

MILITARY SERVICE EMPLOYMENT JOURNAL™

MSEJ

July 2017

DUTY CALLS-WE DELIVER

Created by CASY & MSCCN

Let Freedom Ring

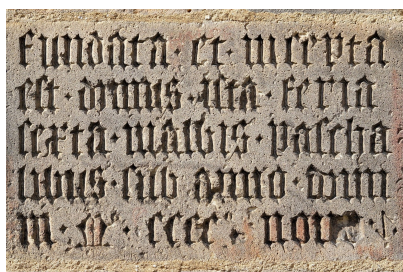


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Summer Lament



Ask the Expert



Show Up



OVER 3,180 APPLICANTS HIRED IN 2017 AND COUNTING!

In the Spotlight

RESOURCES YOU CAN USE.



ESPOSAS MILITARES HISPANAS

USA ARMED FORCES

Sitio de encuentro para apoyo e información de beneficios para todas las Esposas y Esposos

Militares HISPANAS (os)! ARMY, NAVY, AIR FORCE, MARINES, COAST GUARD, NATIONAL GUARD Y RESERVE. Esposas Militares Hispanas USA comenzó en Diciembre 2007. Hemos sido de gran ayuda para muchas Familias Militares, en diferentes aspectos. Cuando no encontramos una respuesta buscamos y trabajamos hasta encontrarla. Nuestro Trabajo es Completamente Voluntario.

Nuestra Misión y Compromiso:

- Crear conciencia y ayudar a proveer información en español

- Esposas Militares Hispanas acerca de todo lo que nos rodea en la vida militar; Beneficios, Becas, Seguros, etc.

- Referir y ofrecer sugerencias acerca de Comunidades y Asociaciones que ayudan y proveer apoyo a Familias Militares en casos de Emergencia y estrés.

- Proveer una lista de recursos donde las Esposas Militares Hispana y sus familiares puedan adquirir información, la cual se les traducirá al Español.

- Ofrecer Becas y Asistencia Financiera a nuestras familias militares necesitadas.

Translated into English:

Meeting place for support and benefit information for all HISPANAS Military Wives and Spouses! ARMY, NAVY, AIR FORCE, MARINES, COAST GUARD, NATIONAL GUARD AND RESERVE. Hispanic Military Wives USA began in December 2007. We have been of great help to many Military Families, in different aspects. When we do not find an answer we search and work until we find it. Our Work is Completely Voluntary.

Our Mission and Commitment:

- Build awareness and help provide information in Spanish

- Hispanic Military Wives about everything that surrounds us in military life; Benefits, Scholarships, Insurance, etc.

- Refer and offer suggestions about Communities and Associations that help and provide support to Military Families in cases of Emergency and stress.

- Provide a list of resources where Hispanic Military Wives and their families can acquire information, which will be translated into Spanish.

- Offer Scholarships and Financial Assistance to our military families in need.

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MSEJ



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About CASY & MSCCN

CASY & MSCCN are two nonprofit organizations serving the employment needs of military affiliates. CASY serves military members and Veterans; MSCCN focuses on military dependents and military caregivers. We are military serving military.

About the MSEJ

The Military Service Employment Journal is a resource guide for military-affiliated jobseekers. The MSEJ is produced for the exclusive use of CASY & MSCCN.

Deb Kloeppel,
Founder and President, CASY &
MSCCN and Founder, MSEJ

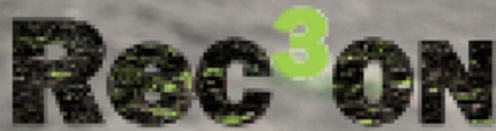
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Your Future



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ROTC Cadets Find Direction with ReC³ON

Every year thousands of ROTC Cadets commission into the National Guard and Army Reserve. These Guard and Reserve members hold an exceptional position in our society as they straddle two worlds—the civilian and military. Upon graduation, these “citizen soldiers” must compete against millions of other college graduates as they try to balance the demands of their military obligations while also finding and growing a civilian career.

Being a "civilian soldier" creates unique employment obstacles for those in the ROTC program as well as the Guard and Reserve. ***This is one of the reasons that Corporate America Supports You (CASY) has developed the National Guard Employment Network (NGEN), State Guard and Reserve initiatives. For ROTC Cadets, this initiative is ReC³ON.***

What does ReC³ON do?

