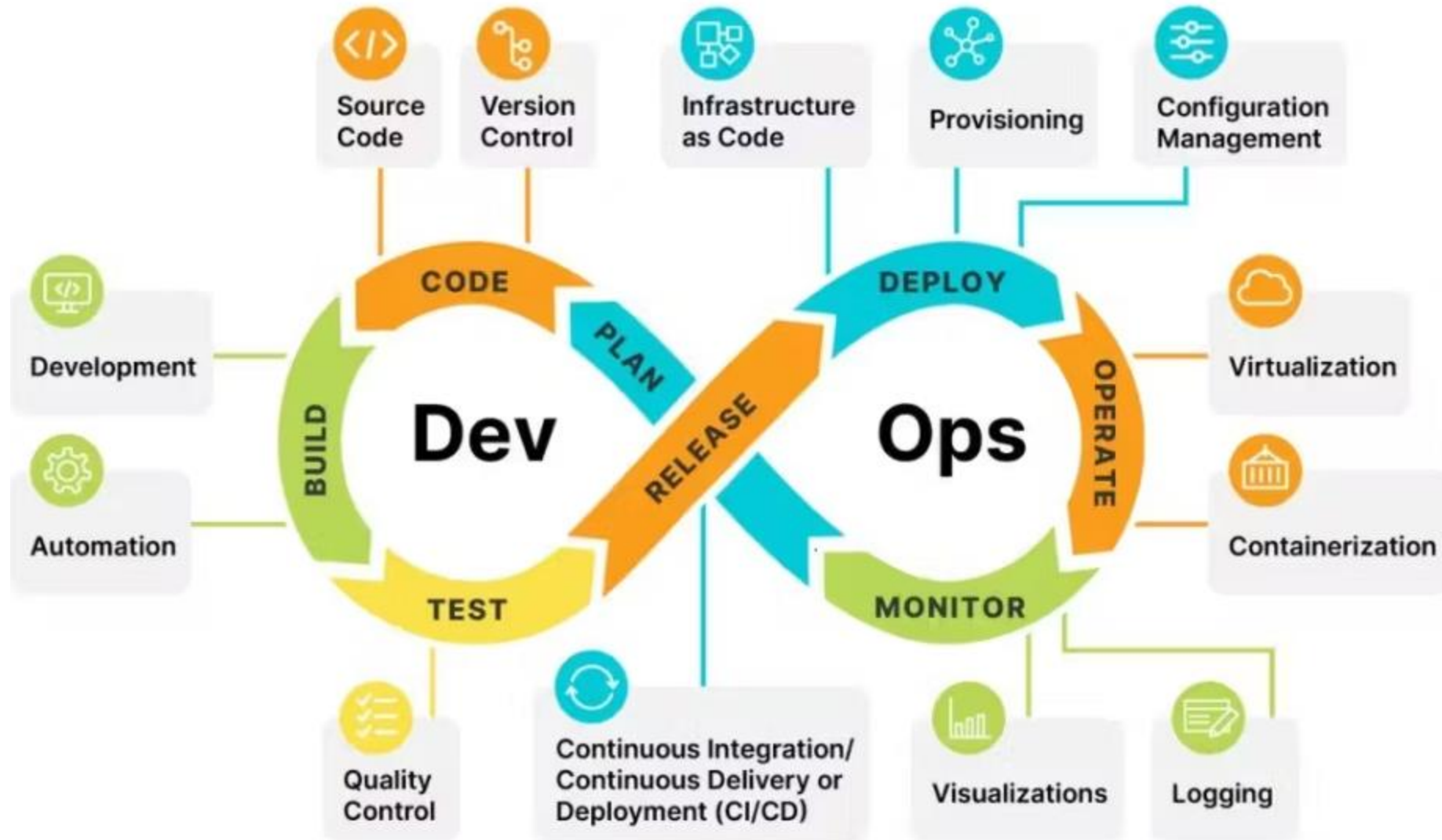
**Security  
Concerns**



# Skill & Tool Gaps

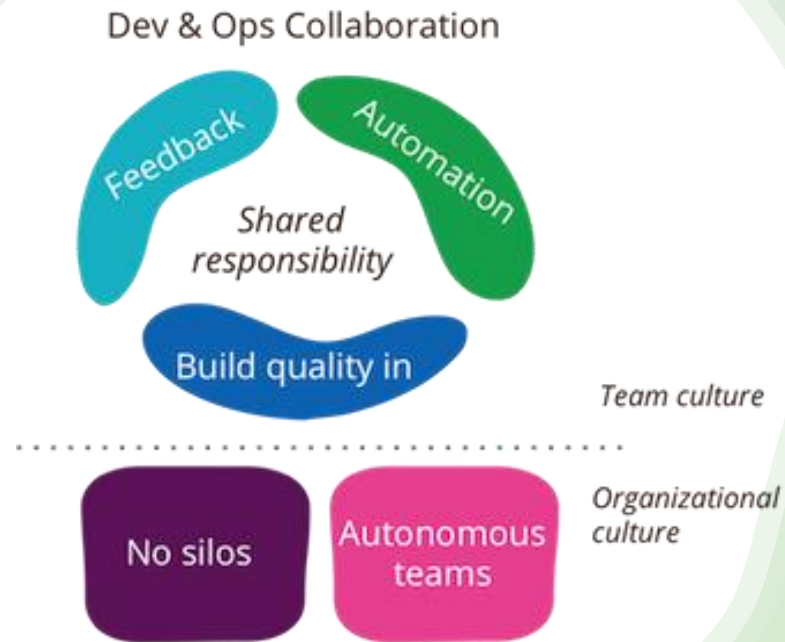
- New skills are needed: Teams must know how to run fair, useful post-mortems and talk openly about failure.
- Lack of training: Many teams don't learn how to do this, so old blame habits stay.
- Missing Tools: Without good tools for sharing information, tracking incidents, and working across teams, it's harder to make lessons stick.
- Example: Etsy' morgue tool is a good example of helpful tooling that supports a just culture.





## Key Practices to Follow:

- Developers and operations should share responsibility
- Developers and operations should have open communication
- DevOps encourages a culture of continuous learning, teams should stay updated.
- Provide feedback for improvement
- Celebrate success and acknowledge achievements and milestones





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