## RESUME & CV DEVELOPMENT



#### Everything You Need to Build a Resume



CC 113 | (806) 651-2345 WTCAREER@WTAMU.EDU

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#### Job Search Checklist

Job searching can feel overwhelming. It's helpful to break it down into manageable parts. You don't have to do all of these, and there is no specific order. For example, you can start working on your resume before you identify what you want to do. Start checking off as many of these activities as you can, and you'll find yourself on the way to a great opportunity.

Support for every phase of job searching is available in the Office of Career and Professional Development (OCPD)...and you don't have to do it all during business hours. Start by checking our website (www.wtamu.edu/career).

#### Know yourself.

	Identify personal strengths. (www.wtamu.edu/buffstrong)				
	Meet with a Strengths coach to learn how to share personal strengths during the job search. (Schedule an appointment at				
	www.wtamu.edu/career $\rightarrow$ Handshake)				
	Complete the YouScience assessment to learn more about personality, interests, and values. (bit.ly/WTyouscience)				
	Meet with a career coach to explore YouScience results and possible careers				
Identify three careers/jobs that I plan to pursue (Plan A, B, and C). (www.wtamu.edu/career → Career Explore					
	a Major $\rightarrow$ Buff Pathways)				
	Understand and identify personal marketable skills. (www.wtamu.edu/career $ ightarrow$ Professional Development $ ightarrow$ Marketable				
	Skills)				
	Meet with a career coach to assist in my career search. (wtamu.joinhandshake.com)				

#### Know where you want to work, and what you want to do.

		Research organizations or companies that might hire someone with my major and skills. (To learn more about outcomes for	
recent WT grads, visit www.wtamu.edu/career $\rightarrow$ Career Outcomes $\rightarrow$ Employment and Salary Data)			
	Research potential career fields: typical entry-level jobs, typical salaries, best geographic locations for jobs, etc.		
		Identify at least 10 potential employers for the type of work I'm seeking.	

#### Get ready for the search.

GCL	cereary for the search.				
	Activate account and complete profile in Handshake. (wtamu.joinhandshake.com)				
	Connect with OCPD on social media to see events & opportunities. (Twitter, Facebook, Instagram - WTCareer)				
	Schedule a resume mini workshop with OCPD. (https://bit.ly/wtcareerappointment)				
	Prepare a portfolio or gathered work samples to highlight experience, skills, and talents.				
	Develop a professional introduction, AKA 30-second elevator pitch.				
	Identify professionals in my field to contact for an informational interview. (Learn more at www.wtamu.edu/career → Career				
	Exploration $\rightarrow$ Informational Interviewing)				
	Identify at least three individuals who will serve as references.				
	Develop interview skills by practicing responses to typical interview questions and preparing good questions to ask the				
	employer during the interview.				
	Complete a mock interview. (www.wtamu.edu/career → Professional Development → Mock Interview Program)				
	Shop for interview clothing that is appropriate for industry. (Schedule a visit to the Professional Clothing Closet for 1 free outfit				
	per semester at https://bit.ly/wtcareerappointment)				
	Set up voicemail and have a professional message in case an employer calls.				
	Set up a neutral/professional email address to share with employers.				
	Prepare myself with work experience through related part-time jobs and/or internships. (Learn more at				
	www.wtamu.edu/career $\rightarrow$ Job Search $\rightarrow$ Internship Information)				

#### Start searching.

<ul> <li>Attend every career fair related to my career goals. (www.wtamu.edu/career → Job Search → Job Fair &amp; EXPO Information)</li> <li>Upload resume(s) to Handshake, and fully complete my profile. (www.wtamu.edu/career → Handshake)</li> <li>Create a LinkedIn profile, joined groups related to my career goals, developed a list of potential networking contacts, and keep in touch with them (www linkedin com)</li> </ul>	 					
Create a LinkedIn profile, joined groups related to my career goals, developed a list of potential networking contacts, and keep	Attend every career fair related to my career goals. (www.wtamu.edu/career $\rightarrow$ Job Search $\rightarrow$ Job Fair & EXPO Information)					
	Upload resume(s) to Handshake, and fully complete my profile. (www.wtamu.edu/career $\rightarrow$ Handshake)					
in touch with them. (www.inkeun.com)	Create a LinkedIn profile, joined groups related to my career goals, developed a list of potential networking contacts, and kee in touch with them. (www.linkedin.com)					
Set up saved job searches in Handshake, LinkedIn, and other job boards relevant to my industry.						
Set up a weekly schedule with time set aside to search for jobs, reach out to possible contacts, schedule informational	Set up a weekly schedule with time set aside to search for jobs, reach out to possible contacts, schedule informational					
interviews, work on job applications, and follow-up on interviews and leads.						
Follow up on every interesting job lead.	Follow up on every interesting job lead.					
Follow up after sending my resume and cover letter with a phone call or email to each employer requesting a job interview.						
Send thank you letters or emails to every person who interviews me or provides me with a job lead.	Send thank you letters or emails to every person who interviews me or provides me with a job lead.					

#### email@server.com

LinkedIn.com/CustomPersonalID

#### **OBJECTIVE** – Explain why you made this resume

A <u>brief</u> statement of your goals for the resume. Sentence 1: for a tailored resume, be very specific and state the internship position title and company; for an industry resume to use online and at job fairs, state you are seeking an internship and why. Sentence 2: outline the career goals and skills or experiences you hope to learn. Sentence 3: core abilities and attributes you will bring to the company.

**EDUCATION** - List higher education with most advanced degree first; do not include high school **School name** [spell out everything in this section – no abbreviations] Official degree name, Major [check college website or diploma]

City, ST projected Month 202#

- Minor
- GPA: #.#/4.0 [include only if ≥ 3.0]
- Academic honors

#### RELATED COURSEWORK EXPERIENCE or PROJECT EXPERIENCE[OPTIONAL]

#### Course or Project Name (not number), completed date

- Only list courses or projects *directly related to the industry* and/or qualifications for the internship post
- List relevant project responsibilities, certifications, skills etc. gained in that course or project when possible

#### **PROFESSIONAL SKILLS**

- 5-7 brief statements of experience, training, and/or personal attributes that are naturally your strongest and those <u>most relevant</u> to your industry and/or the job you are applying for
- Highlight what you have to offer a company or organization right up front
- Start each bullet in skills and relevant/work experience sections with a strong action verb
- Look to your CliftonStrengths, YouScience results, and the internship description for ideas on what to include
- Be creative!

