3375 The Cast That Stopped Believing the Standard

People Fieldbook · https://kb.jeffreysummers.com/docs/3375-the-cast-that-stopped-believing-the-standard-2/

The Demand

This week, you ask your Lead directly where you have been inconsistent between what you say and what you do. If you do not ask, your cast has already made that assessment and decided not to tell you — and [Values Dissonance] keeps costing you the discretionary effort the People fundamental depends on.

The Work

1. Identify one instance in the last month where your stated value and your visible action diverged — a canceled one-on-one after preaching development, a table pulled early after preaching Guest experience, a comment about a team member that contradicted the respect you preach.
2. This week, go to your Lead and ask directly: where have I been inconsistent? Do not soften the question or preface it with your own defense.
3. Write down what they tell you without arguing the point in the moment. Treat the answer as a gift, not a challenge to rebut.
4. Pick one item from their answer and correct it visibly this week — reinstate the canceled one-on-one, hold the table standard you preach, correct the tone you used about a team member.

This week, you ask the alignment question, receive the answer without defending yourself, and make one visible correction based on it.