

Examples of Candor That Might Be Punished (A.M.):

- Legitimate Criticism of those in power
- Honesty
- Admitting an addiction
- Not playing along with politics and speaking up about what actually is occurring
- A good point made in a rude way
- Not agreeing or happy about new projects.
- Concerns about standards being followed
- Speaking up when you feel someone is being discriminated.
- Admitting to a crime
- Disagreeing with senior leadership decision
- Errors of superiors
- Speaking the truth when it may hurt others
- Words deemed criticism of leadership
- Feedback on leader performance
- When it's your boss
- Confession of not doing something correctly
- Complaints of those in power.
- Associate telling someone they're wrong
- Not agreeing with the norm
- Pointing out a mistake at the time
- Taking shortcuts to save time
- Using words that degrade someone's mistake
- Questioning a policy
- Sharing specifics about your health condition
- I was late to work
- "Jeez, that was dumb!"
- Speaking up in wrong setting
- When the candor is disrespectful
- Pointing out pitfalls
- Corrected people at certain levels, even if it is done respectfully.
- Pointing out an error of a person of a higher authority.
- Addiction
- Being open
- Being direct
- Reporting that others are not doing the work
- Honesty
- Telling someone they're rude.
- Saying they're uncomfortable with a joke
- Disagreeing
- Admitting to impairment. Admitting to drug diversion.
- Questioning leadership
- Hurtful and curt response
- Sharing with leadership that your manager is a poor leader
- Having a different perspective that's not the norm

- Telling the truth when someone has an agenda
- Disagreeing with. Boss
- Speaking up to another department about a potential issue, then being labeled difficult to work with.
- Speaking truthfully but with a bad attitude
- Speaking up against a supervisor
- Nepotism called out
- Breaking/damage of expensive equipment.
- Stating the down side of a new process. Sometimes is deemed as being negative.
- Not supporting hospital decisions or initiatives
- Working without being clocked in.
- Not agreeing with the room
- Questioning the norm
- When foul language is used during the candid conversation.
- If disagreeing with the some of the direction of leadership
- Relate personal life details that is counter cultural
- Stopping a conversation because it is inappropriate
- Shortcuts
- Calling out someone else's mistake
- When is it perceived as humiliation
- Not thinking before you speak
- Disagreeing with decisions made my leadership
- Having a different perspective
- Giving an opinion about someone else's behavior at a meeting.
- Burnout
- Sharing different view
- Correcting leaders
- Addressing concerns about a coworker's actions
- Disagreeing
- Not alerting for patient when should almost harmed.
- Disagreeing with politics
- Calling out publicly what a superior said to protect or support someone on your team.
- Negative about change
- Calling out a leader for a mistake
- Reporting leader behavior
- Vocalizing concerns that doesn't align with leadership
- Deemed not being collaborative because I didn't agree with something
- Going against the grain.

Examples of Candor That Might Be Punished (P.M.):

- Fall
- Being honest about how overburdened a team is.

- Calling out unproductive behavior
- When it feels accusatory
- Offensive
- Critiques of management
- Unwelcome opinions
- Feelings about how a situation was handled
- Questioning a process put in place by a tenured leader
- Negative or speaking down to the person
- Being blunt and rude?
- Speaking up when you disagree
- Bringing up a problem
- Appearing disengaged when not actively participating.
- Being blunt may be looked at negatively. So the delivery of what is being said.
- Being disrespectful
- Telling a someone in a position of power they're wrong (when they are)
- Having an idea that someone disagrees with
- Saying "yes" to a request when your heart is not in it.
- Going against the past
- Pointing out an error made by a superior; questioning a judgement call if an administrator
- Errors in workflow productivity policies
- Pointing out a contradiction or an inconsistent message
- Opinions
- Fear of retaliation if the person being reported is a physician or someone of high status
- Expressing words of racism or bias.
- Wrong med given
- Telling your boss they are unprofessional
- Telling someone they handled the phone call in rude tone
- "This is how we have always done it"
- Caused harm from mistake
- Did not follow a process or standard of work.
- Harms
- Pointing out a serious flaw after a leader has already deployed an initiative.
- Staff reporting negative behavior from a provider
- Being honest about how you're feeling about a situation your boss feels strongly about
- Rudeness
- Accusations
- Directly criticizing other people.
- Challenging leadership
- Mean spirited rather than collaborative
- Being negative
- Hold people accountable
- Negative
- Getting the nickname 23
- Negativity towards management
- Giving honest feedback as to why someone is not meshing with your team.
- The pet project is failing.

- Bringing up breakdowns with lack of communication
- Perceptions of inequity with workload or responsibility
- Telling a provider they're the problem.
- Opinions that are not aligned with others
- Critique peers of lazy or unproductive behaviors
- Communication/ marketing campaigns that affects how patients receive our offerings.
- Problems