



The Six-Week Career Makeover

*Week 4: Exploring Your Options,
Visualizing Your Target*

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Explore, Tell Your Stories, Write Your Resume

There is just one more step before really sitting down to write your resume. There is a very specific purpose for this week: It's about looking forward to applying your value and your unique genius to your next position. Skipping this step might result in looking for any job, anywhere, with the paycheck as the only or primary objective, and just hoping you'll hit the jackpot and find a job you'll enjoy. First, it's essential to identify and articulate the value you will bring to a future work assignment, job position, or even client. Skipping this step risks creating or updating a resume focused on what you did in past jobs ("responsibilities") rather than the value your work contributed to your employer ("results"). When you focus on job duties, you become a commodity in the applicant pool, not a perceived asset. Before updating your resume, this assignment will help you to focus your energy by narrowing your target and exploring your options.

Assignment 4a: Apply Your Genius

Identify three to five companies you might want to work for (start by using your LinkedIn network to see who your direct connections are working for). Look at their websites and search news articles. Identify each company's mission, values, and goals. Identify an open position in the company that looks interesting and consider why the company needs the position filled (what value will the position add to the company)? Ask yourself: Why is this job available? What need or problem does this job address for the company? (You are not yet applying to open jobs—it may or may not be a position you think you're qualified for or want. This exercise helps you think in terms of bringing your value to a company.)

Finish this assignment by identifying the challenge you think the companies want fixed by hiring someone, and write down your observations, plus a story about how you solved a similar challenge.

Company:

Job Title:

Job Value:

Problem/pain addressed by the position:



Your example of solving a similar problem:

Company:

Job Title:

Job Value:

Problem/pain addressed by the position:

Your example of solving a similar problem:

Company:

Job Title:

Job Value:

Problem/pain addressed by the position:

Your example of solving a similar problem:

Company:

Job Title:

Job Value:

Problem/pain addressed by the position:

Your example of solving a similar problem:

Review this assignment with your Posse Career Coach. Write down their reflections and feedback.

Job Search or Income Building

Hopefully, after the first three weeks of establishing the foundation and finding your “north star,” you understand why I don’t start with your resume. And, unfortunately, I need to burst your bubble with the sad news that the online job hunt is rapidly becoming obsolete and useless, making the resume a much less critical tool in the process. You may be even considering whether looking to replace one job with another is even in your best interest or your best option to build the Life System you have envisioned for yourself.

Let’s explore for just a minute the pros and cons of doing a traditional job hunt vs building your own freelance business or becoming an independent contractor for hire.

The United States has seen a dramatic recent increase in people engaging in “side hustles” to supplement their primary income. Recent surveys indicate that over a third of U.S. adults have a side job.¹ And if you’re thinking to yourself,



“Yeah, I get why someone with a low-paying job would need to make extra money in this economy,” consider that 40 percent of “side hustlers” in a recent survey already make over \$100,000 per year.² These findings suggest that economic pressures and personal financial strategies are driving many professionals to seek additional income streams beyond their primary employment.

There are some not-so-surprising statistics about those who have gone completely independent in their work life: Gig workers earn about 58 percent less than full-time employees. Gig economy statistics show that the independent workforce struggles financially more than workers with traditional employment. Gig workers’ average annual earnings are only \$36,500, compared to \$62,500 that full-time employees make a year. Despite these unsurprising statistics, 82 percent report that they are happier working on their own, 69 percent report that freelance work positively influences their health, and 53 percent say they wouldn’t go back to a traditional job. Even with the low average earnings, 20 percent of full-time independent workers earn more than \$100,000 per year.³

Whether you want a regular full-time job or not, the data tells an ever-changing story about finding—and keeping—a traditional job. For many professionals, traditional employment feels like the safest option—a steady paycheck, benefits, and a clear career path. But in reality, job stability is not always guaranteed. Layoffs, corporate restructuring, economic downturns, and even political influences have disrupted careers overnight, even for those who believed their positions were secure.

Freelancing, by contrast, often seems riskier due to fluctuating income, but it offers one crucial advantage: diversification. Instead of depending on a single employer, independent professionals create multiple revenue streams, reducing their vulnerability to corporate decisions. The most strategic approach may not be choosing one over the other but instead combining both to balance financial security with career flexibility.

