

Personal Resume Quiz

Do you know the average job search lasts eight (that's E-I-G-H-T) months?

So, how hard can it be to write a resume? You're smart You worked hard to get where you are today. You can throw together a few facts on paper. A quick Internet search and bingo! Dozens of free templates and e-books about resumes land at your fingertips. Pick one, type up a resume in a couple hours. Push the submit button, and you're on your way to getting your ideal job or starting a new career.

But, think about this. If those things worked, every resume writer and career coach on earth would be out of work. If the books and templates work, why do highly paid, educated, successful people hire someone like me?

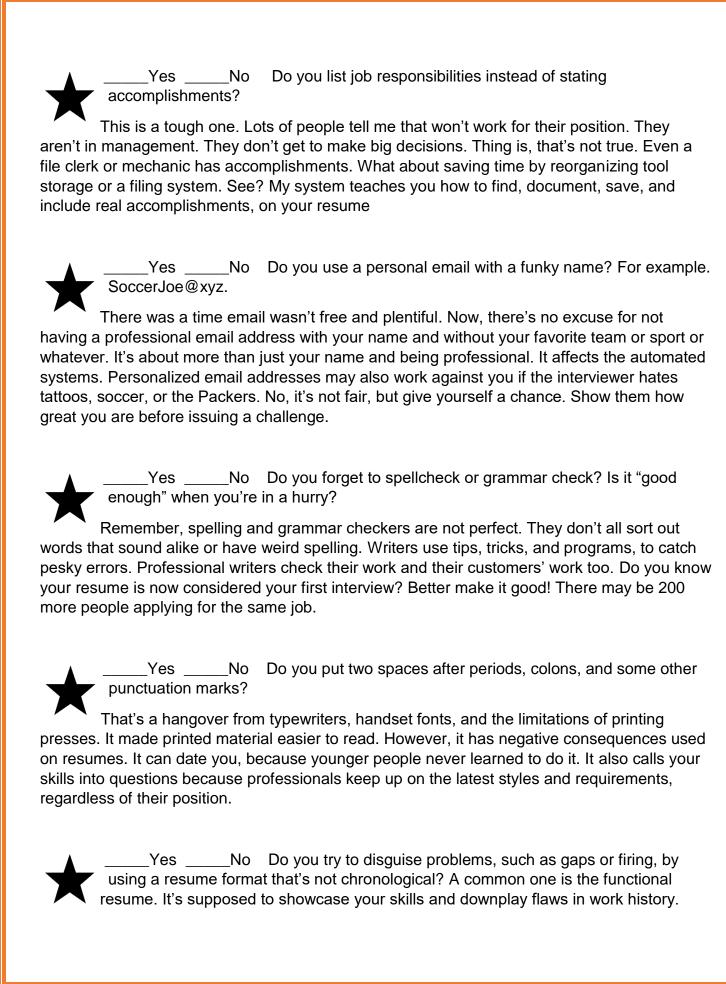
First, a barebones resume won't get high-quality results. There is a difference between getting calls and getting real opportunities. Second, what works changes, just like all industries change. It's an automated process. You've seen what happens when Facebookk makes changes, right?

Do you know you may get a call from a machine for your first interview?

Do you know how to excel in that type of interview?

People with a solid education, current skills, and great work history, would not be without work for months, or even years, if it was easy to get through the automated systems and keep up with the market. So, let's see where you stand.

This refers to stating you want to complete your degree, get into the management training program, attain a supervisory position, and so on. It's often on resume templates right under your name. This is an outdated item on resumes. Companies want to know what you can do for them. It's important to target the information to the job and the company. It may be different on every resume. Don't let that scare you. My motto is right tools, right plan, right result.



That wasn't a bad idea at one time, when people reviewed resumes. Now, it's likely to get your resume dropped from the system and never seen because the ARS (automated resume system) or ATS (applicant tracking system) can't find required information or picks up info (such as dates) and puts it in the wrong places. A problem that leads to your resume becoming totally scrambled.

Yes _____No Do you use bright colors, headshots, or graphic resumes designed on Canva to submit online? One word. Don't. The application systems don't handle graphics reliably. To those systems, it's just a picture. Another picture problem is adding your photo. Many companies discard resumes with photos. Why? Potential for discrimination. They reveal age, sex, race, weight, tattoos, and many other things. HR departments navigate a minefield of regulations. If they prescreen based on a written resume, automated application, and/or a cover letter, they can't be accused of discrimination based on visual information.

How did you do? Did you learn anything new?



It's a lot to take in and think about every time you need a resume, and this is not everything. Where do you stand when you get asked for your resume? The pros are ready to whip out their resume anytime. Could you? Are you proud of it?

Even if you own your own business, you need a resume. Why? It's a great starting point for venture capital fairs, customers who need background before making a commitment, investors, bankers, and vendors.



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