

EMPLOYER TIPS



SignatureStaff
SETTING THE STANDARD

80% of resumes are full of BIG lies!

Hiring? Looking at some great resumes? Be aware, you are very likely to be reading a bunch of lies.

Recent statistics shows that only **1 in 5 resumes are true**. Finding and hiring the right people can be tricky enough but hiring a fraudster can be disastrous!

Why do people lie on their resumes?

It's not rocket science. In a tough job market, jobseekers may feel the need to get a little creative in order to boost their chances of scoring an interview. And guess what, most of them get away with it...



Beware: Lying about skills is very popular, as is employment dates, education and even references. A common 'cover-up' is to leave out a job that didn't work out that well and change the dates of other jobs to bridge the gap

What do they lie about?

Well, just about everything...

- 20% state fraudulent degrees
- 30% show altered employment dates
- 40% have inflated salary claims
- 30% have inaccurate job descriptions
- 27% give falsified references

Too many CVs, too little time...

The digital economy and growth in the “Gig Economy”, implies people being hired and fired faster than ever. That means more CV and reference checks.

However, many companies do not have resources or time to verify CVs, and skim over the process with potentially disastrous results.



Remember: The CV is essentially a marketing document. Do you believe everything you see advertised?

THE RESUME

5 STEP FACT CHECKER

Here's how you can check a resume like the FBI

Step 1

Be skeptical when you read a resume and treat it for what it really is – A piece of marketing!

Step 2

Be suspicious of impressive information that can't be verified. I.e. a list of positions at companies that have gone out of business.

Step 3

Ask probing, behavior style questions during the interview. Include problem-solving questions that allow the applicant to think creatively.

Step 4

Ensure that the applicant's referees are appropriate. Only ever accept a person's direct report (boss) as a referee, not co-workers, friends or family.

Step 5

Conduct several objective and thorough reference checks, ensuring to verify the exact dates of employment, duties and skills with the referee.

Always use a checklist for this purpose.

Note: You can download many of these resources free from our website

