



How a Short Resume Can Sabotage Your Job Search and What to Do

If you are using contacts to find a position, a resume may just be a formality. You may not even need to produce one in some cases. However, **if you have exhausted your personal contacts, referrals, and connections, you are relying on your resume to present your skills and value to your market.**

Make Sure That You Can Be Found and Qualified

There are so many candidates with the misdirected goal of compressing their resume to two pages. The “Two Pages Max!” dogma has sabotaged the job searches of thousands of candidates and has frustrated employers. Here’s why....

If A Recruiter or Employer Can’t Find You, They Can’t Contact, Interview, or Hire You

It is very likely that a search engine will be the first “person” to look at a resume. Shortening a resume inevitably removes keywords and experience, which recruiters and employers use to identify and qualify candidates. Candidates hide! Job seekers become camouflaged in a jungle of resumes. Too many resumes have cliché qualifications such as: “extensive experience”, and “top performer” with a “track record of success”. Short resumes have little indication of the length, depth, and environment of experience. There is nothing to separate candidates from crowds of THOUSANDS. Although some interviews may come, many great candidates are hidden from companies seeking specific skills and experience.

“Yes but nobody wants to read more than two pages. I can fill them in on the details at the interview!”

Remember! If they can’t find, identify, or qualify you, there won’t be an interview!

The position you are most likely to get is the one you actually qualify for

Shrinking a resume forces qualifying information to be left out including: Total working experience; experience in different industries; technology experience; interaction with management, clients, vendors, and development teams; leadership experience, including how many people were led; the environment in which the work was done and the scale of personal interactions and responsibilities . The uncertainty in skills can delay processing and lead to a missed opportunity.

Absent Skills Reduce Value

Compressing a resume leads candidates to hide many of their lesser skills and to neglect identifying transferrable skills. Hiring managers assume:

- The candidate does not have the skills
 - The candidate has little interest in the skills, and cannot be taken seriously
 - The candidate is too lazy to mention the skills, and work in other areas may reflect this attitude
- Subsequent resume updates do not completely remove the initial impression that the skill is not there. It may be tougher to negotiate for a higher salary.

What to Do

If you want to work for a company which requires a two page resume, write a special resume for them, however this format is not the best for general promotion of your skills.

It always helps to write with the reader in mind. A quantized experience summary on the first half page allows the reader to qualify you in seconds. This makes a huge difference for skills based fields such as IT. After that, don’t disqualify yourself! Be concise and make sure you present your full value in whatever space it takes.