The mission behind ReC³ON is pretty straight forward: to give graduating ROTC Cadets an edge when looking to land a job. This program works with ROTC Cadets throughout their college education and provides access to exclusive internships and apprenticeships, the opportunity to obtain key industry certifications, and job placement assistance. These valuable employment readiness tools prepare Cadets for employment while helping them to align with, launch, and grow their civilian career... **All for free.** That's right, all services are provided at zero-cost to ROTC Cadets.

Ms. Hein was very helpful in assisting me with my job search as well as giving advice throughout the process!

~ Jocelyn

Who is ReC³ON for?

ReC³ON is for all Army Active, National Guard, and Reserves ROTC Cadets. Are you a Cadet who is:

- Looking for an internship to supplement your education?
- Looking for certifications to enhance your education?
- Looking for a part-time job during college?
- Looking for mentorship or coaching on your direction in life?
- Looking for assistance with your resume or interview preparation?
- Looking for help with your career path?
- Looking for work after graduation?

Then ReC³ON is for you!

The ReC³ON Difference

Our ReC³ON team works with individual Cadets, like Jocelyn, a recent Virginia Tech graduate and Army Reservist. Jocelyn explained, "Ms. Hein was very helpful in assisting me with my job search as well as giving advice throughout the process. She helped me look for positions to apply for and answered all questions that I had in a timely manner."



***Jocelyn, Army Reservist,
VT Graduate, & ReC³ON
Cadet, received two
different offers!***

Partners Who Can Help ReC³ON Cadets

The CASY team helps thousands of people every year, and while we're good at what we do, we've recognized over the years that we cannot do it alone, which is why we connect with companies and organizations who can expand our quality, and much needed, services offered to ReC³ON Cadets.

While all supporters of military and Veteran communities are welcome to speak with us, our team is specifically looking for those who can help us to meet the short and long-term employment needs and career goals of ROTC Cadets.

If you have a service or no cost offering [yes, we mean FREE] that can benefit ROTC Cadets let us know. Send an email to info@casy.us and a team member will be in touch! If you work with an organization that provides internships, part-time employment, or other opportunities and would like to support ReC³ON, please contact us at: info@casy.us.

Cadets, ReC³ON Your Future!

If you know an ROTC Cadet or you are one, we encourage you to sign up for ReC³ON by registering for support services today. ReC³ON program specialists are standing by to help! Cadets can get started by visiting us at <http://rec3on.org/> [Scroll down and click on the **BIG green button**].

VETERAN

Success

Congratulations, Robert!

After working with CASY for three months, Robert was hired by Booz Allen Hamilton.

Hiring Challenge: Having spent 26 years as a Combat Arms Soldier, job fields are somewhat limited for me, and many jobs in the area were in the medical field. Additionally, for the El Paso area, most of the employers were looking for Spanish speakers—not having that as an asset was a hindrance. After attending the Army SFL-TAP classes, I was not quite up to speed for the whole resume side of job hunting. What I thought was a good resume (based on the SFL-TAP class) was rather weak and disjointed for job hunting in this area.

Assistance Received: I talked to Amanda Marksmeier, my Employment Specialist, and received assistance with my resume and some job notifications. Most importantly, however, I received a positive attitude about the job search from someone outside my home. Amanda stayed positive and provided that little bit of hope when things just seemed to be spiraling down the toilet. That is really the best assistance possible right there, someone who is able to keep sight of the end of the road.

Results: Thanks to the assistance I got from CASY, I was able to keep plugging along, despite all of the negative results and lack of responses, until I got a job.

Value of Experience: Uplifting. Having an outside source to help keep a positive edge on the job-hunting process made the difference. Trying to find a job as a civilian for the first time was daunting to begin with, but getting shot down or passed over multiple times only added to the negativity associated with the job hunt process. But Amanda was able to drop a note or recommendation at the right time and give me that chance to recognize I could keep doing it, just had to buckle down again and approach it like a mission in the Army.

CASY & MSCCN are highly-vetted, results driven non-profits that put donor dollars to work for the Military and Veteran Communities.

Learn about our fiscal responsibility at http://www.msccn.org/WhoWeAre/MSCCN_Leadership.html and <http://casy.us/WhoWeAre/Financials.html>



Refuse to be anything but successful.

**Social Media/Work from Home/
Interview Techniques to Land the
Job/Targeting Your Resume for
Maximum Impact /Job Search/
Resume Assessments**

CASY & MSCCN offer live and self-paced training.



Show Up.



By Erin Voirol

If you have a goal that you aren't meeting, this article is for you. Whether it be education, something in your personal life, a career, I have really simple advice for you.

It's okay to stumble. It's okay to have setbacks, but it's not okay to do nothing. If you've been showing up, but not getting the results you want, then it's time to rethink what "showing up" looks like.

If you were preparing for a PT test, but you kept failing to improve your run time, you'd try something else.

Two words. Show up.

Want to earn your degree or that certificate?

Show up to the class. Show up to study. Show up to office hours. Show up to the exam.

Want to run a half-marathon?

Show up on short-run days. Show up on speed work days. Show up on long run days.

Want to make a career change?

Show up to the job fair. Show up to the interview. Show up to access the resources afforded you.

If you haven't been showing up at all, start small.

You don't have to show up all day every day, but you do have to take charge of and responsibility for the impact of your inaction and action.

So, identify the small or mini-goals that can help you reach your larger goal.

Then, tackle them one at a time.

Insanity really is doing the same thing over and over and expecting different results.

So, consider a new version of "showing up" if your old version just isn't cutting it. Honestly ask yourself, what am I doing to show up, and how is it working or not working?

If you aren't meeting your career goals, talk to an Employment Specialist. Take some job readiness classes. Identify what showing up looks like and then do so.

Please don't mistake my tone for dismissal of the difficulty you are facing or the severity of the circumstances. There are many real problems we all face in reaching out goals.

Still, many people are their own worst enemies when it comes to reaching their goals, and if you are one of them, I'm here to tell you to "show up."

You don't have to go it alone, but you do have to take the first step.

And if your goal is career-related, we at CASY & MSCCN are here to help you show up.



Full Disclosure: Filtering the Truth

By: Emilie Duck

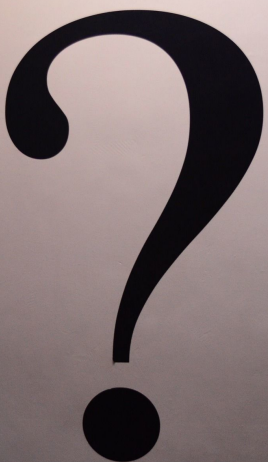
I consider myself an honest person—though I always try to temper my honesty with empathy and kindness. As a nonfiction writer, I've learned to be comfortable with uncomfortable questions, and generally have no compunction when it comes to giving an honest answer.

As a teacher, I've learned that at least one student a semester will ask something that isn't really any of their business. While most instructors tend to ignore or dismiss such questions, I try to give them some kind of answer. Is it the answer I'd give a close friend? No—not by a long shot. But I give an answer, especially if I can relate it to something that might benefit the student at a later date.

When I answer my students and give them a slightly different answer than what I'd give my friend, am I engaging in dishonesty? Or am I merely employing a conversational tool that I'm within my rights (and in some cases, my duty) to use?

Today, I'm here to suggest that I'm performing the latter (and that you should do the same). I'm not lying, or skirting the truth. I'm engaging in a valuable practice known as "filtering" my

persona. By doing so, I'm respecting my right to privacy, taking ownership of my narrative, and maintaining my professionalism—three practices that make for a saner, happier self at home and at work.



Why do we give it (ourselves) up?

Although we may be perfectly capable of holding our cards close to the vest, there are certain social situations that seem to specialize in prying answers out of an individual at an alarming rate. Whether it's a job interview, a recruitment fair, or a professional mixer, sometimes it's hard to remember that the evaluation process begins before you open your mouth. Often, we remember this fact about two seconds after we've been asked (and have answered) a question... perhaps with more truth than discretion.

When it comes to an interview or a potential networking opportunity, sometimes we give an honest answer because we're surprised. We tell the unvarnished truth, without thinking of our professional persona or the motivation behind the question, because we've been caught off guard.



Sometimes we reveal more than we intended because we get too comfortable; we buy into the illusion that the interview or meeting really is just a conversation between friends (it's not).

