041 The Operators Friction

Perspective Fieldbook · https://kb.jeffreysummers.com/docs/041-the-operators-friction-2/

The Demand

Tomorrow, notice which of the Four S's — Status, Safety, Signals, or Scars — you are currently building with your cast through your own behavior. The friction or the psychological safety on your floor is being constructed by you right now, whether you're aware of it or not.

The Work

Rate which of the Four S's you are currently building through your own behavior — 1 (not present) to 5 (actively shaping the floor):
Status — who gets heard, who gets cut off
Rating (1-5):
Evidence from this week:
Safety — can someone raise a problem without being blamed
Rating (1-5):
Evidence from this week:
Signals — what you reward or ignore
Rating (1-5):
Evidence from this week:
Scars — past reactions the cast still remembers
Rating (1-5):
Evidence from this week:
The one you are least aware of building:
What you will do differently tomorrow to build psychological safety instead of friction: