



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 (<i>interview review</i>)	Two commissionings in F's name , 06/06 and 12/09 (<i>field-service tool</i>)	Are those two jobs the ones the objective meant?
Training request of 02/02/2025 (<i>requests register</i>)	No written answer — 14 months (<i>requests register</i>)	What answer does it get, and who signs it?
Attached to a second team on 01/09/2025 (<i>organisation note</i>)	Job description unchanged since 12/04/2023 (<i>post file</i>)	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	$118 \times 41 \text{ min} = \mathbf{4,838 \text{ minutes}}$	More than 80 hours

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

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