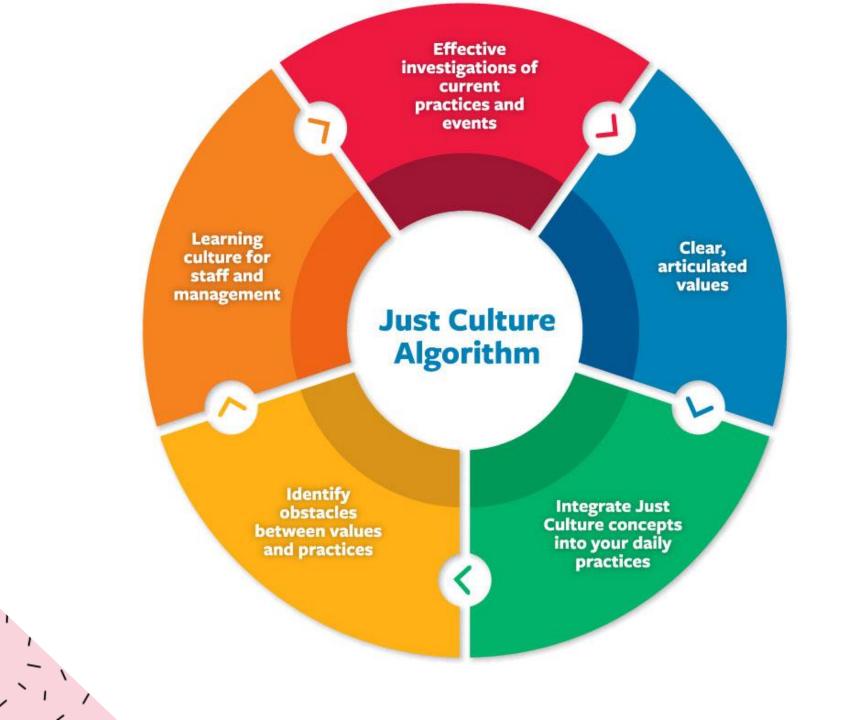
WHAT ARE THE
BARRIERS OR
CHALLENGES TO
IMPLEMENTING A
JUST CULTURE?

BY: JAVONTA YOUNG ASSIGNMENT 9.2





RESISTANCE TO CHANGE

Employees may be resistant to change if they are not involved in the process of creating a Just Culture or if they do not understand the benefits of the approach (Hofmann & Jones, 2018).



Employees may be hesitant to report errors and near-misses if they do not trust their superiors or colleagues to handle the information appropriately (Vincent, 2016).

LACK OF RESOURCES

Creating a Just Culture requires resources, such as training, error reporting systems and staff time to review errors and near-misses.

Without these resources, organization's may struggle to implement a Just Culture (Hofmann & Jones, 2018).

SOCIETAL BARRIERS

'Just Culture' is entangled in a struggle with the pervasive fear that that we have created systems that can fail catastrophically, albeit very rarely, seemingly as a result of ordinary and inevitable human variability.

Headlines of "human error causes accident" mirror our appetite for simple, low context, low complexity explanations that come with a scapegoat upon which to offload our anxiety about what we've created.

PROFESSIONAL AND ORGANISATIONAL BARRIERS

The Just Culture ideal is built on trust, and trust is fragile. In an organization, it takes a long time to develop confidence that one will not be punished for mistakes that constitute normal human variability, and this trust is rapidly eroded. A change of manager to one who is unsympathetic to the reality of work-asdone can undo a lot of work on Just Culture. This fragility highlights once again that Just Culture isn't a 'culture', as such; it's an agreement.



RESOURCES

- https://humanisticsystems.com/2023/10/18/ why-is-it-just-so-difficult-barriers-to-justculture-in-the-real-world/
- https://www.linkedin.com/pulse/breakingdown-barriers-realising-just-culture-chrisingram

