

Support an Open, Collaborative Work Environment



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 decisionmaking. 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 decisionmaking 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 and provide feedback for decisions. 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.



UNITED STATES NUCLEAR REGULATORY COMMISSION



It Takes a Team!

The NRC has earned a reputation of being a premier regulator of nuclear materials and a best place to work in the federal government.

I have always maintained that it is our employees that are a key component of our success. We hire good people, we train them, we give them meaningful work, and then we hold them accountable.

At the NRC, we live our organizational values every day and work together to establish and maintain an open, collaborative work environment that maximizes the potential of all individuals and improves our regulatory decisionmaking.

Everyone has a role in safety at the NRC.

Whether it's the engineer performing an inspection at a power plant, the budget analyst approving funds to support the inspection, the IT specialist providing a laptop for the inspection, or the administrative assistant putting the inspection report into our electronic document system, we all have a common goal of fulfilling our safety mission. We are all responsible for protecting people and the environment.

In reaching this goal, we must collectively act as a team and individually behave as NRC Team Players. In some organizations, being a "team player" means accepting management's views during the decisionmaking process and not "rocking the boat." Being an *NRC Team Player* does not mean those things. NRC holds its employees to a higher standard of involvement and responsibility for the decisions that are made. We expect all our employees "to get in the game" and routinely engage in informal discussions on issues with their coworkers and supervisors.

At the NRC, we encourage collaborative problem solving and decisionmaking. We value diverse views, alternative approaches, critical thinking, unbiased evaluations, and honest feedback on how decisions are made. We maintain an environment that encourages trust, respect, and open communication where employees are comfortable speaking up.

I encourage you to review the expectations for being an NRC Team Player and support our open, collaborative work environment (OCWE).

To learn more, visit NRC@Work>OCWE or call (301) 415-OCWE.

A handwritten signature in blue ink that reads "Bill".

Bill Borchardt, EDO