



Hiring Managers Strategy to Spot False Résumés

Job-market surveys convey that thirty-eight percent of employees have overstated their job responsibilities at some position, and 18 percent have said lie about their skills. The other usual resume lies that form the part of the information are regarding the employment start and end dates, academic degrees, previous employers and job titles.

Listed below are six ways employers could evaluate your résumé in the present digital world.

1. They're doing a standard background check. Employers do verify on things like work history, residences, dates of employment, etc. Managers observe discrepancies between what the candidate submitted and what the reports actually convey.
2. They're examining for red flags. The unsolved gaps in employment, an unwillingness to explain the actually motive for the leaving and the unusual periods of self-employment can be a tip-off to a fake employment history. Since the references can also be fake; employers may also verify the websites of previous employers and use the phone numbers available online for employment verification.
3. They're visiting the social networking sites. Social networking profiles carry public information that may assist employers to verify certain information like candidate's work history or education credentials. Herein the job seekers and employers need be aware of the possible legal consequences of utilizing social media to monitor applicants.
4. They're testing your talent. Since the employers use keyword searching to find and succeed their résumés, applicants may comprise keywords for all skills needed for the job -- in spite of whether they carry them or not. To confirm any adornment, the employers could ask precisely technical questions about the candidate's skills mentioned or can test the candidate's computer expertise.
5. They're eager to hear a clarification. Mistakes and confusions do occur. If managers find an inconsistency, they could give the candidate a chance to explain. If this happens, do make sure to carry a valid explanation for the error.
6. They're following their instinct. In regards to the difficult task of hiring a new employee, employers depend on trusting their sixth sense and experience. If something doesn't seem correct, they'll almost certainly chase up on it.