3405 The Habits Always Translate

People Fieldbook · https://kb.jeffreysummers.com/docs/3405-the-habits-always-translate-2/

The Demand

This week, you decide which reps your cast is getting on every shift — the reps that build the standard or the reps that erode it. If you hold the standard selectively, you are training your cast to drift the moment supervision drifts, and that drift shows up in the GX whether you're watching or not.

The Work

1. Pick one standard you have been holding inconsistently — the one that slips when the stage is slammed or the kitchen is behind.
2. Before your next shift, tell your leads explicitly: this standard holds every time, not just when it's convenient.
3. Walk the stage during your next peak period and hold that standard in front of the cast, even when it costs time.
4. Note every instance this week where a cast member held the standard without being told to. Name it to them directly, in the moment.
5. Note every instance where a cast member cut the corner. Address it before the next shift, not after the pattern repeats.

By the end of this week, you have held the standard consistently through at least one high-pressure shift and corrected at least one drift in real time. That is the rep that builds the cast you get.