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Failure to Launch

BY BREANNA LEUZE

If you are seeking a new position, you have likely been told hundreds of times to ensure that your resume is free and clear of spelling, grammar, and formatting errors. Inevitably, more than 50% of resumes never make it to the decision makers desk, with potential candidates that could have been a fit for the position, because of one mistake. You may have been a top candidate, or THE top candidate, but, because of your fatal resume error, you are no longer being considered for the position.

Did you know a reason you may not receive an offer of employment is that your resume had errors? Your failure to launch the appropriate communication in the resume, resulted in your resume going to the delete bin.

Everyone has an opinion and or advice on how

to make the best first impression during an interview. What to wear, the importance of a strong firm handshake, and a smile that lights up a room. What the candidate often forgets about is the resume is what makes the first impression, and that first impression is always written. Whether that be your application, or your resume and cover letter. Grammar that is sub-par and spelling that is atrocious, is the equivalent of showing up to the interview late or having spilled coffee on your shirt.

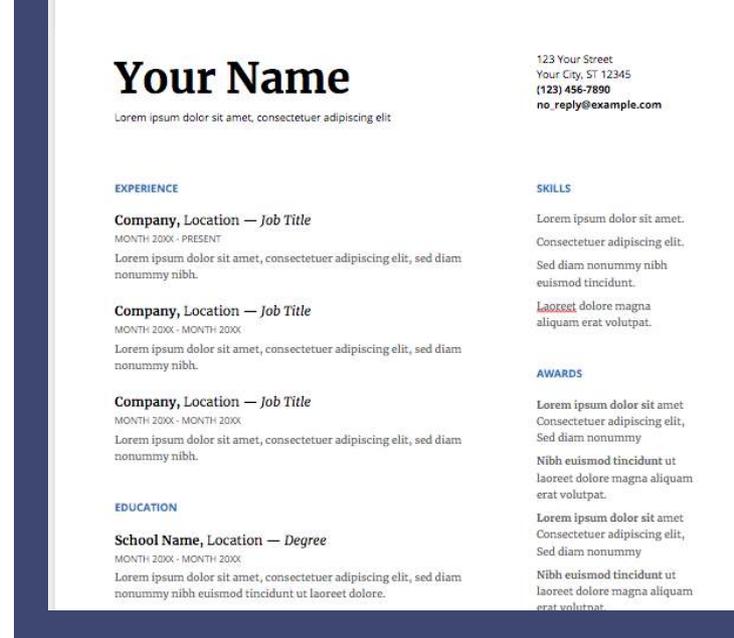
As they used to say, your first impression may be your last impression. If your resume has spelling and grammar errors, there are no take backs. You cannot ask for a do-over. As an example, if you start your interview out poorly, you still have time to recover. Once the resume is submitted, there is nothing you are able to do, to redeem yourself.

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Your ability to effectively communicate is critical to business and is typically listed amongst other essential requirements in most job descriptions. If your spelling and grammar are incorrect on a resume, it demonstrates you are incapable of one of the key requirements of the position.

If you are like most of the population that is employed, you will send emails, plan meetings, write reports and perhaps write proposals. Since most jobs require communication as a key component to a position and your resume has errors, how can an employer depend on you to do the 'other' critical items? Or, how can an employer depend on your to communicate with clients and customers? Your inability to take care of one of the most crucial items, demonstrates that you may be a poor fit for the company's brand and reputation.

Or, could it be that you truly just did not care enough to fix it? You were lazy. You ran out of time. You had 501 excuses as to why it could not be resolved. Then clearly, you are not the right fit for the position and the recruiter to move on to the next candidate. Employees that take the time to fix the mistakes on their resumes typically, are the ones that will do whatever is necessary to get the job done, have pride in their work and themselves, and



will have longer tenure with their employer. Not to mention, the "I do not care attitude" demonstrates more about you as a person, then you could ever demonstrate in an interview. I am pretty sure the characteristics of someone with the "I do not care attitude" would not be on an employers wish of desirable top candidates and or employees.

Most job requisitions have over 100 to 200 candidates that apply. It is pretty easy to get through those resumes in under 2-3 hours by simply sorting out who has spelling and grammar errors first. Then, the recruiter is able to go through the rest of the applications that have no errors and see whose professional experience aligns with the position, and start to schedule interviews.

You have options. Spellcheck, grammar check, Grammarly.com, even your Librarian, are options for a free review. From there, you can always ask for feedback from a peer. If none of these look like options, there are many resume writing services out there. Use them. Utilize your options.

Do not ruin your chance, before you launch your resume into the inner depths of the applicant tracking system black hole. You do not need a failure to communicate, to be the reason you do not get the job.

