3645 The Readiness Test

People Fieldbook · https://kb.jeffreysummers.com/docs/3645-the-readiness-test-2/

The Demand

Before the next growth conversation, you run the five-point readiness test on your current location. If even one point fails and you expand anyway, growth will not fix the gap, it will magnify it across every location you open.

The Work

Score your operation against these five points this week.

1. Can your first location run profitably, not just tolerably, without you present for a full week? Test it if you have not already.
2. Are your standards written down, coached into the team, and enforced by your managers without your intervention?
3. Can your managers hire, coach, and correct without being hand-held?
4. Do your financial systems run without you, with your GM executing the Operator's Read, not just you?
5. Is your culture defined and documented well enough that someone who wasn't there for the founding could build it from scratch?

This week, write an honest pass or fail against each of the five points. For every fail, name the specific gap and the one action you will take this week to close it before you have the growth conversation.