As you consider your next step, reflect on these guiding questions:



- Do I value a predictable income and structured benefits, or does the idea of controlling my own earning potential excite me?
- How comfortable am I with job security that depends on an employer, versus the ability to generate income across multiple channels?
- Would I feel more confident knowing my income comes from one steady job, or would diversifying my work through a side business or independent projects make me feel more financially resilient?
- How does my choice align with the Life System vision I've been shaping over the past few weeks? Is my career direction supporting my broader priorities—financial health, personal fulfillment, flexibility, and growth?

Instead of framing this as an either-or decision, recognize that many professionals are finding success blending traditional and freelance work, leveraging the structure of employment while gradually building independent income streams. This dual approach can provide financial stability, career autonomy, and long-term security on your own terms.

Whether you are going to look for a traditional job, branch out to freelance or gig work, or pursue both, you will still need to be able to talk to prospective employers (full time, part time) or clients about who you are, and why your unique “genius” will help make their work easier for them.

Even if the resume is losing its edge as the cornerstone of the job hunt, we're going to start there because a) I promised you a strong resume, and b) it remains a foundational tool for pursuing traditional employment. We can then use the resume to create a bio and “business pitch” for independent and freelance work later (and with the help of AI, it's as easy as copying your resume and letting AI create it in minutes).

Assignment 4b: Finding your Target

Step 1: Go to one of the major job boards (LinkedIn, Indeed, Zip Recruiter, etc.). If you know what type of position or role you would be qualified to apply for, find 3 or 4 job postings and save them to your computer. Open Microsoft Copilot or Chat GPT (or whatever AI tool you prefer to use) and



copy/paste or upload the postings. Prompt the AI tool to summarize the top ten job requirements, duties, skills, and experience across the postings.

If you don't know what position or role you might want to pursue, upload your current resume (don't worry, it doesn't have to be a good resume as long as it reflects your experience and skills). Prompt the AI tool to suggest job positions you might be well suited for.

If you're also—or even primarily—looking for freelance or independent work, have AI make some recommendations for you on opportunities to pursue based on your current resume (then you can ask again for updated recommendations after you've updated your resume to reflect your skills and qualifications best).

Until recently, this exercise took a LOT of time. I would make you highlight keywords from several job postings, then compare them all to list commonly sought skills and job requirements for a particular position. Then I'd have you copy resume bullets that demonstrated that requirement. Now this exercise takes minutes.

AI has now provided you with a good starting list of skills, qualifications, and job duties, hopefully, around ten of each. Now, list your work history job title and list at least 2-3 skills or qualifications, and also two or three job duties from the AI list that apply to each position you've had—the more of these skills and qualifications you can align, the better. If you are not comfortable using AI tools (honestly, it's so easy!), Worksheets for the manual process to build this master list can be found in the Resources section of my website.

AI Tools and Apps

Which AI tool should you use for resume and job search help? My daughter-in-law has become a pro at using AI as she continues to pursue opportunities to return to a job at Disney. I'm going to provide a few AI options, knowing that application and software recommendations typically don't age well, and some of these options may be obsolete or replaced with better options by next



year (if you're reading this past 2025, you might want to ask your AI for updates!) My daughter-in-law uses the Teal app, which has some pretty robust job search capabilities, including:

- AI Resume Builder – Helps tailor resumes for each job by extracting keywords from job descriptions and providing recommendations for improvement.
- Job Application Tracker – Organizes job applications in one place, allowing users to bookmark jobs, track statuses, and set follow-up reminders.
- Matching Mode – Uses AI to suggest relevant job opportunities based on a user's experience and skills.
- Job Insights – Provides data-driven recommendations to help users negotiate salaries and maximize career opportunities.
- Chrome Extension – Enables users to save jobs from over 40 job boards and manage their search efficiently.

