

# Myth Busting on Restorative and Just Cultures

**RETRIBUTIVE CULTURE**

**Focuses on blame and punishment scrutiny.**

**RESTORATIVE CULTURE**

**Focuses on healing and learning**

**Myth: A Just Culture is “soft” on staff and doesn’t focus on patient safety.**

**FACT**

Just and restorative practices enhance patient safety by encouraging open reporting. This leads to system fixes that prevent future harm, promoting accountability and safer care environments.

**Myth: Admitting errors increases legal risk.**

**FACT**

Being transparent through restorative practices builds trust with patients, often reducing legal risk in the long term, by showing a commitment to safety and improvement.

**Myth: A Just Culture means no one is ever held accountable.**

**FACT**

A Just Culture holds people accountable, but restoratively—addressing errors through learning and improvement. Reckless actions still face consequences, but the focus is on fixing systems, not punishing individuals.

**Myth: Staff will report fewer errors to avoid scrutiny.**

**FACT**

In a restorative Just Culture, staff report more errors because they trust the process. Open reporting fosters learning, not punishment, leading to system-wide improvements.