

Overview

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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.

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

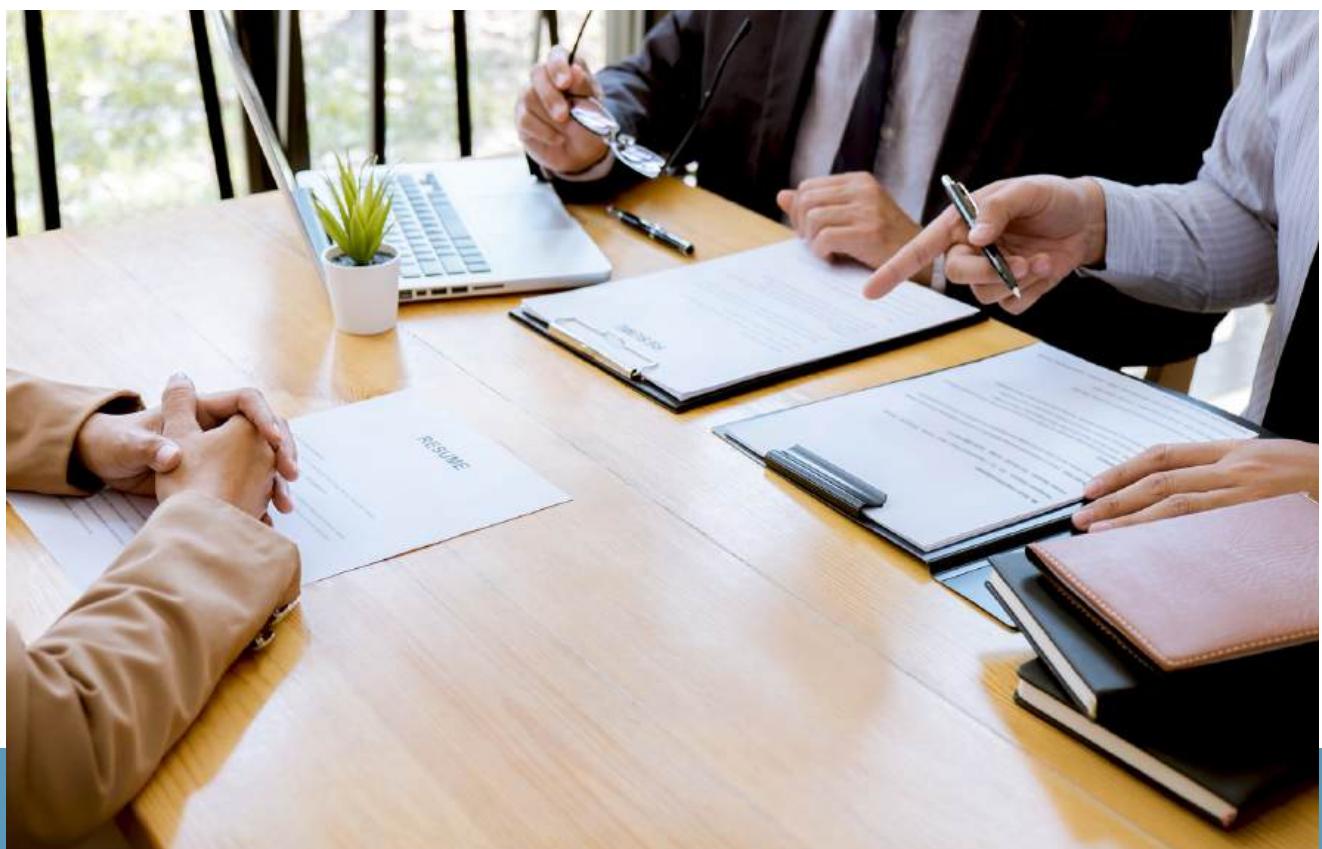
FAKE OR FRIENDLY REFEREES – “My old boss” is actually their mate Dave with a deep voice

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.

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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

Step 2: Verify the Verifiable

Step 3: Ask Sneaky Questions

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

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

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



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