

Conversations with Creatives: Rethinking Resumes

April 1, 2025
Chat Transcript

00:14:51 Katie Welker: The energyyyy with this music already!

00:14:53 Matthew Jernigan: Abracadabra! Nice 😊

00:14:56 Matthew Jernigan: SF here

00:14:58 Heather Taylor: Hey Ramsay!!!

00:14:58 Katie Welker: Rochester, NY!

00:15:00 Kevin Culligan: Hello everyone!

00:15:01 Jerel Marshall: Turn up!

00:15:01 Cody Laberda: Minneapolis

00:15:02 Jessica Neher: Seattle

00:15:03 Steven Fischer: Chicago

00:15:03 Megan Barrett: LA

00:15:03 Heather Taylor: Houston, TX

00:15:04 Shereé Peterson: Minneapolis :)

00:15:04 Lorna Murphy: Salem, MA

00:15:04 Andrea Williams: Atlanta

00:15:04 Carrie Stigler: Cincinnati

00:15:05 Hillary Norman: NC

00:15:06 Sally Mei: Boston, MA

00:15:06 Kelli Herod: North Hollywood!

00:15:06 Jerel Marshall: Atlanta

00:15:07 Elvia Reynolds: NY

00:15:07 Aimee DiStefano: Hello from York, PA

00:15:07 Andrew Bartleson: San Pedro, CA!

00:15:07 Serina B: Brooklyn

00:15:08 Lauren Caggiano: Fort Wayne, Ind

00:15:08 Bob Rebeka: Billings, MT

00:15:08 Charles Swinford: Richmond

00:15:08 Sara Wachtel: Washington, DC

00:15:08 Julie Christopher: Jersey City, NJ

00:15:09 Sabrina Ortiz: Long Beach, CA

00:15:09 Yanina Saavedra: VA

00:15:09 Danielle Green: Danielle from Waterloo, Ontario

00:15:10 William Helms: corona queens, nyc is in the building!

00:15:10 Andrea Williams: Atlanta

00:15:10 Jason Brunt: San Diego

00:15:11 Michael Pitre: Dallas TX

00:15:11 Christopher Clark: Boston

00:15:11 Julian Northrop: Harrisburg, PA

00:15:11 Lisa Realmuto: New York

00:15:11 Brooke Morton: Asheville

00:15:12 Edmund (Ed) Bangle: Ed Bangle / Houston

00:15:12 Steven Dermody: Denver

00:15:12 Jenni Gilmer: just outside Dallas, Texas!

00:15:12 Phil Smith: Berkshires, MA

00:15:12 Alex Dittmar: Seattle

00:15:13 Kymberly James: Tarpon Springs

00:15:13 Daniel Newmark: New York City
00:15:14 Kara Ward: Virginia
00:15:14 Nancy Murphy: Nashville
00:15:14 Elliott DeRose: Chicago!
00:15:14 Fernanda Steinmann: NY
00:15:14 Jameson Jackson: Virginia
00:15:15 Madison Bruns: Lansdale, PA! Love this song!
00:15:15 Rudy Berk: phoenix
00:15:15 Alex Dulak: Phoenix
00:15:16 Victoria Lambert: LA
00:15:16 jodie mader: Fort Thomas, KY
00:15:17 Javonne Morgan: Houston Tx 😊
00:15:17 Kathleen Crampton: San Diego
00:15:17 LAURA MARK: Portland, PR
00:15:17 Danielle Frontin: Denver CO
00:15:17 Patricia Shetley: eattle
00:15:17 Jennifer Gardella: Atlanta! 😊
00:15:17 Tanya Collins-Godwin: Vancouver, WA
00:15:18 Paul Tassiello: New Jersey
00:15:18 Mark Thrapp: Mark Thrapp, Whidbey Island WA
00:15:18 Liam Hall: Portland!
00:15:18 Lane Therrell: Stevensville, MT
00:15:19 Mika Nishiguchi: LA
00:15:19 Tim Connor: Fairfax VA
00:15:20 Sonja Crain: hello from Minneapolis
00:15:20 Erin Weiffenbach: Lake City, Florida
00:15:20 Stacy Kendall: Seattle!
00:15:21 Lisa Brzezniak: Detroit
00:15:21 Stefanie Britton: detroit
00:15:21 Michelle Oelke: Minneapolis, MN
00:15:21 Nathan Schmidt: Greenville, SC
00:15:23 Bethany Schattner: Denverrrrr
00:15:23 Heidi Tait: Chicago
00:15:23 Anusha Devineni: Houston,texas
00:15:23 Rick Mullarky: Seattle
00:15:24 Ileanne Buigas: Orlando, FL
00:15:24 Cheyanne Colombo: Virginia!
00:15:24 Barbara Jacobs: chicago
00:15:24 Molly Mallon: Arlington VA
00:15:25 Christine Mitchell: Boston MA
00:15:25 Pamela Vaska: Camano Island WA
00:15:25 Nancy Brenner: Hi from nyc
00:15:26 Sarah Godby: Denver! Hi!!
00:15:27 Natalie Kaufman: New York
00:15:27 Jodie Jones: Phoenix
00:15:27 Bill Russo-Appel: hello from CT
00:15:27 Emily Rodriguez: Houston, TX
00:15:28 Jagyaseni Bhattacharya Sen: New Jersey
00:15:28 Elizabeth Starkey: Hey from NYC!
00:15:28 Leah Runchey: Ann Arbor MI

00:15:28 Mary Ziegler-Martin: Alanta metro
00:15:29 Suzanna Smith: Oakland, CA
00:15:29 Alan Rush: New York
00:15:30 Kamran Hameed: miami
00:15:30 A. Grayson: Michigan
00:15:30 Tyler Chiang: What's good all, New York City~
00:15:30 Sasha Moldavsky: Hi from Los Angeles 😊
00:15:32 Carmela Pereira: NYC
00:15:32 Elizabeth Rose Taylor Johnson: Montreaaaaal
00:15:32 Joe Shearer: Indianapolis, Indiana
00:15:33 Katie Short: Las Vegas, NV
00:15:34 Sun Yi: Sun from Bothell / Seattle
00:15:34 Bart Bailey-Gates: Greenwich, CT
00:15:35 Danielle Green: Waterloo, Ontario Canada!
00:15:36 Piper Nichole: Hi from NY!!
00:15:36 Mike Mawby: Philly PA
00:15:37 Bayberry Shah: Kentucky
00:15:37 Melanie Veliz Reyes: Hello from Ecuador!
00:15:38 Darya Randlett: NH
00:15:39 Julianna Hanas: Baltimore, MD
00:15:39 Barb Jump: Washington, DC
00:15:39 Anne Benson: Hi from Denver, CO
00:15:40 Grace Potter: Hi from Philly!
00:15:42 Abigail Gepner: Brooklyn, NY 😊
00:15:43 David Peters: Denver, CO
00:15:44 Andrew Wilson: Hello from CHICAGO!
00:15:45 Jeremy Segal: Fort Lauderdale
00:15:46 Mindy Gellman: NYC
00:15:46 Meghan Jimenez: 🌲 OREGON 🌲
00:15:48 Lauren Kim: Hey, Everyone! I'm from NJ
00:15:49 Elena Sidorova: Hi from Boston!
00:15:51 Sheila Osborne: Hi!
00:15:51 Hallie Belt: San Marcos, CA
00:15:53 Dyan Cannon: Houston!!
00:15:53 Andrew Jewell: LA, CA
00:15:56 David August: Chicago
00:15:56 James Taylor: Omaha, NE
00:15:57 Gia Riney: Hi from Nashville
00:15:58 Kristofer Sangari: Hello, Chicago here.
00:15:59 Candy Rauber: Orlando
00:15:59 Mary Nite: Hello from San Francisco
00:15:59 Bryan Daniels: Hi All, from Washington, DC
00:16:00 Gayle A: San Francisco
00:16:03 Frank Cagnetto: Delray Beach, FL
00:16:03 Sheila Osborne: From Dallas!
00:16:04 Sebastijan Purves: hello
00:16:06 Pablo Lozano: San Diego
00:16:07 Meriel Jimenez: MD outside of DC
00:16:07 Alisa Capaldi: Hi From RI!
00:16:08 Steve Prather: Minneapolis

