

“Never judge a book by its cover”; how often do we use this quote? But is this something that is applied when it comes to recruiting for a particular position at an organization? When there’s an opening at a company for a certain position, you receive hundreds of applications and spend a lot of time trying to find the best person to fit the job. Now to contact each applicant, call them for an interview, and see whether or not they’re what you are looking for. It is a rather time taking process. Well, there’s an easy way - look at the applications and sort them into two simple groups - Reject and Move To Interview. If an application gets selected for further process, it means that it has everything the organization is looking for. Now, there’s also a big question about putting fake certifications, work experience, and other information on the CV. So, how to find a genuine person? Do you hire the person by looking at their CV with all convincing details, or do you interview them in-person, learn about them, and then hire them? Times have changed, and most organizations are moving past the traditional hiring method and choosing the latter.

Let’s take a look at some stats and facts.

According to a study conducted by Forbes, organizations in the present day are putting greater emphasis on retaining their workforce. 88% of the employers in the study are looking for someone who fits their organizational culture as opposed to those with professional qualifications or hard skills that they show on their resume.

Going with this trend, Universum, an organization that delivers critical talent market insights, surveyed 1200 employers across the world. The survey focused on determining the top five personality traits they were looking for, according to the report, the traits go as follows:

1. Professionalism - 86%
2. High-energy - 78%
3. Confidence - 61%
4. Self-monitoring - 58%
5. Intellectual curiosity - 57%

The employers also admitted that there are skills that are hard to find.

Why Should You Look Beyond A Resume?

“A piece of paper doesn’t judge your future.” Whoever quoted this definitely didn’t know how the future would work. We live in a day where crafting a perfect Resume and Cover Letter goes a long way. Although there is the case of them being forged or non-reliable, it doesn’t seem to be much of a consideration. Here are a few reasons to ditch the traditional way of shortlisting candidates for employment.

- **Resumes mainly show self-reported information.** In other words, the document does not cover their personal character, drawbacks, setbacks, or anything that the candidate wouldn’t want an employer to know.
- **Resumes can contain half-truths.** This is a serious problem because the employer may hire someone who does not deserve the position. A study shows that as much as

80% of resumes contain misleading statements or half-truths. 53% of resumes contain lies, of which 90% admit to lying on their resume. Fun fact, even CEO's lie on their resumes.

- **Resumes do not mention any negative information.** A bit obvious, isn't it? Who would want to mention their setbacks on their resume and decrease their chances of getting hired? Even though everyone has made errors at some point in life, you wouldn't find it anywhere on their resume.
- **Resumes do not cover problem-solving skills.** Because resumes only talk about the past, it is rather difficult to understand how the candidate would respond to the firm's current or future problems, how they would fit in the organization, or even how they would work in the environment.
- **Resumes are not updated.** These days, this is compulsory; all applications must be updated before being sent in order to be considered for the position. A candidate could not be able to give an updated resume due to various reasons, being busy, being sure to leave the current organization, or the fear of their current employer finding out.

While these are the top five reasons why one shouldn't simply look at a CV and make a decision, there are various others.

On the whole, there is always more to a person than what you see on the surface; in this case, their resume. Although it is a time-consuming process to speak with every candidate face-to-face personally, it is essential. To find the right fit for your organization, which proves to be resourceful, the effort is worth it. Going beyond a summary of a candidate's professional history works a long way. Of course, resumes give a basic idea of the candidate; they should only be a part of the process and not the deciding factor.