#### **TECHNICAL EXPERIENCE [OPTIONAL]**

• List technology and equipment relevant to the internship or industry

#### **RELEVANT EXPERIENCE [OPTIONAL]** – list in reverse order, i.e. put your most recent job first; verbs always past tense

#### Company #1

Job Title #1

- Can include jobs, internships, and volunteer experiences (paid and unpaid)
- Include a few bullets with direct or transferrable knowledge, skills, or abilities directly relevant to your industry

#### **WORK EXPERIENCE** – list in reverse order, i.e. put your most recent job first; verbs always past tense

#### Company #1

Job Title #1

Month Year – Month Year (dates of employment)

Month Year – Month Year (dates of employment)

• Only include bullet points if you have transferrable knowledge, skills, or abilities that are relevant in your industry or listed in the internship description; *performed X to do Y to accomplish Z* and quantify when possible

#### Company #2

Job Title #2

City, ST Month Year – Month Year (dates of employment)

#### **ACTIVITIES AND HONORS [OPTIONAL]**

- List the most recent first; include position title and dates if relevant
- College activities only



City, ST

City, ST

(###) ###-#### City, ST

#### **Beatrice Ann Intern**

bi999999@buffs.wtamu.edu LinkedIn.com/CodingBea

#### OBJECTIVE

Looking to explore future career options as an Intern at High Tech Texans, LLC. Seeking experiences in a fast-paced, innovative, and well-respected company to observe the day-to-day life of professional user experience designers and practice coding skills. Will bring high curiosity, dedication to applying technological solutions to everyday problems, and passion for efficiency and multitasking to this internship.

#### EDUCATION

#### West Texas A&M University

Bachelor of Science, Major: Computer Science with a Data Science Track

• GPA: 3.9/4.0

#### RELATED COURSEWORK EXPERIENCE

Programming Principles I, completed Dec 2024 Computer Organization and Assembly Language, expected completion May 2025

#### **PROFESSIONAL SKILLS**

- Guided by curiosity in work and school
- Makes connections between cross-disciplinary interests for unique technical solutions
- Assesses the big picture and is careful of details at the same time
- Focuses on projects intensely for long periods
- Passionate about building a future using technology and AI ethically and creatively to help all people

#### **TECHNICAL EXPERIENCE**

- Programming languages: HTML, Python, Javascript, R
- Workplace tools: Google Workplace, iWork, Slack, Microsoft Office

#### **RELEVANT EXPERIENCE**

#### Apple Genius Bar

Genius

- Nov 2021 Jul 2023, May 2024 Aug 2024
- Assisted customers in troubleshooting technical issues, including recovering essential documents and multimedia, to improve customer experience
- Increased understanding of Apple hardware and software for repairs and updates

#### MonkeyRun

App Creator

Austin, TX

Austin, TX

May 2022 – Feb 2023

- Created app game useable by people with low vision or blindness to increase accessible entertainment
- Learned coding languages using online resources and trial and error
- Earned \$10,390 over two years of app sales

#### WORK EXPERIENCE

Aramark	Canyon, TX
University Food Prep Assistant	Aug 2023 – May 2024, Aug 2024 – May 2025

ACTIVITIES AND HONORS Association for Computing Machinery, Secretary

Aug 2023 - present

3

(806) 110-0010 Austin, TX

Canyon, TX

projected Dec 2026

#### Cover Letter Style Guide [MATCH HEADING TO YOUR RESUME]

email@server.com LinkedIn.com/CustomPersonalID

Date of letter

Name of recruiter or hiring manager [Mr./Ms. FIRST LAST] Title of recruiter or hiring manager **Company Name Company Street Address** Company City, State ZIP

#### How to Submit:

1) For online applications, save as a PDF and upload in the documents section

(###) ###-####

City, ST

2) When emailing a resume, copy and paste your cover letter into the the body of email

Dear Mr./Ms. LAST NAME:

1<sup>st</sup> PARAGRAPH – why you are writing, name of the position or role you are seeking, and company or organization; share how you heard about the opening or organization.

**MIDDLE PARAGRAPHS** – Explain why you are particularly interested in this company – read their mission, vision, and strategic plan to help. Let your passion and purpose for your industry shine through. I.e. share a story about how you found your interest in the industry or a specialty you are particularly interested in. Share one or two qualifications you think would be of greatest interest to the employer and examples from your professional history that give weight to your skills in that area. Indicate any related experience, educational background, or specialized training that might increase your employability and set you apart from other candidates. Explain anything unusual on your resume, i.e. career gaps or industry changes. Then refer the reader to your enclosed resume. If applicable, indicate your willingness to relocate.

LAST PARAGRAPH – close with information on how you plan to follow up. Give an approximate period in which you will re-contact the company to further discuss employment opportunities. Don't say "I look forward to hearing from you." Keep the ball in your court!

Sincerely,

Signature [Optional]

Your typed name

**Questions?** WTAMU Office of Career and Professional Development Classroom Center

CC 113

(806) 651-2345

wtcareer@wtamu.edu

#### **General Tips** –

- Write to someone in particular
- Make zero grammatical errors visit the Writing Center for help
- Personalize your content (mention the name of the company or its product as appropriate)
- Use professional format and present a good appearance (no smudges, running off edges, etc.)
- Target YOUR skills and experience as they apply to the job sought
- Define the next step

bi999999@buffs.wtamu.edu LinkedIn.com/CodingBea (806) 110-0010 Austin, TX

October 12, 2024

Ms. Dorothy Frizzle Owner High Tech Texans, LLC. 1245 Flooded Ln. Houston, TX 72058

Dear Ms. Frizzle:

I am writing to express my strong interest in the internship position at High Tech Texans, LLC. As a sophomore Computer Science major at West Texas A&M University with a focus on Data Science, I am eager to apply my skills and passion for technology in a professional setting.