Unlike other missteps, these slips of the tongue can be easily remedied as long as you prepare and take your time.

If you prepare, there should be fewer surprises; and if you're surprised, remembering to proceed slowly can give you a chance to catch yourself before you reveal more than you'd prefer. In these moments of surprise or disease, it can also be helpful to proffer a clarifying question—while you get clear on what your interviewer or new acquaintance really wants to know, you can make sure you don't offer up information they haven't asked for.

Honesty vs. Obligation

As I've thought back on past encounters, however, I've also come to believe that we offer up more information than we need to for a third reason: because we feel obligated.

It's the job you've always wanted. It's the job you need to pay your bills. It's the location you need to cut your commute in half. It's the networking opportunity that could open all of the doors that seem cemented shut.



In these moments, our anxieties, fears, hopes, and dreams turn an interview or a conversation into something resembling a hostage situation: If we give a potential employer or contact everything they ask for (and some things they haven't thought to ask), they will give us what we want. If we give them all of our honesty, they will owe us a job or an opportunity.

In these moments, our desire for an outcome can outweigh our common sense. Suddenly, we find ourselves answering questions that an employer isn't even legally allowed to ask.



We want them to be our boss, and we know that bosses get what they ask for... so we offer up answers without thinking of the subtext behind a question (even though we know a question about travel and working overtime could also be a legal way to figure out our family dynamics and military status).

When it comes to interviews and building professional contacts, it's okay to be genuine, to be honest—as long as you remember to be strategic.

It's not lying to give your responses using more formal language than you'd use with a group of friends. You aren't being dishonest if you don't mention your spouse's military affiliation while defining your own short and long term career goals (it's illegal for an employer to ask about your marital status anyway). You should not feel compelled to offer up information about an ailing parent, a spouse navigating health challenges, or plans to become pregnant.



This is not a matter of being honest or dishonest: it's a matter of seeing the difference between your professional identity and your personal life. They are not one in the same—and recognizing the difference between the two shouldn't put you in a state of anxiety. Instead, learning how to create these partitions between your personal and professional life can be liberating.

You are not obligated to give all of yourself to any corporate organization. In the civilian world, there are parts of your life that solely belong to you.



WANT TO WRITE?

MSEJ WRITERS GUILD

Contact Jamie to learn more.

The MSEJ Writers Guild provides military affiliates with experience and training in writing and publishing as well as an outlet through which to publish their work. The Writers Guild achieves this mission through training, mentorship, and participation in the publication of the MSEJ.

Participants will draft, receive feedback on, and edit their own article to be included in future publications. MSEJ staff members will mentor and provide guidance to participants throughout the program as well as during their tenure with the MSEJ.

Writers Guild participants will gain knowledge of nonprofit publishing, work on their writing skills and style, and may publish their work in a national, monthly publication. Participants who successfully complete the program may be asked to serve as volunteer writers for the MSEJ.



Work from Home Lament: Summer Break

By: Jamie Boyle

Dispatches, Day 1

That haggard look—I'm hoping with the right amount of coffee and some good lighting, it'll go away, and I'll look like I'm keeping it together.

For those of you who don't know me, I work from home all year with a bubbly, but manageable (most of the time) two-year-old. We get in a solid six to seven hours of work any given day thanks to a combination of naptime, strategic art time, Netflix-Nanny, and some late-night work from me.

But today marked the beginning of my elementary student's summer break.

I swear as I drifted off to sleep last night, I heard a voice in the distance, "May the odds be ever in your favor."



The Night Before

Now that school is out and we don't have that weird "get the kid to school" rush in the morning, I think, "I will get up with the husband at PT time and I will exercise. I will get a start on my work before the kids wake up."

The night before is the place where these things happen.

The Morning

I turn off the 5:00 a.m. alarm and walk into the hallway to find the dog guarding the little one's door—a symbol too portentous for me not to "just" pop my head in and take a peek.

Child was fine and asleep, but not for long. Rookie mistake, and I am, sadly, no rookie.

So, we bound down the stairs after it becomes clear that no amount of "nuggles" will in fact result in returned slumber.



ME WRITER, MOM, & REFEREE

One breakfast made, Pandora "cardio" station turned on, and... newly freed from the shackles of school, child number one joins us. (Why do children not sleep in?)

Breakfast number two made, and I step onto the exercise apparatus... "I finish. I down." Cardio becomes an exercise in meditation, during which I usher child one and child two from trampoline to step to resistance bands to the tune of "my turn."

It is now 7:20 a.m.

We settle into a calm, if not idyllic, rhythm, during which I check and respond to emails, apply edits to a press release, and complete research on industry certifications. More than an hour goes by.

I receive a chat message from my boss, and I call her. Nothing could possibly go wrong. Three minutes into the call, thing number two screeches at thing number one, "I want it. My turn. My turn. My turn. MY TURRRNNNNNNNNNNNNNNNNNN."

I apologize to my boss and finish our conversation through a muffled refrain of "stop it" and "be quiet" hand signals.

It is now 9:05 a.m.

I hang up the phone and ask my darling children, "Ok, what can I do for you?"

Only seventy-five and a half more days until school starts.

Do you work from home with little ones? Are you trying to keep your job search afloat while your kids are home on summer break? We'd love to laugh and learn with you about your challenges and successes.

Author's Note: The rest of the day went much better. Child number one made it to the two-hour summer camp. Both children were fed and had quiet time, and we didn't rely on Netflix Nanny until the afternoon. We will survive.

S P O U S E S U C C E S S

"Action is the foundational key to all success."
~Pablo Picasso

Congratulations, Brenda!

We are so proud of all of your successes, from 2014 to the present.

Hiring Challenge: My biggest hiring challenge experience was losing a stable job at USAA in San Antonio Texas, because my husband PCS'd to Maryland. I was trying to find a job that fit my career needs as well as my responsibilities as a military spouse & mother of three. When we moved to Maryland, I needed to find a job that paid me well enough to compensate for the high cost of living in this area, along with affording day care and amazing educational experiences for my children. At the time, I decided to hold off on my career and a full-time job because I was unable to find a job that could accommodate my needs, especially given my husband's frequent deployment schedule.

Assistance Received: I found out about CASY & MSCCN through the group Esposas Militares Hispanas USA Armed Forces and signed up immediately. My Employment Specialist, Lina Irizarry, provided me with email support to sign up for virtual classes and coaching. I learned to update my resume, and received tips for interviewing and the job search that fit with my professional and educational experience.

I have used MSCCN since 2014, and it's been invaluable over those years. I was offered interviews from the five most popular companies in the United States of America. Going to so many interviews better prepared me to get the job that I wanted. I was given the experience necessary to become more professional in my endeavors.



Brenda is the only Mortgage Loan Officer certified as a Spanish speaker in the district of Maryland

Results: Through the assistance I received, I was promoted from part-time to full time at Lowe's and given a better position. After three years at Lowe's, I was hired at Bank of America as a Mortgage Loan Officer. This position was sent to me by Lina Irizarry, several months before I was hired. Now, I'm the only Mortgage Loan Officer certified as a Spanish speaker in the district of Maryland, certification that was provided after I completed the test perfectly. I also possess the NMLS (National Mortgaging License System) certification.

MSCCN works with military spouses and dependents on their short term and long term career goals.

We are here with you for what comes now and what comes next.

Value of Experience: I couldn't be more thankful for the support I've received through the years from MSCCN.

I have received unlimited education and resources, and the dedication and passion of all of the people involved in this organization has made this an amazing experience. Every person I've worked with has helped me to grow professionally and gain confidence in my English.

I truly appreciated being a part of this group. All of the help I received contributed to my gaining the position and career that I enjoy today.

Because of my experience, I've decided to help other military spouses here in Maryland, and am dedicating my volunteer time to assist them with getting relocated, finding a job, job preparation and education, and finding the passion in their career to be successful in our military life. I will continue the cycle of supporting and giving back to our military community.

Need help with your employment search?

An Employment Specialist is available to help you today at www.msccn.org/

Congratulations to one of America's newest citizen, CASY & MSCCN's Melanie Nicks!

Melanie's Story

My journey began about 18 years ago when I met my husband, a United States Marine, who received orders to be stationed in my home country, Germany. We met at a BBQ on the day his plane landed in Germany, and two years later, we were married then had our first child. I knew that my husband's time in Germany would be limited, which meant I would have to move to the States with him eventually to keep our family together, and I was okay with that.

