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**HUMAN RESOURCES & PAYROLL**

# Lying on Job Resumes Increasing

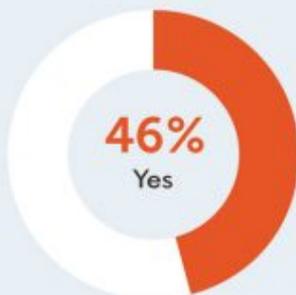
Fifty-three percent of senior managers suspect candidates often stretch the truth on resumes, and 38 percent said their company has removed an applicant from consideration for a position after discovering he or she lied.

Aug. 18, 2017

## LYING ON RESUMES BECOMING MORE COMMON

Nearly **1/2** of workers know  
someone who's lied on a resume.

ALL RESPONDENTS



THAT'S UP FROM  
21% IN 2011!

MEN



WOMEN



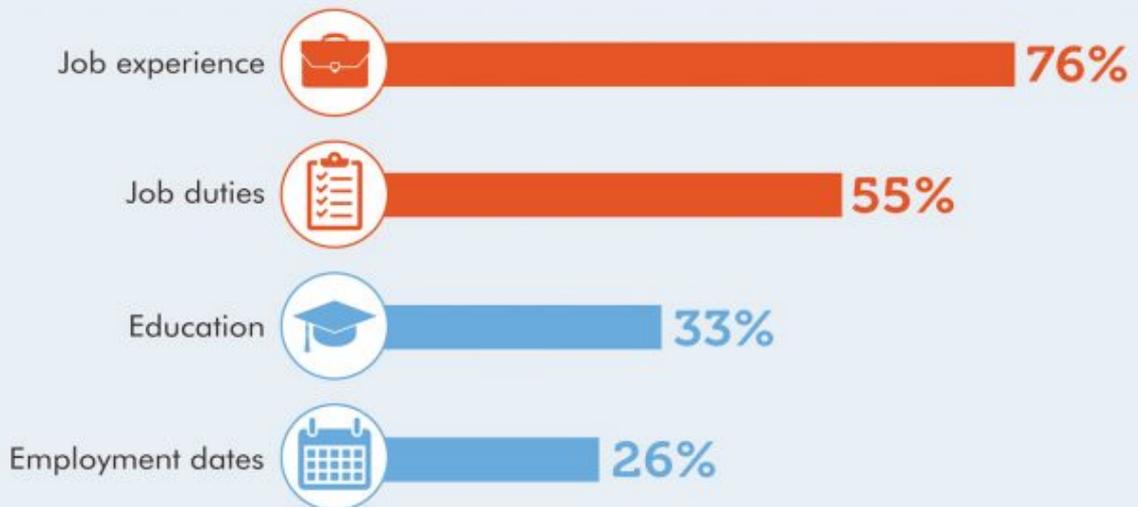
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55+

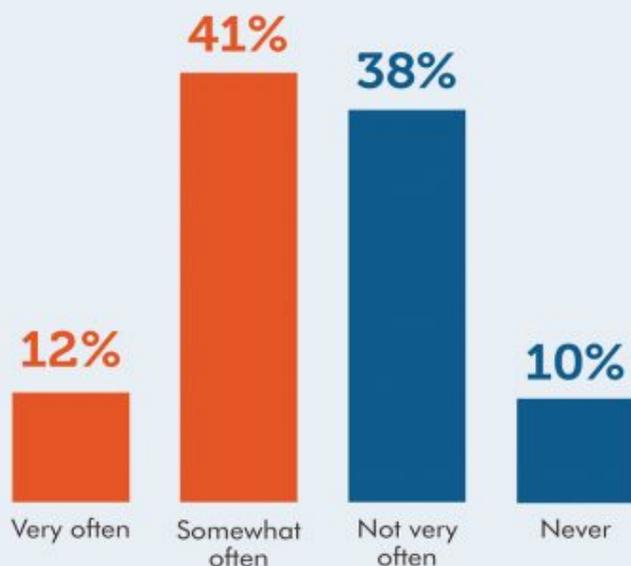


## According to workers, the information that's most commonly misrepresented:



*(Respondents who said they know someone who lied on his or her resume. Multiple responses permitted. Top responses shown.)*

## How often managers think job applicants include false information on their resumes:



(Responses do not total 100 percent due to rounding.)



More than **1/3** of managers said their company has removed a candidate from consideration after discovering the person lied on his or her resume.



Source: OfficeTeam surveys of 1,007 workers and 307 senior managers in the United States

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What's the truth about lying on resumes? Almost half of workers (46 percent) polled by staffing firm OfficeTeam said they know someone who included false information on a resume, a 25-point jump from a [2011 survey](#). Job experience (76 percent) and duties (55 percent) were cited as the areas that are most frequently embellished.

[View an infographic](#) of the research.

Fifty-three percent of senior managers suspect candidates often stretch the truth on resumes, and 38 percent said their company has removed an applicant from consideration for a position after discovering he or she lied.

Workers were asked, “Do you know anyone who misrepresented or exaggerated information on his or her resume?” Their responses:

Yes	46%
No	54%

	100%
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Workers who know someone who misrepresented or exaggerated information on his or her resume were also asked, “**What type of information did they misrepresent or exaggerate on their resume?**” Their responses\*:

<b>Job experience</b>	<b>76%</b>
<b>Job duties</b>	<b>55%</b>
<b>Education</b>	<b>33%</b>
<b>Employment dates</b>	<b>26%</b>

*\*Multiple responses permitted. Top responses shown.*

The research also revealed demographic differences. More male workers (51 percent) know someone who’s lied on his or her resume than their female counterparts (39 percent). Fifty-five percent of employees ages 18 to 34 can name a person who fibbed on this document, the most of all age groups.

“It may be tempting to stretch the truth on a resume to stand out, but even small misrepresentations can remove an applicant from consideration for a position,” said Brandi Britton, a district president for OfficeTeam. “To verify information and avoid costly hiring mistakes, employers should conduct thorough interviews, reference checks and skills testing with the help of a staffing firm.”

OfficeTeam identifies five signs a job seeker may be lying on a resume — and offers tips for confirming details:

- 1. Skills have vague descriptions.** Using ambiguous phrases like “familiar with” or “involved in” could mean the candidate is trying to cover up a lack of direct experience. To assess a worker’s abilities, conduct skills testing or [hire the person on a temporary basis](#) before making a full-time offer.
- 2. There are questionable or missing dates.** Having large gaps between positions or listing stints by year without months can be red flags. Inquire about the applicant’s employment history during initial discussions and ask references to validate timelines.
- 3. You get negative cues during the interview.** A lack of eye contact or constant fidgeting may suggest dishonesty, but don’t eliminate a promising candidate by making a judgment based solely on [body language](#). Consider the individual’s

responses to your questions and feedback from other staff members who met him or her.

4. **References offer conflicting details.** Ask initial contacts about additional people you can speak to about the prospective hire. Also check if there are connections in your network who can provide insight about the candidate.
5. **Online information doesn't match.** Don't always take what you find on the internet at face value. There may be multiple professionals with the same name or legal issues with how the information can be used. Verify facts during the interview and reference check processes.

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