I am particularly drawn to High Tech Texans, LLC because of your reputation for innovation and your focus on user experience design. I am excited about the opportunity to observe and learn from professional UX designers in a woman-owned business while also applying and expanding my coding skills.

My academic background has provided me with a solid foundation in programming principles and computer organization. I am proficient in several programming languages, including HTML, Python, JavaScript, and R, and I have hands-on experience with various workplace tools such as Google Workplace, iWork, Slack, and Microsoft Office. My time as an Apple Genius further honed my technical troubleshooting skills and deepened my understanding of hardware and software interactions. This experience has instilled in me a strong customer service ethic and the ability to explain complex technical concepts to a diverse audience.

What sets me apart is my practical experience in app development. I successfully created and launched MonkeyRun, an accessible game app for people with low vision or blindness. This project not only showcased my coding skills but also demonstrated my ability to learn independently and create innovative solutions to real-world problems to help support the people in our community.

As a dedicated and curious individual with a passion for using technology to improve people's lives, I believe I would be a valuable addition to your team. I am eager to contribute my skills, learn from your experienced professionals, and help drive innovation at High Tech Texans, LLC. Thank you for considering my application. I will reach out on October 19<sup>th</sup> to confirm receipt of my application and provide any other needed information.

Sincerely,

Bea Ann Intern

#### **Reference Content for Job Applications [Match Header to Your Resume]**

email@server.com | YourWebsite.com | linkedin.com/CustomPersonalID | (###) ###-##### | City, ST

REFERENCES	How to Submit:			
Name of reference #1 Official title (current role) Name of current Company or Organization	Each company wants references at a different point in the process. Prep your list with other job materials so they are ready to go.			
Relationship to you [supervisor, colleague, etc.] (###) ###-####	Submission requests may be:			
email@company.com	1) Part of an online application fillable form – copy and paste information to prevent errors			
Name of reference #2				
Official title (current role)	2) Part of an online application upload			
Name of current Company or Organization	requirements – upload as a PDF			
Relationship to you [supervisor, colleague, etc.]				
(###) ###-####	3) At the interview – always print and take copies			
email@company.com	with you			
Name of reference #1	4) After a job offer – email as a pdf when			
Official title (current role)	requested			
Name of current Company or Organization				
Relationship to you [supervisor, colleague, etc.]				

General Tips –

(###) ###-####

email@company.com

- If the job post instructs you to list a certain number of references, provide that exact number, otherwise, you will typically provide 3 – 5.
- Don't use family members as references.
- List your most relevant references first.
- Use professional format and present a good appearance (no smudges, running off edges, etc.).
- ASK your references if they can give you a **positive reference** before listing them on your references page.
- Once you have asked a reference for a recommendation, let them know the **specific** type of job you are seeking. Ask them to let you know if they hear of something. You never know who may come across a job opening that might interest you.
- Periodically stay in touch with your references and update them on your job search. Let them know when you have interviewed so they can be prepared for a reference call. And let them know when you accept a job.



#### **Graduate School Application Checklist**

Job searching can feel overwhelming. It's helpful to break it down into manageable parts. You don't have to do all of these, and there is no specific order. For example, you can start working on your resume before you identify what you want to do. Start checking off as many of these activities as you can, and you'll find yourself on the way to a great opportunity.

Support for every phase of job searching is available in the Office of Career and Professional Development (OCPD)...and you don't have to do it all during business hours. Start by checking our website (www.wtamu.edu/career).

#### Know yourself.

	Identify personal strengths. (www.wtamu.edu/buffstrong)				
Meet with a Strengths coach to learn how to share personal strengths during the job search. (Schedule an ap					
	www.wtamu.edu/career $\rightarrow$ Handshake)				
	Complete the YouScience assessment to learn more about personality, interests, and values. (bit.ly/WTyouscience)				
	Meet with a career coach to explore YouScience results and possible careers				
	Identify three graduate degrees based on personal strengths and attributes.				
	Meet with a trusted mentor or advisor to discuss next steps in your academic and career journey.				

#### Know where you want to work, and what you want to do.

	Research potential graduate degree plans and the types of careers they often lead to – narrow down to a single graduate		
	degree you will pursue. Revisit your YouScience results to help. (bit.ly/WTyouscience)		
Research universities that offer the degree program and assess for fit based on location, time frame, cost, faculty engagen			
	etc.		

Identify at least 5 programs you are interested in applying to.

#### Get ready for the search.

uer	bet ready for the search.				
	Activate account and complete profile in Handshake. (wtamu.joinhandshake.com)				
	Connect with OCPD on social media to see events & opportunities. (Twitter, Facebook, Instagram - WTCareer)				
	Complete standardized tests required.				
	Draft CV and personal statements. Use WT Writing Center to proof personal statements.				
	Schedule a CV Review appointment with OCPD. (https://bit.ly/wtcareerappointment)				
	Request copies of transcripts from colleges and universities.				
	Prepare a portfolio or gathered work samples to highlight experience, skills, and talents.				
	Develop a professional introduction, AKA 30-second elevator pitch.				
	Identify professionals who attended the schools you are applying to for an informational interview. (Learn more at				
	www.wtamu.edu/career $ ightarrow$ Career Exploration $ ightarrow$ Informational Interviewing)				
	Identify at least three individuals who will serve as references and ask for recommendation letters.				
	Develop interview skills by practicing responses to typical interview questions and preparing good questions to ask the				
	employer during the interview.				
	Complete a mock interview. (www.wtamu.edu/career $\rightarrow$ Professional Development $\rightarrow$ Mock Interview Program)				
	Shop for interview clothing that is appropriate for industry. (Schedule a visit to the Professional Clothing Closet for 1 free outfit				
	per semester at https://bit.ly/wtcareerappointment)				
	Set up voicemail and have a professional message in case an employer calls.				
	Set up a neutral/professional email address to share with universities.				
	Prepare with experience through related part-time jobs, internships, and projects. (Learn more at www.wtamu.edu/career $ ightarrow$				
	Job Search $\rightarrow$ Internship Information)				

#### Start searching.

	Attend Graduate & Professional Schools Fair. (www.wtamu.edu/career $\rightarrow$ Job Search $\rightarrow$ Job Fair & EXPO Information)				
Create a LinkedIn profile, follow faculty and universities of interest, develop a list of potential networking contact					
	touch with them. (www.linkedin.com)				
	Set up a schedule to make regular progress on submitting applications with time to tailor CVs and personal statements,				
informational interviews, networking, and application submission.					
	Follow up with graduate programs after submitting applications.				
	Send thank you letters or emails to every person who interviews me.				

