

# Your TopResume Resume Critique

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**Katie Warren** <katie@topresume.com>      November 3, 2015  
to me ☐

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Hi Teng,

This free resume evaluation is intended to give you an honest, straightforward assessment with some suggestions to help in your job search. I personally review hundreds of resumes each month so I'm able to provide insight into how you compare to other job seekers.

## Visual Presentation and Organization

We've all been told that looks don't matter as much as substance, but in the case of your resume this just isn't true. I found your design to be visually uneven. The appearance is not polished, and it doesn't say "high potential" as your experience suggests.

Remember that your resume is your marketing tool. It's the first impression a potential employer has of you.

I liked your use of bullets to emphasize, but you probably want to consider limiting them in some areas to increase the impact to the employer. If they see too many bullets, they might find it difficult to zero in on the most important information. Size and type of bullets are also a consideration. Although seemingly minor, visual impact of a resume is the key to ensuring that an employer reads it thoroughly.

## Resume Writing

Your career summary is not as strong as it should be. This is a key component to compel the hiring manager to keep reading. The purpose of this section is to define you as a professional and cover those areas most relevant to your career level and job target.

From the way the resume is worded, you come across as a "doer," not an "achiever." Too many of your job descriptions are task-based and not results-based. This means that they tell what you did, instead of what you achieved. **This is a common mistake for non-professional** resume writers. To be effective and create excitement, a great resume helps the hiring executive picture you

delivering similar achievements at his or her company. Here are some examples of task-based sentences in your resume:

*"Lua profiler for checking lua script syntax and block some dangerous system call api"*

*"Develop user analyzing system which is showing user retention rate"*

Employers want to know about your previous **contributions** and specifically how you've **made a difference**. More importantly, they want to know how you are going to make a significant difference at **their** company.

When I read your resume, I didn't find compelling language that brings your work to life. I saw many passive words and non-action verbs. Phrases like "develop" and "assist to" are overused, monotonous, and add no value to your resume. Strong action verbs, used with compelling language to outline exemplary achievements, are essential parts of a well-constructed resume. Now, let's put it all together. Here's a real life example taken from a former client's resume. By changing the language, we helped improve the perception of the candidate.

- **Passive language / Doing:** Negotiated contracts with vendors
- **Action language / Achieving:** Slashed payroll/benefits administration costs 30% by negotiating pricing and fees, while ensuring the continuation and enhancements of services.

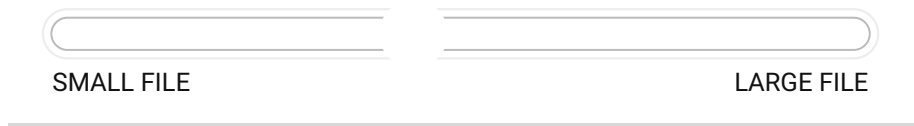
A change like this makes a dramatic improvement.

It may not seem obvious, but a regular review of every word and sentence in your resume is a good idea. Hiring managers are looking for an excuse to eliminate you as a candidate. You may not be able to see awkward phrases and grammatical errors if you've already spent a lot of time with your own resume.

## Digital Readiness

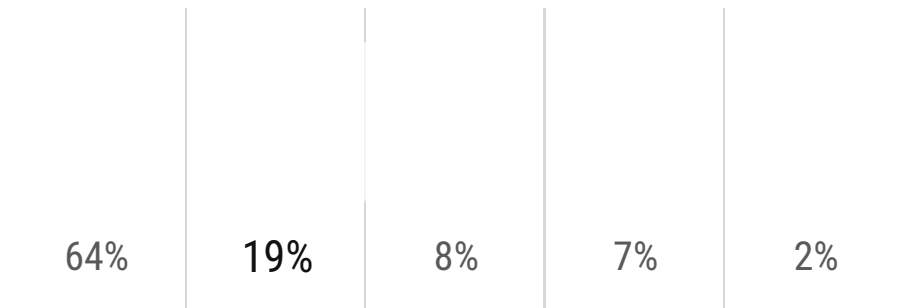
Your resume is **81kb** in size. About **40%** of resumes are smaller than yours. This puts you right around average for files parsed by applicant tracking systems, which is great for your eligibility.

RESUME FILE SIZE COMPARED TO OTHERS



Your resume is saved in PDF format. 19% of resumes look like yours. While this may make viewing consistent for recruiters, some older Applicant Tracking Systems (ATS) ? have problems reading them. If you have the ability, you might consider saving your document in Microsoft Word format for some online submissions.

RESUME FILE TYPE COMPARED TO OTHERS



Resume Scanning Software Litmus Test...

**93% of all Hiring Managers use a resume scanning software to filter candidates from the application pool.** To illustrate how you stand up to the automation, I passed your resume through the very same software that Hiring Managers use to filter the real talent from the hundreds, *sometimes thousands*, of candidates that apply for a single open position.

Continue below to view how Applicant Tracking Systems (ATS) present you...