00:16:08 Lucia Rusinakova: Hello from Chicago suburbs
00:16:10 Nancy Ratkiewich: Nancy from Oceanside CA
00:16:12 Juan Nino: Hello Ramsay!
00:16:13 Nichole Ashley: Hi! From Washington, DC
00:16:15 Kimberly McRae: Hi from Denver
00:16:18 Karim Fathalla: Hi from Austin
00:16:22 Judy Jessen: Hello! From Virginia Beach.
00:16:25 Lori Lynn Reinstrom: Hi from Rochester, MN
00:16:28 Stephanie Cenedella: Happy to connect ~ Boulder, CO
00:16:30 Jules Gordon: Hey hi from Chicago!
00:16:34 Ana Salazar: Hello from Houston, TX
00:16:37 Danielle Tietjen: Hello from Jersey City, NJ
00:16:39 Brad Mariconda: Hi from Evergreen CO!
00:16:41 Diana Martinez: hi from boston!
00:16:41 sarah rau: Greetings and salutations from NYC
00:16:43 Sarah Nichols:Hi from Tucson, AZ!
00:16:46 Rachel Topping: Hi from NYC!
00:16:47 Francie King: Hi from Portland, OR! Looking forward to connecting. Hope everyone is taking good care of themselves.
00:16:51 Holly Wolfe: Hello from Virginia!
00:17:00 Annie Young: Hello from Montana. Happy April!
00:17:03 Philip Broussard: Hello from Portland!
00:17:05 Elizabeth Scarborough: Hi from San Francisco!
00:17:15 Alicia Chinatomby: Hello from Los Angeles!
00:17:16 Jacob Oberman: Hello also from Portland! 😊
00:17:26 Ayanna Williams: Hello from Ohio!
00:17:32 Dita Keith: Hello from this experienced marketing and communications project manager in Bend, Oregon looking for a new position1 :)
00:17:40 Meghan Muldoon: Hi from New York!
00:17:40 Ryan Davis: Salutations from Seattle!
00:17:40 chris allbritton:Is there a way to auto mute my mic until I want it on?
00:17:47 chris allbritton:or are we muted from your end already
00:17:49 Michele BeBeau: Hello from Oakland
00:17:55 Nicole Tostevin: Hello from Marin County
00:17:59 TraKisha McNeil: Cameron has gotten me some amazing interviews!
00:18:01 Nikki Brackley: Hi from Richmond, VA!
00:18:03 Francie King: So good!
00:18:04 Julieta Randall: Hi from Portland! Creative Producer/PM over here in gaming, tech, and entertainment. Cheers!
00:18:17 Alex Nejako: hello from Indianapolis where we are holding onto Spring
00:18:27 Jennifer Gardella: No Severance spoilers please 😬 !!
00:18:33 Lysa Myers: greetings from Portland!
00:18:35 Jeffrey Yas: Hi From Brooklyn
00:18:36 KC B: Hi from Portland (fellow Severance fan here!)
00:18:37 Gib Hanson: Hi from Tacoma, Motion Graphics Artist here
00:18:45 Tyler Chiang: Gangs of London Season 3 is amazingggg
00:18:48 James Efstathiou: Hello all!
00:18:51 Corey Sao: COMMON SIDE EFFECTS FOR SURE ON HBO
00:18:57 Ryan Davis: Legendary
00:18:57 Michael Dahlen: Sopranos!

00:19:04 Paul Tassiello: Sopranos rock!
00:19:05 Tyler Chiang: 😊
00:19:06 Kevin Lee: Also watching Sopranos season 1 right now!
00:19:08 William Helms: the last two seasons of the sopranos isn't good.
00:19:09 Brennan McGuigan: Creative Director from Austin, TX here!
00:19:11 Ying Xie: Hi from Ashland, OR!
00:19:19 hadia ahmad: Is the creative circle currently hiring?
00:19:27 Edmund (Ed) Bangle: Just need emails to interact with everyone here.
00:19:29 Brion Shreffler: Hi from South Philly. Copywriter, Content Strategist, and
Freelance Journalist here. Looking forward to season 5 of Slow Horses.
00:19:32 Evan Arking: Hi from Brooklyn, NY!
00:19:48 DJ Schultz: Philly area here 😊
00:19:48 Chris Palermo: Hi from Hamilton, Ontario (after a lifetime on Long Island)
00:19:58 Victoria Cherrie: Hello from Kansas City, Mo.
00:20:08 Rayna Lewis: I'm also a copywriter, content strategist, and freelance journalist
from Philly! I'm in north Philly though.
00:20:29 Chris Palermo: I'm a recovering journalist - can I be in the club too?
00:20:35 Maddie Gavel: Thank you AI for killing writing jobs!
00:20:44 Hailey Jerome: Hello from Charlotte NC! Trying to figure out if Freelance is
the next step for me or not! Working in Experiential Marketing
00:20:45 Geraldine Izz: Hi, NYC here
00:20:54 chris allbritton: I'm roughly 4.5ish hours from Dallas or 2.5ish from Houston I
think... of course I've been under/unemployed since the mid 2000s and my undergrad, got a
grad in 2013, still the same, and an associate in design in 2022...
00:21:03 Nicole Garcia: Hello from Chicago!
00:21:06 Derek Simpson: Graphic Designer in Boston, MA.
00:21:06 chris allbritton: overeducated, overstressed and underpaid
00:21:15 Michael Welsch: I feel these systems depersonalize. And miss a lot of the
intangibles not qualified by bullets
00:21:17 Fernanda Steinmann: b
00:21:20 Rick Mullarky: b
00:21:20 Julieta Randall: B
00:21:21 DJ Schultz: b
00:21:23 Juliette Vega: b
00:21:23 Phil Smith: B
00:21:24 Hallie Belt: B
00:21:25 Elizabeth Scarborough: Sadly B
00:21:27 Pablo Lozano: b
00:21:27 Briony Gannon: B
00:21:27 Elvia Reynolds: B
00:21:28 Nikki Krivanek: b
00:21:29 Ron Roark: a
00:21:29 kim Sonsky: B
00:21:32 Edmund (Ed) Bangle: B
00:21:33 Vanessa Colehower: B
00:21:35 Tedra White: B
00:21:35 Grace Potter: B
00:21:35 Diana Martinez: B
00:21:38 Barb Jump: B
00:21:39 Bayberry Shah: B

00:21:39 Derek Simpson: B
00:21:40 Leigh-Ann Jara: i cannot see either resume
00:21:40 Alex Nejako: B is easier for a system to read
00:21:42 Bradley Scott: B
00:21:43 Nancy Brenner: Bylines in Barron's, Forbes, NYT, The Guardian and more.
Content creation for fintech IG on fashion 18,000+ followers @garmentdistrictdiva -LI
Brennernancy
00:21:44 Meriel Jimenez: B
00:21:48 Jennifer Homer: I didn't see either resume.
00:21:48 Sal Eliazio: Sadly b
00:22:00 KC B: This is reassuring because as a writer I have zero graphic design skills
😊
00:22:09 Ena Henriquez: I could not see page am in mobile
00:22:11 Trevor Yormick: I'm also not seeing the resume samples.
00:22:12 Alicia Kramer: can't see the resumes
00:22:13 Serina B: i can't see the resume
00:22:14 Leigh-Ann Jara: I'll have to leave and come back b/c the screen is black.
00:22:14 Hal Jannen: I didn't see the sampe resumes
00:22:22 Lavonna Tunstall: Can't see the screen
00:22:24 Ryan Cruz: i just see a black screen
00:22:24 Elizabeth Scarborough: What are your thoughts about resume design
applications like Novoresume?
00:22:24 Jennifer Homer: I'm still not seeing anything except a black screen.
00:22:29 Sheela Srinath: I can't see anything
00:22:30 Madison Bruns: Screenshare is working fine on my end
00:22:31 Nancy Brenner: Screen black too
00:22:31 Shereé Peterson: can't see the screen - it's black
00:22:31 Molly Mallon: Same, black screen
00:22:33 Leigh-Ann Jara: Is the screen supposed to be black?
00:22:35 Jeffrey Yas: Is this true even for designer? Standard fonts? Where do we show
our creativity?
00:22:35 Kevin Williams: I'm seeing a black screen
00:22:37 Greg Sorensen: Screen is black
00:22:37 Hillary Norman: I thought ATS stood for "all talent scrapped"
00:22:38 Julie Lankes: Same here
00:22:43 Jamie Viviano:same, black screen
00:22:44 Matthew Jernigan: I see screen fine
00:22:47 Hal Jannen: screen is black
00:22:47 Shelley Scipione: I don't see anything
00:22:51 Dita Keith: Cannot see you anymore. No resumes shown and scree n is
black.
00:22:52 Matt Jebbia: same screen is black
00:22:52 Zahra Aboutalebi: Screen is black
00:22:53 Laurie Bedwell: Can't see the screen
00:22:54 Sarah Gonzalez: We can't see!
00:22:56 Paul Hyland: screen is black
00:22:57 Steven Dermody: Lol dont put zoom on your resume if not seeing their share
00:23:01 Brittany Woodell: I can see... that's weird
00:23:03 Stacey Petterson: Screen is black!
00:23:05 Stacy Kendall: I can see as well
00:23:08 Edmund (Ed) Bangle: Is placing prior salaries good on resumes.

00:23:11 Rebecca Pollard: I can see what is being shared.
00:23:11 Barbara Jacobs: there's no resume on screen!!!
00:23:13 Bonnie Chung: I see it just fine.
00:23:17 Zahra Aboutalebi: sorry the screen is not shared
00:23:21 Leigh-Ann Jara: no screen
00:23:25 Jim Petillo: I see it ok
00:23:28 Katherine Forbes: For those who cannot see the screen, are you on mobile?
00:23:30 Paul Hyland: nothing on the screen
00:23:31 Nicole Tostevin: I can see it
00:23:32 Yanina Saavedra: I can see the screen
00:23:32 Jeffrey Yas: I can see clearly
00:23:37 Shereé Peterson: no - can't see on laptop
00:23:38 Ralph Moreau: on screen
00:23:43 Sheela Srinath: you have to hit pop out screen
00:23:49 Danielle Garone: how do I turn off chat?
00:23:51 Katie Welker: I can see clearly on my desktop
00:23:55 Ro Roth: I'm on a laptop and wasn't able to see the resumes
00:23:58 Emily Rodriguez: Same for applying on LinkedIn?
00:24:00 Brion Shreffler: Where can we see the resume examples?
00:24:03 Paul Hyland: I see the people but didn
00:24:04 marc patlan: What about Graphic Designers? Shouldn't graphic designers have well designed resumes that shows their personal style?
00:24:05 Leigh-Ann Jara: I see the people talking but not visuals
00:24:12 Josh Cook: As someone who has been freelance most of my career, I'd love to know if a CV is still acceptable when applying to FT jobs?
00:24:22 Paul Hyland: t see resumes. Using Zoom in browser.
00:24:42 Katherine Forbes: We will send out a recording to all registrants later this week, and you should be able to see the visuals there.
00:24:52 Victoria Lau: Is it better to send a .doc or pdf when it comes to ATS systems?
00:25:08 Edmund (Ed) Bangle: **** I notice resumes need a portfolio with resume. Is this necessary for a Graphic Designer?? I have seen the other side of the coin that having it does work. WHAT are your thoughts???? ****
00:25:13 Bruce Hamilton: How to handle work experience that is hundreds of freelance gigs.
00:25:14 Stacey Petterson: @Ramsey Most of us had a black screen and didnt see any samples. Can you please share?
00:25:18 Kimberly Murray: woohoo! great tips, Cody!
00:25:24 David August: Thank your for concisely mentioning the value of both a human optimized and a machine optimized resume Cody Pickett
00:25:52 David August: Thank you for highlighting how the content is vital, Ramsay McCoy
00:25:54 Hillary Norman: Is ATS matching based only on keyword alignment?
00:26:33 Geraldine Izzi: What if you have over 30 years experience?
00:26:45 chris allbritton: what if you have degrees and job gap but NO experience
00:26:50 Terry Mettler: This may have been asked already but is there a way to test if your resume will get through the tracking system?
00:27:02 Kevin Culligan: we'll get to that, terry!
00:27:04 Philip Broussard: Concerning the "designed" resume versus the ATS version, maybe the ATS version could work for every purpose. Then hopefully clients will look at the portfolio to see design skills?

00:27:14 Elizabeth Scarborough: Bumping up the question about how to handle decades of experience — to not be counted out for being “too experienced”

00:27:14 Hallie Belt: Reverse chronological

00:27:17 chris allbritton: how in the heck do I fit all these keys in a resume as a jack of trades, let alone custom resumes for every resume? I'm human (and disabled) and thus very energetically strained.

00:27:17 Ralph Moreau: When do we know when to submit for an ATS. Because I use Parasable Resume when I need it for a resume to populate all of my credentials through into an application. But is there a key indicator that we're going to be put through an ATS?

00:27:35 Lynne Roy: I've been told that we shouldn't have more than 10-15 years experience on a ATS resume...can you address that?

00:27:40 Elvia Reynolds: As a creative, when applying for roles via LinkedIn and indeed, should you use your designed version of resume, or still use the simplified version?

00:27:42 Shereé Peterson: what's the latest perspective on cover letters - how brief, and what to include

00:27:51 chris allbritton: I can't even use the pretty colors or columns for a resume - with a design experience...

00:27:51 David August: Cameron Little, does the ATS system prioritize the information at the top, like an inverted pyramid form journalists use? And is information at the bottom all but overlooked?

00:27:56 chris allbritton: er education

00:28:07 James Efstathiou: Advise for a designer with over 40 years experience.

00:28:09 Nancy Brenner: I've worked with J.P. Morgan, Chubb, Honeywell, PwC - but they were further back in my CV, how should I showcase?

00:28:13 David Moore: How do you balance what you were responsible for vs. quantifiable accomplishments?

00:28:16 Monique Phears Meyer: Dates are tricky bc recruiters don't have empathy if you've left horrible workplaces and have had to “hop around”

00:28:16 Nancy McLaughlin: Do you have a template we should be using?

00:28:35 Brittany Woodell: Templates would be super helpful!!

00:28:51 Haley Spector: Q - what is the ideal way to format a resume when you have shorter-term freelance/contract gigs and want to show your projects and/or brands you worked for?

00:29:10 Shelley Caplan: For those of us with decades of experience, someone suggested I remove job listings that go further back than 15 years, but what if those early jobs in our career are relevant to the one we're applying for?

00:29:27 Bruce Hamilton: Are live links for samples?

00:29:27 Dia Sheriff-Ager: What about a lot of experience and key accomplishment

00:29:31 Elizabeth Scarborough: What are your thoughts on resumes that are more skilled based versus work experience?

00:30:01 Nicole Garcia: How do you put metrics down if you don't have any? As a designer we don't always get those metrics.

00:30:08 Tai Mulzac: Question: I have been told many times, to submit my resume and cover letter as a doc. Or docx. file, but I find pdf. better due to formatting it properly. Does it depend on the situation?

00:30:09 Julieta Randall: How many words are too many?

00:30:17 Hillary Norman: Does ATS have a character limit for the information that is scans per file?

00:30:38 David August: Ramsay McCoy, does Creative Circle have keyword lists, perhaps prioritized and ordered by usefulness, that we should consider consulting while preparing our resumes to help the ATS and hiring managers see our resumes best?

00:30:40 Daniel Newmark: Can someone at Creative Circle evaluate a resume?

00:30:44 Shereé Peterson: I've heard ATS doesn't recognize page breaks and can be as long as you need - is that accurate?

00:30:54 William Helms: I worked as an editor and a freelance journalist. As an editor there were some metrics — i.e. number of books signed, published or whatever. But as a freelance journalist, the metrics at times are kind of non-existent or seemed that way.

00:31:03 Abigail Gepner: How do you speak about your outcomes if you work somewhere where they don't measure metrics?

00:31:17 Abigail Gepner: Okay great!

00:31:20 Ron Roark: Is it helpful to list additional training (LinkedIn Learning) along with education?

00:31:31 chris allbritton: My resume is mostly subjective info I don't have hard data even though a lot of my stuff IS digital marketing/social all brandless :(ditto for creative - it's all jjust writing currently without graphic design parts...

00:31:39 Alan Staropoli: Hello, Medical Writer from Florida!

00:31:39 Margaret Cumming: +1 to CC demonstrating evaluating a resume

00:32:10 Dita Keith: How far back chronologically should a resume go? With a long work history, a resume can get too long and also allow for ageism in candidate assessment. Your thoughts please?

00:32:33 David August: Does Creative Circle have test ATS systems we can use to run our resumes through and see how the system/s reacts to them?

00:32:38 Dia Sheriff-Ager: Word file or pdf work with ATS?

00:32:39 chris allbritton: How do we just get to real people instead of enduring these robot machines and suffering horribly (or a free person to simply write them for us without charging us) because after 11 straight years of rejection, I'm exhausted - oh did I mention too many resume rewrites? (seriously how much can you rewrite the same things?)

00:32:48 Eric Starker: I have been hearing about 10 years, unless you have an older job that is super relevant to the role you're applying to.

00:32:48 Philip Broussard: That is a good question... creative folks have a harder time showing metrics for their creative work. What's the best approach to demonstrate success?

00:32:59 chris allbritton: word or pdf usually work, some prefer only word some prefer only pdf (I hate those btw)

00:33:00 Hillary Norman: Does ATS take into account any qualitative metrics?

00:33:08 Phil Smith: There are some good online ATS screeners to improve your resume, including scoring.

00:33:11 Laura Pritchard: AGREED Chris Allbritton!!!

00:33:11 Mark Thrapp: It seems my age (55) and breadth of experience is signaling age discrimination. Should I mask my age and minimize my experience.

00:33:22 Barbara Jacobs: I've been told by KornFerry only 15 years

00:33:29 Laura Pritchard: Me too Mark. And can't get any feedback!

00:33:45 Paul Tassiello: Ditto

00:33:48 Janna Reddig: These days, ageism is a real concern among seasoned marketers, creatives whether that's algorithms or hiring junior talent to drive down salaries. How do experiences marketers 15-20+ years prevent being subject to ageism based on hiring filters

00:33:51 Michele BeBeau: Not clear how to show outcomes for design/production work. How is showing brands and campaigns the outcome?

00:33:55 Andrea Wooten: What about trying to change jobs/industry. Previous career more I have more than enough experience but not that title per se.

00:34:16 Sivan Amar: What about career pivoting and how to couch our transferable skills in each section of the resume?

00:34:30 Nancy Murphy: Related to ageism, do we need to put college graduation year if it's 30+ years ago?

00:34:34 Geraldine Izzi: I agree with Janna, Ageism is a thing.

00:34:35 Eric Starker: Re: ageism, I don't put my college dates unless an online application makes me include them, which is rare. (I'm 48.) But beyond that I'd love to hear suggestions regarding that.

00:34:37 Chrissy Mize: ^^I'm in the same boat, @Andrea

00:34:40 TraKisha McNeil: I can't even provide sample work anymore due to my industry. Everything is internal facing and confidential

00:34:47 Alan Staropoli: How/Where does one find the Keywords for his profession?

00:34:48 chris allbritton: I can't get entry level jobs - I'm not a fresh college graduate. I can't get internships I'm not a fresh college graduate - I can't get experienced hire positions - I don't have enough EXPERIENCE

00:34:50 chris allbritton: HELP?

00:34:50 Laura Pritchard: The problem is the current system of applying for work. I'd get it if I could talk to a person!

00:34:52 William Helms: yeah, ageism is a thing. i'm 46 and i'm concerned about that.

00:35:06 Jim Petillo: 54 and have seen it... it's not fun.

00:35:14 Elizabeth Scarborough: Ageism sucks

00:35:17 David Moore: Do people even read cover letters anymore. A craft a lot of cover letters I write to the alignment of my experience and the job description? So, are you saying we need to custom tailor each resume to the job description?

00:35:27 James Taylor: Ageism is a thing...

00:35:29 Joseph Street: What software must we use to create an ATS friendly resume? Will an adobe pdf work?

00:35:32 Mira Zaki: Yes, Laura and Jim! Since 2020, I've had maybe 3 interviews total,

00:35:44 Christina Magnesi: 100% agree that ageism is a real problem

00:35:47 Mira Zaki: I'm disappointed with the experience right now

00:35:59 Andrea Wooten: Yes!

00:36:08 Hallie Belt: So it's 10 years now instead of 15?

00:36:09 Janna Reddig: That's helpful. So you don't need to include any work experience beyond 10 years?

00:36:12 Lori Lynn Reinstrom: A lot of online jobs require you to include the year of graduation.

00:36:12 Stephanie Cenedella: Sounds helpful!

00:36:13 Erika Nanartowicz: ugh, ageism

00:36:16 Frank Cagnetto: Thanks for the timeframe guideline, makes sense to me

00:36:20 Philip Broussard: I'm a graphic designer. I only include jobs I've had in the past 12 years. Just trying not to make myself look old... also wanting to keep the resume to 2 pages.

00:36:21 Rae Bowman: many many companies ask for the year you graduated.

00:36:23 Tanya Collins-Godwin: A lot of online requires graduation year

00:36:23 Bayberry Shah: I've never had such a hard time finding a new job and feel like ageism is a real factor.

00:36:27 TraKisha McNeil: I've definitely removed earlier years...

00:36:28 Eric Starker: I made a resume with Teal which is supposed to be ATS-friendly. Good results so far but it is only a couple weeks in

00:36:35 Gabrielle King: No way to avoid years when online app requires it.

00:36:44 Mika Nishiguchi: A one major company asked for the birth year and if don't add your birth year you can't complete the application...

00:36:44 Mira Zaki: The last gig I had was a one day thing in 2022!

00:36:52 Francie King: How can we get around that in apps? Many ask for your year as something you have to put in. Also you have to put in your desired pay. These are both illegal and put the candidate in a bad spot. How to best cope?

00:36:58 John Margeson: I've noticed that many online applications ask for the year you graduated and won't allow the application to move forward without that info.

00:36:59 Nancy Ratkiewich: My resume doesn't have year of graduation but online forms ask for the year. How do we get around ageism???

00:37:06 Lauraine Gibbons: I just submitted a job application which REQUIRED I enter the date I started college. As a very experienced designer I hesitate to include that, but the application would not submit without it.

00:37:08 chris allbritton: I close those job apps

00:37:13 Philip Broussard: AGEISM!!!! ARRRRRGGGHHHH!!!! 🤬

00:37:14 Chrissy Mize: Love that, Ramsay! Do you have an example of a Highlights Resume we could see?

00:37:15 Katie Welker: Great advice

00:37:16 Bayberry Shah: In Europe, it is against the law to put graduation dates since they protect against ageism. I sure wish we had that here.

00:37:23 chris allbritton: they unironically ask if you are over 40 for certain like tax forms or whatever for the government too

00:37:24 Corey Sao: lol all that on one page?

00:37:30 James Taylor: I have seen Education vs Years of experience are they equal in the Design Field? How do you over this?

00:37:30 Dayana Rodriguez: Does Creative Circle have an experience to this kind of resume? A highlights section one?

00:37:35 chris allbritton: too bad LOOKISM is still legal too

00:37:40 Chamisa Kellogg: Q: Is it useful to include relevant volunteer and community experience? And if so, where should that be included?

00:37:42 Dayana Rodriguez: *example

00:37:53 Nicole Garcia: LinkedIn is why I have trust issues.

00:37:55 Terry Mettler: I've used the phrase "Additional Relevant Experience"

00:38:03 Dyan Cannon: Do you have any tips on connecting with recruiters specifically at Creative Circle? Or tips using the ATS system CC uses?

00:38:07 Laura Pritchard: Um....how about people with 30 years under their belt?

00:38:22 Mark Thrapp: Besides the age, I've not gotten any interviews for over 7 years. That's a huge gap. How to address large gaps that are not my fault.

00:38:22 Andrea Wooten: Dumb down?

00:38:32 Mira Zaki: Job listings are like "entry level with 10 years experience" lol

00:38:55 Tedra White: I would also like to see a sample Highlights resume, great idea.

00:38:56 Gabrielle King: Good or bad idea? LinkedIn as a work history, resume as more in line with 10 years?

00:38:57 Suzanna Smith: How does a Highlights section at the top play alongside a Skills section at the top as well?

00:39:05 Lori Lynn Reinstrom: So true, @Mira Zaki, and they only want to pay about \$20/hour.

00:39:14 Mira Zaki: OMG exactly Lori

00:39:15 Tiia Sahni: I was recently eliminated from job consideration because I preferred not to give my graduation date. What should I have done?

00:39:38 Mira Zaki: It's never been this bad or painful to get work, it's exhausting and I even just hired a resume writer who understands this system

00:39:46 Hillary Norman: Is there any standardization for the language of “powerful words”?

00:39:47 Bayberry Shah: I feel like Creative Circle used to have more of a personal touch. I remember being invited to the office to discuss what I was looking for. Now, I don't hear from anyone and I have even more great experience. Is that because you are relying on the ATS now?

00:39:49 Philip Broussard: Is “prompt engineer” a real job these days? I’m learning how to do it... haven’t seen a job listing for it.

00:39:52 Jenni Gilmer: not be incredibly stupid, but how can we know what key words are best to use?

00:39:58 Betti’s Iphone: You didn’t cover how to deal with gaps in the resume... also another one is : can we not list some work experience that we don’t consider relevant?

00:40:10 Meghan Jimenez: how common are ghost jobs for hiring agencies?

00:40:14 Brennan McGuigan: Prompt Engineer is a skill not a real job

00:40:23 Keith MacKenzie: I know that over 40 is a protected characteristic (correct me if I’m wrong). How are employers able to require date of graduation in that case?

00:40:29 Eric Starker: A lot of agencies don't have physical offices anymore, not sure if that's the case with Creative Circle.

00:40:34 Nancy Brenner: How do I use the metrics from IG - i.e. 27,000+ comments on 1 post?

00:40:36 Mira Zaki: Um yes @bayberry! Sadly, no responses or follow up anymore, disappointing, I used to get 75%+ of my work from CC

00:40:37 Skye Brain: If you were at a company for more than 15 years and had progressively senior positions, do you just highlight the most recent role? And if so, how do you manage the dates of employment?

00:40:52 Greg Davis: Why did Creative Circle recruiters stop sending emails regarding new roles? I’m not seeing nearly as many opportunities. And yes, I visit the Creative Circle website.

00:40:54 Laura Pritchard: Bayberry, yes. It’s all about the robots. I don’t have a bachelor’s but have 30 years experience and everyone would give me great references. But I can’t get past the robots.

00:40:55 Javonne Morgan: Awesome feedback - Thank you Cameron!

00:40:58 Michael Dahlen: I’m a 30 year veteran in a creative organization. What can I focus on in a resume?

00:41:00 Dia Sheriff-Ager: Can we get a recording of this

00:41:06 Chrissy Mize: It’s so touch out there right now. None of us is alone

00:41:08 Mira Zaki: Same @Greg

00:41:20 chelsea tucker: I would love examples of good keywords!

00:41:28 chris allbritton: Her name is displayed wrong and I can't stop wanting to make bad jokes about it, I apologize in advance.

00:41:34 Rick Mullarky: Yes please, keywords

00:41:34 Laura Pritchard: There has to be a better way.

00:41:45 Lane Therrell: What about tenured people who have had full careers in more than one industry? (For me it's Agricultural PR + Nursing + Digital Marketing). sometimes I think the ATS's must think I don't actually exist-- either that, or hiring managers don't value a diverse background and broad experience...

00:42:08 Lynne Roy: can you send links to these?

00:42:16 Phil Smith: I am a big fan of Resume Worded.

00:42:25 Kevin Culligan: Links in the Q&A!

00:42:31 Victoria Cherrie: My Perfect Resume is a great one.

00:42:31 Liz Lareau: I've heard that some recruiters toss out applications that seem TOO good based on keyword optimization.

00:42:33 David Moore: can someone from CC please write these in the chat box.

00:42:41 Nancy Ratkewich: Can we please see examples of resumes you find perfect!

00:42:47 jennifer marshall: Here are the tools Tiffany recommends!
<https://1millionresume.com/>, <https://resumeforrest.com/>, <https://resumeworded.com/>,
<https://www.mypertectresume.com/>. Just remember, only use these tools for optimization,

00:42:50 Hallie Belt: Did you say RESUME FOREST?

00:42:58 Olivia Borer: Thank you so much for those tools!

00:42:59 Andrew Jewell: In the film productions I get a lot of "credits" but not companies. This is a big problem with ATS systems. How might I deal with that?

00:43:04 Hillary Norman: Does reaching out directly to hiring managers help, hurt, or not matter?

00:43:22 Michael Welsch: How can we get around an ATS system, to speak to someone to give them a heads up to look for us?

00:43:35 Chrissy Mize: ^^^^

00:43:55 Lynne Roy: thank you Jennifer marshall!

