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CSD380 Mod9.2 Assignment



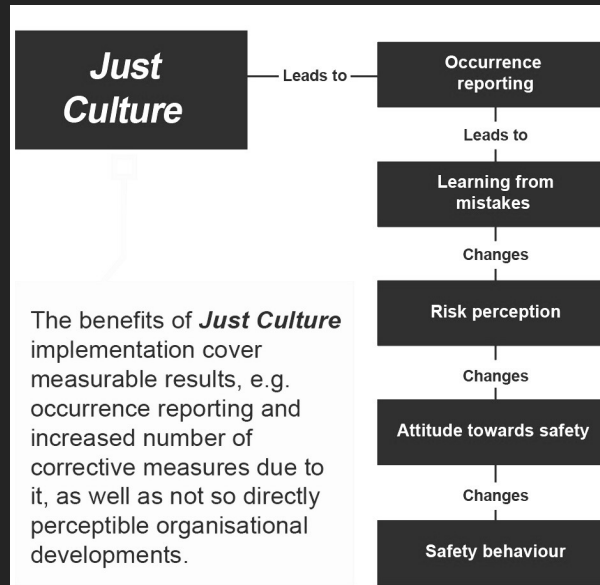


What is a Just Culture?

- A Just Culture focuses on creating an environment where mistakes are seen as learning opportunities, not reasons for blame.
- It's about accountability, but with empathy balancing fairness and responsibility.
- In DevOps, it's vital because trust and collaboration are the foundations of success.



- How does *Just Culture* help?



Why is it hard to build?

Fear of Repercussions: People may hesitate to admit mistakes if they fear punishment.

Old Habits Die Hard: Many organizations are stuck in a blame-heavy mindset.

Leadership Gaps: Without active support from leaders, these efforts often falter.



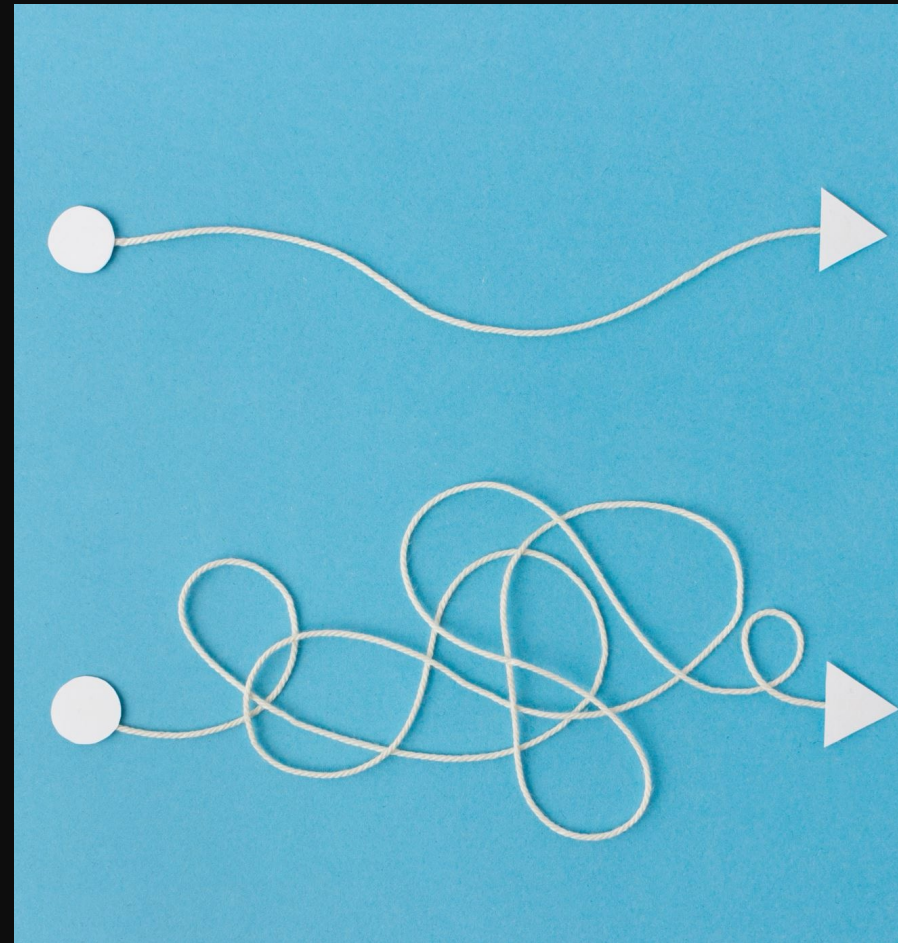
Cultural Roadblocks

- **Change is Tough:** Teams are naturally resistant to letting go of “this is how we’ve always done it.”
- **Shifting Mindsets:** It’s not just about actions but changing how people think about accountability.



Communication Challenges

- Poor communication can lead to misunderstandings and mistrust.
 - Feedback loops might exist on paper but not work effectively in practice.
 - Transparency is hard to achieve without deliberate effort.
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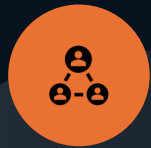


Pressure on Teams

In fast-paced DevOps environments, the pressure to deliver quickly often takes priority over reflection and learning.

High workloads can lead to burnout, which undermines psychological safety





Lead by Example: Leaders should embody and advocate for a Just Culture.



Safe Spaces: Introduce anonymous reporting systems and open channels for communication.



Invest in Training: Equip teams with the tools and knowledge to adopt this mindset.

How to overcome?

References:

- <https://humanisticsystems.com/2023/10/18/why-is-it-just-so-difficult-barriers-to-just-culture-in-the-real-world/>
- <https://www.eans.ee/sites/default/files/inline-images/Just%20Culture-eng.PNG>
- <https://pmc.ncbi.nlm.nih.gov/articles/PMC9884909/>