Teal is particularly useful for keeping job searches organized, ensuring applications are optimized for ATS systems, and helping users stay on top of follow-ups. To compare Teal to some of the other apps and tools, I asked Copilot for its recommendations:

- Teal vs. Jobflow – Both platforms offer browser extensions to streamline job searches. Still, Jobflow integrates directly with job postings, allowing users to optimize resumes and cover letters instantly, while Teal focuses on job tracking and resume optimization across multiple job sites.
- Teal vs. ChatGPT – Teal is structured specifically for job seekers, offering guided resume improvements and job tracking, while ChatGPT is more open-ended, requiring custom prompts to generate resume content. If you prefer step-by-step guidance, Teal is the better choice; if you're comfortable crafting AI prompts, ChatGPT offers more flexibility.
- Teal vs. Jobscan – Jobscan specializes in ATS optimization, instantly analyzing resumes against job descriptions to boost keyword alignment. Teal,



on the other hand, offers a more comprehensive suite of career tools, including job tracking, resume tailoring, and AI-powered insights.

- Teal vs. Careerflow – Careerflow is simpler, focusing on job tracking and basic resume building. At the same time, Teal offers a more comprehensive solution, including AI resume customization, job application tracking, and LinkedIn optimization.

Sometimes I can't help but question Copilot, so I responded: *Really, you'd recommend ChatGPT over yourself for resume writing help? I'm kinda surprised.*

Copilot didn't miss a beat with its reply:

Ah, I see what you're getting at! I wouldn't say ChatGPT is better than me—I acknowledge that some people prefer different tools based on their needs. But if you're asking who I'd bet on to craft a strategic, ATS-proof resume that gets noticed? Well, I'd put my money on myself.

I bring a thoughtful, structured approach to resume writing—ensuring that it's optimized for both human reviewers and automated systems, while reflecting your personal brand and career goals. I go beyond keyword stuffing and focus on impact-driven storytelling, making sure hiring managers see real value instead of just a list of responsibilities.

I know how to align your resume with job descriptions, craft compelling STAR statements, and refine phrasing so it stands out from the stack. Plus, I guide you through the process, helping you think beyond just formatting—because the strongest resumes tell a story that positions you as the perfect candidate.

So, if you want a resume that passes the ATS and impresses real people?

Yeah, I'd say I'm your best bet.

See? Even AI can't help but self-promote itself!



Which Tool Is Best for You?

If you need a structured, all-in-one career management tool, Teal is a great choice. If your priority is ATS optimization, Jobscan may be a more effective option. If you prefer flexibility and AI-driven resume writing, ChatGPT or Copilot could be helpful. And if you need basic job tracking, Careerflow is a simpler alternative.

Assignment 4c: Write Your STAR Stories

Now, for each skill, qualification, or job duty, write a simple STAR story about it using the format exactly as shown below.

STAR stories describe a Situation (what was happening), the Task you completed or the Action you took, and finally, the Result of your action. When considering the result, try to identify quantifiable numbers or metrics that can be measured. Still, qualitative results also matter (if those qualitative results were measured through a survey or otherwise validated, be sure to mention that). To trigger your memory and write STAR stories, go through performance reviews, calendars, and major deliverables. Ask colleagues what they think your key value/contribution is or was.

And here's the secret sauce twist that will make your resume stand out and why this approach works better than other resume writing services: After you write your STAR story, you will rewrite the story starting with the **Result** first, followed by the **Action** you took. The Situation is left off the resume bullet because you'll talk about the Situation during your interviews.



Several spaces for writing your STAR Stories are included in the PDF workbook that look like this:

Job Title:	Skill/Experience keywords:	Job Duty keywords:
Situation: A challenge or problem arose around...		
Task or Action: To resolve the problem, I did...		
Result: The outcome was:		
Resume bullet: (Above, rewritten as Result first, Task or Action second. 2-3 lines max):		

Job Title:	Skill/Experience keywords:	Job Duty keywords:
Situation: Something I did that I was very proud of (or received recognition for) was:		
Task or Action: My responsibility was _____. What I did was:		
Result: The benefit to the company (my customer/client) was...		
Resume bullet: (Above, rewritten as Result first, Task or Action second. 2-3 lines max):		

Assignment 4d: Write Your Resume Bullets and Create Your Master Resume(s)

If you’ve made it this far without skipping, you’ve built clarity that most people never do. It’s going to show—and pay off. And great news: Finally! It’s time to write your resume targeting the specific position or positions you are seeking.

