Before this week’s discussion I have never heard of a just learning culture. A just learning culture is when a mistake is made by an employee or team member, the company puts effort into figuring out what caused the problem and how to fix it in the future so everyone can learn from it. To where in the past when a mistake is made the company used to punish the employee such as write up, unpaid leave or even termination of employment. The just learning culture really takes the punishment aspect out and goes to directly fixing the issue at hand so not only the employee can learn from the mistake but their team members and the company and a whole can fix the issue. The company I work for utilizes these practices and values their employees even if a mistake is made. I have made mistakes in the past and instead of writing me up or terminating my employment the company and my fellow team members worked with me to identify the issue that lead to the mistake so that it is fixed not only for me but for other team members that may run into the same issue. Even though I have been apart of the just learning culture I wasn’t aware that there was a term behind it. I feel a lot of companies may let go great valuable employees while not fixing the issue to just set up the next employee or other on the team up for failure since the core issue wasn’t fixed.

References

The DevOps Handbook