TEAMS Culture Quick Checklist

Use this checklist to evaluate how well your team is fostering the cultural elements essential to Just Culture, Psychological Safety, and High Reliability.

Just Culture

☐ We distinguish between human error, at-risk behavior, and reckless behavior.
☐ We coach rather than punish when honest mistakes occur.
☐ Our team knows what fair accountability looks like.
☐ We routinely review systems when errors happen, not just individual actions.

Psychological Safety

☐ Team members feel safe to speak up with concerns or questions.
☐ Mistakes are seen as learning opportunities.
☐ All voices are heard, regardless of role or title.
☐ Leaders model curiosity and active listening.

High Reliability: Deference to Expertise

☐ We rely on the person with the most knowledge, not just the highest title.
☐ Frontline staff are engaged in decision-making and solution-building.
☐ Our leaders regularly involve team members in process improvements.
☐ The phrase “do it with them, not to them” is a visible value.

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Reflection & Action

What are we doing well?

Where can we improve?

What is one cultural element we will focus on improving this month?

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