#### DON'T LET ATS DITCH YOUR RESUME

#### WHY YOU NEED TO KNOW ABOUT APPLICANT TRACKING SYSTEMS (ATS):

- **70-80% of resumes screened by ATS do not meet minimum requirements** and are placed as the lowest priority among competing resumes, so a person may never review them.
- Using the samples in this packet as a guide and following the tips below **will double your chances of getting an interview** for each application.

#### WHAT IS ATS?

Applicant Tracking Systems streamline the hiring process and are used by many companies and organizations. These systems help to distribute job posts, screen resumes, and serve as a common access point to applications for all staff involved in the hiring process.

You will know an employer uses ATS if the application is highly detailed and asks you to fill out a lengthy application OR if you upload a resume and it auto-populates a form.

#### FAIL ATS:

- Use templates from Microsoft Word, Google Docs, Canva, online websites, etc.
  - ATS rejects 99% of graphic/highly designed resumes
- Copy and paste extensively from GenAI platforms with no editing or refining
- Use columns without bullet points; use any tables
- Include pictures, icons, or other images

#### PASS ATS:

- Focus on highlighting knowledge, skills, and abilities (KSAs) through targeted use of keywords
  - o Include both technical skills and interpersonal competencies
  - Start each bullet point with an action verb that connects to the KSA you are highlighting
  - Recommended content for each bullet point: performed X to do Y to accomplish Z
- Include **51% or higher** of the KSAs listed in the job description
  - o Job descriptions list 67 KSAs on average
  - Use GenAI to help you identify and prioritize KSAs for a specific job post
- Use standard section headings to help ATS identify where to sort information always use the word *experience* for sections like work history and technical skills
- For work history, instead of using *current* or *present* in the date range, list the month and year when you finalize the resume
- Are created in Microsoft Word and converted to PDF before uploading
  - HINT: You can download Microsoft Office for free as a WTAMU student
- Fill out the complete application thoroughly in addition to submitting a resume
- Only use a single font style and do not use more than 3 font sizes

#### DON'T Forget:

After ATS ranks your resume, it must then appeal to a person. Write with both ATS standards and a knowledgeable supervisor in mind.

#### **Formatting Your Resume: Cheat Sheet**

- Microsoft Word is your friend. In Buff Connect, you have free access to Microsoft 365, including Word
  - a. Save final versions as a PDF before sending to an employer
  - b. Do NOT use Google Docs or Canva
  - c. Steer clear of using templates in any format
- Change your paragraph settings: Spacing before/after (0/0), Line spacing (single),
- Select an appropriate font (Garamond, Arial, Calibri, Helvetica, Georgia, Cambria, TNR, Avenir)
  - a. Fonts: 1-2
  - b. Font sizes: 3 or less
- Create your Headline:
  - a. Add your Name (in the biggest font typically 18-22-point font); Phone, Email (remove hyperlink) in a smaller font. City/ST and portfolio web address are optional.
  - b. If you have a robust LinkedIn profile and/or a professional portfolio, consider linking those in your header as well. (Be sure to create and use a custom short link in your LinkedIn profile.)
  - c. Your header can be all center aligned, or a combination of left and right aligned. Whatever you decide. Here are some examples:

#### **Bucky Buffalo**

Canyon, TX | bbuffalo@wtamu.edu | 806.651.2345

#### **Bucky Buffalo**

bbuffalo@wtamu.edu | 806.651.2345

- Add lines shortcuts may not work on all Microsoft versions (these can be used in your header, as shown above, and/or in your section headers):
  - a. For single line, type three hyphen keys --- and hit Enter
  - b. For a single bold line, type shift + three hyphen keys (or three underscore strokes) \_\_\_\_ and hit Enter
  - c. For a double line, type three equal signs === and hit Enter
  - d. For a single line, thick line, single line, type three hashtag signs ### and hit Enter
- Section Headings: 14-point font Bold, maybe underlined
- **Text**: 10 -12-point font
- General Formatting:
  - a. No pronouns (I, me, my, you) or punctuation, other than a comma or semicolon, anywhere (except for your objective statement if you chose to have one)
  - b. 1 full page. Margins: as small as .5" all the way, but the page must look full.
    - i. 2<sup>nd</sup> page allowed if you have worked professionally for 5 or more years.
  - c. Use all the space on a line. Consider things left and right aligned.
  - d. Use all caps section headings, bullet points, bold and italics, and spacing to help eyes skim quickly.



- e. Everything is in reverse chronological order (current first followed by events that happened in the past)
- **Use Tab Stops** (this allows you to fit more information into one line without using the space bar or multiple tabs to move information to the right):
  - a. On Microsoft Word Desktop App:
    - i. Click View, click the box to show the ruler.
    - ii. Click the "L" on the top left corner.
      - 1. When you click it, it moves shapes: the L is the left tab, the upsidedown T is the center tab and the backwards L is right aligned.
      - 2. Select the tab you want to edit and then click on the ruler where you want it to align.

Insert tab stop

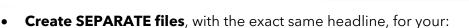
Hide ruler

Clear all tab stops

- b. On Microsoft Word 365:
  - i. Click View, click the box to show the ruler.
  - ii. Place your cursor on the line you wish to work on.
  - iii. On the ruler, on the right side, click once to see this menu.
  - iv. Click > after "Insert tab stop" then select the tab stop you wish to use.
- c. Example:

#### West Texas A&M University

Bachelor of Science, Chemistry, GPA 3.98/4.00



- a. Resume
- b. Cover Letter
- c. References
- Always save as a Word document AND as a PDF! You'll ALWAYS turn in the PDF.
  - a. Consider saving your documents the following: (First initial Last name)(file type)(company)
    - For example: BBuffalo.resume.DreamersCompany OR BBuffalo References DreamersCompany
    - Pick a style that works for you and be consistent.

