# Seven departures, no cause attributed

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12 months · fictional document

**Fictional document — demonstration example**

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**Fictional document**, produced for demonstration. **A figure pointing at a person without having measured them is not an analysis: it is a presentable accusation.**

| Distribution | Departures |
|---|---|
| **Department A — 19 people** | **5** |
| Other departments | **2** |
| **Total** | **7** |

## The possible causes, none of them measured

| Possible cause | Measurable by the agent? |
|---|---|
| **Tight labour market** | **No** |
| **Post poorly described at hiring** | **Partly — advert / description gap** |
| **Hours** | **No** |

| Possible cause | Measurable by the agent? |
|---|---|
| **Badly served site** | **No** |
| **Manager** | **No** |

> **The second row is the only one the agent can approach, and it does not call it a cause.** A gap between advert and job description is a process fact, not an explanation of a departure.

## What is supplied for the five

| Element | Supplied? | Nature |
|---|---|---|
| **Access present on day one** | **Yes** | **Fact** |
| **Equipment present on day one** | **Yes** | **Fact** |
| **Three-month review held** | **Yes** | **Fact** |
| **Advert / job description gap** | **Yes** | **Fact** |
| **A cause** | **No** | **—** |
| **A manager's name** | **No** | **—** |

## What is proposed

**That those five people be asked.** The answer is with them, and it cannot be deduced from any table.

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