If you have one or two closely related positions you are targeting, a single “kitchen sink” master resume (as in a resume that includes everything but the kitchen sink) is the easiest way to go—you can easily “save as...” and save a customized version for most positions, removing irrelevant bullets and keeping the most keywords. If you have three or more targeted positions, you will write a master resume for each specific target job title or position. Again, your AI tool of choice



can help you do this quickly! I also recommend having a “skinnied down” kitchen sink resume for general connections, and if you want to send your resume to someone who isn’t tied to a specific position you are targeting.

For example, after my layoff, I created four resumes. I was a senior leader in talent management and human resources, and that typically encompassed several key focus areas. I had a resume for leadership development, learning, and training; one targeting diversity, equity, and inclusion roles; one for general human resources; and one focusing on organizational change. I also had a “general” resume that listed a couple of key achievements in each of these areas I used to share throughout my network—that is the resume that was sent to the hiring manager for my next position by a mutual colleague.

Using your STAR Stories, write as many bullets as you can (up to 10) for each job you’ve had, focusing on the common requirements for your target position. Add these to your master resume. Then, edit to the 3-5 most aligned to a specific job opening.

Few recruiters read past the first line of a bullet: always list the Result first! Your goal is to include at least 80 percent (or 8 out of 10) keywords highlighted for your target position.

Each of your past positions should have 3-5 bullets reflecting a specific target job. You can list up to 5-7 total for a long-term position held for 7-8 years or more. Action statements should reflect the skills listed on the requisition. (See a great list of Action Verbs in the Appendix of the PDF workbook.)

At this point, if you’ve done the assignments thoroughly and reviewed them with your career coach, you have identified a few target positions, you know why these positions are open, and the problem or pain they are designed to address. You know the specific value and unique qualities that will enable you to be successful in the position, and you are focusing primarily on what the employer needs and not simply listing what you’ve done in the past.



This may seem like a contradiction: after all, you are going to write about what you've done in the past. The subtle distinction between writing a typical resume and an effective resume is that now you will be aiming your past accomplishments at a very specific target: the needs and challenges of the position you want. This is why a resume service really can't help you write your resume: they are only looking to market your "commodity" experience. They can't possibly target the writing to the qualifications, skills, and job duties of likely different future positions. I've seen Copilot do a better job than some resume writers; just be careful to review the AI-generated wording. My experience is that ChatGPT and Copilot both tend to wax a bit cheesy with unhelpful and sometimes awkward superlatives. If you're lucky, a resume service may give you a few bullets that are general to your field or profession. Still, they will never be able to cull the very laser-focused results and accomplishments, using keywords needed for your target position—yet again an area where AI seems to do better. In other words, a resume service skips Assignments 1–3 and tries to start on the 4th part of Assignment 4 (writing and formatting). It just doesn't work.

And it won't work for you either if you've skipped ahead because you want to complete your resume. Stop now, go back, and at least *read* the first three chapters. I promise you your resume will be far more successful if you've done the assignments completely. Hopefully, you've reviewed those assignments with your Posse Career Coach and now you're ready to finalize the resume and get it out there to the recruiter-verse.

Focus On Outcomes and Results

If I had a dollar for every job search client who said, "But I don't know what the results were. I didn't have any way to measure that!"—*sigh*—I'd have retired years before I did.

Here's the truth: outcomes don't have to be numerical to be meaningful. While quantitative results (numbers, percentages, revenue impact) make resumes stand out, qualitative achievements (problem-solving, team collaboration, workflow



improvements) are just as significant, especially when framed in a way that demonstrates value to an organization.

If your resume lists "Proficient in MS Office," it says nothing about how that skill made a difference. Instead, consider rewriting it like this:

- *Reduced time and improved efficiency for internal email communications using MS Word and Outlook mail merge features.*
- *Created visually compelling PowerPoint presentations that helped senior management deliver key messages with clarity.*

"But Sherryl," you're thinking, "all I did was keep the filing up to date! What possible achievement or result can I talk about?"

Hold my beer:

- *Ensured accurate and complete record keeping and efficient and fast document retrieval by diligently managing the filing system.*

"See? That's what I mean? I can't *possibly* write my own resume. I never would have come up with that!"

I repeat: Go back to Assignment 3. Why was this job created? What benefits will those skills and job duties have for the company or organization? Even better, challenge yourself to consider why a CEO or CFO would approve hiring for this position; think like a leader. Resume writing services often don't think this way, but you should. The more you frame your experience in terms of impact, the stronger your resume becomes.