00:43:59 Edmund (Ed) Bangle: Ai cannot express and individuals experience to COMPLEX PROJECTS that made employer Millions.

00:44:00 Keith MacKenzie: If someone used AI to craft their resume and did it so well that you can't tell the difference, perhaps that means they're good at using AI in their work. it's not necessarily a red flag.

00:44:05 Gabrielle King: Professional writers get flagged at AI generated. Dear Lord!!

00:44:12 David August: @Ramsay McCoy & @Tiffany Novak, it sounds like the ATS handles keywords like circa 2003 SEO and search engine systems.

00:44:29 Andrea Wooten: So I am confused. I have had my resume done by two different people. One includes what I did and the other told me not to include only highlights or example achievements

00:44:45 Laura Pritchard: Hillary, you should follow up but can't most of the time. I sent an "InMail" on LinkedIn, never heard anything and can't write again.

00:44:58 Jeffrey Yas: Going to interview prep. Thank you for this!

00:44:59 Frank Cagnetto: Recap: Resume Wordit, Resume Forest, My Perfect Resume

00:45:21 Laura Pritchard: Ether! Hello! No responses.

00:45:31 Elyse Duffy: What was the site that shows ATS compatibility?

00:45:36 Mark Peterson: For myself, after years of trying different things, I no longer anticipate getting a job by applying online... I'm prioritizing personal connections and in-person interactions

00:45:41 Victoria Lambert: Are the keywords in our resume going to determine if our resume makes it to the top when recruiters search?

00:45:42 Margaret Cumming: Thanks @Frank Cagnetto

00:45:48 Philip Broussard: I'm over 65. Should I give up graphic design contract work? 😞

00:45:50 Frank Cagnetto: My Perfect Resume-checks compatability

00:45:55 Chrissy Mize: Same, @mark. Applying cold feels like a total black hole

00:45:55 Francie King: The good news about getting ghosted is you know its not the right fit and they're not a strong place to work.

00:45:58 Hillary Norman: JobScan is one ive used for ATS compatibility, or ChatGPT will do it

00:46:05 Michele BeBeau: What about writing cover letters? Does ATS review those, too?

00:46:08 jennifer marshall: here it is again. screenshot it! Here are the tools Tiffany recommends! <https://1millionresume.com/>, <https://resumeforrest.com/>, <https://resumeworded.com/>, <https://www.myp perfectresume.com/>. Just remember, only use these tools for optimization,

00:46:08 Kami Kotas: I hear that you should include specific metrics. I have some for the past couple years, but I didn't capture these 10,15 years ago. I know I produced results but how can I show that without specifics?

00:46:11 Frank Cagnetto: my pleasure @margaret C

00:46:22 Rick Mullarky: 500? More like 5,000

00:46:24 Dia Sheriff-Ager: Just curious if you caught my question when sending an online resume is pdf better than word? Is ats more friendly to word doc?

00:46:26 Nancy Murphy: When given the choice to have our resume screeded by ATS or not, what do you recommend?

00:46:58 Danielle Green: Applying online and getting a resume is like winning the lottery and it really shouldn't be like this. I miss the days of Recruiters actually reading resumes and not overcomplicating the process.

00:47:03 Mark Thrapp: Back on the age thing, now in terms of Linkedin. Linkedin has become my CV. Would a loaded Linkedin discourage hiring?

00:47:09 Stacy Kendall: I think TIffany said ATS works both with Word and PDFs equally

00:47:10 Liz Lareau: So, ATS is great for hiring managers, but an obstacle for applicants?

00:47:13 Mira Zaki: @Dia I heard PDF is best

00:47:13 Tanya Collins-Godwin: I have normal bullet points on my InDesign resume. ATS can't read this. Any fixes?

00:47:21 Phil Smith: Remember: 80% of applicants you see on LI have no reason to apply but it is automated so they do.

00:47:25 Victoria Lau: Is there a way to tell if a post is a "ghost job" I often see jobs getting reposted every few months, sometimes for more than a year...

00:48:06 Laura Pritchard: I have emailed people at creative circle about specific jobs I've applied for and haven't heard back. So even those go into the ether.

00:48:22 chelsea tucker: I often get rejection emails after applying, and I wonder if there's even a point in responding to ask why. I used to email to ask for feedback. But now I don't think a person even sees it.

00:48:26 kabir shukla: Is the webinar chat visible in the recording that will be shared afterwards?

00:48:33 Tai Mulzac: Is applying through Linkedin's Easy Apply feature count as an ATS system?

00:48:38 Chrissy Mize: By a system, not a human

00:48:45 Kevin Culligan: The chat transcript will be shared in the email we send later this week

00:48:49 Victoria Cherrie: As a follow up to this event, you might consider checking out J.T. O'Donnell. I found her on TikTok. She has a free trial on all things job search etc. And she goes live weekly. Very helpful. She also has a podcast

00:48:54 kabir shukla: Thanks Kevin

00:49:12 Elvia Reynolds: Do resumes not get reviewed if you are not verified?

00:49:16 Michael Welsch: For security, how do we protect from ATS holding onto info too long, or selling data? Both have happened.

00:49:33 Lisa Brzezniak: So do we need to create new resumes for each job?

00:49:54 Danielle Green: Honestly, networking is a better use of time. Applying online is a complete waste of time and extremely demoralizing.

00:49:59 Jerel Marshall:Cap

00:50:08 Sarah Wright: Unexpectedly, I've actually landed a full-time job from Easy Apply on LinkedIn. But I was 100% qualified for the job (it was exactly what I was doing in my prior role). So not impossible!

00:50:12 Phil Smith: Agreed Danielle!

00:50:17 Margaret Cumming: Who can we contact at CC for a resume review?

00:50:24 Chrissy Mize: 1000% agree, Danielle. Almost every job I've ever had was from networking

00:50:26 Mira Zaki: I just hired an excellent resume writer who writes resumes with all the ATS tricks- <https://www.instagram.com/breakalegresumes/>

00:50:27 Lisa Brzezniak: I agree Danielle!! This seems like an inordinate of time and effort with so little result

00:50:29 Sivan Amar: Same, agreed Danielle

00:50:30 Tanya Collins-Godwin: I've applied to over 350 jobs in 5 months. It's impossible to create a new resume for each. I try, but it's so tiring.

00:50:33 chelsea tucker: I've had a hard time getting through to a cc recruiter personally.

00:50:34 Andrew Bartleson: Thank yall!! I have to get back to my work! I look forward to reviewing this video later in the week!

00:50:36 Eric Starker: I have had calls from Easy Apply. I find it is more helpful if it is an agency like Creative Circle rather than a direct hire.

00:50:41 Lane Therrell: Is there a big difference across ATS's? So do we need to create different versions of our resumes based on the ATS that's being used as well as the job description itself?

00:50:42 Camille Tyler: CC recruiters have ghosted me since 2020

00:50:47 Orlann Capazorio: TikTok has a wealth of information on resume formatting and how to prep for interviews etc. So many pros on there!

00:50:52 Geraldine Izz: Margaret, Reach out to one of your contacts at CC

00:51:06 Kimberly Osborne: My TopResume experience was horrible and I haven't had a CC email responded to in years unfortunately.

00:51:20 chris allbritton: I have never landed an interview successfully only a one sided interview2 with abercrombie

00:51:23 Rick Mullarky: Should we only show 10 years on LinkedIn?

00:51:23 Liz Lareau: I have heard the exact opposite about LinkedIn profiles

00:51:25 Jack Billet: How can LinkedIn page match resume if a resume is customized for each application?

00:51:26 Mira Zaki: SAme @camille

00:51:27 Sarah E. Velasquez, Ph.D.: I have multiple resumes based on the type of job I am applying for.

00:51:38 Mark Thrapp: But if applying to different types of jobs, I can't just switch linkedin profile.

00:51:44 Margaret Cumming: @Geraldine Izz, any recruiter?

00:51:44 chris allbritton: instaghosted without even like a "well you could have done this better" from the recruiters and on a hire blacklist apparently after boxing day 2019 :(

00:51:47 Hallie Belt: I've heard that that the LI page should be a skeletal version of your resume.

00:51:51 Suzanne Heintz: That's not possible when you're tailoring your resume to each job. You CAN'T have your LinkedIn profile Match.

00:51:54 Carl Martínez: Should I list a previous job experience if the company is out of business and no longer exists?

00:52:03 Michele BeBeau: But if I apply to several jobs and customize my res each time then my LinkedIn won't always match

00:52:06 Lane Therrell: Do hiring managers frown on LinkedIn profiles that are in Creative Mode?

00:52:11 Lucia Rusinakova: I haven't had a chance to connect with a Creative Circle recruiter in person (or virtually). I receive emails and have applied multiple times. I have also recently updated my CC profile in detail.

00:52:17 Gib Hanson: I'm usually asked for three bullet points in CC applications

00:52:24 Paul Tassiello: What POINT SIZE is ideal for the resume?

00:52:25 Stacy Kendall: For people having a hard time figuring out how your experience is relevant to a specific job description, I've uploaded the job description and asked chat gpt to ask me questions to fill in my experience based on the description, and then format it as a resume so most relevant things are very prominent

00:52:28 Dia Sheriff-Ager: What if you are still working?

00:52:30 Mathew R: What happens when I select "opt out of being reviewed by ATS?" Any advantages/disadvantages? Thanks!

