Points to clarify — employee F

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

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Preparation page · fictional document

Fictional document — demonstration example

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Fictional document, produced for the demonstration. **No line on this page carries an appraisal**: each point is made of two recorded elements and a question.

The four points, in three parts each

Recorded fact	The second fact	The question to ask
Objective of 14/03/2025 — commissioning at two customer sites *(interview review)*	**Two commissionings in F's name**, 06/06 and 12/09 *(field-service tool)*	**Are those two jobs the ones the objective meant?**
Training request of 02/02/2025 *(requests register)*	**No written answer** — 14 months *(requests register)*	**What answer does it get, and who signs it?**
Attached to a second team on 01/09/2025 *(organisation note)*	**Job description unchanged since 12/04/2023** *(post file)*	**Does the written scope match the actual work?**

Recorded fact	The second fact	The question to ask
Objective copied word for word across two consecutive reviews	**The second is dated the day of the interview**	**Was this objective rediscussed, or rolled over?**

> **“Objective not met” appears nowhere, and that is deliberate.** Writing the gap is already judging it. The page gives the two facts; the conclusion is written in the room, by the manager.

The nine disguised conclusions, and what stops them

Measure	2025 round	Following round
Preparations produced	**118**	**118**
Points carrying a disguised conclusion	**9** — 7.6%	**0**
Verbs refused before hand-over	None	**met · insufficient · satisfactory · behind**
Source shown on every point	Partial	**Systematic**

What the round gives back to managers

Item	Arithmetic	Total
Interviews in the round	**118**	—
Digging through files, before each interview	**41 minutes**	—
Time given back	118 × 41 min = **4,838 minutes**	**More than 80 hours**

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Item	Arithmetic	Total
Items put back in front of someone	**14 training requests** with no written answer	**All raised again**

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