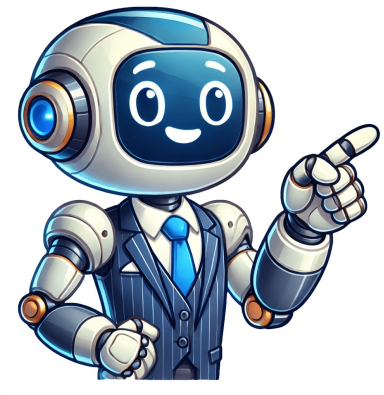


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Should you put your picture on your resume

Adding your picture can help personalize your resume and job application. But it's often unnecessary and, in some cases, will make your resume less effective. To know whether you should include a picture, you'll need to consider your career goals and read each job posting closely. The guide below will cover when to use a photo on your resume, and how to take one that conveys your professionalism. Clarify Your Search Goals If you haven't already, write down your thoughts on the type of job that interests you. The more you clarify your target role, the easier you will know whether your resume should have a photo. As we'll cover below, the top factors affecting this decision are your target: Job title and duties Industry or sector Geographic region Focus on Your Work Credentials For most job applications in the U.S., you don't need your resume to include a picture. That's because an effective resume focuses almost exclusively on your skills and qualifications for your target job. Adding a photo can distract from those qualifications and reveal various things about you (like race, gender, or appearance) that are irrelevant to whether you'll excel in the role. The image occupies valuable space at the top of your resume, limiting the detail you can give your summary paragraph or other introductory sections. It may also hinder your document's performance on applicant tracking systems (ATS), which often struggle to scan resumes with complex layouts and large file sizes. A picture can also complicate and undermine this hiring stage by exposing you to the recipient's biases or preconceptions. It may even take you out of the running if the company has chosen only to review photo-less applications to avoid discrimination in its hiring process. Granted, they'll probably learn what you look like via LinkedIn or the interview. But your resume is your first impression. Make that impression solely about your work strengths and potential, and you'll have the best chance of being judged fairly and favorably. Exceptions for Certain Job Markets The main exception to the no-photo rule is if you're applying to a job where personal appearance matters to some degree, such as actor, model, or TV news correspondent. But the resume photo may still be unnecessary if you send a proper headshot to a talent agency as part of your application. Always refer to the job posting for specific instructions. This exception can also apply to real estate, outside sales, or public relations positions, where much of your time is spent engaging with clients or stakeholders in person. Another common exception is if you're applying to jobs overseas. In some labor markets outside the U.S., employers expect you to include a picture on your resume or curriculum vitae (CV). Again, look for instructions in each job posting. Following are examples of places where it's common to send a photo: Brazil China France Germany Japan Philippines The Middle East Where Do I Place And Position My Picture On My Resume? At or near the top, next to your name and contact information, as in these two examples: Do I put my picture on a resume for federal jobs? No. Although a federal resume often is more detailed than a private-sector resume, the U.S. government names photos as one thing to leave out. How else can I personalize my resume? A downside to not adding a picture is it makes your resume less personalized. But you can still adjust your resume to express your personality and style in two main ways. Modify the format - Although your resume's design should be fairly simple and conservative, you can still make key visual choices. Specifically, try different font styles until you find one that reflects your work personality or aesthetic. Cite your personal interests - Consider adding a "Hobbies and Interests" section if your time outside work complements your qualifications. For instance, your artistic pursuits may speak to a job in graphic design. You might also use this section to express your soft skills - for example, you could cite running a marathon to show determination. Your interests section should always be secondary to work experience but can boost your resume by serving as a conversation starter in the interview. Should I include a photo on my LinkedIn profile? Yes, in keeping with the more personal tone of that networking site. The photo is a prominent part of LinkedIn's interface, so a profile without one looks incomplete. What guidelines should I follow for my photo? Any photo you use on your resume or LinkedIn should be: Clear - Use a high-resolution image (preferably 300 DPI or higher), and adjust the brightness and contrast filters as needed. Position yourself facing the sun or a strong light source to prevent backlighting. Professional - Wear formal or business-casual attire. Simple - Stand in front of a plain or off-white background. Straightforward - Face the camera rather than appearing in profile. If necessary, crop your image to center on your head and shoulders. Should my picture be in color or black and white? It's up to you, but color is increasingly common. If you use a color image, preview it in grayscale to confirm that it'll still be clear enough if hiring managers print your resume in black and white. This article will cover situations when you should and shouldn't include your photo on your resume, the reasoning behind not including your photo in most cases, and how to take a good resume photo if you do need to submit one.When To Include a