# 030 The Instruction Set Youre Already Running

Perspective Fieldbook · https://kb.jeffreysummers.com/docs/030-the-instruction-set-youre-already-running-2/

## The Demand

Before your next correction conversation tomorrow, pause and name the environmental instruction that actually produced the behavior — the schedule, the training gap, the incentive, the precedent — instead of assuming it's a character flaw in the cast member. Fix the instruction set, not just the person following it.

## The Work

Name a behavior in your cast you've attributed to a character flaw — inconsistency, not caring, doing the minimum:
Before your next correction conversation, name the environmental instruction that actually produced it:
What gets measured:
What gets rewarded or celebrated:
What gets ignored or let go:
Is the cast resisting you, or complying with the environment you gave them?
The instruction set you will fix — not the person following it: