

CREATING A RESUME

Your resume is an important marketing tool that communicates your experience, education, skills and accomplishments to a potential employer. The goal of a well written resume is to help you move onto the next stage of the job search -- the interview.

The Process of Developing a Resume

Sometimes the hardest part of developing a resume is starting the process. Here is a simple "checklist" outlining the process of creating an effective and professional resume:

- Gather information – names, places and dates of employment, education.
- Assess your skills and experiences related to the type of position(s) you are seeking.
- Outline your resume and organize effectively.
- Review and edit; ask for feedback and revise accordingly.
- Continue to revisit your resume and revise throughout your academic and professional career.

What Are The Common Elements In The Resume?

There are basic elements which should be included on each resume you prepare; these have been indicated with an asterisk (*) below. Other categories will depend upon your individual experiences and skills:

Heading* - Include your name, address with zip code, and phone number. If you check your e-mail regularly, then include it as well. Indicate a present and/or permanent address, with phone number as appropriate. If both types of addresses are included, you may label as "*Present*" and "*Permanent*", or indicate the dates when each address is applicable.

Objective – An objective can bring focus to the resume by indicating the type of position you are seeking, whether it is an internship, part-time or full-time position. It also shows your areas of career interest or goals, and sets the tone for the remainder of the resume.

Education* - Begin with your most recent education. Include:

- Name of college or university
- Degree to be earned (Bachelor's, Master's)
- Date you will graduate or anticipate graduating (month & year)
- Your major(s), emphasis area(s), and minor(s)

Indicate your GPA if it will demonstrate positive academic performance (generally 3.0 or above). You may chose to include your cumulative GPA and/or the GPA in your major. If you will not be including an Honors/Awards section, you could also include your academic achievements, such as semester honors, or if you will receive degree honors (Cum Laude, Summa Cum Laude).

Related Course Work - List related undergraduate or graduate courses, research papers, seminars, or independent projects that are relevant to the type of job you are seeking. This can also demonstrate projects you have completed related to your desired field. If you have extensive related experience, you might not need to include this section.

Experience* - Describe jobs, internships, student teaching, assistantships, clinical work, volunteer work, and research projects. For each experience include job title, name of organization, location (city and state) and dates. Emphasize experience most closely related to the kind of work you seek. Include skills used, scope of responsibilities and a description of your accomplishments. Avoid use of the personal pronoun "I" by using short phrases (not sentences). Use action verbs to highlight your skills and present yourself in a dynamic way. Be consistent with your verb tenses and avoid phrases such as "duties included" or "responsible for".

Other Categories - Include additional categories if aspects you wish to indicate about your related skills, education or experiences do not fit into the above mentioned categories. Possible headings might include:

- Certifications
- Honors and Awards
- Clinical Experiences
- Language Skills
- Computer Languages
- Committees
- Military Service
- Extra-Curricular Activities
- Personal Strengths
- Technical Skills
- Professional Memberships
- Publications

References

Do not list the names of individual references on your resume. Create a separate reference page (see the Appendix for an example). Select individuals who can attest to your work ethic, academic performance, skills and abilities. Ask individuals to serve as references *prior* to listing on your reference page. The statement "References available upon request" may be placed at the conclusion of your resume if desired.

How Do I Organize the Resume and Select a Format?

Organize your resume so your most recent and relevant information is viewed first. There are three basic resume formats from which to choose. You will want to select a format that will best allow you to convey your education, skills and experience as they relate to the position(s) to which you are applying and do so in a well-organized and easy to read manner.

The **chronological resume** format lists your education and experience beginning with your most recent. One advantage of this format is that it is easy for an employer to follow your work history. The chronological format also has some disadvantages. It can reveal employment gaps and might put an undeserved emphasis on areas you want to minimize. Also, skills are sometimes difficult to spotlight.

The **functional resume** (or skills-based resume) lists your experience under designated skill areas. One distinct advantage to this format is that it allows you to emphasize the skills you possess and you can downplay positions that are not related to current career goals. It also allows you to emphasize professional growth, and helps to camouflage a spotty employment record. A disadvantage to this format is that some employers will want to see additional work history information. Also, you may not be able to effectively highlight companies or organizations for which you have worked. This format is not recommended for teacher candidates or for recent graduates unless they have a great deal of related work experience.

