3675 The Golden Rule Problem

People Fieldbook · https://kb.jeffreysummers.com/docs/3675-the-golden-rule-problem-2/

The Demand

This week you make the system the business's system — not yours, not the kitchen manager's, not the front lead's — and you bind yourself to it the same as everyone else, because if the cast believes your preference is the real standard and the lead's standard is negotiable, the leadership layer you built becomes ceremonial and the leads lead under your shadow, not your authority.

The Work

1. Pick one standard in the building you personally deviate from most often — the one you run "your way" when you are on the stage. Write it down.
2. Rewrite that standard as a system document that belongs to the business, not to you. Remove any language that frames it as your preference.
3. The next time you are on a shift, run that standard exactly as written. No override, no exception for yourself.
4. Tell your kitchen manager and front lead directly: the systems are the business's, and you are the first one bound by them, not the one exempt. Say it in those words.
5. Watch for the informal version this week: does the cast defer to your preference over a lead's stated standard in any moment. If you see it happen, correct it on the spot by deferring to the lead's standard yourself, visibly.

By Friday, name one moment this week where you were bound by the system instead of exempt from it, and confirm the cast saw it.