



Decision file — facts only

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

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41 joiners · fictional document

Fictional document — demonstration example

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Fictional document, produced for demonstration. **An appraisal formed at step 2 travels to step 5 without ever being rediscussed.**

What the file supplied to the decision-maker contains

Element	Supplied?	Source
End date and notice period	Yes	Your note
What was promised to the joiner	Yes	Recruitment exchanges
What was provided	Yes	Access and equipment requests
State of every onboarding step	Yes	Your onboarding note
Scheduled check-ins that did not happen	Yes	Same
Appraisal, recommendation, slanted summary	No	—

Whoever decides would read an appraisal **as an expert opinion when it is an echo.**

What the file of facts showed about the seven probation departures

Finding	Value	Nature of the delay
Joiners with no IT access on day one	23 of 41	—
Average time to obtain it	6 days	A REQUEST delay, not a technical one
Joiners with no three-month check-in	14 of 41	The only moment provided for saying things are wrong

What is still not said

Question	The agent's answer
Why five people left the same department	What was promised to them, what was provided, the check-ins missed
The conclusion	Belongs to those who can go and ask

For the company to settle

Target time to obtain access before day one: _____ days

Who decides the end of a probation period: _____

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