



Eleven changes of manager — what transfers and what does not

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Fictional document

Fictional document — demonstration example

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Fictional document, produced for demonstration. **An assessment passed to a new manager becomes a reputation**, and the employee restarts the year with a view they can no longer discuss with whoever formed it.

Element of the previous record	Passed on?	Why
An objective set	Yes	It binds the company
Training promised	Yes	Same
A request made by the employee	Yes	It awaits an answer
A deadline announced	Yes	It is running
The assessments	No	One person's judgement in a given relationship

Element of the previous record	Passed on?	Why
The wordings	No	Same
The reservations	No	Same
The areas for improvement	No	Same

The employee knows everything that is passed on, having signed the record.
That is the criterion used: what transfers is what they could recall themselves.

What remains possible

Situation	Possible?
The employee shows the full record to the new manager	Yes, if they wish
The agent sends it to them	No

It is not the same thing, and the difference is consent.

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