

CLASSIFICATION

Operator
field guide

Jon Orozco, MBA, SHRM-SCP
THE FIRST OPERATOR
SYSTEMS ARCHITECT, THE HR OPERATOR™

THE HR OPERATOR™

SIGNAL STATUS



FREE OPERATOR SAMPLE • FIELD GUIDE 008 • AI-
POWERED WORKPLACE INVESTIGATIONS

Five movements from the field guide, given away. Run
the investigation before the first interview breaks it.

TRANSMISSION ID

INV
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SERIES
TACTICAL WORKFORCE
INFRASTRUCTURE

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The Line is Open.

008
Sample

THE GOLDEN NUGGET • FREE EXCERPT

Run the investigation **before the first interview.**

Most investigations do not fail in the interview room. They fail in the unstructured hours between the first report and the first question. The Seven Movements from the full field guide give you the operating spine. Here are the five that matter most before witness outreach begins.

01**Stabilize**

Screen for immediate safety, retaliation exposure, and interim controls in the first hour. If anyone is unsafe, that is not step one. That is the only step.

02**Capture**

Record what was reported, by whom, when, and through which channel. A narrative intake is not a record. Conduct, source, timing, and evidence location.

03**Frame**

Convert the report into a testable allegation. Conduct, actor, timeframe, policy, proof path. If the accused cannot understand what they must respond to, the allegation is not ready.

04**Bound**

Define what is inside and outside scope before the first interview. Lock the perimeter and the expansion gate. Scope drift feels like thoroughness until it creates unfairness.

05**Preserve**

Issue the evidence hold before anyone is interviewed. Messages, calendars, access logs, and performance notes can disappear or be altered. Preserve first, then sequence the room.

THE INTAKE OPENING LINE • USE THIS

"I am going to capture what you experienced, what you know directly, and what may help the company review it fairly. This is not a decision. It is the beginning of a structured process."

INSIDE THE FULL FIELD GUIDE

What the full **field guide** gives you.

The five movements above are the pre-interview spine. Field Guide 008 is the complete investigation operating manual: sixty-plus pages, built to run under pressure, not to read after the fact.

- The full Seven Movements map with operator questions, primary outputs, and the failure risk at each stage if skipped
 - Eight deployable field assets: intake architecture, urgency triage ladder, allegation worksheet, evidence matrix, witness map, question architecture, tool governance log, and readiness audit
 - Three scenario pressure tests with weak move, strong move, evidence checklist, and interview transcript excerpts: retaliation, harassment, and executive misconduct
 - The Ai Risk Ladder and Hallucination Defense System: five tiers of Ai use with required human controls, six prohibited uses, and the seven red flags that stop the file
 - The Human Judgment Preservation Model: six decisions a tool can never own, with the record requirement for each
 - The Investigation Operating System on one page, eight movements from signal capture to human judgment, to run every case from intake to findings
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The full field guide, and the **29 others**.

Field Guide 008 is one volume of THE HR OPERATOR, the closed 30-volume core that runs the whole people function as one system. Get this guide, or get the series. The Line is Open.