During those first years, I learned a lot about the Marine Corps and the military lifestyle overall. It was nothing I was familiar with or I've experienced before, but I truly enjoyed the strong bond amongst the "military families," which made my decision to move to the States one day much easier.

From Germany to North Carolina

A couple of years later, it was time to say goodbye to my family, friends, country, and everything I have known and move across the Ocean to Jacksonville, North Carolina. It was definitely a culture shock for me, and I realized quickly that my life in NC would not resemble what I have seen so far in most Hollywood movies.

There were many times when I felt like I didn't belong here; felt like I was too different, plus my English needed lots of improvement. I missed my family, friends, and the familiarities, especially during my husband's multiple deployments. I often had to tell myself that I was not a quitter—I followed my heart and made the choice of coming here so I had to be strong, which was sometimes easier said than done.



I often had to tell myself that I was not a quitter—I followed my heart and made the choice of coming here so I had to be strong, which was sometimes easier said than done.

As years went by, I felt more and more comfortable living in the US, and my love for this country and its people grew. I came to the conclusion that I wanted to stay here for the rest of my life and become an American Citizen eventually, but I wanted to become one for the right reason. I did not want it to be based on how many years I had been living here or any other "outside" pressure. My right reason was



simply based on one question: ***"Which country truly feels like home?"*** For the longest time my answer to this question without any hesitation was "Germany," which clearly showed my heart was still there. I experienced a period when I felt somewhat lost in between two countries, not knowing where I belonged.

Deep in the Heart of Texas

After living in the great State of Texas for a few years, the day finally came. I was asked by a friend what country I would call "home," and without any second thought I said "Here in the US! I love Texas." The same week, I completed the lengthy Application for Naturalization Form. Finally submitting this form was a huge step for me, and it was such an amazing feeling to have a place to truly call home again. Citizenship would make my "belonging official." I would be HOME.

American Civics, Not for the Faint of Heart

A couple of months after submitting the form, I received my biometrics appointment to confirm my identity and to have the necessary criminal background check completed. During this appointment, I was provided with the study material for the Naturalization Test, which entails a Reading, Writing and Speaking portion as well as a Civic Test. I was pretty confident about my reading, speaking, and writing skills, but realized quickly that the Civic Test would definitely require some studying. I was also curious to find out if Americans would know most of the answers to those Civic



questions. After testing a few "volunteers" it was obvious, the US would have a few less citizens if their citizenship would be dependent on this test. You can take the test yourself via the following link.

(continued on the next page)



The Final Interview

I received the appointment for my final interview. I was not nervous (I knew I was well prepared), but I was excited to be another step closer to becoming an American Citizen. My interview and test went well, and my path to citizenship was granted. I was told my process was expedited because I was a Military Spouse, and I received an invitation for a special Oath Ceremony in May in honor

of the Military Appreciation Month. Coincidentally, my parents would be here for a visit during that time, and I was extremely happy they would be able to be a part of such a special day.

Oath Ceremony

The day of the Oath Ceremony came, and that's when it finally hit me – I was almost there, almost an American Citizen. Giving up my German Citizenship and my loyalty to Germany was not an easy decision, I love Germany, and it will always have a special place in my heart, but I knew it was time.

There were 110 people from 38 different countries at the Oath Ceremony that day, ready to be sworn in. We included 10 Military Veterans and Military Spouses, seated in a designated area to receive a special message. A welcome message was given and The National Anthem played. I put my right hand over my heart, and as I stood there with pride, I knew I made the right decision. We gave the Oath of Allegiance and said the Pledge of Allegiance to the United States. It was official: I became a United States Citizen. ***Finally, I can say: "I am proud to be an American."***

CASY & MSCCN in the Community



June 14, 2017 - CASY & MSCCN Founder and President Deb Kloeppel, pictured with her husband, CASY & MSCCN CEO and Founder, Rear Admiral Dan Kloeppel (USN-ret), had the opportunity to meet with Chief of Naval Operations Adm. John Richardson at a brief hosted by the Navy League St. Louis Council. The event connects corporate CEOs along with leaders of the military community.