#### • Bonus Pro-Tips:

- a. Create a "master resume" with everything you do at each position and the value/impact you've brought to the position.
  - i. You'll thank us later. We promise, in a few years, you won't remember everything you were doing this year.
  - ii. More importantly, this allows you a "bank" of bullet points to chose from and customize when applying for a variety of positions.
  - iii. You'll NEVER turn this resume in. It's just for you, so don't worry about the length.
  - iv. Don't forget to add certifications, honors, professional development as well!
- b. Save a copy of every job description you apply for along with the resume you created for that position. Companies will remove them off websites when they close the position. When they call for an interview, it will give you great hints about what to expect in an interview!





Left tab stop

L Center tab stop

Right tab stop

Canyon, TX May 202#

#### GATHER INFORMATION

#### PART I

WHICH TYPE OF RESUME WILL Tailore YOU CREATE TODAY? Indust		
NAME YOU WILL USE PROFESSIONALLY:		
PROFESSIONAL EMAIL:		
PHONE NUMBER:		
HOME CITY, STATE:		
WEBSITE ADDRESS:		
LINKEDIN ADDRESS:		
EDUCATION DETAILS:		
1 University or college name	-	Location City, State
Degree (Bachelor of), Major, Minor	GPA (>3.0)	Date Graduated or Graduating
2 University or college name	-	Location City, State
Degree (Bachelor of), Major, Minor	GPA (>3.0)	Date Graduated or Graduating
3 University or college name	-	Location City, State
Degree (Bachelor of), Major, Minor	GPA (>3.0)	Date Graduated or Graduating

#### WRITE AN IMPACTFUL OBJECTIVE

FILL IN THE BLANKS

		pursuing	the position of
Descriptive	noun phrase		
	with		and aiming to
Job title or type	e Com	npany name or in	ndustry
leverage .	Knowledge/skill,	/ability	Knowledge/skill/ability
to contrik	oute to the	e type of work	• < or culture

- Motivated biology graduate pursuing research assistant position in molecular biology laboratory.
- Recent finance graduate aiming to leverage quantitative analysis abilities in an investment banking role.
- Aspiring software developer eager to contribute to innovative projects in a dynamic tech environment.
- Recent animal science graduate seeking quality assurance role in food production to apply knowledge of food safety and product development.

GTHS	3. NACE CAREER COMPETENCIES Review Competencies for a Career- Ready Workforce and consider how confident you feel for each.	Then, list the <b>8 competencies</b> from highest to lowest confidence. <b>Circle</b> <b>the top 3</b> to use when drafting a professional profile.	
COMMUNICATE YOUR STRENGTHS	<b>2.YOUSCIENCE</b> List words and phrases that responate with you from your <b>YouScience</b> report.		
CO	1. CLIFTONSTRENGTHS List words and phrases that resonate with you from your CliftonStrengths report and Strengths Language for Resumes chart.		

13

SHEET:

THE GREEN

# **Strengths Language for Resumes**

## Find your strengths at wtamu.edu/BuffStrong

Deliberative Context Consistency Connectedness Competition Communication	Descriptors presenting transparent interactive conversational expressive conversational expressive captivating entertaining winning measuring entor measuring aspiring driven goal-oriented integrating driven goal-oriented integrating erceptive connseling perceptive fair consistent practical efficient orienting perceptive highlighting conficential oriential conservative thoughtful serious confidential observant vigilant patient patient	Who am 1? presenter conversationalist storyteller writer writer bridge-builder unifier secker recorder risk-assessor planner coach mentor
	effective encouraging investing observant growth-oriented	encourager

organizer       planner       planner       self-controller       self-controller       structurer       structurer       structurer       confidant       expresser       sage       listener       resonator       concentrator       guide       guide       goal setter       negotiator       anticipator       peacemaker       inventor       peacemaker       inventor       presigner       antistormer		Descriptors	Who am 1?
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spontaneous creative innovative collaborative artistic insightful resourceful			pragmatist
spontaneous creative innovative collaborative artistic insightful resourceful			peacemaker
creative innovative collaborative artistic insightful resourceful		spontaneous	inventor
innovative collaborative artistic insightful resourceful		creative	creator
collaborative artistic insightful resourceful	uo	innovative	designer
artistic insightful resourceful	iteə	collaborative	artist
	p	artistic	innovator
		insightful	brainstormer
		resourceful	novelist

	Descriptors	Who am 1?
	accepting	
	tolerant	inviter
her	interactive	assimilator
onjo	perceptive	barrier-buster
ouj	others-oriented	
	welcoming	
	integrating	
	aware	customizer
uo	perceptive	observer
oite:	people-oriented	acceptor
zile	strengths-oriented	
npi	fair	
ivib	accurate	
u	insightful	
	diverse	
	resourceful	collector
	collecting	absorber
	inquisitive	curator
ļno	utility-aware	circulator
lul	generous	
	well-read	
	knowledgeable	
	investigative	
	introspective	thinker
u	intellectual	philosopher
oit:	philosophical	discussant
oəll	in-depth	writer
əţu	reflective	blogger
I	thinking	
	driven	
	curious	student
	interested	explorer
Jer	inquisitive	discoverer
arr	open-minded	self-helper
θŢ	studious	continuous-improver
	passionate	expert
	competent	
	selective	leader
19	strengths-oriented	driver
zim	quality-oriented	clarifier
ixb	results-oriented	persuader
W	discriminating	challenger
	sorting	quality controller