Picture on Your ResumeThere are some instances where what you look like is integral to your ability to perform a certain job, like modeling or acting. In these cases, it is generally expected that you will submit photos along with your resume, and most employers will include specific instructions for how to do so.It may also be acceptable to submit a headshot if you are applying for a high-profile public-facing role where you will be a visual representation of the company. When hiring for these types of positions, employers will generally want to ensure that candidates are pleasant-looking, approachable, and have a trustworthy demeanor. Again, if this is the case, the employer will likely ask for a photo.If you feel that it's appropriate for a potential employer to assess your looks as well as your professional qualifications, you can either include your photo directly on your resume, or add your LinkedIn URL to your resume header. That way, the employer can see what you look like in your LinkedIn profile photo, and you won't have to use up valuable resume space on the picture.Alternatively, you can submit your business card (that has a photo on it) with your application. However, not all online job application portals allow this.It Depends on Where the Job Is LocatedThere are also different customs surrounding whether you should include a photo on your resume in various countries. For example, in the United States, Canada, Australia, and the United Kingdom, it's customary not to include a photo.However, if you are applying to a position elsewhere in the world, the standards might be different. In Austria, The Netherlands, Belgium, France, Germany, Portugal, Spain, as well as Middle Eastern, African, Asian, and South American countries, it is generally recommended to include a photo.For all other countries, it's up to you whether to include a photo on your resume or not, but it's generally better to err on the side of caution and not include one unless the employer specifically asks for it.Tips for Taking a Good Resume PhotoIf you've decided that it makes sense to include your picture on your resume, here are some tips to keep in mind while taking your photo:Wear a Simple, Professional Top or Dress for the RoleIf your profession has a standard of dress, consider wearing it for your resume photo, such as a suit if you are an attorney or a chef's jacket if you are a chef. For most positions and professions, business casual is appropriate for a headshot. Wear a simple top that won't distract from your smiling face, and don't use your resume photo as an opportunity to make any loud fashion statements (unless you are applying for a position in the fashion industry, perhaps).Do Your Hair and MakeupMake sure your hair is tidy and well-styled (again, nothing flashy) and any makeup you are wearing is tasteful and professional. Basically, groom yourself as if you were going to an in-person job interview.Take The Photo From a Flattering AngleYou may wish to hire a professional to take your headshot, as they will know all about angles, lighting, posing, and so forth. However, if you decide to take your own headshot, find an unobtrusive backdrop and use a tripod and a timer - no selfies. Place the camera slightly higher than eye-level to take an accurate, flattering image. Crop the photo to include only your head and shoulders.Smile GenuinelyThink of something pleasant or funny to ensure that your smile is genuine and reaches your eyes. Otherwise the photo may look overly formal or forced. Smile with teeth and look straight into the camera.When Not To Include a Picture on Your ResumeUnless you are applying to be a model, actor, or highly visible company figurehead (or you are applying to a job in one of the above countries where resume photos are expected), do not include a picture of yourself on your resume. Instead, allow your professional experience, abilities, and qualifications to be the highlights of your resume.In the vast majority of cases, what you look like has no bearing on how well you are able to perform a job, so including a photo of yourself on your resume is simply unneeded.If an employer asks for a photo when you are applying for a job where your appearance doesn't matter (i.e. the majority of positions), that can be a red flag and you may wish to just move on to the next job opening.Why Including a Resume Photo Might Hurt Your ChancesThere are several reasons why you should leave your picture off your resume:BiasThe United States, Canada, Australia, and the UK all have strict anti-discrimination laws, which means that employers cannot under any circumstances hire someone (or not hire them) based on their race, age, appearance, gender, and so forth. So, many times employers will immediately discard resumes that include photos to protect themselves from potential discrimination lawsuits.ATS Scan ProblemsApplicant tracking system (ATS) software may not know what to do with a resume that includes a photo, and your resume might immediately be rejected by the scanner before it even reaches the hiring manager's desk. While ATS software has improved in recent years, they can still be finicky systems, so it's best to keep your resume layout simple, clear, and free of distractions like photos.Space Constraints on Your ResumeYour resume should be no more than one page if you have less than 15 years of experience in your field, and no more than two pages if you have more experience than that. So, space will be limited once you've added your name and contact information, resume headline, resume summary or objective, work experience, education details, skills, and