# 3220 Mastery Game

People Book · https://kb.jeffreysummers.com/docs/3220-mastery-game/

The operation does not find trainers. It makes them. It does not find leads. It makes them.

Every role above cast member is built from the rung below — read for capacity, teach the next verb, promote the output. The operation is responsible for building its own next rung. That responsibility does not transfer to the job market.

The operator who defaults to free agency every time a seat opens does not have a hiring problem. They have a [Mastery Game] failure — the seat opened because the operation never built the person who should have filled it.

Pairs with: [Training Ladder], [Each Rung Is Its Own Verb], [No Skipped Rungs], [Train-The-Trainer Gate]