"How The Traditional Resume Is Failing Students"

In an episode from the first season of *Friends*, the gang forms an enveloping stuffing assembly line to help Rachel mail out her resume to potential employers. Unfortunately for Rachel, there's a typo found in her resume and all the hard work she and everyone else put in had become obsolete.

Obsolete - like the mailing in of traditional paper resumes to job advertisements. Nowadays, everything is done digitally, and it is the digital world that has begun to challenge and transform the notion of what a resume can truly be. Heard of LinkedIn? 61% of recruiters use this professional networking site to find potential employees. And more than one third of employers believe it likely that social networks like Facebook and LinkedIn will one day replace the traditional resume altogether. One can hope. However, even LinkedIn has become an impersonal experience; with irrelevant content threaded through the timeline and strangers reaching out and wishing to connect so they can promote their latest venture.

Traditional paper resumes do not allow for much creative expression. One cannot attach additional links to showcase their talents through the likes of videos, websites, blogs, etc. Students have come to depend on them and don't think outside of the box - not realizing that it takes so much more than a resume to get a job. The traditional resume is failing students.

Recruiters spend an average of six seconds reviewing an individual resume. When they have so many applicants applying for a single position, the hiring party will have to go through hundreds - maybe even thousands - of resumes. Yet career advisers remain adamant in their advice for one to keep a specific "professional" format on their resumes - often in the form of a professional, yet uninspiring word document. While a resume does give an adequate summary of one's skills, work, and education history, it gives no real indication of who you are, how you interact with others, how you deal with adversity, and other intangible qualities that make you uniquely you.

A prospective employer may be reading 100 resumes and, for good or bad, they are human. If your resume happens to be the last of the pile dumped on their desk at 4:59 on a Friday, do you think your application will get the attention it might deserve? How would one or two sterile pages of a word document differentiate itself from the other 200 sterile pages sitting on top of it? How do you differentiate yourselves from the crowd when everyone has the same qualifications and they've listed the same generic skills they've manufactured from the job requirements? A large proportion of graduates are rejected at this stage, before they're even allowed the chance to let their personality shine.

So, what does one do to make themselves stand out? In terms of the traditional resume, it is difficult to say. During my own job search, I had a couple recruiters help me with my resume and

all had slightly different ideas of how I should format it and where exactly I should put each section (work, education, skills) but it still looked like an average resume to me. It is difficult. Especially when you're expected to cater your resume to each individual job you apply for - a process that eats up so much time, and usually to little avail. I believe that this process hinders a student's approach to finding a job because they are already responsible for a large volume of job applications - and now they have to cater each resume to each job description? How is that even remotely possible without the ability to manipulate time? Applicants are expected to create different personas for each position they apply for, and in a way, it falsifies their actual personality. They are expected to present a version of themselves that may or may not actually embody their true self. Now, who would want to work at a job where they have to pretend to be someone they're not?

The advice I was given by one recruiter in particular was to create my own online portfolio and to start a blog if possible. I now own my own website - which is just my resume formatted into a more aesthetically pleasing online format - as well as my own blog on fashion history. Today, it has become necessary to go even further than the extra mile to make yourself stand out in this highly competitive job market. This is what HyreCulture is. An online work portfolio, resume, and cover letter, all wrapped up into one online service.

Sources: [“Is the Traditional Resume Obsolete?”](), [“How to Make Your Resume Last Longer Than 6 Seconds”]().