

6. CV - SAMPLE CVs.mov

Speaker1: [00:00:08] So let's look at a few sample CVs and what it tells us about the candidates personality, by the way it's written. The first one I wanna look at is the competency based CV. This is where a candidate presents their CV to you, and on the first page of the CV, they list all their soft skills. In this case, the candidate has listed things such as candidate assessment, business development, leadership, communication, training and development. And this is fine. This person is telling us right away that they're more conceptual. The other thing that we can pick up when we look at the CV is that they're more organic in their approach to achieving their goals. Why? Because the results orientation is not as high with this candidate because there's not a single result listed on the CV. So when you ask somebody, Hey, can you tell me a little bit about what you do? And the person says, Yeah, I do training, I do leadership, I do, you know, And they start talking conceptually about what they do versus someone else who might say, Yeah, I'd love to tell you what you do. I increase sales by 42% or I increase net net traffic flow by 22% or you know, and they start talking in numbers. This person might have a very high results orientation.

Speaker1: [00:01:19] Now let's also distinguish that one is not necessarily better than the other. It's horses for courses. It's depends on what the culture is, what's the job, what do you need? You you may ,you know, someone who has a really high results orientation can also cause a lot of problems. You know, where you start stealing or you commit fraud or you start trampling over other people in order to get your result. If you're if you don't have integrity, you don't have ethics as well as a high results orientation, it can be dangerous. So some in some environments, maybe you want someone who's more organic in approaching their goals. So this person will not be highly empirical as well. So when you say, okay, what are your goals for the year? This person who's written the CV most likely, of course we need to do more investigation, but most likely we'll have a general idea. Yeah, we're gonna increase sales may by ten or 20%. Let's see what happens. We're gonna do our best and try to get our best result versus somebody else who has more numbers on their CV will say yes. You know Currently our sales is 20 million. By the end of this year, we're gonna be 25 million. By the end of next year, we're gonna be 40 million.

Speaker1: [00:02:26] And **you know** this is how much I expect to grow. And they'll have each channel, the percentage, **you know** which customer segments and how much sales go to each, and they'll have it all dialed down, empirically written out, very detailed. Whereas this candidate will be more organic, more conceptual in their approach to their goals. Then also, the other thing that we're going to find out about this candidate is that they have more of an exploratory career path. So a candidate I haven't seen **you know** we haven't seen the rest of their CV, but most likely someone like this, they're more likely to work. **you know** Hey, I worked in real estate for five years. I worked in automotive, now I worked in banking because they have not made a statement on the CV about what industry they're working in. So versus somebody else who has a very focused career path, they're **gonna** say, **you know** Hey, I'm a 15 year experienced banker with **you know** responsibility for six different countries, delivering **you know**, net net 42% revenue growth over the last 24 months. Now, this person is very specific. They most likely will not have multiple, multiple industry experience. And so that's another piece to pick up when you're looking at the candidate profile. The other thing is this candidate might also be a little bit long winded.

Speaker1: [00:03:42] So if you can see they've listed each one of their competencies and they've actually spoken quite a bit about it versus if you have and which we'll look at is really a highly results driven CV where the person just has for each job two points or the two biggest accomplishments, they're very succinct or communication is very short here. The CV runs on, the candidate is a bit long winded, they're a little bit chatty, they're not necessarily that succinct or punchy. And the next thing that we can pick up is that this person is probably an effective communicator. They're probably pretty secure and who they are and what they do. So they because they are a little bit more chatty and a little bit less edgy, they're **gonna** have a warmer personality. They're **gonna** be open to new experiences, to new industries, to meeting new personalities. So that's a lot. And here I've just if you look at the chart, we'll put this all up in the chart here for you. When you put this up in the chart, you can start to see what we're looking at and how can we compare and contrast the information that we're picking up from the different types of **CVs** that are coming into us.