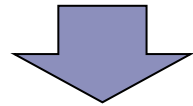


# Sample Just Culture Action Diagram

Choose column that best describes individual's action.  
Read down the column for recommendations.

Individual wanted to cause harm.



**MALICIOUS ACTION**



Individual is fully accountable and should be immediately removed from duties. This is no longer an issue that falls under "safety." Disciplinary and/or legal action appropriate.

Individual's thinking impaired by illegal or legal substances, other cognitive issues, or psychosocial stressors.



**IMPAIRED JUDGMENT**



Discipline individual if illegal substances were involved. Evaluate individual to determine if a temporary removal from duties will be helpful. Actively offer help to the individual.

Individual knowingly violated a rule and/or made a dangerous or unsafe choice with little or no concern about risk.



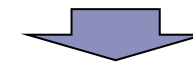
**RECKLESS ACTION**



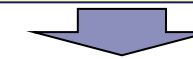
Discipline may be warranted. Individual is accountable and needs re-training.



Individual made a potentially unsafe choice. Faulty or self-serving decision-making may have occurred. Although concerned with risk, the individual may have knowingly violated a rule without consulting supervision to accomplish task.



**RISKY ACTION**



The individual is accountable and should receive coaching.



Individual erred or participated in an error while working appropriately and in the mission's best interest.



**UNINTENTIONAL ERROR**



The individual should be asked to help investigate why the error occurred without fear of retribution.



\* If individual has a history of making mistakes, evaluation of the individual is warranted and the corrective actions above should be modified accordingly.  
\* If others in the same organization with similar skills and knowledge would do the same in similar circumstances, **systemic issues** must be fixed and **leadership shares accountability**.