



# 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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