

The **Human** Resume: A Working Document

For many years I've thought that the North American movement to exclude the essence of who we are as individuals within our professional resumes results in:

- a) Applicants "misinforming" potential employers
- b) Employers seeking empty business phrases
- c) Potential situations of hidden discrimination
- d) Workplaces battling with integrity, attendance and conflict issues
- e) A society unable to mesh between personal and professional lives
- f) Lost global values

Whether others agree or disagree with the above, the reality is recruitment and selection methods are fraught with problems. So why is that the case, when so much is said and done to hire the "right" person?

As organizations work hard to create healthier models of work/life balance inclusive of emotional awareness, personal integrity, environmentally friendliness and global community mindedness, statistics show that employees are taking greater time off for sickness, stress, disharmony and dysfunction.

As individuals experience greater levels of disconnect in their work and personal lives, they seek out alternate means of reclaiming themselves. Self help, personal mastery, one-on-one sessions and retreats have been steadily on the increase for 20 years. But even after all the personal work that takes place, the newly-aware individual has little means of affecting lasting change in their life without their employer being actively engaged in some similar expansion.

In reality, the disconnect is greater than we think. Despite the talk of workplace health, people simply aren't showing up to work healthy. What is showing up is a preconceived idea of what a "good employee" is: one that puts up, shuts up and produces whatever widget they've been hired to produce within the confines of their employment agreement without being human as they do it.

But how do organizations hire and keep "good employees"? In this day of 360 degree evaluations, behaviour and personality testing, rewards and incentives programs, organizations are forgetting one important thing – they haven't honestly defined or challenged their definition of what a "good employee" is...and even more don't show up as role models, and walk their talk when the novelty has worn off.

What if we had an alternative? What if the old resume was replaced with a new resume *belief* that supports the inclusion of personal identifiers, such as accomplishments, within a traditional resume format?

The **Human Resume**

The **Human Resume** offers such an alternative. Still young in its inception, it is a belief of those things possible; it is the start of the conversation; it is the means of reminding ourselves who we are, whether we're at home or at work; it is a truthful look at how our actions actually do speak louder than rehearsed words; it is a challenge to the business world around us, offering honesty, integrity and compassion in place of scandal, bad behaviour and callousness.

Here are a couple of reasons why the Human Resume could be considered:

- The **Human Resume** is the missing link between work and life – it is a combination of traditional resume formatting, personal mastery/goal setting, appreciative inquiry and transferable skill sets. It is whole life reporting and answers those questions that often don't get asked in traditional interview settings that would determine the true level of candidate ability.
- The **Human Resume** is a long overdue approach to truer inclusion for those global citizens who find themselves moving to North America and bringing the richness and strengths of their skill sets with them. Something is wrong when we see an engineer from India, a teacher from Africa, or a First Nations elder struggling to find an entry level position. Professional credentialism has its place. And so do personal life experiences. It's time the value of the individual be placed above business pedigree and innovative solutions for all to be found.
- The **Human Resume** champions Baby Boomer returnment. Not wanting to leave the workforce just yet means that for many facing near retirement, the option of returnment is on the increase. And having another option later in life, many are seeking a fuller means of being present; one that takes equally into consideration their professional accomplishments and personal passions and assists in their transition from "hobby" to major life career.
- The **Human Resume** revives exhausted job seekers with a fresh approach that feels fun; it reminds them of what they've accomplished in life and provides them with renewed energy to seek out on-the-job joy.
- The Human Resume works well with other storycoaching™ services and can be part of the coaching experience.

Whatever your reason, why not try something different?! Attached are instructions on how to play with the **Human Resume**. Go on, you know you're curious. Give it a try!

Instructions for the **Human** Resume

In the two pages following, you are encouraged to take a fresh and invigorating approach to writing your resume, about yourself, for yourself!

For the first time ever, find yourself wanting to honestly identify who you are, what you're most proud of in your life thus far, where you've been, where you'd like to go and how you propose to get there, and who you turn to when you forget who you are along your way.

Don't worry about those trendy business phrases – this is just for you! Simply jot down, in concise conversation style your responses in a positive voice. The words are "right" when you feel a sense of completeness with your answers. The only people that will see this are those you choose to share it with. Let it provide you with a new way of writing a traditional resume with a little more you in it!

Provide examples of who you are when at your best. Remind yourself of those times that could use a little more support – whether information, education, courage or love. Take charge of your resume by taking responsibility for the degree of success contained within.

Good luck!! Have fun!! And let us know what you think of it!!!

The Human Resume

Purpose Statement

A statement identifying why I believe I'm here and what I strive most for

Highlights

The top 5 things I'd like for others to know about me

Favourite Accomplishments

Moments in my life, past and present, that I am most proud of and why

Key Traits

Those beliefs, behaviours, skills and abilities that serve me well; that I call upon with frequency in order to achieve my tasks and goals

Continuous Discovery

Formal education I have completed and find of use

Life's education I have experienced or am working on

Value Added Activities

Pursuits that bring me joy, such as: hobbies, passions, volunteer work, spirituality, my religion

The Future

- Goals – where I wish to be in the short and long term
- Tomorrow's traits – those beliefs, behaviours, skills and abilities I have identified needing development in order to assist in achieving future successes
- Timelines – flexible; allows for my life to occur in the meantime

People that Know Me

Personal and professional contacts that are able to capture the whole me in a statement.
