Seventy-two records of one hundred and eighteen

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Fictional document

Fictional document — demonstration example

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Fictional document, produced for demonstration. **When a practice covers 61% of cases it describes the arrangement, not the people** — no manager is named.

Situation	Records	Share
Objectives recorded during the year	**46**	39%
Objectives dated the day of the meeting	**72**	**61%**
Total	**118**	100%

The manager writes the objectives at the moment of assessing them, that is, already knowing the outcome. It is not a manoeuvre: the form asks for a review of something nothing has produced.

What the section asks for, and what exists

Form section	What it assumes	What exists in 61% of cases
"Objectives for the year past"	**Objectives set at the start of the year**	**Nothing before the meeting**

What is proposed to whoever designs the form

Proposal	Effect
Show recorded objectives, with their date	**The date becomes visible**
Leave the section empty if there are none	**An empty section is information**

> **A section filled in on the day is not information: it is a form satisfying itself.** The employee then stops being assessed on objectives they discover at the same time as their success in meeting them.

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