In the downloadable PDF workbook, there is a list of action verbs that will help you trigger ideas and stories targeting various job duties and skills. Try to use different verbs for each bullet.

Just a few examples from the workbook:

- Communication/People Skills: *Corresponded, Interacted, Presented, Reported, Composed, Mediated, Clarified, Defined, Collaborated, Negotiated*
- Creative Skills: *Conceptualized, Designed, Modified, Innovated, Created, Developed*



- Data/Financial Skills: *Administered, Budgeted, Forecasted, Projected, Assessed, Calculated, Audited, Reconciled, Analyzed, Reduced, Increased, Researched*
- Helping Skills: *Adapted, Advocated, Assessed, Assisted, Coached, Counseled, Facilitated, Resolved*
- Management/Leadership Skills: *Approved, Assigned, Supervised, Led, Directed, Appointed, Authorized, Controlled, Approved, Planned, Recommended, Reorganized, Delegated, Enhanced, Developed, Prioritized, Instituted*
- Organizational Skills: *Charted, Compiled, Arranged, Classified, Corrected, Collected, Distributed, Standardized, Monitored, Organized, Reviewed, Validated*

Adrienne’s client, Juanita, wanted to move from teaching to art administration. Let’s review some of the resume bullets she wrote after we compiled the identified job skills and qualifications from a collection of job postings. Back then, we were still doing this work manually (and you may want to do something similar at first to look at how your resume aligns to a job posting):

Job Posting Requirement	Resume Bullet (Revised for Impact)
BS/BA in Business, Admin, Accounting, Econ, Social Science, or Ed	Earned BFA (aligned education with industry relevance)
1 year of experience in admin, office management, and budget administration	Managed purchasing budget for art supplies for 100 students—ensured equal access to materials for final exhibition.
Understanding of barriers to equity, engaging underserved communities	Increased diversity enrollment by 10%, counseling students from historically underserved populations.



Job Posting Requirement	Resume Bullet (Revised for Impact)
Knowledge of evaluation and outcomes measurement	Tracked measurable learning outcomes for 100 students, surpassing skill development targets and fostering collaboration between schools.
Experience supporting artists in SF	Reviewed 300 applications for merit scholarships, selecting diverse applicants who enriched the artistic community.
Detail-oriented, but able to see big-picture impact	Boosted institution's application yield by 30% over three years, improving long-term enrollment goals.
Strong financial acumen	Maintained department budget, ensuring compliance while maximizing event coverage and recruitment reach.

This approach links past experience to future opportunities, ensuring resume bullets match employer expectations while demonstrating impact.

Assignment 4e: Format Your Resume

Most job seekers can use the resume format outlined below. Resume “rules” change over time, and the format below is currently used by the largest outplacement firm in the US, as well as by some of the top job search influencers on LinkedIn. That said, it’s essential to research what format is typical for your particular field or industry.

Your resume should be approximately two pages long. However, you can extend to three pages if your career has spanned more than 10–15 years and you have additional accomplishments, publications, or recognitions to include. Unless you’re a brand-new graduate with no experience, a one-page resume will not be adequate, and honestly, online systems do not have a page limit (you will want to keep your “hard copy” print resume to two to three pages, though). The only exception is if you are aware of a specific requirement or standard expectation in your particular field or geography. For example, in research and academia, a more detailed *curriculum vitae* (CV) is expected rather than a summary resume (at least



in the US—in Europe, the two are considered interchangeable). If you need to create a CV, a quick internet search will bring up several examples—the content sections are the same as for a resume, only with research, publications, and education highlighted ahead of work experience. The same goes for Federal resumes, which don't use bullets at all; each position is detailed in paragraph form, outlining the work experience. Federal resumes can go on painfully for pages. If you know, you know!

First and last name

City, State | email | phone

(Do not include street address, make sure email is professional, not cutesy. List your major nearby city instead of your mailing address to widen your market.)