	Descriptors	Who am I?
	fun	energizer
	optimistic	optimist
	hopeful	encourager
vity	generous	influencer
/itia	enthusiastic	performer
юd	energetic	celebrator
	joyful	recognizer
	influential	enthusiast
	lighthearted	promoter
	friendly	friend
r	caring	loyalist
ote	authentic	caretaker
ləЯ	genuine	
	transparent	
	truthful	
	diligent	owner
	conscientious	committer
ity	loyal	servant
lidi	driven	responder
suc	dependable	volunteer
ods	serious	
Ъę	committed	
	responsive	
	independent	
Ð	problem-oriented	fixer
vite	driven	troubleshooter
tor	investigative	investigator
səy	responsive	rehabilitator
ł	insightful	
	independent	influencer
ə	certain	director
oue	confident	risk-taker
ıns	self-aware	leader
sA-	self-sufficient	
fləð	instinctive	
S	stable	
	persistent	
	credible	performer
əc	successful	seeker
oue	visible	
oifi	influential	
ußi	desirous	
S	independent	
	professional	

Creative       option-aware       intuitive       intuitive       intuitive       intuitive       anticipating       selective       thoughtful       insightful       insightful       insightful       insightful       insightful       insightful       outgoing       outgoing       influential       influential	Descriptors	Who am I?
		selector
		thinker
	ware	strategist
		sorter
	iented	evaluator
	ing	pathfinder
		planner
	n	
		socializer
	/e	conversationalist
	proactive	greeter
	la la	engager
		initiator
engaging	us	networker
		prospector
Initiating		
socially energetic	energetic	

Take the **CliftonStengths** Assessment Today! www.wtamu.edu/buffstrong



### YOU SCIENCE Why YouScience?

Use your results for:

- Career Exploration
- Major/Career path assistance
- Career Development, such as Resumes, Cover Letters, Scholarship Essays, and more!
- Personal Development
- Understand yourself more

#### YouScience is not just for picking your major...it is SO much more!



#### **Explore YOU!**

After you take the assessment, schedule a YouScience Exploration & Follow Up appointment in Handshake at **https://bit.ly/WTappt** to dive into your results with one of our staff.

#### **Get Started**

Go to **signin.youscience.com** (806) 651-2345 | wtcareer@wtamu.edu | CC 113

#### **CAREER READINESS**

#### Competencies for a Career-Ready Workforce



#### **Career & Self Development**

Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization.



#### Communication

Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.



#### **Critical Thinking**

Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.



#### Equity & Inclusion

Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism.



#### Leadership

Recognize and capitalize on personal and team strengths to achieve organizational goals.



#### Professionalism

Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.



#### Teamwork

Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.



#### Technology

Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.

#### naceweb.org/career-readiness-competencies



#### What Is Career Readiness?

Career readiness is a foundation from which to demonstrate requisite core competencies that broadly prepare the college educated for success in the workplace and lifelong career management.



#### List of VALUES

Accountability Achievement Adaptability Adventure Altruism Ambition Authenticity **Balance** Beauty Being the best Belonging Career Caring Collaboration Commitment Community Compassion Competence Confidence Connection Contentment Contribution Cooperation Courage Creativity Curiosity Dignity Diversity Environment Efficiency Equality

Ethics Excellence Fairness Faith Family Financial stability Forgiveness Freedom Friendship Fun **Future generations** Generosity Giving back Grace Gratitude Growth Harmony Health Home Honesty Hope Humility Humor Inclusion Independence Initiative Integrity Intuition Job security Joy

#### **Kindness** Knowledge Leadership Learning Legacy Leisure Love Loyalty Making a difference Nature **Openness** Optimism Order Parenting Patience Patriotism Peace Perseverance Personal fulfillment Power Pride Recognition Reliability Resourcefulness Respect Responsibility **Risk** -taking Safety Security Self-discipline Self-expression

**Instructions**:

•

Have a pen or highlighter

most strongly

want to include

Set a timer for 60 seconds and press start Choose **5 values** that you connect with

Add your own if you don't see one you

Self-respect Serenity Service Simplicity Spirituality Sportsmanship Stewardship Success Teamwork Thrift Time Tradition Travel Trust Truth Understanding Uniqueness **Usefulness** Vision Vulnerability Wealth Well-being Wholeheartedness Wisdom

#### Write your own:

Justice

#### TAILOR YOUR RESUME FOR AN ORGANIZATION OR INDUSTRY

#### KNOW THE INDUSTRY

Resource	Link	Helpful tips	
YouScience	SignIn.YouScience.com	Use <b>Buff student email</b> to create	
		account.	
		Must complete assessment; then	
		browse Find Best Fit Careers.	
O*NET Online	OnetOnline.org	Search by job title or browse by	
		career cluster.	
		Select <b>custom</b> in a career	
		summary page, choose skills,	
		abilities, knowledge, and	
	education, then click GO.		
Occupational Outlook	bls.gov/ooh	Search by job title or browse by	
Handbook		career cluster.	
		Read What They Do for core job	
		qualifications.	
Career OneStop:	CareerOneStop.org/CompetencyModel	Browse under Industry Models.	
Competency Model	Interactive – click the		
Clearinghouse		competency for specifics.	
Career OneStop:	CareerOneStop.org/Toolkit/Training/	Think of industry and occupation	
Professional Association	find-professional-associations.aspx	as synonyms to cast a wide net.	
Finder		Many professional organizations	
		offer job boards for members!	

#### KNOW THE COMPANY

Resource	Link	Helpful tips	
Organization's website!	Google it	Read through mission, vision, and	
		strategic plans.	
Better Business Bureau	BBB.org Read reviews and look at r		
Glassdoor	GlassDoor.com	Read reviews from current and	
		previous employers.	
LinkedIn	LinkedIn.com	Follow the company profile.	
		Look for WTAMU alumni that	
		work[ed] there.	
		Browse profiles for current	
		employees.	

#### WHAT IS A CAREER CONVERSATION?

A career conversation, also known as an informational interview, is a meeting or discussion where a person seeks insights, advice, and information about a particular career field, industry, or organization from someone already established in that area.

