3215 No Skipped Rungs

People Book · https://kb.jeffreysummers.com/docs/3215-no-skipped-rungs/

The ladder is the only legitimate path to each rung.

No rung can be stepped over. Not because of seniority or tradition — because the verb of each rung is built by holding the rung below it. The lead's bandwidth for Tuesday comes from having been a trainer. The trainer's read comes from having been a cast member long enough to master the work they are now transmitting. Strip the rung and you strip the capability that rung was supposed to build.

The operator who promotes on potential rather than demonstrated progression is not developing people — they are gambling with the operation and the person. The role arrives before the verb does. The verb never catches up.

[No Skipped Rungs] is not a rule about patience. It is a rule about construction. You cannot build the next floor until the floor below it is load-bearing.

Pairs with: [Mastery Game], [Each Rung Is Its Own Verb], [Training Ladder], [Train-The-Trainer Gate]