3605 Second Chances

People Fieldbook · https://kb.jeffreysummers.com/docs/3605-second-chances-2/

The Demand

Before you add another name to your mental hit list this week, you check whether that person ever received a real second chance with clear terms. If you write people off by default, you are running a revolving door, and the culture signal costs you more than any single hire decision ever will.

The Work

For every cast member currently on your hit list, do this before Friday.

1. Check whether a system failure, an uncommunicated standard, or a manager who gave up early contributed to where they are now.
2. If a genuine second chance has not been given, deliver one this week with explicit terms: what changes, by when, and what happens if it doesn't.
3. Treat the chance as a real investment, not a delay tactic. Set a specific check-in date.

This week, give at least one deliberate, clearly-scoped second chance instead of defaulting to the exit.