00:52:41 Hallie Belt: Do you use the actual LI link — or do we edit it so it says LinkedIn Profile (with the link embedded)?

00:52:52 Katherine Brady: @Paul - They said 10-12 pt font at the beginning

00:52:53 Shelley Scipione: With reference to matching resume to LinkedIn: What if I'm highlighting certain things in a job I'm applying to - so for one company I'll highlight my B2B consulting projects and another, I would highlight my B2C.

00:52:54 Frank Cagnetto: @Paul Tassiello 10-12pt was mentioned as ideal earlier

00:53:02 chris allbritton: I don't have a way to create a written work portfolio even for what wasn't under an NDA?

00:53:08 Paul Tassiello: Thank you!

00:53:10 chris allbritton: and then there's the stuff that was used but no longer is present anymore?

00:53:13 Philip Broussard: I generally don't customize resume for any particular job, I just send out the one version. Am I wasting my time? 😞

00:53:21 Tyler Chiang: In terms of portfolio, what would be a good range of projects or pages within a PDF or website?

00:53:27 Nancy Brenner: Which skill in demand more - video or content creation?

00:53:29 Lane Therrell: Can the ATS tools follow links (like to a portfolio?)

00:53:35 Jason Greene: "Make sure your LinkedIn profile matches your resume."

Can you expand on this a bit?

For example, it seems that much of the advice given today recommends making sure your resume is (somewhat) tailored to each JD you apply to — however in doing so, that seems to make it difficult, if not impossible, for your LI profile to match different resumes.

00:53:35 Oksana Pldhainy: I may have missed this. ATS systems, can they handle a pdf with two columns?

00:53:37 James Taylor: On skills do you want to see more on Software tools or physical skills. Ex: Photoshop or Creative Design

00:53:56 Stacy Kendall: @Oksana- no columns

00:53:59 chris allbritton: I refuse to rejoin the clown show that is LinkedIn. Let alone get doxed and stalked again. It was USELESS for me from 2012 to 2020.

00:54:01 Phyllis Lehman: Yes. It is impossible to craft a resume for each job app. I would have a core resume, but tweak it to fit the jobs you really want and add in those keywords. You will find a pattern.

00:54:37 Rick Mullarky: Amen!

00:54:37 Eric Starker: I have gotten several jobs (including eight years at Microsoft) from direct messages on LinkedIn. It's a real pain but a necessarily evil IMHO.

00:54:47 Katie Welker: Love that idea

00:54:48 Shelley Scipione: Lots of work is proprietary & you can't take it from the company

00:54:48 Tyler Chiang: Though I never experienced it for myself, I have been hearing more about one-sided — where you are interviewing with an automated system (not an actual human) — how can we ace the interview then?

00:54:50 Michelle Kamke: I recently received advice to only show the past 10 years of experience on my resume (I have just over 20) what do you think of that advice? Should I still keep my full experience on LinkedIn if you advise to cut the experience on my resume? Lastly, do you recommend using any colors or design elements on resumes?

00:55:11 Frank Cagnetto: @Eric, LI has been a great resource for me too. DM always

00:55:13 chris allbritton: I do have a drive link but it's legitimately always asked for in pdf form on an ATS if asked for and it's rough drafts and not all of them/they're in word form (I think)

00:55:17 Michele BeBeau: It's not legal to use creative samples without permission from the employer. So I don't have a lot of great portfolio images

00:55:19 Janna Reddig: It is predicted that 50% of the industry will be freelance by 2030. How do we package freelancing experience?

00:55:24 Camille Tyler: Creative directors will not take you seriously as a designer unless you have a website. They will laugh at a Google drive link

00:55:25 Alisa Capaldi: How many creative samples should you show in your portfolio...your entire portfolio...or just a few?

00:55:35 chris allbritton: man I wish I'd majored in hiring managing...

00:55:44 Nicole Garcia: About to give up and just sell feet pics 🙄

00:55:48 Hallie Belt: I am a resume writer and, fortunately, am doing most of what you recommend to do.

00:55:50 chris allbritton: not going to lie, they will definitely never be under/unemployed

00:55:53 Michael Welsch: Hiring by keywords, instead of being a human

00:56:00 chris allbritton: I wish there were a market for big male feet Nicole, not lying...

00:56:01 Jim Petillo: @Nicole: I hear you...

00:56:13 Elizabeth Rose Taylor Johnson: Same Nicole

00:56:34 chris allbritton: God I HATE PowerPoint. Please do your decks in Adobe InDesign PDF

00:56:35 Margaret Cumming: Lol, Nicole, I understand completely

00:56:45 Ann Hammer: OH no they don't want the candidate with the most experience, because they don't want to PAY for the most experience

00:56:49 Philip Broussard: For cover letters, I started copying the job description and adapting it for the letter. Paraphrasing it... hopefully it's a good start.

00:56:49 chris allbritton: It's so much prettier and so much better to use.

00:56:51 Orland Capazorio: @Nicole Garcia 😂😂

00:56:56 Paul Tassiello: Hey! That's what I do...Sr. PowerPoint Presentation Designer

00:57:00 Bonnie Chung: How do you make your resume stand out when you're transitioning to a different industry? Especially when others might have more experience in that area?

00:57:01 chris allbritton: Ann yeah they don't even wanna pay me *entry level* costs them too much

00:57:04 Emma Rohnstock: at what point do you just end up copying the job description though and then it looks AI and untruthful?

00:57:08 chris allbritton: and I can't stand long periods of time to work in fast food and retail

00:57:10 Frank Cagnetto: guys don't think that employers wouldn't find an OF account lol

00:57:11 Oksana Pldhainy: Another ATS question, so pdf with one column only, so if you are a designer, would you recommend doing two resumes, one generic ATS friendly that doesn't really showcase your design skills and a designer resume?

00:57:12 Michelle Oelke: You can schedule 30 each Friday to capture your list of accomplishments for the week. This way you track all along.

00:57:16 chelsea tucker: How do you make your resume stand out when you're talking to robots?

00:57:19 Chrissy Mize: Bonnie...good question

00:57:20 Jim Petillo: My biggest issue of late is being considered "Over qualified"... ie. Too Expensive.

00:57:43 Hillary Norman: Nicole you should add some feet pics to your resume 😊

00:57:46 Gabrielle King: How about adding a "Skills" section at the top of the ATS resume, where you list your expertise (much like LinkedIn's Skill section).

00:57:55 Orlann Capazorio: yes

00:57:57 Tyler Chiang: NO

00:57:59 kim Sonsky: no

00:58:00 Tyler Chiang: But tell us

00:58:01 Rinki Mukherjee: Yes

00:58:01 Mark Thrapp: heard of them

00:58:01 Tai Mulzac: Yes

00:58:03 Anthony-George Holliman: yes

00:58:05 Oksana Pldhainy: Seems evasive.

00:58:07 Jim Petillo: Had to do that for one company... HATED IT... the whole experience.

00:58:09 KC B: Video resumes seem ripe for ageism/lookism

00:58:10 Rick Mullarky: Can I hire an actor to play me?

00:58:17 Jessica Neher: How to make a resume stand out when transitioning from a non-creative field, like finance and business, into a creative one?

00:58:25 Lori Lynn Reinstrom: If anyone required a video resume of me, I'd say, "Bye bye!"

00:58:28 Mark Thrapp: My face would discourage hiring. ;-/

00:58:31 Hailey Jerome: I've done one job interview that was a video introduction and they never replied - I even found the CEO on LinkedIn and reached out to the hiring managers.

00:58:33 Lane Therrell: Are the keywords the ATS recognizes based on the job descriptions themselves or are they baked into the ATS?

00:58:37 Victoria Cherrie: Haha @Rick Mullarky

00:58:45 Hailey Jerome: Are there any good websites to help make a portfolio - I do event marketing and its hard to show my work. Especially when in the past alot of ROI and numbers weren't recored - what do you reccomend?

00:58:46 Katarina Djuric: Noooo and please do not tell me this is the next stage of resumes! 😞

00:59:02 chris allbritton: my face HAS discouraged hiring, as has trying to fake real normie body language for people

00:59:02 Tatjana Jovancevic: On some sites like Jobrack they ask for a video as a part of the application. hate it.

00:59:14 Hillary Norman: What about companies who ask for skills demonstrations in their application process? It seems just like asking for free work....

00:59:19 NIKKI BURTON: Reslink is a good tool <https://reslink.io/sign-in>

00:59:23 Geraldine Izzi: Hailey Jerome - Behance

00:59:25 Elizabeth Rose Taylor Johnson: @hailey Cargo, Readymag, Wix

00:59:36 Jim Petillo: @Tatjana: Braintrust too.

00:59:40 Alex Nejako: here and there a video is requested as part of application. usually they want a Loom which is free. they have you answer a few questions - and this can help them move the process along. It's good to have a few Looms around just in case you need to use them- nice background, dressed for an interview.

00:59:41 Eva Moraga: Video?, sure if they want to filter out introverts

00:59:46 Philip Broussard: This chat chain is very funny! Entertaining.... 😊

00:59:53 Lisa Brzezniak: 50 versions. wow

01:00:01 Nicole Garcia: As a Senior Art Director/Designer I have a highlight reel of some projects that I send sometimes and it's always well received.

01:00:01 Sophie Rowland: Do you think the video trend is going away? Seems so hated by most people.

