3225 Cast Trainer

People Fieldbook · https://kb.jeffreysummers.com/docs/3225-cast-trainer-2/

The Demand

This week, you confirm every current Cast Trainer in your building was actually developed for the role, not just handed it for being experienced. If a Cast Trainer is transmitting their personal interpretation instead of the designed standard, your operation is drifting from its own design without anyone deciding to drift.

The Work

- List every person currently training new hires in your building, formally or informally.
- For each one, confirm whether they were developed through the Training Ladder specifically for the trainer rung, or whether they were assigned because they were the most experienced person available.
- For anyone in the second category, schedule them into the Train-The-Trainer Gate this week or next — do not let them keep training unchecked in the meantime.
- Sit in on one training session this week with a current Cast Trainer. Listen for personal interpretation versus the designed standard.
- If you hear drift, correct it with the trainer directly — not the new hire — so the standard resets at the transmission point.

This week, you audit your Cast Trainers against the formal gate and sit in on at least one training session to check the standard is what is actually being transmitted.