Recording — the employee decides

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

Document issued on 09/11/2026

Fictional document

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> **Fictional document**, produced for demonstration. **It is neither the employer's decision nor the agent's.**

The three conditions

Condition	Basis	What is not enough
Prior information to the employee	**Art. L1222-4, French Labour Code**	**—**
Consent given at that moment	**—**	**Consent given at hiring for all future interviews**
Ability to stop at any time, without justifying	**—**	**An objection right that must be motivated**

What is produced when the employee agrees

Content	Produced?

What was agreed	**Yes**
The deadlines	**Yes**
The conversation	**No — the record carries commitments, not sentences**

The observed effect, to be stated beforehand

A professional interview is **the moment provided for saying what is wrong.** Where recording has been introduced, **what gets said outside the form decreases** — and that is precisely what an interview exists to surface.

> **An employee who declines therefore has a good reason, and declining must cost them nothing.**

The five dated facts supplied in every case

Fact	Source
Date of the last interview	**Date register**
Gap against your note's periodicity	**Your procedure note**
What had been agreed	**Previous record**
What was done	**Commitment tracking**
Requests left unanswered	**Designated section — 14 cases**

And not one line of appraisal.

For the company to settle

Recording offered: yes / no _____

Who obtains consent at the moment: _____

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