The primary purpose is to gather **first-hand knowledge and perspective** rather than to secure a job. These conversations allow the inquirer to:

- 1. Learn about day-to-day responsibilities in a specific role
- 2. Understand industry trends and challenges
- 3. Gain advice on career paths and skill development
- 4. Expand their professional network
- 5. Get a realistic view of the work environment and culture

These interviews are typically informal and can occur in person, over the phone, or via video call. They're valuable for career exploration, decision-making, and building professional relationships.

To schedule a career conversation:

- 1. Find interesting people in your industry or targeted organization through:
  - Existing in-person network
  - LinkedIn network and searching
  - Other social media
- 2. Make a list of professionals with the experience and connections you are interested in
- 3. Contact: prioritize phone calls if possible, then email, then DMs
  - Introduce yourself and include your connection to the person
  - Ask for a 15-minute meeting
  - Share why you are interested in learning from them
  - If they don't respond, following up once is okay. Then move on.
- 4. Prepare questions ahead of time
- 5. Dress professionally and be on time
- 6. Follow up with a thank you note and add them to your contacts and LinkedIn network

#### **Action Verbs to Help Your Skills Shine**

#### **Accomplishment Verbs**

achieved	*earned	expanded	improved	pioneered
reached	reduced (losses)	resolved	restored	spearheaded
		(problems)		
succeeded	surpassed	transformed	unified	

#### Accounting and Finance Verbs

administered	allocated	analyzed	appraised	audited
balanced	budgeted	calculated	computed	developed
forecasted	managed	marketed	planned	projected
recovered	researched			

#### **Adaptability Verbs**

accommodated	adapted	adjusted	changed	coped
embraced	experimented	improvised	integrated	managed (conflict)
(challenges)				
navigated	overcame	prioritized	recovered	
remained flexible	transformed			

#### **Clerical or Detail Verbs**

approved	arranged	catalogued	classified	collected
compiled	dispatched	executed	generated	implemented
inspected	monitored	operated	organized	prepared
processed	purchased	recorded	retrieved	screened
specified	systematized	tabulated	validated	

#### **Coachability Verbs**

accepted (constructive criticism)	accepted responsibility	considered	grew	learned
managed	respected	responded (to	reflected	took direction
(expectations) took ownership		input)		

#### **Communication Verbs**

addressed	answered	arbitrated	articulated	arranged
authored	briefed	bridged	built (relationships)	campaigned
coached	collaborated	committed	composed	convinced
conferred	conveyed	corresponded	counseled	debated
defined	demonstrated	described	developed	directed
discussed	disseminated	drafted	documented	edited
enlisted	enlivened	expressed	facilitated	formulated
ignited	illustrated	influenced	informed	instructed
interpreted	interviewed	lectured	listened	lobbied
mediated	moderated	negotiated	participated	persuaded
prepared	presented	presided	promoted	publicized
reconciled	recruited	reviewed	spoke	summarized

translated wrote
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#### **Creative Verbs**

acted	conceptualized	created	customized	designed
developed	directed	established	fashioned	forged
founded	illustrated	initiated	instituted	integrated
introduced	invented	originated	performed	piloted
pioneered	planned	revitalized	shaped	

#### **Helping Verbs**

advocated	assessed	assisted	cared	clarified
coached	considered	counseled	demonstrated	diagnosed
educated	empathized	encouraged	expedited	facilitated
familiarized	guided	listened	mentored	motivated
referred	rehabilitated	related	represented	respected
supported	sympathized	understood		

#### Initiative

arranged	conceived	created	dedicated	designed
developed	devised	enabled	enhanced	ensured
formulated	initiated	invent	innovated	originated
packaged	prepared	produced	reached	refined
reshaped	resolved	solved		

#### Instruction + Teaching Verbs

adapted	advised	clarified	coached	communicated
coordinated	demystified	developed	enabled	encouraged
evaluated	explained	facilitated	guided	informed
instructed	persuaded	set (goals)	stimulated	trained

#### Leadership & Management Verbs

accelerated	administered	analyzed	assigned	attained
chaired	conducted	consolidated	contracted	controlled
coordinated	delegated	developed	directed	elected
employed	empowered	enacted	endorsed	engaged
envisioned	evaluated	exceeded	executed	expanded
explored	facilitated	fostered	furthered	grouped
guided	headed	hired	implemented	improved
increased	initiated	inspired	instituted	learned
led	leveraged	maintained	managed	marketed
mastered	mentored	monitored	motivated	obtained
officiated	organized	oversaw	performed	planned
prioritized	produced	promoted	recommended	reduced
repositioned	retained	reviewed	revised	scheduled
strengthened	supervised	trimmed	turned around	undertook

#### **Organization & Implementation**

advised	analyzed	arranged	budgeted	cataloged
collaborated	consulted	compared	compiled	completed
computed	decreased	distributed	enlarged	examined
expanded	facilitated	generated	improvised	increased
indexed	leveraged	modified	orchestrated	oversaw

redesigned	reorganized	restructured	revamped	reviewed
revised	scheduled	sponsored	strengthened	synthesized
systematized	updated	verified		

#### **Problem-Solving + Critical Thinking**

accomplished	assured	awarded	balanced	charted
closed	corrected	determined	diverted	eliminated
evaluated	handled	identified	improved	investigated
mapped	mediated	negotiated	pioneered	proposed
recruited	refocused	resolved	satisfied	simplified
sorted	streamlined	strengthened	surpassed	

#### **Promotion & Sales**

advertised	convinced	generated	improved	increased
influenced	launched	marketed	persuaded	promoted
recommended	represented	secured	sold	targeted

#### **Research & Development**

analyzed	automated	clarified	classified	collected
designed	determined	developed	diagnosed	differentiated
equated	evaluated	examined	experimented	extracted
identified	inspected	interpreted	interviewed	invented
investigated	merged	optimized	organized	related
researched	reviewed	searched	solved	structured
summarized	synthesized	systematized	surveyed	theorized

#### Technical + Technology Verbs

assembled	built	calculated	coded	compiled
computed	customized	designed	devised	engineered
fabricated	installed	interfaced	maintained	modeled
networked	operated	overhauled	programmed	remodeled
repaired	solved	tested	upgraded	

