

# Be an NRC Team Player

## Raising Concerns Is an Employee Responsibility

- Speak Out** Be willing to promptly speak out to your co-workers about mission-related issues. Question assumptions and challenge current practices. Don't be preoccupied with "looking bad," or assume that someone else will handle your issues or concerns.
- Speak Up** Be willing to promptly speak up to your supervisors and managers and those outside of your organization when warranted. Rigorously informed judgement is critical for our safety conscious decision-making. Management can't consider a position it has never heard.
- Speak Often** Be willing to speak often about your concerns. Be persistent in ensuring that your concerns are heard and understood during the decision-making process. Engage in productive dialog, while maintaining personal professionalism and respect for all other NRC employees.

## Considering Concerns Is Management's Responsibility

- Listen Openly** Be approachable to employees and actively listen to their views and concerns. Encourage employees to ask questions, suggest new approaches and offer solutions, rather than making them feel that expressing differing views is risky. Don't (intentionally or unintentionally) shut down communication and "chill" the working environment.
- Judge Fairly** Objectively consider different views and alternative approaches. Actively engage in an honest evaluation of all sides of an issue. Make conclusions that are open, unbiased, and consistent with the agency's safety mission.
- Act Accordingly** Take prompt and committed actions. Be willing to "go to bat" for employees and their different views. Words must be followed up with actions, and those actions must be consistent with the agency's safety mission.

## Respect Is Key to Being an NRC Team Player!!

- Respect for each other as diverse individuals.
- Respect for each other as professionals.
- Respect for different views and alternative approaches.
- Respect for individual privacy.
- Respect for the importance of the agency's safety mission.

To learn more about expectations for an open, collaborative working environment and about ways to raise differing views, including the NRC's Open Door Policy, Non-Concurrence Process, and Differing Professional Opinions (DPO) Program, contact Renée Pedersen, Differing Views Program Manager: email [DifferingViews.Resources@nrc.gov](mailto:DifferingViews.Resources@nrc.gov).