



One "essential" requirement, four hired without it

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

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Fictional document

Fictional document — demonstration example

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Fictional document, produced for demonstration. **The agent does not say it should be removed**: it may have become genuinely essential, and past recruitments do not bind.

Recruitment	Equivalent post	Certification held on joining
1	Yes	Yes
2	Yes	No
3	Yes	No — obtained after joining
4	Yes	Yes
5	Yes	No
6	Yes	No — obtained after joining

Indicator	Value
Equivalent recruitments examined	6
Hired without the certification	4
Of whom obtained it afterwards	2

What it does to the pool

Situation	Applications
Mentioning the certification	51
Not mentioning it	163
Not applying because of it	Unknown — invisible by construction

The last row is the one that counts and nobody can measure it. A candidate who reads "essential" and gives up leaves no trace — the agent says so rather than estimating a figure.

What is proposed

Option	What it settles
"Essential"	The sort is owned and known to candidates
"Desirable"	The pool widens, the criterion stays legible

An "essential" applied one time in three is not a requirement: it is a sort whose rule nobody knows, neither the candidates nor the people recruiting.

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