

The Good Impression Job Thief

Joe was a job-hunting pro: Professional resume, great work history, graduation from a four-year university, solid interviewing skills, and outstanding references. Only a few very close friends knew that Joe was not all he was cracked up to be. Like a master thief, Joe had a skill in stealing jobs that shouldn't belong to him.

In the 1990's when unemployment was high, and good jobs tough to find Joe purchased a book from a vanity book publisher on finding jobs in a tough job market. You couldn't find this book on Amazon or Borders because the book crossed over the lines of integrity and ethics for most honest job seekers. The book guaranteed the purchaser would learn how to create fake educational credentials, bogus work history, and phony reference checks.

And the Oscar goes to....

- Fake educational credentials from a small bankrupt out of business institution found by Joe in old directories of American Colleges at his local library.
- Transcript and diplomas designed and printed by the book publisher lacking morale fiber.
- Phony personal reference from a fellow job thief who only returned calls from the local airport with all the airport noise in the background to give the person checking references the illusion of speaking with a highly successful and respectable executive.
- Phony personal reference from a former business acquaintance that, like Joe, had an axe to grind with the employer they once worked for.
- With Joe hinting a lawsuit, a previous employer hid the fact he was allowed to resign before a sexual harassment investigation was concluded.
- Another employer accepted a resignation before firing Joe for questionable reports that provided performance bonuses.

When Streetwise Hiring isn't Streetwise Enough

What is an employer to do when people like Joe learn the art of creating the "good impression?" According to an online survey conducted by CareerBuilder.com, fifty-seven percent of hiring managers said they have caught lies on a candidate's application. These hiring managers also stated the following lies were found:

- Past employers (18 percent)
- Academic degrees and institutions (16 percent)
- Technical skills and certifications (15 percent)
- Accomplishments (8 percent)

Is your hiring system robust enough to detect candidates that are too good to be true? We meet the needs of our clients by providing them with the most experienced, successful and focused industry executive talent available, which in turn, allows our clients to increase the efficiencies and profits of their businesses.

Visit our web site at wssqca.com or give us a call at 1-563-271-0422 to learn how we can help you get past the "good impression job thief."