What passes from stage to stage, and what does not

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Fictional document

> **Fictional document — demonstration example**
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> **Fictional document**, produced for demonstration. **An impression formed at stage 2 that travels to stage 9 looks like a shared finding when it was never discussed.**

Element	Passes to the next stage?	Why
What the advert said	**Yes**	**Document**
What the job description says	**Yes**	**Document**
What was promised at interview	**Yes**	**A company commitment**
What was requested and delivered	**Yes**	**Dated fact**
Dates and deadlines	**Yes**	**Dated fact**

Element	Passes to the next stage?	Why
An interview impression	**No**	**A stage's conclusion**
A recruiter's reservation	**No**	**It would become anonymous and permanent**
An onboarding remark	**No**	**Same**
A recruitment element poured into the file	**No**	**Except what the person supplied**

> **The manager receiving the person meets them without any reservation, and forms their own view from the work.** That is the intended effect, not a side effect.

What it costs, and why it is accepted

Situation	Consequence
Useful information is lost	**Yes, sometimes**
A reservation outlives whoever formed it	**Never**

A reservation outliving its author has no context, no date on which it ends, and nobody left to ask. It is no longer discussable — which is what makes it unacceptable.

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> https://bluelemonagent.ai/en/entreprises/cas-usage/agent-rh-de-bout-en-bout-recrut-onboarding

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