

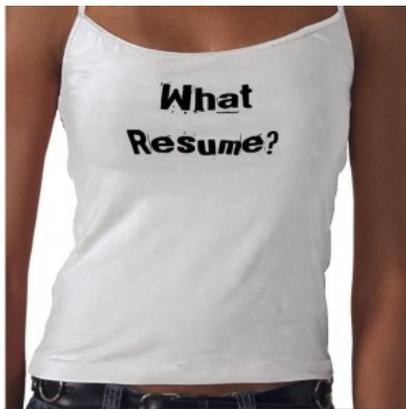
[The Graduate Student Survival Blog](#)

Class Conflict is a humorous graduate student survival and news blog. Topics include college news, money and career tips, college survival advice, and humorous thoughts and videos. This blog is also home to the comic strip, "Class Conflict". Please email your feedback to: brandon[dot]mendelson[at]ymail.com

Is The Resume Dead? The Experts Weigh In

by Brandon Mendelson

October 29, 2008



Four weeks ago, I said the resume was dead. Many, many professionals got back to me to argue the point. Every week we'll run those responses until I run out. If you would like to weigh in on whether or not the resume is dead, you can leave a comment below or write a guest post.

An Interview With Michael Neece, Chief Strategy Officer for Pongo Resume:

Brandon: What purpose does the resume serve today?

Michael Neece: The resume serves both the job seeker and the prospective employer..

Today, the resume is an introductory communication that conveys a person's most meaningful experiences/abilities related to a specific occupation or position.

To the individual job seeker, the resume documents what they have done but the resume does a poor job of communicating what they can do. Job seekers often feel limited by the traditional resume structure titles and the chronological format. Functional or hybrid resume formats (Functional and Chronological combination) provide a better structure in which to communicate capabilities and talents beyond the traditional resume format that lists employment history.

To the prospective employer, the resume is a screening document that helps them identify who they wish to interview. Interviewers use the resume to guide their questioning and help them assess an individual's capabilities for a specific job.

*** Brandon: Is the resume dead? Why or why not?**

Michael Neece: The resume and CV (Curriculum Vitae) are not likely to die anytime soon. One thing is for sure, the one-page resume is obsolete for anyone with more than one job on their resume. The one-page resume rule was bad advice when it first

emerged decades ago and it is even more misguided today. Describing your capabilities and experience on a single page is too limiting and unnecessary.

The resume and CV are certainly not dead. Resume and CV formats evolved over many generations and are currently the fastest way for a reader to assimilate a job seeker's background. The resume will die a rapid death when a more efficient medium arrives to help resume readers.

Much has been written about video resumes and DVD resumes. The basic problem is that these mediums require more time and effort from the resume reader in order to understand the job seeker's capabilities..

The employment marketplace and recruiting processes are very inefficient and fertile with opportunities for improvement. Yet for all the advancement of the Internet, we (hiring companies) have yet to alter the way hiring is done. The Web makes it easier than ever to research companies, send out resumes, screen resumes using keyword matching and search through thousands of resumes. But what has not changed is the underlying paradigm of how people evaluate and hire people.

*** Brandon: What, if anything, will replace the resume?**

Michael Neece: The merging of the resume and video entertainment is one possibility to replace the traditional resume. This would combine the best from resumes and from commercials. Humans want to be entertained. We spend a significant portion of our income on entertainment, movies, cable TV, books, etc. Resume readers are humans who also would like to do their job and be entertained.

The resume might be replaced by a career commercial video that is of professional quality and no more than 15 seconds. OK maybe there is a short 15 second resume commercial and a longer 60 second version. Many things need to occur before we see this type of thing arrive. Starting with the individual job seeker who must define their personal brand and what short phrase communicates their value proposition. Professional quality video software will need to be available at a very low cost and a secure delivery format will need to be defined.

Security of delivery is important because resume readers within companies will not open a potentially virus-infected content unless they are certain it does not contain a computer virus.

The video resume was a meager attempt to replace the traditional resume with the candidates reciting their response to "Tell me about yourself". It's a start but the video resume fad quickly receded after its emergence a few years ago.

Even this crazy idea of a resume commercial has significant barriers to adoption, including the legal risks to the employers who would view resume commercials that contain images of the candidate. The employer risks being accused of discrimination from applicants that do not get hired.

The bottom line here is that resumes are very unlikely to be replaced anytime soon.

