

How Your Work History Affects Your Job Hunt

Categories : [CANDIDATE CONNECTION](#)

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In many ways, the job search has not changed much. For most jobs, you still have to interview. You still have to present yourself in a positive, professional manner. You still have to create an impressive resume and cover letter.

But what appears on that resume (or the application) has changed. Your work history affects your job hunt. Resumes are no longer just a chronological listing of jobs held. They are your best (and most detailed) calling card.

Upward trajectory

Historically, the hallmark of a quality career path has been defined within the four walls of one company ... by a series of promotions and increasingly important jobs that have led to management roles.

But that has all changed. It is now common for people to change jobs frequently, and not always for a clear advance in title. Lateral moves are now the norm. For example, people are recruited all the time by start-ups or are being offered interesting opportunities to enhance a skillset or to simply to be part of something new and exciting.

There is also no guarantee that the salary will go up. Traditionally, this is usually a red flag to any hiring manager. But this is not the case anymore. Today's recruiters understand that many people make lateral moves not for salary, but for learning opportunities or experiences.

Multiple employers

A generation ago, a solid work history with one employer was the gold standard for a potential new hire. Today, the exact opposite is true. A work history that is laid out under one company logo is really viewed as a one-stop career. The question is usually asked, "why has no one else come calling?"

Therefore, if you have moved through two or three companies, from working as a sales rep and then into sales management and then into a marketing manager position, that work history can easily be defined as professional growth. And if you worked for a company that went bankrupt or folded, that is not a black mark on your work history either....given the history of startups over the last two decades.

It's all about skills

In today's job market, your ability to get a job lies more with your skills than with your ability to stay employed with one company. Therefore, you need to provide a detailed breakdown of your skills. Proper categorization is also crucial. For example, if you are the project manager for a construction company, you need to break down your skills into planning and time management, resource management, financial and budget management, communication skills, along with examples of your ability to delegate and motivate. If you have actual construction skills, heck, lay those out on the table as well. Be specific. Generic skills are not worth the paper they are written on.

Tipping points

The difference between two candidates really can come down to intangible qualities. If you can highlight the fact that you are innovative, dynamic, a hard worker, and a results-oriented worker, you will have an edge on the rest of the job field. So take the time to know your value, and then weave that into your work history. If there was a time you addressed (and solved) a problem, tell it. But do it succinctly; this is a resume, not a novel.

So when you are ready to see what the job market has to offer you, think of Snelling. We have been helping people find their next best-fit job for over 60 years. We have the resources and the skillsets you need. So what are you waiting for? [Locate your nearest Snelling office and contact us today.](#)