3735 The Cast That Covers Without Being Asked

People Fieldbook · https://kb.jeffreysummers.com/docs/3735-the-cast-that-covers-without-being-asked-2/

The Demand

This week you build [Anchored Flexibility] by cross-training the cast on secondary strengths before the pressure arrives, because the cast member who has only ever run their primary role will freeze when the shift demands a stretch — the reflex has to be built in low-stakes conditions, not discovered in high-stakes ones.

The Work

1. Identify one cast member this week who has only ever run their primary role. Schedule one low-stakes shift or portion of a shift where they run a secondary role under supervision.
2. Name the anchor for each cast member on the stage — the verb they own, the standard they hold — and confirm they understand stretching into someone else's space does not mean abandoning their own anchor.
3. Watch this week for one moment where a cast member could have stepped into a gap without being asked. If they did not, debrief after the shift: what would have made the stretch feel safe.
4. If a cast member does step in and cover without being asked this week, name it specifically at post-shift — who did it, what they covered, why it mattered.
5. Build mutual trust deliberately: pair a cast member who tends to stay in their lane with one who tends to stretch, and schedule them on the same shifts this week so the reflex has repetition to build on.

By the next shift, run one cross-training rep under low-stakes conditions so the stretch reflex has one more repetition behind it.