The **combination resume** uses aspects of both the chronological format -- by listing work experience by dates -- and the functional format -- by highlighting experience under skill headings. The combination format allows you to stress your preferred and most relevant skill areas, and at the same time satisfies the employer's desire to know names and dates of your work history. The combination format has one distinct disadvantage -- it takes longer to read, and an employer can lose interest unless it is very succinctly written and attractively organized.

How Long Should My Resume Be?

Your resume should be long enough to highlight your related skills, education and experience in a concise, yet complete manner. Some individuals can accomplish this through a one page resume; others may need a two page resume to convey the extent of their related skills and experience. Keep your resume to two pages at most, as an employer will not want to read more than that. Remember to edit critically, and keep your resume short and easy to scan.

Saving and Printing Your Resume

The key is to have a professional looking resume. Career Services recommends using a blank Microsoft Word document (or equivalent word processing program) to create your resume. Avoid using templates provided in word processing programs, as they are not always tailored to meet the needs of a college student or recent graduate. Use a quality laser printer and print your resume on good quality, 8 ½" x 11" bond paper. Copies can also be made at a print shop. Be sure to print on one side of the paper only and do not staple the pages of your resume together.

Items Not To Include On Resume

- **Present Date:** Include in a cover letter.
- **Picture:** Provide only if it is essential for a job, such as in modeling or theatre.
- **Race, Religion or Political Affiliation:** Include only if it is the main thrust of your resume or a bona-fide occupational qualification.
- **Personal Data:** Height, weight, marital status.
- **Salary History or Requirements:** If this is requested from an employer, state your salary history or requirements in your cover letter.
- **References:** As noted before, develop a separate reference page. (See Appendix)

Sending Out Resumes

Each time you mail a resume, include a cover letter. Do not staple your resume, cover letter or other application materials together. Refer to Career Services' "Writing Professional Letters" handout for assistance in writing cover letters. It is best to not fold the resume or cover letter; therefore, use a 9" x 12" envelope. Every time you mail a resume and cover letter, make a record of it so you can refer to this list for future reference.

Positive Aspects of High Impact Resumes

- Visually appealing and easy-to-read (concise) and consistent format
- Clearly indicates your career aspirations and goals
- Focuses on the employer's need and states the skills, education and experience you offer
- Uses descriptive action verbs
- Emphasizes job-related skills and transferable skills, not only past/present job duties
- Highlights accomplishments (i.e. "...increased sales ___%", or "promoted to team leader")

Most Common Resume Pitfalls

- Too long and contains excessive, unnecessary content
- Too short, crowded and condensed
- Poor layout and physical appearance, poor quality of printing
- Use of narrative ("I")
- Misspelled words, bad grammar, poor punctuation
- Lengthy phrases, sentences, and paragraphs
- Too many dates or numbers, which make it difficult to read
- Dishonest or lacks credibility and content
- Content does not support objective
- Critical categories missing (i.e., "Where's the Education section?")
- Hard to understand or requires too much interpretation (unclear objective)
- Unexplained time gaps
- Does not convey accomplishments

Resume Critique Checklist

1. Does the resume appear neat, organized and professional? Is the text balanced on the page? Have you avoided having your text cramped or crowded onto the page?
2. Are spelling, grammatical and typographical errors eliminated?
3. Could the resume tell the same story if it were shortened?
4. Does the resume avoid generalities and focus on specific information about education, experience and skills?
5. Do examples qualify and quantify experiences? (i.e. "Manage a \$5000 activities budget." or "Counseled 25 disadvantaged 12 year old students.")
6. Is the objective supported by the contents of the resume?
7. Is relevant experience adequately discussed and is unessential information de-emphasized or deleted?
8. Is information highlighted in a consistent manner using indentation, bold type, underlining, or capitalization?
9. Is your most recent education listed first?
10. Do your statements start with action verbs?
11. Are you sure your resume is not exaggerated?
12. Have you eliminated such data as your social security number, weight, height, age, marital status, religion, and race?
13. Have you eliminated high school information?

In Summary

Employers don't read resumes ... they skim them. Think of your resume as a marketing tool or piece of advertising rather than as a comprehensive data sheet. Margins, spacing and bullets can make it easily skimmed.

