

EBOOK

THE DEATH OF THE CV



**perspectus
global**

INTRODUCTION

As well as designing the helicopter and painting the Mona Lisa, in 1482, Leonardo Da Vinci produced the first Curriculum Vitae - a list of his accomplishments sent to the Duke of Milan as he looked for work.

But over 500 years later, what place does the Curriculum Vitae have in the modern workplace?

We polled 2000 British workers to find out their attitudes towards using a CV to apply

for jobs - and explored how often we bend the truth on them in order to impress.

We also looked at the hiring processes of global companies and recruiters, to find out how and why the perception of the value of the resume had changed.

The result - a report exploring the CV in 2023, and beyond!



WHAT DO CVS TELL US ABOUT CANDIDATES?

While CVs have been the traditional tool for job seekers to showcase their experience and abilities, many commentators believe that they are becoming increasingly ineffective in the modern - and rapidly changing - job market.

Recruiters today are able to use social media and professional networking sites like LinkedIn to identify and connect with potential candidates. These platforms often offer a more dynamic and holistic view of a candidate's experience and abilities than a CV alone.

And what does a CV really tell us about someone? As we'll see later, people can and do exaggerate and lie on their resumes - this is commonplace. So - putting the list of experience and skills aside - what a good CV really shows us is this: that the candidate is really good at making a CV.

So having access to HR guidance, design software, and the ability to speak the language of recruiters is key. But does this create equal opportunities for applicants?

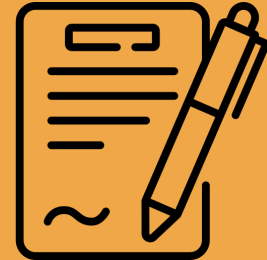


Our research of 2000 British workers found that more than six in ten (62 percent) think that CVs themselves are old-fashioned and don't create a level playing field.

There are good reasons why people may become tired of sending out CVs. An eye-tracking study in 2022¹ found that recruiters spend on average around SIX SECONDS on each CV.

And nowadays CVs can be inputted into AI for the algorithm to discover if you have hit the right keywords - no real metric for successful match of company and employee.

And with a study by Oxford University² showing that job seekers from an ethnic minority background have to send 60 percent more applications to get a positive response from an employer than white candidates, it's little wonder that organisations are moving away from CVs and embracing 'blind recruitment' practices.



6 in 10
THINK CVS ARE
OLD-FASHIONED



6 SECONDS
AVG. TIME RECRUITERS
SPEND LOOKING AT CVs

¹ <https://standout-cv.com/how-long-recruiters-spend-looking-at-cv>

² <https://www.nuffield.ox.ac.uk/news-events/news/new-csi-report-on-ethnic-minority-job-discrimination/#:~:text=Applicants%20from%20minority%20ethnic%20backgrounds,international%20colleagues%20at%20the%20GEMM>

CAN YOU TRUST A CV?

Our research indicates that many people are less than truthful on their CVs. In fact, almost three in ten (28 percent) of those polled admit to either hugely exaggerating or lying outright on the resumes.

Top CV lies include invented skills, fake references, false job titles and claims to be a team player.

It's little wonder then, perhaps, that both workers and employers are unsure about the true values of the CV in the modern world of work.



20 MOST COMMON CV EXAGGERATIONS & FIBS

- 1 Exaggerated responsibilities at a job/jobs 33%
- 2 Claimed extra experience 20%
- 3 Improved GCSE grades 19%
- 4 Invented skills 16%
- 5 Claimed to be confident and organised 14%
- 6 Gave fake references - e.g. the names of family or friends and said you'd worked for them 10%
- 7 Claimed to be a team player 10%
- 8 Added fake GCSEs 10%
- 9 Claimed to be experienced in software I'd never used 9%
- 10 Invented voluntary experience 8%
- 11 Said I was travelling when I was unemployed 7%
- 12 Invented jobs 7%
- 13 Said I had experience of line managing people, when I hadn't 7%
- 14 Pretended I was more well travelled than I am 7%
- 15 Implied I ran a department or team when I didn't 6%
- 16 Improved degree 5%
- 17 Said I was fluent in a language I can barely understand 5%
- 18 Said I'd raised money for charity, when I hadn't 4%
- 19 Added fake A-Levels 4%
- 20 Invented promotions 4%

HIRING FOR POTENTIAL, NOT EXPERIENCE

According to a recent article in Entrepreneur, “As Steve Jobs, co-founder of Apple, famously said, “It doesn’t make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do.” This quote captures the essence of hiring for potential.”



The article goes on to advise that companies should **“embrace the wisdom of hiring for potential ... (emphasising) competence over credentials.”**

Hiring for potential is one consequence of the labour shortage, according to research from Hays in 2022¹ - companies have been forced to look beyond experience in order to recruit from a small pool of applicants.

However many experts believe the shift in moving from experience to potential will bring huge benefits to organisations. Looking at how someone will fit the culture of a business, what qualities they have to offer, and the skills that can be trained is seen by many as a far better way of recruiting than just evaluating experience.

Which is another nail in the coffin of the CV.

¹ <https://www.cbi.org.uk/articles/why-hiring-for-potential-is-the-new-normal/>

IF NOT CVS, THEN WHAT?

As discussed, many recruiters are now relying on social media and business networking platforms like LinkedIn to build a picture of an applicant.

As well as including information about qualifications and experience, such platforms give a sense of someone's personality and energy, by way of their posts and engagements.

Also becoming commonplace are skills-based assessments and online tools to evaluate candidates. For example, paid trial projects are becoming a popular way to evaluate the skills of candidates for technical roles.

'Blind recruitment' - whereby a candidate fills in a form, giving answers to hypothetical questions rather than information about themselves - is also rising in popularity, to avoid the ingrained bias of the traditional recruitment model.

And psychometric testing of applicants can be an effective way to measure potential.

With our survey finding that the majority (58 percent) of job seekers much prefer using a form to having to send a CV when applying for a job, it seems that workers are behind these methods too.



CONCLUSION

“As some big companies start to move away from evaluating candidates via CVs, we wanted to shine a light on what job seekers feel about using resumes. And it was interesting to see that so many people think they are out of date in the modern job market.

What was also surprising was that so many people fib in their CVs, exaggerating their skills and experience and making up roles and references.

We're not sure if scrapping CVs will stop people bending the truth in job applications, but the majority of those polled believe it will create a more level playing field, which we support.”



ELLIE GLASON
**MANAGING DIRECTOR,
PERSPECTUS GLOBAL**

METHODOLOGY

Research of 2010 UK based working adults via an online survey was conducted by Perspectus Global in October 2023.