		Cross Reference of the INPO 12-012 Traits for a Healthy Nuclear Safety Culture to the DOE G 450.4-1C Attachment 10 Safety Culture Focus Areas and Associated Attributes	
INPO Category	**INPO Trait**	**DOE Safety Culture Focus Area**	**DOE Associated Attribute**
Individual Commitment to Safety	Personal accountability	**Employee/Worker Engagement**	Personal commitment to everyone's safety
	Questioning attitude	**Organizational Learning**	Questioning attitude
	Effective safety communication	**Leadership**	Open communication and fostering an environment free from retribution
Management Commitment to Safety	Leadership safety values and actions	**Leadership**	Demonstrated safety leadership
			Management engagement and time in field
			Staff recruitment, selection, retention, and development
			Clear expectations and accountability
		Organizational Learning	Credibility, trust and reporting errors and problems
	Decision-making	**Leadership**	Risk-informed, conservative decision-making
	Respectful work environment	**Employee Worker Engagement**	Teamwork and mutual respect
Management Systems	Continuous learning	**Organizational learning**	Performance monitoring through multiple means
			Use of operational experience
	Problem identification and resolution	**Leadership**	Open communication and fostering an environment free from retribution
		Employee/Worker Engagement	Mindful of hazards and controls
			Participation in work planning and improvement
		Organizational Learning	Effective resolution of reported problems
	Environment for raising concerns	**Leadership**	Open communication and fostering an environment free from retribution
	Work processes	**Employee Worker Engagement**	Participation in work planning and improvement

DOE Safety Culture Focus Area	DOE Associated Attribute	INPO Category	INPO Trait
Leadership	Demonstrated safety leadership	**Individual Commitment to Safety**	Leadership safety values and actions
	Risk-informed, conservative decision-making	**Individual Commitment to Safety**	Decision-making
	Management engagement and time in field	**Individual Commitment to Safety**	Leadership safety values and actions
	Staff recruitment, selection, retention, and development	**Individual Commitment to Safety**	Leadership safety values and actions
	Open communication and fostering an environment free from retribution	**Individual Commitment to Safety**	Effective safety communication
		Management Systems	Problem identification and resolution
			Environment for raising concerns
	Clear expectations and accountability	**Individual Commitment to Safety**	Leadership safety values and actions
Employee/Worker Engagement	Personal commitment to everyone's safety	**Individual Commitment to Safety**	Personal accountability
	Teamwork and mutual respect	**Individual Commitment to Safety**	Respectful work environment
	Participation in work planning and improvement	**Management Systems**	Problem identification and resolution
			Work processes
	Mindful of hazards and controls	**Management Systems**	Problem identification and resolution
Organizational Learning	Credibility, trust and reporting errors and problems	**Individual Commitment to Safety**	Leadership safety values and actions
	Effective resolution of reported problems	**Management Systems**	Problem identification and resolution
	Performance monitoring through multiple means	**Management Systems**	Continuous learning
	Use of operational experience		
	Questioning attitude	**Individual Commitment to Safety**	Questioning attitude

Cross Reference of the DOE G 450-4-1C Attachment 10 Safety Culture Focus Areas and Associated Attributes to the INPO 12-012 Traits for a Healthy Nuclear Safety Culture