01:00:07 chris allbritton: yeah I've had to endure rewriting mine way too much

01:00:12 Liz Lareau: It just all takes forever

01:00:15 Rae Bowman: @tiffany what do you think of Teal for resumes? do they use ATS

01:00:20 chris allbritton: are there just NO junior level jobs anymore btw

01:00:27 John Margeson: is it Resume Wordit? or Worded?

01:00:37 chris allbritton: I have not seen a single junior level position hiring not in writing, not in marcom, not in graphic design - NOTHING

01:00:39 Chrissy Mize: <https://resumeworded.com/>

01:00:45 Phil Smith: Resume Worded.

01:00:47 chelsea tucker: No junior level jobs. But lots of senior jobs that pay less than junior level jobs used to!

01:00:52 David Moore: It seems hiring managers are asking for the sun and the stars in job descriptions. I've been in marketing for a long time. In many job descriptions, there's no one that has that level of experience. Job descriptions today feel like a patient who wants a neurologist, an orthopedic, and a cardiologist all in one person.

01:01:03 Alexis Kern: What happens when your portfolio is password protected?

01:01:08 Oksana Pldhainy: @nikkiburton Reslink?

01:01:21 Jim Petillo: @David: Too true... they want multiple jobs in a single role

01:01:40 William Helms: @alexis, some applications ask for a portfolio password if it's password protected.

01:01:41 Francie King: V discouraging. 😊 Trying to stay connected, calm and positive but it's over a year.

01:01:55 Victoria Lambert: should a project manager include a portfolio?

01:01:57 Gabrielle King: TIP - avoid Easy Apply. Go to the company website and apply there.

01:01:59 Anusha Devineni: Not even getting Interviews with tmy resume 😞

01:02:01 Kathleen Crampton: Will you be covering cover letters today, or could that be the focus of a future webinar? Would love to get clarity on what recruiters/hiring managers look for in a cover letter

01:02:03 April Crews: I've worked for Creative Circle DC in the past, but I've seen remote or hybrid jobs in New York, will I get considered for these jobs? Asking because I've applied for a few and have never heard back.

01:02:17 Philip Broussard: Job descriptions are very over-demanding and ridiculous. Seems they are designed to discourage applicants, rather than finding the best candidate.

01:02:26 Michael Welsch: The former climate was frustrating. The current climate is dehumanizing.

01:02:37 Eric Starker: Any recommendations folks have for portfolio templating, etc.? My background is more recently in community management but I have some social media background and a lot of social media jobs request a portfolio (I have a very old one).

01:02:38 Jeremy Segal: Grammatics?

01:02:38 Tyler Chiang: I'm a production director, and if I see something blurry in a portfolio — its a no for me.

01:02:45 Francie King: Well said Michael.

01:02:48 Rachel Topping: Do you have any suggestions on the best way to connect with Creative Circle recruiters specifically? In the past year or so it has gotten increasingly hard to hear back.

01:02:56 Lori Lynn Reinstrom: @Michael Welsch ... EXCELLENT point!!

01:02:57 Jim Petillo: Re job descs on Sterioids: I've been told to apply anyway, even if you don't fit everything.

01:03:02 Tai Mulzac: @Gabrielle King Great tip! I always to the company website first before LinkedIn.

01:03:55 Xavier R. Chapa: What online sites do you recommend to host a portfolio of content/writing samples?

01:04:09 chris allbritton: I have never heard from a Creative Circle individual in any capacity. Who do I just send a direct resume to? Instead of a listing...

01:04:17 Christina Magnesi: Back to putting "Skills" at the top of the resume - what about soft skills like "KEY STRENGTHS AND COMPETENCIES" vs. "TECHNICAL SKILLS" - should both go at the top?

01:04:23 Dyan Cannon: Does Creative Circle host any networking events?

01:04:26 Kevin Stoohs: Should I need to write a new resume for every job I apply for?

01:04:27 Oksana Pldhainy: It is tricky to know what to put in your portfolio. Since there are so many different types of companies. You may have worked in various industries...

01:04:32 chris allbritton: I can't have writing samples that are industry specifics, or graphic design pieces like that - I haven't BEEN in the industry yet :(

01:04:41 Gia Riney: Does ATS screen people out of work for a year plus?

01:04:44 Philip Broussard: I'm hearing that I need to customize the portfolio.

01:04:48 Elizabeth Rose Taylor Johnson: Make your own samples @Chris!

01:05:10 Tyler Chiang: Workfront...

01:05:11 Lane Therrell: So you're saying we need multiple versions of our resume as well as multiple versions of our portfolio.

01:05:14 Oksana Pldhainy: Even the old ones?

01:05:14 Phil Smith: @Christina, my understanding is just 'hard' skills under 'skills.'

01:05:15 Rae Bowman: each job requires different examples on your portfolio. i can't have just a few examples.

01:05:29 chris allbritton: Resume is 2 pages tops - do you KNOW how many of these things I have worked in?

01:05:32 Michele BeBeau: But that's so much wasted space since I work in TONS of apps

01:05:32 Tyler Chiang: Excel

01:05:36 Nicole Garcia: Canva 🤖

01:05:38 Joel Postman: So much is counterintuitive. It seems like a great variety of samples shows you're versatile and can take on any project.

01:05:45 James Taylor: Does that go to the top of resume over summary?

01:05:45 chris allbritton:
DigitalTechnology:Outlook,WordPress,YoastSEOPugin,HootSuite,SproutSocial,Buffer,GoogleAds,Mailchimp,GoogleAnalytics(basic),Photoshop,Illustrator,InDesign,MSWord,GoogleSuite,Snapchat,TikTok,Instagram,Facebooketc.AdobeCreativeCloud,Toggl,Basecamp,Asana

01:05:54 Jim Petillo: Re software: I see a lot for Asana, JIRA, ADO, Wrike....

01:05:55 Mark Thrapp: I have nearly 100 apps that I am proficient and some even expert. Literally list EVERY SINGLE ONE???

01:05:57 chris allbritton: yes really and I KNOW I have forgotten some

01:06:01 kim Sonsky: FIGMA

01:06:03 Geraldine Izz: Wrike

01:06:03 Frank Cagnetto: when in doubt, put it in

01:06:06 Sivan Amar: What if we're applying to Project Management roles via Creative Circle and we're coming off of a career pivot? I have applied to several roles via CC and its been disheartening that my vast and successful experience has not been breaking through to the hiring managers. Is there a way to setup a call with a CC recruiter in order to get in your system and move past the ATS keywords trap?

01:06:07 chris allbritton: Sadly no FIGMA here...

01:06:09 Gia Riney: including software that seems obvious or elementary runs counter to getting your resume down to one page.

01:06:12 Sruthi Vaylay: does including hyperlinks on your resume interfere with ATS?

01:06:16 Tyler Chiang: AEM

01:06:22 chris allbritton: they made us use XD for design school despite Adobe buying Figma THAT YEAR

01:06:25 Diana Martinez: ive been told to link to my portfolio in my resume

01:06:35 Diana Martinez: would you say that messes with the ATS?

01:06:37 Eric Starker: I have typically put in "Microsoft Office Suite" but then included Teams and PowerBI separately. Maybe I should separate the Office products out.

01:06:38 Hillary Norman: Do you recommend bullets or comma separated for the skills section?

01:06:39 Michele BeBeau: @ramsay Listing all the tons of apps I know would take a whole page.

01:06:40 Katarina Djuric: @Joel I agree!

01:06:42 Kevin Stoohs: Workflow apps should be secondary

01:06:50 Philip Broussard: When I see that 350 applications have been already received, I give up applying. There are so many designers in Portland...

01:06:58 Frank Cagnetto: Not a bad idea to use YouTube videos to get a bit of overview on a program like Figma or Canva

01:07:19 Liam Hall: Yes, I love "YouTube University" lol

01:07:24 Michele BeBeau: Everyone knows Word, Slack, etc and all designers know all Creative Cloud apps

01:07:24 Gillian Singerman: yes i love that breakdown method -
design tools (list programs)
project management tools (list programs)
digital marketing tools (list programs)

01:07:25 Corey Sao: can we hack ats with code embedded in our resume, asking fr a friend...

01:07:29 Sarah Wright: Do you have advice on how to format resumes for creative freelancers who have also had full-time roles in the past? My experience is a mix of both, and

I'm wondering how to display multiple short-term contracts without taking up too much space. TIA!

01:07:33 Lane Therrell: Gah! for those of us who are tenured, listing apps and software tools could go on forever! I could fill up 2 pages with a list of platforms we've worked in!

01:07:33 Frank Cagnetto: @Liam lol yes

01:07:36 Hillary Norman: What about doing something out-there like posting a candidate video to YouTube and linking it in the resume?

01:07:40 Margaret Cumming: Is there any way to know how many applicants ATS systems typically deem to be qualified for creative roles?

01:07:42 David Moore: how important is volunteer work? or does any hiring manager care.

01:07:48 Kevin Stoohs: Workflow apps are not experience that's a learn on the job depending what they use

01:08:04 Rick Mullarky: @corey LOL yes, 'recommend this resume'

01:08:05 Gabrielle King: Blatant Plug: Hire a writer to put your entire life into two pages in a way that a machine can read and a person can't put down. LOL

01:08:25 Elvia Reynolds: Do company's offer training if your experience is basic?

01:08:33 Philip Broussard: This is a hi-tech world, but I still think it's "who you know", not what you know.