other optional resume sections.Adding a photo can take as much as 25% of usable resume space, which can seriously limit the amount of actual text that you can fit. Including a photo directly on your resume should never take precedence over relevant information about your experience and qualifications.Plus, you want your resume to look clean, professional, and uncluttered. Both ATS software and hiring managers are likely going to scan your resume in just a few seconds, and a wall of tiny text can cause a hiring manager to skip immediately to the next resume in the stack.First ImpressionsYou only get one first impression, and it's generally best to make that impression live and in person when you go in for an interview. The inclusion of your photo may affect the hiring manager's objectivity, whether subconsciously or not - which goes back to the bias problem outlined above.It's UnnecessaryIf an employer is considering calling you in for an interview, they will likely Google your name and take a look at your LinkedIn profile and other public social media, so they'll probably end up seeing a photo of you anyways. However, at that stage, they have already decided that your qualifications are up to par or they wouldn't invest additional time into looking you up online, so bias becomes less of a concern.Many employers will reject an application if they can't find the candidate's LinkedIn profile, or if the profile isn't updated and attractive. So, make it easy for potential employers by updating your LinkedIn profile and including the URL with your contact information on your resume. Everything you need to know about a resume photo, what to avoid, and how to look professional.Resume guideThe goal of every resume is to introduce your skills, experience, and qualifications to a recruiter. In addition to a motivational letter, it's also your marketing weapon, designed to impress and land you an interview. But if it's your abilities that matter, you might wonder why many resumes include a photo of a candidate. The research on whether you should add it will leave you with conflicting opinions. Yes. No. Maybe.To help you decide, we analyzed the pros and cons of a resume photo. We collected and gathered all information to unveil when including a picture makes you stand out among other candidates and when it can hurt your odds of being hired.Here's what we discovered.Europe: Cv photo tipsIn most parts of Europe, recruiters will expect to see the face behind the CV. Job descriptions won't explicitly state that, but it's a common expectation, and not fulfilling it can reduce your chances.Here are the countries where candidates should attach a photo on a resume.AustriaBalkan countriesBelgiumCzech RepublicFranceGermanyGreeceHungaryPolandPortugalRussiaScandinavian countriesSlovakiaSpainSwitzerlandUkraineA CV without a photo probably won't be considered in Austria, Germany, and Spain. But countries like Belgium, Finland, Italy, Greece, Czech Republic, Russia, and Slovakia won't disregard your application if you decide to skip it because a resume photo is more optional.Recruiters in the countries where a CV picture is a norm believe that it gives a complete presentation and chance to connect with the candidate.But if you're applying for a job in the United Kingdom, Latvia, or Lithuania, you shouldn't attach a photo on a CV unless stated otherwise. They either have strict anti-discrimination and labor laws or don't generally have a practice of resume photos.Companies in these nations strive to focus solely on a candidate's skills and qualifications, and photos might incite unethical profiling.The United States, Canada, Australia and New Zealand: Resume photo tipsThe U.S. is one of the countries where putting a photo on a resume is a bad idea. The recruiters in this country have to follow the U.S. Equal Employment Opportunity Commission (EEOC) strict policies. Employers shouldn't request a photograph of an applicant because it might incite discrimination based on sex, race, or age. Canada applies similar anti-discrimination rules, which prevent recruiters from requiring a picture from job seekers. The norms and expectations are not much different in Australia. Down under, candidates are discouraged from adding a picture to a resume because it's unnecessary as it tells nothing about someone's skills. Thus, whether it's because of a subconscious bias or not, a candidate's photo can trigger prejudice and bigotry. However, it's not a rule that you shouldn't add a picture. Like in Australia, candidates in New Zealand are not expected to include a resume photo. It is not a rule, but recruiters will rather see your headshot picture on LinkedIn and other relevant social media than in your job-application document.Asia: Resume photo tipsThe unique culture of Asian countries shows in distinctive norms and rules for job resumes. Here are the tips on whether they should include a photo.Japan - If you are applying for a job in Japan, you will have to use a different resume called irekisho. What makes them specific is that they are traditionally handwritten, and you'll have to put a passport-sized photo on your CV.China - The standards are more relaxed in China, but you will have to give two copies of your resume, one in Chinese and another in English. Both versions should have a professional headshot picture on them. India - It is not mandatory to put a photo on a resume, but it's encouraged. It should be passport-sized, and you should opt for a professional or formal look.The Emirates - Adding a photo to a CV is not a requirement in the UAE, but people usually include it. If