

Acts of Candor That Might Be Punished

- Being uninvited to meetings or isolated in the future.
- That sounds risky
- Disagreeing with upper management
- Medication error
- Questioning one's direct leader in a public setting.
- Disagree with leader
- Reporting things vs corrective action
- Professional conduct issues
- Correcting your boss
- Challenging a strategic direction
- Reporting my boss
- Too direct
- Risky
- Recognizing a broken process created by the leader.
- Physician disagreement
- Pointing out errors of executive leadership
- Calling out a broken process your leader created.
- Tardiness
- Contradicting ideas
- Pointing out leader mistakes.
- Showing lack of discernment
- Complaints about a doctor's behavior
- Disagreeing with pay structure
- A compliance related mistake that's is brought up during training.
- Saying no to risky projects
- Telling another leader that they are incorrect.
- Questioning an upper leadership position on something.
- Answers to polls
- Challenging the status quo
- Telling your boss your only motivation to work is a paycheck.
- Questioning a leader's underlying assumptions
- Labeled as rude or abrasive.
- Disagreeing with your boss.
- Speaking up in opposition to the opinion of a senior leader.
- When you offer criticism, even if constructive, on plans or actions of executive leadership
- Telling your boss you think they made a bad hiring decision.
- Disagreement with the executive leadership strategy

- Reinforcing rules or policy.
- If the comments are rude and singling out a specific individual.
- Blaming others
- Questioning someone of a higher ranking
- Breaking expensive equipment
- Medication errors
- Issues with specific people.
- Calling out failures of other departments
- Calling out someone's poor behavior
- Diverting narcotics
- Bringing up something that someone else has done wrong in a crowd
- To call out leader in another department.
- Pointing out flaws in organizational structure
- Go against a policy knowing that you are doing wrong.
- Bringing attention to leadership's mistake
- Anything that contradicts a doctor. They are so moody
- Saying something that goes against Executive Leadership
- When candor is ill intended
- Too much to do without the support of leadership
- Time out with physician in a rush
- Challenging the status quo.
- Speaking up with a different viewpoint
- Disagreeing with a proposed initiative being presented by ELT
- Disagreeing with the larger group
- Disagreeing
- Telling someone what they don't want to hear
- Candor that has impact on someone's job or role
- Sharing a true negative opinion about a decision that is made and/or a change being implemented.
- Sharing a concern about someone's capabilities or their direction with work.
- When it's in direct opposition to what leaders above my level are saying.
- Oversharing in the workplace
- Providing a response to a Question sarcastically
- Disagreeing with a higher role
- I made a mistake
- Disagreeing with changes put in place before you
- Inappropriate potentially
- When your leader is the source of the problem
- Questioning the why of a new process
- Bringing up the same safety issue over and over as they aren't addressed, on an escalated scale
- Admitting a mistake that may result in a delayed surgical case

- Peacocking
- Being candid with leadership about your concerns.
- Not knowing the answer
- Challenge strategy
- Complaints against HR process
- Disagree with leader
- Bringing up a “protected” employee’s bad choices or inappropriate behavior.
- Pushing back on initiatives supported by executive teams
- Anything you question your boss
- Work processes
- Challenging leadership
- Viewpoint or feedback contrary to leader
- Speaking rudely in a group setting
- Sharing problems without bringing a RTG plan
- I didn’t understand your request.
- Addressing perceived pay discrepancies.
- Disagreeing with executive leadership
- Disagreeing with leadership.
- Not being added to meetings that directly affect my team.
- Challenging leadership direction
- Calling someone out by name.
- Upline feedback
- Disagreeing with the leader
- Disagreeing with someone the leaders openly trust
- Complaining about equipment that is old and broken but you need to use it anyway!
- Disagreeing with upper management
- Disagreeing with leadership
- Disagreeing with the leader’s opinion
- Other departments different from ours are dysfunctional and need improvement on a high level.
- Going against the group biases thinking
- Question higher leader intentions or director
- Questioning HR
- Placing blame
- Exposing a process that does not meet regulatory standards.
- When you speak up your start being treated different
- Saying something that might Embarrassing others
- Beating a dead horse
- Correcting the leader in public
- Being critical of upper management or initiatives rolled out by corporate.
- Isolation
- Opinions of a leader’s competence