The one who gets the job is not always the one who can do the job best, but who knows best how to get the job! Each detail of this process should have your meticulous attention since people are often screened out on the basis of a poorly written resume and/or cover letter.

We are here to help! Remember, the staff in Career Services are available to review your resume and help you best market yourself to employers. Call the office to set up a time to have your resume critiqued. We also have resume samples and books about resume writing in our Career Resource Library.

Your resume is a reflection of you – your skills, education and experience. Make certain you spend the time and effort to develop a professional document that will help you in your job or internship application process.

“You never get a second chance to make a good first impression!”

Resume Samples

Samples of various resume formats are provided on the following pages to assist you in creating your own resume. Keep in mind that these are samples – your resume will be unique based upon your education, skills and experience.

For assistance in developing your resume, use these guidelines to write a draft of the resume, then make an appointment to visit with a staff member in Career Services. The staff will be able to review your draft and provide input how to best convey your thoughts in a clear, concise and professional manner.

CHRONOLOGICAL RESUME

A chronological resume lists education, work experience, activities and other sections as needed. With each of these major sections, entries are listed in reverse chronological order and highlight job titles, dates, and places employed starting with the most recent. It is easy to follow and can reflect career growth.

Best to use when:

- Past experience is directly related to future goals
- Prior job titles or names of past employers are impressive
- Applying to more conservative or traditional employers (e.g. in engineering, sciences, etc.)

Sample of Chronological Resume

JANE B. PHOENIX		
Present Address 2420 Nicolet Drive Green Bay, WI 54311 (920) 465-XXXX	<i>phoenixjb@uwgb.edu</i>	Permanent Address 7891 Linder Road Milwaukee, WI 53202 (262) 323-XXXX
OBJECTIVE: To obtain a professional position within human resources.		
EDUCATION: <u>University of Wisconsin- Green Bay</u> , Green Bay, Wisconsin Bachelor of Science Degree, May 2007 Major in Psychology, Minor in Business Administration GPA 3.4/4.0 <u>Relevant Coursework:</u> Organizational Behavior, Human Resource Management, Counseling Across the Lifespan, Organizational Psychology		
RELEVANT EXPERIENCE: <u>Human Resources Intern</u> , Summer 2006 Children's Hospital of Wisconsin, Milwaukee, Wisconsin <ul style="list-style-type: none">• Screened applications and coordinated pre-screen interviews• Observed interviewing process• Called references to obtain work performance records on applicants• Developed brochure outlining employee benefits and development programs <u>Administrative Assistant</u> , August 2005 to May 2006 Georgia Pacific, Green Bay, Wisconsin <ul style="list-style-type: none">• Assisted Director of Human Resources by arranging interview schedules• Represented company at area job fairs		
ACTIVITIES: <u>Vice-President</u> , 2005 to Present Society for Human Resource Management – Student Chapter <ul style="list-style-type: none">• Organized guest speakers to present at meetings throughout the semester <u>Member</u> , 2004 to 2006 Psychology-Human Development Club		
ADDITIONAL EXPERIENCE: <u>Waitress</u> , August 2004 to Present Café Espresso, Green Bay, Wisconsin		
REFERENCES: Available upon request		

FUNCTIONAL RESUME

A functional resume highlights areas of strength or skill that both describe experiences and relate to eventual career goals. Titles and employers are emphasized less.

Best to use when:

- You have had a variety of work experiences that might be relatively unrelated
- Job and activity titles are not directly related to career goal
- You are applying for different positions requiring the same skills

Sample of Functional Resume

JOSEPH R. PHOENIX

223 S. Washington
Green Bay, WI 54301
(920) 465-XXXX
phoenixjr@uwgb.edu

EDUCATION:

University of Wisconsin- Green Bay, Green Bay, Wisconsin
Bachelor of Science Degree, May 2007
Major in Public Administration, Minor in Economics
GPA 3.4/4.0

SKILLS:

Organizational/Administrative

- Planned and implemented educational programs for 30 campers
- Organized weekly meetings to discuss events and concerns of campers
- Monitored \$10,000 budget for supplies and resources needed by camp staff
- Managed all aspects of a kitchen for 100 students
- Maintained inventory of food and supplies
- Organized kitchen functions for efficient service
- Ordered merchandise for small shop
- Reorganized shop for more effective service
- Maintained records of maintenance requests and processed housing contracts

