Twenty-one "not found" — what it says

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Fictional document

Fictional document — demonstration example

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Fictional document, produced for demonstration. **"Not found" does not mean "does not have".** If the table said "no licence", the panel would read a fact — and a false one in most cases.

Wording	What the panel reads	True?
"Not found"	**The file does not mention it**	**Yes**
"No licence"	**The person has no licence**	**Almost never**

Why the 21 describe the advert

Check	Result
Is the licence in the requirements?	**Yes**
Does the advert ask for it to be stated?	**No**
Does the form have a field?	**No**
Did the 26 who mention it do so unprompted?	**Yes**

> **Twenty-one "not found" out of forty-seven do not describe the candidates: they describe the advert.** Twenty-six people volunteered information nobody asked them for; twenty-one did not, which is the normal behaviour.

The two actions proposed

Action	Scope	Cost to the candidate
Add a question to the form	**Future recruitments**	**One field**
Group follow-up to the 21	**This recruitment**	**~30 seconds**

What the follow-up does not do

What the agent rules out	Why
Mark the 21 apart from the 26 in the file	**The follow-up erases the difference, it does not record it**
Set aside those who do not reply	**An absence of reply is not a reply**
Tell the panel who was followed up	**Of no interest to the decision**

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> https://bluelemonagent.ai/en/secteur-public/solutions/appui-au-recrutement-preselection

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deployment chosen.