3515 The Conflict Audit People

People Fieldbook · https://kb.jeffreysummers.com/docs/3515-the-conflict-audit-people-2/

The Demand

This week, you run the four-question audit before the next conflict arrives, not after. [By Design Or By Default] — the conflict culture in your building is running one way or the other, and this week you decide whether you're choosing it or letting it happen.

The Work

- Ask: does your cast believe they can speak up without consequence? Test it — look at whether they actually do, not whether you've told them they can.
- Ask: do you address conflict as a signal or wait until it's a crisis? Identify one current signal you've been putting off and address it this week.
- Ask: is there alignment between what you say you value and how you behave? Review the last thirty days specifically and name one decision each way — aligned and misaligned.
- Ask: when conflict involves a Guest, whose side are you on? Name your honest, demonstrated answer, not your intended one.

By Friday, you have answered all four questions honestly in writing and taken one concrete action tied to whichever answer exposed the biggest gap.