Interpersonal/Supervisory

- Assisted campers with interpersonal and social concerns
- Administered camp policy and disciplined campers when necessary
- Trained four students to assist with educational programs
- Supervised three assistants to help with kitchen operations
- Trained two salespersons on store operations

WORK EXPERIENCE:

Sales Assistant, Mr. Golf, De Pere, Wisconsin, September, 2005 – Present
Educational Director, Camp Wahita, New Falls, Wisconsin, Summer 2006
Kitchen Supervisor, Camp Wahita, New Falls, Wisconsin, Summer 2005
Office Assistant, Residence Life, University of Wisconsin- Green Bay, 2005 - 2006

REFERENCES:

Available upon request

COMBINATION RESUME

A combination resume integrates the ideas of both a functional and chronological resume by listing specific jobs under broad skill headings.

Best to use when:

- Jobs and activity titles are not directly related to career goals
- Applying for different positions that require the same skills
- Your titles are impressive, but may be unrelated

Sample of Combination Resume

WILLIAM B. NICOLET

1021 Main Street • Green Bay, WI 54301 • 920-462-7689 • nicoletwb@uwgb.edu

OBJECTIVE:

To obtain an internship within the field of public relations.

EDUCATION:

University of Wisconsin- Green Bay, Green Bay, Wisconsin
Bachelor of Science Degree, May 2008
Major in Communication with Emphasis in Public Relations
GPA 3.4/4.0

COMMUNICATION SKILLS:

Public Relations Office Assistant, University of Wisconsin -Green Bay
Communicated with alumni regarding upcoming events and fundraising opportunities.
Designed reunion weekend signs and posters. (January 2007 – May 2007)

Telephone Solicitor, ITI Marketing, Green Bay, Wisconsin
Achieved increased sales. Acquired efficient sales approach and ability to convey complex information to customers over the phone. (Winter Break 2005)

ORGANIZATIONAL SKILLS:

Host, Country Kitchen, Green Bay, Wisconsin
Coordinated staff schedules. Handled cash and credit payments. Planned customer seating patterns. (Winter Break 2006)

Organizer and Creator, Housecleaning Service, Green Bay, Wisconsin
Instituted a local housecleaning service. Devised advertising scheme. Developed efficient cleaning routine. (Summer 2004)

ANALYTICAL SKILLS:

Reporter, *Fourth Estate*, University of Wisconsin-Green Bay
Developed strategies for interviewing and article-writing. Planned best approach to take in presentation of issues. (September 2006 – Present)

Student Manager, Sodexo, University Wisconsin-Green Bay
Managed banquet and catering services. Assessed and solved operational problems. Introduced more efficient methods of operation. Recruited and trained new workers. (September 2005 – May 2006)

REFERENCES:

Available upon request

ON-CAMPUS STUDENT EMPLOYMENT RESUME

The following resume sample is the format suggested when applying for on-campus positions.
Some things to consider:

- In the Objective, note if you have received work-study as part of your financial aid package; if not, state “*Not eligible for work-study*”
- You can include a skills section to demonstrate your abilities that might not otherwise be highlighted elsewhere on your resume.
- If you are an incoming freshmen student, you can include your high school education and activities.

