3230 TrainTheTrainer Gate

People Fieldbook · https://kb.jeffreysummers.com/docs/3230-trainthetrainer-gate-2/

The Demand

Before your next Cast Trainer trains anyone, they pass through the Train-The-Trainer Gate. If you skip the gate, you get a trainer who is improvising, and improvised transmission is how your standard fractures quietly — not through bad intent, but through personal variations dressed up as the standard.

The Work

1. Confirm the gate exists in writing: what does a candidate have to demonstrate to pass it. If it does not exist yet, write it this week.
2. The gate must verify the candidate can articulate the why behind the standard, not just the what. Build that test into the gate explicitly.
3. Identify any current trainer who never passed through a formal gate. Schedule their gate check this week.
4. Run the gate check yourself or assign it to a leader you trust to hold the standard, not soften it.
5. Do not let anyone train a new hire solo until they have passed. If timing forces it, pair them with a gated trainer in the meantime.

This week, you confirm your Train-The-Trainer Gate exists in writing and run it against at least one trainer who has never formally passed through it.