VISIT MILITARY RECONNECT



To learn how to save for and fund your next great adventure



HOT JOBS

for military spouses, caregivers, & dependents



ASK THE EXPERT

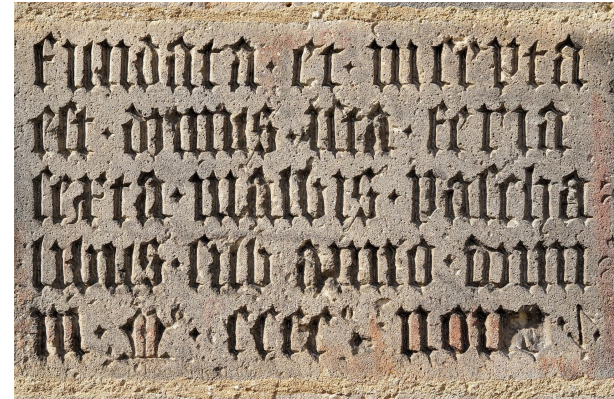
By Amy Rossi

In this month's Ask the Expert, we are going to tackle the subject of "Not so helpful tips." As a career coach and trainer, I often run across outlandish articles and receive absurd questions about supposedly helpful tips given to hopeful job seekers. These tips can range from silly information to downright simplistic suggestions like one I recently received about resume fonts.

The Advice: Although I am currently employed, I subscribe to a few email lists that offer daily tips to job seekers. As a part of the employment industry, I like to keep an eye on the information that is out there so that I know what my clients may be reading.

Sometimes these emails provide interesting information—or at least information that does not harm, and can do some good. This resume font email, however, was not of that variety.

The unidentified job guru began the email by enticing that this change would take no time at all—under a minute, believe it or not. After a cursory statement that stressed the importance of a resume in general (to which I say, "Yes, your resume is important. Don't neglect your resume!"), this tip quickly got down to business. And the business at hand was ... Times New Roman font.



Now, to be clear, I wouldn't recommend this font.



Not built in a day.

after further research here at The MSEJ, we've found that the original quote comes from a *Mental Floss* article; while the quoted individual is an expert in that he's a Creative Designer, he did not in fact do research to prove that hiring managers view TNR in this light. The author then advises that we try a "modern" font, like Helvetica,



Avenir, or Minimalist. Easy enough, right?

The Problem

Reading this snippet in an email, it seems reasonable and helpful. On a particularly bad day, the advice might even sound inspired. Changing your font could make your whole resume look different, it could help you get the recognition and results you need to get an interview, right?

You know the old saying, if it seems too good to be true, it probably is. And if you tried this helpful tip like I did, you probably got frustrated quickly and began asking about the Return on your (Time) Investment (Was it really only 45 seconds?).

Out of the three recommended fonts, Helvetica is the only standard option; and truthfully, it's no more new and fresh than Times New Roman—the only difference is that Helvetica is a sans serif font, which is more readable than a serif font like TNR. Furthermore, the majority of companies use online applicant tracking systems than scan resumes for skills. When your resume is uploaded, if your font isn't one of the "recognized" options, it may be automatically converted to one of the preloaded, standard fonts (There goes your 45 seconds).

But is it really only 45 seconds?

If you are planning to land a job in web design or graphic design, you may be familiar with the other fonts. If you aren't, I'm here to assure you they are fonts rather than the names of Ikea furniture. Avenir is a font family used for web design that you need to download, and Minimalist required two different searches to locate because it is a specific typeface used in Graphic Design. Suddenly, this 45 second

helpful tip turned into a 30-minute frustration activity titled "How do I convert my resume to this?" There are better ways to spend your time.

Content is King.

Here is the real truth: your content is key. If you have the right content, most recruiters could care less about your font because they have way too many applicants to review and probably have no idea what font it is anyway (UNLESS you are in an artistic industry like marketing, graphic design, or web design where you need to design materials as the artist that you are).

Recruiters want to see a targeted, proofread, and consistently formatted resume. And believe it or not, there are still industries that prefer Times New Roman. Examples include, executive leadership positions, financial industry, and conventional companies, where tradition reigns supreme.

Free Your Resume (and Yourself).

The Takeaway: DO NOT CHANGE YOUR FONT unless you are doing so to make it consistent.



This Independence Day, free yourself from easy fixes. Revolutionary resumes aren't created with a "select all" and a font switch. Do the work; get the job.

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