3470 The Choice That Wasnt Really a Choice

People Fieldbook · https://kb.jeffreysummers.com/docs/3470-the-choice-that-wasnt-really-a-choice-2/

The Demand

The next time you present a cast member with two options, you check whether you're offering a genuine choice or a decoy structure. If both options aren't real, you're not building judgment — you're building compliance, and compliance collapses the moment you're not watching.

The Work

1. Before your next corrective conversation, write down the options you're about to present.
2. Test each option honestly: would you actually support the cast member choosing it, or does one option exist only to make the other look obvious?
3. If it's a decoy structure, decide up front whether that's acceptable this time as a face-saving mechanism, or whether you should be direct instead and skip the fake choice entirely.
4. If you present a genuine choice, follow through by supporting whichever option the cast member picks — do not penalize them later for choosing the option you didn't prefer.
5. Track this week which of your corrective conversations used real choices and which used engineered consent. Aim to increase real choices for cast members you are trying to develop judgment in, not just compliance.

By the end of this week, you have run at least one corrective conversation with a genuine choice you fully support either way — not a decoy.