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WAYS TO OVERCOME REPORTING BARRIERS THROUGH OVER- COMMUNICATION



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SET THE TONE AT THE TOP

Leaders must openly discuss both positive and negative observations, demonstrating that feedback is valued and acted upon.



ENCOURAGE REGULAR COMMUNICATION

When employees frequently share minor concerns, they feel more comfortable reporting significant issues.



BE PRESENT AND INVOLVED

Regular check-ins with staff create a culture where feedback is expected and welcomed.



TAKE ACTION

Always take reports seriously and communicate the actions taken in response.



REFRAME REPORTING

Focus on maintaining standards by addressing boundary violations and red-flag behaviors to prevent abuse.



PROVIDE CLEAR REPORTING CHANNELS

Offer multiple, anonymous reporting mechanisms and regularly communicate them.



USE INCIDENTS AS LEARNING OPPORTUNITIES

Share lessons learned from reports to reinforce policies and celebrate successes.