- Questioning things that have “always been done that way”
- Commenting on unhealthy parts of a team culture
- “Should have known better” type error
- Questioning upper leader staff
- Challenging mandatory directives
- Questioning ELTs decisions.
- Disagreeing with Director.
- broken process
- Sharing that you boss or other upline that the made a mistake or bad call
- Disagreeing with standard practice
- Thinking nothing will happen if escalated
- Challenging or disagreeing with your leader.
- Being too direct
- Making recommendations that cost length of stay
- Leaving "better ifs"
- Telling your manager they are a bad manager.
- Giving leadership summit feedback
- Disagreeing with ELT
- Going against a suggested process.
- I disagree with executive leadership on certain views.
- The process being put in place by a leader was not tested as being effective
- Challenging processes in a group setting
- When we could lose revenue as a result
- Inaccurate or non factual information used to create fear.
- Disagreeing with boss
- Bringing a situation to light that no one has dealt with and now you must deal with it
- Disagreeing with upper management
- Pointing out roadblocks or downstream impacts
- Sharing true thoughts on employee survey
- Pointing out your direct report mistake
- Not getting answers for issues you are having
- Speaking up against upper leadership’s decisions.
- Disagreeing with executive leadership
- Suggesting that leadership may not provide a psychologically safe environment.
- Offering to help someone with a role they are responsible for when you see they are struggling with it.
- Characterized as a negative person
- Disagreeing with ELT
- Challenging a leader’s decision in front of staff
- Publicly criticizing co-worker about mistake.
- Disagreeing with management
- Question decisions made by leader

- Disagreeing with expected direction.
- Reporting in general
- Being disrespectful
- Discussing impacts to all caregivers
- Reporting concerns to leader about the leaders actions
- Calling out the boss for ignorance on something he/she should know
- Reporting physician behavior
- Talking about a process failure outside your own department/area
- You favor another caregiver . Not being included in decisions.
- Questioning your leader in a group setting.
- Disagreeing with expectations/path being taken
- Challenging leadership in a public meeting
- Discussing with a physician attitude and disrespect to RNs
- Talking bad about a peer in public
- Going above Direct Leader with safety event.
- Not agreeing with policies and challenging them.
- Being directed by one leader when your direct leader has told you that you are not to report to them.
- Speaking up when senior leadership or our direct leader feels challenged and not open to innovation!
- Pointing out differences in opportunities
- Physician issues (treating staff or patients badly)
- Disagreement with leader leading to lack of involvement in future decision making or initiatives.
- Owning mistakes
- Disagreeing with leadership in open forum
- Responding to problem in a direct manor
- Speaking up to leadership if it goes against their opinion
- Pointing out inconsistency in leader behavior
- Speaking up about not feeling appreciated by providers.
- Calling out failures
- Hostile criticism in meetings
- Pointing out poor choices by the board.
- Challenging the status quo
- Questioning a physician.
- Pointing out bad behavior.
 - Questioning the why on process changes.
 - Questioning a decision made by ELT when there has not been transparency.
- being too direct when leadership is incorrect.
- Questioning system processes
- Pointing out leaders who do not make any decisions....they don't act
- Disagreeing with other departments

- Providing honest survey feedback
- Reporting an issue.
- Challenging the corporation when they don't live their own values
- Disagreeing with a physician regarding patient care
- Not matching the energy/opinion of the leaders opinion of a certain task.
- Pointing out the leader that causes the issues we all complain about
- Going outside of huddle escalation to find out where an escalation stalled out in the line
- Documentation of Errors in Pt Charts.
- Disagreement with making engagement with ideas part of performance evaluation
- Speaking up about a leader that is friends with an admin leader
- Reporting Error of your Director/
- Honest assessment of leadership on engagement surveys
- Na
- Disagreeing with boss.
- Explaining the truth about an issue and pointing out that you disagree
- Communicating we are not committed to best practices.
- Physician competence
- Challenging leadership
- Talking back to manager
- Speaking up and the wording is perceived as disrespectful rather than an attempt at candor
- Speaking up
- Expressing your emotions
- Being your authentic self
- Disagreeing with your manager
- Caregivers being honest about a hole in the system while answering a survey. Being chastised for being candid about improvement and told the company is not going in that direction.