



Two directions, one wired

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Fictional document

Fictional document — demonstration example

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Fictional document, produced for demonstration. **The computation is identical in both directions** — what differs is what follows from it.

	Ranking OFFERS for a person	Ranking PEOPLE for an offer
Who receives the list	The person concerned	The recruiter
The person knows it exists	Yes	No
The person can ignore it	Yes	No
Cost of a bad ranking	Five minutes	The post
The person will find out	Not applicable	Never
Wired in the tool	Yes	No

The criterion is not the quality of the ranking: it is whether anyone can contradict it. In one direction the person concerned can. In the other, nobody.

What an employee seeking mobility receives

Element	Provided?
Internal vacancies crossing what they declared	Yes
The shared word highlighted	Yes
The number of crossing vacancies	Yes
A fit score	No
A recommendation to apply	No

What a recruiter receives on a vacancy

Element	Provided?
Their advert's verifiable requirements	Yes
What each CV says on each, with the page	Yes
An order	No
A shortlist	No
A name put forward	No

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