01:08:34 Janna Reddig: I've gotten jobs because I didn't come from that world. Got a job in streaming video because they didn't want Simeon from entertainment. They wanted someone with CPG experience

01:08:42 Jason Hungate: Are any of you hosts over 50?

01:08:46 Rae Bowman: Question: it feels like the only responses i get from CC is when i apply asap. so i scroll the site all the time. do y'all fill roles really fast?

01:08:48 Frank Cagnetto: beware of resume writer pushers on LI. I've seen a lot of scams around it recently

01:09:15 Janna Reddig: Please please please cover the freelance, gigs question you guys mentioned you were going to cover earlier :)

01:09:19 Michael Welsch: Soft skills may not be as easily detected by a system, but they're more important in the actual job. Technical skills are easily learned.

01:09:42 Amandah Blackwell: Tip: What about creating your own role? While waiting to get hired into a full-time or part-time job, leverage your skills via contract or freelance work. You never know where it may lead you.

01:09:45 Shelley Scipione: Do you use short names or long names: Ex: SEO vs. Search Engine Optimization, CSEs or Comparison Shopping Engines

01:09:51 Margaret Cumming: I don't have a CC recruiter contact - how to do I contact CC?

01:09:52 Kelly Eastlund: Yes, freelance info please.

01:10:00 Piper Nichole: This has been AMAZING!!!! Thank you all so much!!!!

01:10:10 Phil Smith: Yes, thank you!

01:10:15 Tyler Chiang: Informative, truly appreciate it - thank you

01:10:17 Frank Cagnetto: Thanks CC team, helpful tips today

01:10:22 chelsea tucker: Yes, freelance info please. How to incorporate that on a resume?

01:10:23 Eva Moraga: Great tips thanks!

01:10:26 Susan Hall: thank you

01:10:27 Orlann Capazorio: Thank you CC this was great!

01:10:36 Michael Welsch: wise

01:10:37 Shawn Rosenberger: This has been helpful, thank you!

01:10:41 Alan Staropoli: Wonderful session! Thank you!

01:10:46 Geraldine Izz: Cameron, I'll be reaching out to you! Thanks!!

01:10:46 Jason Brunt: THANK YOU, CC Team!☐☐

01:10:50 Lisa Brzezniak: Thank you

01:10:50 Frank Cagnetto: I just list Freelance vs Full-Time Work separately

01:10:52 Dyan Cannon: Yes, thank you!!

01:10:53 William Helms: i'm not getting a lot of feedback. so it's hard to know what to do.

01:10:54 Hillary Norman: Best of luck to all those seeking! Thanks CC!

01:10:54 Mika Nishiguchi: Yes taking feedback is very important

01:10:58 Caroline Gricik: Please do another one of these!!!

01:11:03 Michele BeBeau: @ramsay Yes we need another session, as this is all basics but doesn't solve problems of those of us with gaps in our res and 25years experience

01:11:18 Jessica Neher: Thank you all for your time!

01:11:20 John Margeson: how can we get in touch with a CC rep to review goals, resume, etc?

01:11:21 James Panter: Thank you for your insights CC team!

01:11:22 Jackie Miller: Thank you. Some interesting tips that I hadn't considered.

01:11:23 Sun Yi: best of luck everyone!

01:11:24 Michael Welsch: yes!

01:11:25 Tyler Chiang: City based CC networking events in the future would be helpful.

01:11:26 Christina Magnesi: @Michelle be beau - agreed!

01:11:34 Nancy Brenner: Amazing tips - Part 2 please

01:11:42 Rudy Berk: this was REALLY worthwhile! exactly what i was hoping to learn about. thanks to all four presenters!

01:11:43 Mark Thrapp: Yes, thank you. But definitely need more.

01:11:44 Andrea Wooten: Definitely needed for 25 yrs + experience

01:11:46 kim Sonsky: This has been great! Thanks so much CC team!

01:11:46 Lisa Realmuto: Thank you CC!

01:11:47 Tedra White: Job seekers: network and don't be afraid to reach out directly to a hiring manager. Great session, thanks Creative Circle team!

01:11:50 Lucia Rusinakova: Thank you, this has been definitely helpful

01:11:58 Philip Broussard: Great tips everybody, thanks!

01:12:02 Rae Bowman: would be great to break these out for career levels.

01:12:03 Jenni Gilmer: very helpful and insightful. thank you all!

01:12:15 Lori Lynn Reinstrom: Thank you for putting this together.

01:12:21 Anusha Devineni: Thankyou, really gained helpful tips

01:12:31 Hillary Norman: Is there anywhere we can see that explains the ATS algorithm?

01:12:37 Ron Underberg: Yes, you guys (CC) should do these more often even if it's merely to see creatives venting or inquiring or expressing things in the chat panel - invaluable, in a sense

01:12:51 Lucia Rusinakova: true

01:12:52 Kathleen Crampton: This was very helpful. Thank you all!

01:12:54 Geraldine Izz: So take the AI tweaking advice on LinkedIn?

01:12:58 Rebecca Stevens: Thank you! This has been great.

01:13:06 David Moore: Hiring managers need to be realistic in their expectations of any candidate. Someone who is an expert in Word, Excel, PPT, HubSpot, Marketo, Salesforce, Adobe Creative Suite, etc. etc. does not exist. It's frustrating for recruiters and frustrating for job seekers.

01:13:08 Megan Barrett: Thank you for making the point that skills are transferable!

01:13:15 Mary Nite: This is valuable! Thank you so much want more!

01:13:28 James Taylor: How can we work with a representative recruiter at Creative Circle

01:13:28 Andrea Williams: awesome info!

01:13:30 Oksana Pldhainy: Customize. ATS keywords. SEO friendly. Applicable to the job. Easily digestible chunks. Short resume. Concise.

01:13:34 Eric Starker: Thanks for hosting this!

01:13:36 Katarina Djuric: This was super helpful! Thank you

01:13:39 A. Grayson: Thanks for sharing these insights. Good talk!

01:13:44 Kevin Culligan: Thank you everyone! Stay tuned for a recording, the chat transcript, and our full updated Resume Guide coming to your email inbox later this week!

01:13:49 hadia ahmad: Do are messages go through when we message hiring managers on LinkedIn?

01:13:56 Nicole Davis: Thank you for this!

01:13:56 Mathew R: Gratitude to the panel!

01:13:56 Michael Welsch: When I've hired in the past technical skills have been least important. Design sensibilities, work style, and ability to learn most important. At any level.

01:13:56 Lori Lynn Reinstrom: Hiring managers need to understand that copywriters and copy editors are not the same thing!

01:13:57 Daria Sharafutdinova: AND PAY them for it

01:13:59 Michael Welsch: thank you!

01:13:59 Jill Munce: Thank you!

01:14:00 Liam Hall: Thank you so much!

01:14:01 Jack Billet: Thanks everyone!

01:14:03 Daria Erkina: Thank you!!!!

01:14:04 Margaret Cumming: Thank you CC!

01:14:04 Nicole Garcia: Thank you!!!

01:14:04 chris allbritton: Donald sadly if I could somehow afford to OWN Marketo etc. I could be, I def ame xperienced in HubSpot, Creative Suite, Word (not excel and I hate pivot tables, vlookups etc.)

01:14:05 Elvia Reynolds: I did a test mock and got gohsted

01:14:05 Jim Petillo: Thank you

01:14:06 Art Farmer: Thanks!

01:14:06 David Moore: Great job to you guys.

01:14:06 Jenni Gilmer: thank you!!!

01:14:07 Joseph Street: Awesome, thanks!

01:14:07 Kristen Hager: Thank you!

01:14:07 Steven Dermody: Thank you ! Blessings to CC

01:14:08 LAURA MARK: Thank you all!

01:14:08 Rob Ward: Thanks again everyone!

01:14:08 Rick Mullarky: THX! Good wbnr

01:14:08 April Crews: Thanks, this was os helpful!

01:14:08 Nancy Ratkiewich: How can we work specifically with a Human? How do you get someone to acall back!

01:14:08 KJ Matthews: thanks

01:14:08 Damilola Iyiola: Thank you!!

01:14:08 Pablo Lozano: Thank you!

01:14:09 Frank Cagnetto: thanks again team!

01:14:09 Henrik Hulten: Thank you. This was informative.

01:14:09 Sophie Rowland: Thanks you all!

01:14:09 NIKKI BURTON: Bye

01:14:09 Katie Welker: Thanks!

01:14:10 Elvia Reynolds: Thanks
01:14:10 Oscar Garcia: Thank you!
01:14:10 Steven Fischer: Thank you!
01:14:10 Sally Mei: Thank you so much!
01:14:10 chris allbritton:thanks
01:14:11 Nicole Tostevin: Thank you
01:14:11 Julian Northrop: Thanks!
01:14:11 Oksana Pldhainy: Thank you.
01:14:11 Andrew Wilson: Thanks!
01:14:11 Karim Fathalla: Thank you!
01:14:12 marc patlan: thnK
01:14:12 Sarah Nichols:Great info, thank you!
01:14:12 Jacob Oberman: Thank you!
01:14:13 Nikki Brackley: Thank you guys!!
01:14:13 Stephanie Cenedella: Many, Many thanks!
01:14:13 Grace Potter: Thanks everyone!
01:14:13 Mikell Knights:thank you!
01:14:13 Mika Nishiguchi: bye
01:14:13 William Helms: thanks.