

## RESUME FORMAT COMPARISON CHART

| Format        | Characteristic                                                                                                                                 | Advantage                                                                                                                                                                              | Disadvantage                                                                                                                 | Use                                                                                                                                                                                                                        | Don't                                                                                                                                                                                                         |
|---------------|------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Chronological | <p>Presents information in reverse order, most recent experience listed first</p> <p>Offers concise picture of you as a potential employee</p> | <p>Easy to write</p> <p>Emphasizes steady employment record</p> <p>Format is familiar</p>                                                                                              | <p>Calls attention to employment gaps</p> <p>Skills are difficult to spot unless they're listed in the most recent job</p>   | <p>To emphasize past career growth and development</p> <p>When continuing in the same career</p> <p>When the name of former employer may be significant to prospective employer</p>                                        | <p>There are gaps in work history</p> <p>Calling attention to age could be a disadvantage</p> <p>You've changed careers</p> <p>You're entering the workforce for first time</p> <p>Long absence from work</p> |
| Functional    | <p>Focuses on specific strengths and skills important to employers</p>                                                                         | <p>Focus on skills, not history</p> <p>De-emphasizes a spotty work history</p>                                                                                                         | <p>No detailed work history</p> <p>Content may appear to lack depth</p> <p>May create suspicion you are hiding something</p> | <p>When entering the job market or when reentering after a long absence</p> <p>When work experience has been varied or unrelated</p> <p>When changing careers</p> <p>When primarily consulting or doing freelance work</p> | <p>You want to show growth or development</p> <p>Responsibilities in previous positions were limited</p>                                                                                                      |
| Combination   | <p>All the flexibility and strength of the functional and chronological combined</p>                                                           | <p>Shows off a strong employment record with upward mobility</p> <p>Showcases relevant skills and abilities and supportive employment record</p> <p>Emphasizes transferable skills</p> | <p>Work history is often on the second page and employer may not read that far</p>                                           | <p>When shorter functional format would be too sketchy to offer a complete picture of abilities and work history</p>                                                                                                       | <p>Experience is limited</p> <p>There are gaps in work history</p>                                                                                                                                            |

Format Variations

# Resume Template Compare

**Christine Strauss, Gabriele Kotsis, A  
Min Tjoa, Ismail Khalil**



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