

# All Lies...85% of All Candidates Lie. Five Actionable Items to Help You See the Lies!

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OK so maybe they are not all lies, but resume lying has become increasingly more and more prevalent as it is estimated by HireRight that upwards of 85% of all resumes have been embellished in some form. It is highly likely that you may have hired someone who lied on their resume. What should be even more alarming to hiring managers and their human resource counterparts is that more than 80% of those who did lie on their resume indicate that no one discovered their transgression. Is it any wonder that according to HireRight that two-thirds of hiring managers have identified finding qualified job candidates as their top business challenge? Given the current unemployment rate in the United States that challenge is exacerbated.



As a hiring manager trying to build your top performing team how do you identify these potential career altering pitfalls?

1. Look into their social media. It is very common to find a candidate on multiple social media outlets. Review each outlet carefully to find any inconsistencies, especially their LinkedIn profile as it should be a mirror image of their resume.
2. Verify the dates of previous employment. Some hiring managers or HR personnel may find this to be a check the box activity however many resumes may only provide the years they were employed. Are they covering months of unemployment by only providing years? Although previous employers are reluctant to provide much detail due to legal ramifications the general rule of thumb is they will provide exact start and end dates for your candidate.
3. Does that school really exist? Although it is difficult to verify much information from a candidate's school due to privacy laws, there are ways to detect if the school is real or if they obtained their diploma from a mill. Yes, diploma mills exist but you can check out the National Student Clearinghouse and for a small fee have them verify degrees and attendance.
4. Answer the question. If the candidate answers the question with a question or as some tend to do when asked about their experience in a certain area, they define what it is you have asked then you may have uncovered a red flag. Double down on your questioning and re-ask the question asking them to give them specific examples of their experience.
5. Body Language. During the interview process if the candidate is making eye contact with little movement and then suddenly breaks from this pattern when asking about a particular part of their resume you may have uncovered something. However, make sure you use some common sense perhaps they are just anxious but poke a little more with this part of their resume and see if there is truly anything to question.



You may not be able to uncover every candidate's deceit, but these 5 actionable items may help you uncover those hidden misrepresentations. Remember a hiring manager is only as good as the team that is around them and if someone is not the person they claim to be then you may have cost the company tens of thousands of dollars and your once promising career has just been momentarily or even worse permanently derailed because you chose not to go a little bit further in the hunt for the right candidate.