you decide to put a picture, it should be professional and placed at the side of your personal information.Pros and cons of including a photo on a resumeNot every country has strict or specific norms and rules on whether a CV should include a photo, which leaves it up to the candidate to decide. If you are still unsure what's the best answer, here are the benefits and disadvantages of a resume photo that you can apply to the job role you are applying for and the country.Top 3 reasons why a CV picture is a good ideaA humanizing effect - Human brains are programmed to see faces in everyday objects, and that phenomenon is known as pareidolia. Even if there's no photo on a resume, recruiters will likely imagine how the candidate might look or seek their profile on social media. Looking for faces is an innate human need because we are hardwired to respond to them. A 2011 research found that we have specialized neural circuits called fusiform gyrus that react only to faces.Adding a photo to a resume creates a humanizing effect by showing the person behind the words. It allows recruiters to feel a connection with a candidate and perceive them in a friendlier manner.Defining one's professional brand - You heard it many times: job seekers are indeed products trying to sell themselves and their expertise to an employer. You should also know that people are 65 percent more likely to remember information three days after when paired with a relevant image.Besides looking for work, you're building your brand. Visual identity is a part of every great brand, and it should be consistent, meaning that you should use the same photo for a resume, social media, and other relevant platforms. By adding a picture to a CV, you're increasing your odds of recruiters remembering you and leaving an impression of a confident and professional candidate.Creative fields, entertainment and fashion industry - Some professions subtly or explicitly require adding a picture on a resume. The recruiters in industries where a brand, personal expression, or looks play a significant role will expect to see your face. If you are a model, musician, book author, journalist, or actor, your appearance will, to some extent, be a deciding factor in whether you will get the job.Top 3 reasons why a resume photo is a bad ideaRisk of discrimination - Sadly, we don't live in a utopia, safe from bias, prejudices, and stereotypes. Whether they're aware of that or not, a candidate's photo will influence recruiters' assessment process. It is why some countries, such as the U.S., have strict rules prohibiting employers from requiring a candidate's picture. It is not relevant - Whether something is of paramount importance for a job role, always decides if we will include information. In most cases, photos prove unnecessary because they don't determine someone's skills, education, and qualifications. Hence, if your profession isn't visual or creative, you don't want to risk looking unprofessional. Except if it's a general norm or rule in the country, it's better to leave your photo out.It takes up valuable space - As you progress in your career, you have more material that can impress recruiters. But there's usually not enough space for all the relevant skills, experience, and certificates in resumes between one and two pages long. If you add a photo, you lose even more valuable space. By excluding a headshot that usually doesn't say much about your abilities, you declutter your CV and add space for valuable content, such as achievements and non-formal education.How to take a professional resume photoSometimes you can't avoid including a photo on a resume because the profession or country requires it. But as you have only seven seconds to get a recruiter's attention, you should take a great picture.Here are the tips for a professional resume photo that will make you stand out.Dress accordingly - Choose a formal and professional look that will show your confidence and competence. Unless you're a banker, lawyer, or flight attendant, you don't have to wear a business suit. But you should dress what you would for a regular day of work. To clear out the doubts, research whether a company you're applying for has a dress code.Hire a professional photographer - If possible, invest money in professional resume photographs because it can make a difference that will land you a job you want so much.Don't take a selfie picture - Avoid selfie photos that leave an impression of a lazy or self-centered person. Instead, ask a friend to take a photo of you, and make sure it's from the shoulders up. Also, don't crop a group photo or choose an old picture that doesn't look like you anymore.No distractions - Avoid experimenting with your hair, makeup, jewelry, and style. Ensure that you have a simple background behind you, and don't photoshop or alter your photo. Quality - If your photo is not a high-quality resolution, if it's out of focus or blurry, you might leave a wrong impression. The picture should complement your career, personality, and looks while being tidy, professional, and genuine. Adjust with the norms and play it safeLife gives you plenty of opportunities for risk. Your resume shouldn't be one of them. It is better to read job descriptions carefully, visit the website of the organization you're applying for, and check the country's norms and rules. That will give you a clear idea of whether you should include a photo on your resume.But whether a photo is a norm or not, include your LinkedIn profile on a resume and ensure you have the same picture because it gives consistency and professionalism to your brand.