# 3085 The Family Hire

People Fieldbook · https://kb.jeffreysummers.com/docs/3085-the-family-hire-2/

## The Demand

The next time you consider hiring a relative of a current cast member, you run the exact same interview and the exact same three questions you would run for a stranger. If you walk in already decided — excited because you trust them, or skeptical because you fear the drama — you have let the relationship make the decision before you evaluated the person.

## The Work

1. Before the interview, write down your gut reaction to this being a family hire — excited or skeptical. Name it, then set it aside.
2. Run your standard interview and your standard three-question filter exactly as you would for any other candidate. No shortcuts, no extra scrutiny.
3. Set the same expectations on day one that you would set for anyone else. No lower bar. No higher bar.
4. If a personal relationship between two cast members starts affecting performance, scheduling, or the Guest experience, address the operational issue directly and immediately. Do not address the relationship — address what shows up on the stage.

This week, you hire or evaluate at least one family candidate using the identical standard you use for every other candidate, with no policy shortcuts either direction.