SUSAN B. GREEN		
Present Address 1234 Walter Way Green Bay, WI 54311 (920) 883-XXXX	<i>phoenixjb@uwgb.edu</i>	Permanent Address 1234 Any Street Milwaukee, WI 53202 (262) 555-XXXX
OBJECTIVE: To obtain a part-time job working on-campus at UW-Green Bay. Work-study eligible.		
EDUCATION: University of Wisconsin- Green Bay , Green Bay, Wisconsin Bachelor's Degree, Expected Graduation May 2010 Major in Urban and Regional Studies, Minor in Spanish East High School , Milwaukee, WI High School Diploma, June 2006 GPA: 3.7/4.0		
SKILLS: <ul style="list-style-type: none">• Effective customer service and communication skills• Hard worker, committed to meeting deadlines and timely for shift work• Able to type 70 words per minute and familiar with numerous software programs• Attentive to detail and very conscientious		
WORK EXPERIENCE: Crew Leader (2004 – Present) McDonalds, Milwaukee, Wisconsin <ul style="list-style-type: none">• Promoted from Crew Member position in 2005• Adjust staffing to handle customer demand• Assist customers with menu selections• Balance and reconcile daily cash receipts and transactions for crew stations• Oversee dining room atmosphere and cleanliness Childcare Provider/Babysitter , (2000 - 2005) Various Families in Milwaukee <ul style="list-style-type: none">• Flexible to be available to families with less than 24 hours notification• Completed American Red Cross Certification class		
ACTIVITIES: <ul style="list-style-type: none">• Student Council Member, East High School (2002-2005)• Member, National Honor Society, East High School (2004-2006)		
REFERENCES: Available upon request		

APPENDIX 1 – SAMPLE REFERENCE PAGE

Remember to select individuals who can attest to your work ethic, academic performance, skills and abilities. Unless you have worked for them as an employee, do not ask friends or family members to be references for you. Always ask individuals to serve as references *prior* to listing on your reference page.

Include the following information for each of your references:

- Name
- Organization/Company
- Phone Number
- Title
- Street Address
- E-mail (optional)

SUSAN B. PHOENIX

2421 Nicolet Drive
Green Bay, WI 54311
(920) 555-XXXX
Phoenixsb123@uwgb.edu

REFERENCES

Jack Deer
Assistant Director
Office of Residence Life
University of Wisconsin-Green Bay
2420 Nicolet Drive
Green Bay, WI 54311
(920) 465-2345

Patricia Kent-Jones, Ph.D.
Associate Professor
Department of Economics
University of Wisconsin-Green Bay
2420 Nicolet Drive
Green Bay, WI 54311
(920) 465-0991

Drew Cash
Executive Director
Tango and Cash Investments
2211 Webster Street
Green Bay, WI 54301
(920) 469-5757

APPENDIX 2 – EXAMPLES of ACTION VERBS & DESCRIPTIVE WORDS

Here is a sample of some action verbs and descriptive words that you might consider using on your resume. For more ideas, view the thesaurus option available in most word processing programs.

ACTION VERBS

accelerated	accomplished	achieved	adapted	advised
administered	analyzed	appraised	approved	assessed
awarded	bolstered	briefed	budgeted	caused
communicated	compared	completed	composed	conceived
conducted	controlled	convinced	coordinated	counseled
created	delegated	demonstrated	designed	determined
developed	directed	dramatized	earned	effected
elected	eliminated	encouraged	enjoyed	enlarged
established	evaluated	excelled	expanded	expedited
financed	forecast	formulated	founded	gathered
generated	guided	implemented	improvised	identified
included	increased	influenced	instructed	interpreted
interviewed	launched	lead	lectured	maintained
managed	motivated	negotiated	observed	organized
originated	oversaw	participated	performed	persuaded
planned	prepared	processed	provided	qualified
raised	rated	recognized	recommended	reconciled
recruited	reduced	reorganized	rescued	revealed
reviewed	revised	scheduled	scouted	simplified
solved	specified	spoke	streamlined	structured
submitted	suggested	supervised	supported	tabulated
taught	trained	translated	transformed	traveled
tutored	updated	unified	utilized	visualized

SELF-DESCRIPTIVE WORDS

active	adaptable	aggressive	alert	ambitious
analytical	assertive	attentive	broad-minded	capable
competent	competitive	confident	conscientious	consistent
constructive	creative	dependable	descriptive	determined
diplomatic	disciplined	discreet	economical	efficient
energetic	enterprising	enthusiastic	extroverted	fair
friendly	helpful	honest	imaginative	independent
industrious	inventive	logical	loyal	mature
methodical	objective	optimistic	opportunistic	organized
original	patient	perceptive	personable	pleasant
positive	practical	precise	productive	prudent
quick	rational	realistic	reflective	reliable
resourceful	respective	responsible	self-confident	self-reliant
sensible	sense-of-humor	sincere	sophisticated	stable
successful	supportive	systematic	tactful	talented
teachable	tolerant	trustworthy	versatile	will relocate