

Overview

▶▶▶	<u>Introduction</u>	<u>01</u>
▶▶▶	<u>The Lies</u>	<u>02</u>
▶▶▶	<u>Too many CV's</u>	<u>03</u>
▶▶▶	<u>Resume Reality Check</u>	<u>04</u>





72% of resumes are full of big lies!

Hiring? That impressive resume in front of you might be more fiction than fact. Research from industry analysts in 2024 revealed that **over 7 in 10 resumes** contain exaggerated or misleading claims — the rest are sprinkled with creative storytelling, wishful thinking, and the occasional fictional master's degree.

Why do people lie on resumes? **It's not rocket science.** In a tough job market, jobseekers want to stand out — and that sometimes means stretching the truth further than a yoga instructor. And guess what? A lot of them get away with it.

www.signaturestaff.com.au

What do they lie about?

Well... Just about everything

01

Exaggerated job titles or seniority – “Team Leader” aka helped onboard the intern once

02

Magically extended employment dates – “That 3-month gig? Let’s call it a year.”

03

Fictitious degrees or certifications – “Studied at Harvard”... Yeah no you didn’t

04

Responsibilities that sound better on paper – “Led strategic initiatives” = sent calendar invites

05

Fake or friendly referees – “My old boss” is actually their mate Dave with a deep voice

Beware: Faking skills, stretching dates, and listing mates as referees is the norm. A classic trick? Dropping a dud job and tweaking timelines to cover the gap.

Too many CVs, too little time...

The digital age has flooded inboxes with more CVs than a coffee shop has coffees. With job boards, auto-fills, and “Apply All” buttons, recruiters are now reviewing **three times as many applications** per role compared to five years ago.

The digital age has flooded inboxes with more CVs than a coffee shop has coffees. With job boards, auto-fills, and “Apply All” buttons, recruiters are now reviewing **three times as many applications** per role compared to five years ago.



Remember: The CV is essentially a marketing document. Do you believe everything you see advertised?

The 5-Step Resume Reality Check

How to Scan a Resume Like an FBI Agent

Step 1: Be Skeptical

Treat the resume like an ad: just because it says “world-class team player” doesn’t mean they know what Outlook is.

Step 2: Verify the Verifiable

If the company listed “went out of business” or the role sounds like it came from a superhero film, dig deeper.

Step 3: Ask Sneaky Questions

Use behavioural and “tell-me-about-a-time” questions. Real experience = real stories. If they freeze like a bad WiFi connection, you know.

Only accept referees who were actual supervisors. Co-workers, mates, and the neighbour’s cat i’m afraid don’t count

Use a standardised reference check form. Confirm exact dates, duties, and key skills — and listen between the lines.

Step 4: Referee Check, Not a Popularity Vote

Step 5: Call, Confirm, Checklist

Free Tools That Actually Work

Want to save time and avoid hiring the next CV magician? Download our interview templates, reference checklists, and resume screening guides at:

 www.signaturestaff.com.au
 info@signaturestaff.com.au
 +61 7 4050 3888



UNLOCK YOUR RECRUITMENT SUCCESS

Ready to Transform Your Hiring Process?

3 Decades of Experience

Join the ranks of successful businesses that recruit right the first time with Signature Staff. Whether you need permanent placements or temporary staffing solutions, our expertise will help you build a team that propels your business forward.

We make Business
Brilliant and Staffing
simple

www.signaturestaff.com



CALL US
TODAY!



WHY REGISTER WITH US?



Quick Communication: Get prompt, professional communication to keep your recruitment process on track.



Stay in Our Database: Access a live database of pre-screened candidates ready to step into your roles.



Proven Experience: With over 27 years of recruitment expertise, we know how to deliver results.



Extensive Network: Leverage our vast network and local knowledge to find the right people — fast.