# Challenges of Creating a Just Culture

By: Margaret Shimerdla

CSD380-DevOps

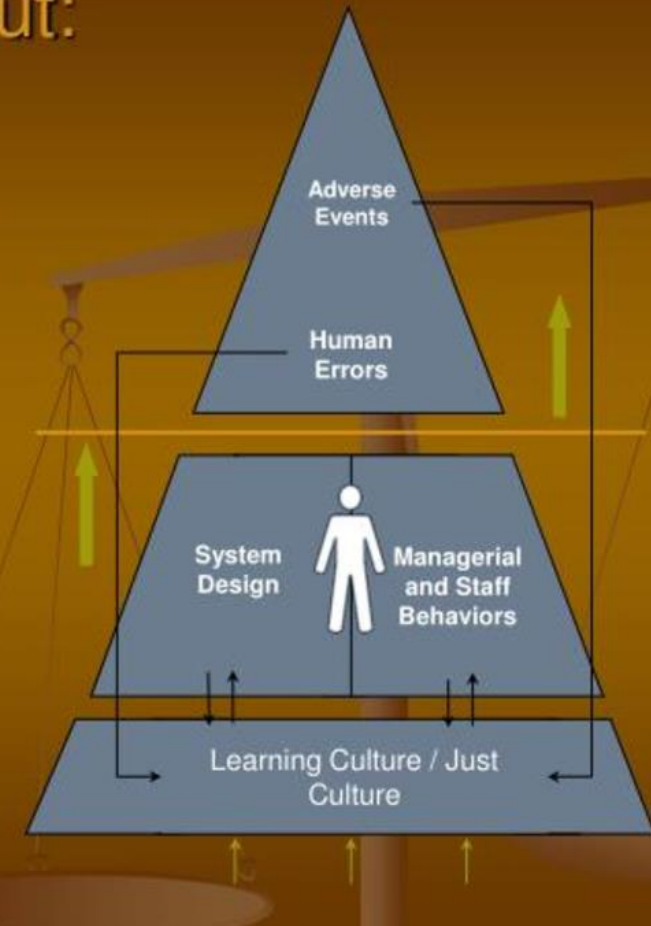# First, let's discuss what just culture is

- People are not punished for human errors

- There are always going to be mistakes, but the goal is to try and minimize those mistakes

- Make employees feel safe about saying when they made a mistake

- Making people feel safe to discuss mistakes is a great way to try and figure out how to avoid mistake in the future

# Just Culture



Pic1

# 4 Main barriers of creating a just culture

- Blame
- Outcome bias
- Lack of Transparency
- Inconsistent Assessment Process

# Blame

- When people say somebody else did something when they didn't

- People do or act a certain way to find them in the wrong

- People had more control over situation, when that was not the case

- Do not judge without having all of the facts

- Look for problems with the process not the people that use it

- Be aware of influence and reduce bias

# Outcome Bias

- Influence of a situation is based on what happened

- If the effect of an outcome is bad it tends to get a harsher disciplinary action

- Decide on what the person did, without focusing on the outcome of the coding that was done

- Figure out how much the person knew about the program they were coding and decide level of discipline from there

# Lack of Transparency

- Not clearly defined rules given to employees about what is expected of them
- Not clearly defined examples of what and how disciplines will be given

- Create well-defined policies
- Define what is expected of each employee
- Define what type of discipline will be given if rules are not followed

# Inconsistent Assessment Processes

- When an employee inconsistently follows rules that are laid out

- When a rule is followed as being one way for one person, but another way for another person

- Make sure to follow rules the same for everybody

Source:

What is Just Culture?

[What is Just Culture? — Just Culture Consulting](#)

Overcoming barriers to a just culture

[Overcoming Barriers to a Just Culture – HQCA – Just Culture](#)

Culture of Recognition: What Is It and How Can You Create It?

Last updated September 5, 2024

Stacy Thompson

[What is a Culture of Recognition and How do You Create One? | Workhuman](#)

Pyramid of Just Culture(Pic1)

[just-culture-is-about-n.jpg (720×540)](#)