



Twenty-one "not found" — what it says

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

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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

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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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