#### **Teamwork Verbs**

aided	aligned	assisted	collaborated	contributed
cooperated	enabled	encouraged	exchanged (ideas)	facilitated
gathered	guided	harmonized	incorporated	mentored
participated	partnered	resolved	shaped	supported
teamed				

#### **Time Management Verbs**

delegated	expedited	managed (competing priorities)	met (deadlines)	multi-tasked
organized	planned	prioritized	scheduled	set (goals)s
strategized				

Sources:

 Bradley University webpage
 http://www.bradley.edu/scc/students/

 Quinncia How to Use Strong Action Verbs
 https://help.quinncia.io/article/113-describe-your-skills-using-strong-action-verbs

 Resume Tutor from the University of Minnesota
 http://www1.umn.edu/ohr/ecep/resume/summverb.htm

COTINUCALE EXPERIENCE Role: Consider one job, internship, course, or volunteer experience. Then, list the major knowledge, skills, and abilities (KSAs) you used and/or developed in that role.	2. LIST KSAS EMPLOYER WANTS Tailored Resumes: List required or preferred KSAs for a job description you are applying for or interested in. Industry resumes: Search for a relevant job title in O*NET Online (OnetOnline.org) and write the skills and abilities listed in the summary.
0	0
3A. CONNECT PREVI	PREVIOUS EXPERIENCE TO JOB NEEDS

**THE PINK SHEET:** 

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For one line you drew, think of a **specific example** from a previous role that demonstrates how you meet KSA employer is seeking. List examples with as much detail as possible.

# 4. PROVE EXPERIENCE TO EMPLOYERS

Write a bullet point for your resume using the formula: Action verb + what + why

Use the Action Verbs to Help Your Skills Shine handout along with descriptive words from your examples on the left to help describe the knowledge, skill, or ability the employer is seeking in a way that is unique to you.

		Mr Office of Career and Professional Development WEST TEXAS A&M UNIVERSITY

#### **GATHER INFORMATION**

#### **PROFESSIONAL EXPERIENCE**

1.		
🗌 Paid	Company/organization name	Location City, State
🗌 Unpaid	Job title/role	Dates employed (month/year)
2.		
Paid Unpaid	Company/organization name	Location City, State
— ·	Job title/role	Dates employed (month/year)
3.		
Paid	Company/organization name	Location City, State
	Job title/role	Dates employed (month/year)
4.		
Paid	Company/organization name	Location City, State
	Job title/role	Dates employed (month/year)
5.		
Paid Unpaid	Company/organization name	Location City, State
	Job title/role	Dates employed (month/year)

#### LIST TECHNICAL SKILLS YOU HAVE A MODERATE TO HIGH CAPABILITY WITH:

Industry tools	Industry technology	Computer Software	Online Platforms	Communication Tools	Other
	lechnology	Software	Plationins	10013	

#### **VOLUNTEER EXPERIENCE:**

1. \_\_\_\_\_ Company/organization name

Location City, State

Volunteer role

2. Company/organization name

Location City, State

Volunteer role

Dates volunteering (month/year)

Dates volunteering (month/year)

ES AND RS:

#### **Ethical GenAl Use during the Job Search Process**

#### WHY GenAI SHOULDN'T WRITE YOUR RESUME:

- Employers are checking Applicant Tracking Systems (ATS) flag resumes with a majority of content created by AI
- **Stand out from the crowd** lots of people will have a GenAI bot write their resume and they will all sound the same; use GenAI to enhance, not replace, your voice and authenticity.
- It's the responsible thing to do during the hiring process you are indicating your professionalism, including your integrity and responsibility; every action counts

#### WHAT IS GenAI?

Generative Artificial Intelligence, or GenAI, are machine systems that can generate new content, including text, photos, video, and audio, based on the instructions or prompts of a person.

GenAI can be a helpful tool in many ways during the job search process. Use it thoughtfully.

#### **EXAMPLES OF GenAI SUPPORT WITH CAREER DEVELOPMENT:**

#### **Career Brainstorming**

- "What job titles are similar to project manager?"
- "My CliftonStrengths are Individualization, Relator, Empathy, Achiever, and Futuristic. I have been a waitress and a supervisor at a gym. My Bachelor's degree is in general business. What are some job titles I would be successful at and qualified for?"
- "What are the top professional organizations and resources in the environmental science field?"

#### **Resume Drafting**

- "List the skills included in this job post and prioritize: [copy and paste full job description into the chat box]."
- "Does this resume do a good job of meeting the qualifications of this job description? [Copy and paste the full text of both into the chat box]
- "Is this CV written in a logical order?"

#### **Interview Preparation**

• "What are some likely questions for an in-person interview conducted by the direct supervisor, a lateral colleague, and the CFO of the company for this job [insert job description]?"

- "Ask me each of the following questions and after I have answered all 10, provide feedback on the answers I provided."
- "Summarize the successes and challenges for REI, Inc. in the last 3 years."
- "Summarize the strategic plan for REI, Inc. and highlight any elements that relate to staff development."

#### Follow-up and Salary Negotiation

- "I am writing a thank you after an interview with Allstate Insurance. This is what I have so far - is there anything else I should include?"
- "What is the median income for entry-level accountants in Amarillo, Texas?"

#### **BEST PRACTICES FOR USING GenAI:**

- To maintain your own voice, draft the content in your own voice first and ask GenAI to use the same tone when providing edits
- Fact check information provided by GenAI
- Don't enter any private information into a GenAl bot the system uses interactions to learn and information will be saved
- Garbage In, Garbage Out GenAI is only as good as the questions and clarifications you ask
  - Practice writing prompts
  - Ask follow-up questions to refine or clarify
  - Be curious and patient
- Tips for writing good prompts:
  - Be specific about what you are asking
  - Provide context, i.e. "Write in a style appropriate for professional engineers"
  - Ask differently or ask follow-up questions if you are not getting the type of information you expected
- Pay attention to any employer instructions about using AI in job posts

#### **TRY GenAI PLATFORMS:**

#### General

<u>Claude</u>

#### Editing

<u>ChatGPT</u>
Google Gemini

Grammarly