Summary: Write this *last*. It should be three to five lines, stating who you are and the key value you bring to the employer (proven or demonstrated in the experience section). This has to be written targeting either a specific job posting or a target job title. Write in the third person. HR influencer Liz Ryan promotes using “I” statements and first-person writing.⁴ If you feel strongly about it, limit first-person narrative to this section only, or traditional recruiters may overlook your resume. The goal is to sound human and unique. You'll feel more prepared to write this after you get through the rest of the resume. If you are targeting a position you've never held, add that objective here.

Technical Skills, Functional Expertise: (optional section). List only what is relevant to the target position (e.g., Microsoft Office, SAP, CRM, or a general professional skill like client development). This section can be invaluable for adjusting for gaps in direct experience, but make sure to include a supporting bullet in the Experience section. It's a good idea to include both “hard skills” and “soft skills” here, but focus on what is being sought by your target position.

Experience: Reverse chronology. Most recent position first. List self-employment, even if part-time, if it explains a gap in regular employment. You do not need to list whether work was part-time or full-time.



Title, Company, years (do not list months)

One-line description of the company if it is not an easily recognizable and well-known name (optional if it is).

Three to five bullets describing the accomplishments (***not the responsibilities***) *most* aligned with the job posting or standard for the target position (e.g., sales target surpassed, efficiency improved on a process, etc.) in this format (no more than two to three lines):

- State the result or accomplishment (“Built and improved customer relationships...”). State how you achieved it/the action you took (“...by focusing on follow-up and issue resolution”).

Education (and any relevant certifications)

- Unless you have no job experience at all, education always comes last.
- Degree, School. Spell out the degree, followed by abbreviation: *Bachelor of Science (BS)*
Only list your major if it is relevant to the position. Do not list year graduated unless you’ve just graduated in the past year.
- Certifications. List certifying organizations. Only list year if it is renewable or requires re-certification for a professional field.

Professional Development

Additional college course work (non-degree related), professional training relevant to the target position. List the school or organization where you completed the classes but not dates. Include CEUs (Continuing Education Units) or CPE (Continued Professional Education) hours if applicable.

Community Involvement/Volunteer Work

Only list if it will show alignment with a hiring company’s stated values.

Do not list experience over 15 years old unless you have been with the same company that long. You can add a section called “Related Experience” or



“Additional Experience” and list the company and your title only if it is relevant to your current search. Do not list any dates or descriptions of the role(s) in this section. This helps create an “ageless” resume and prevents any conscious or unconscious age bias by the hiring manager or recruiter.

Resume File Format

The above is a general resume format. AI can help with formatting, too. I’ve heard decent reviews of LinkedIn’s AI resume builder but haven’t tried it myself. It is very helpful to save a *plain text* version that can easily be copy/pasted into online applications. Always save a very simple Word.docx or Rich Text version (without any text formatting) for easy uploading and parsing by the ATS. If you add any design or graphic elements to your resume, having a simple text version for online use is very useful and time-saving. Some applicant tracking systems can’t even handle underlining or italics. Keeping a secondary bare-bones, plain-text resume for online job applications will save you time and improve your chances of dodging the ATS filters. And use both full words and common industry acronyms by spelling out and including the acronym in parentheses. This helps if the job poster enters a keyword as either one or the other (e.g., Project Management Professional (PMP) Certification).

Keep a PDF of your well-formatted, visually appealing resume for emailing and printing physical copies to share with real people.

If you’re a bit overwhelmed with all of this and are still thinking about hiring someone else to do the writing, take a deep breath: here are the key points to review on your resume before chucking it into the infamous black hole known as the Applicant Tracking System (ATS):

- Use Keywords Strategically – ATS systems scan for specific words and phrases from the job description. Mirror the language used in the posting to improve your chances.



- Keep Formatting Simple – Avoid tables, graphics, fancy fonts, or columns—ATS systems struggle with complex layouts. Stick to plain text, bullet points, and standard headings. Have a nicely formatted, visually appealing resume, if appropriate, to email or print.
- Optimize for Quick Scanning – Recruiters skim resumes fast. Start each bullet point with a strong action verb and lead with results to grab attention immediately.
- Submit in the Right Format – Some ATS systems prefer plain Word documents (.docx) over PDFs. If you are unsure, please check the job application instructions.
- Bypass the ATS altogether – The best way to get your resume into human hands is through direct (and indirect) connections. Engage with hiring managers on LinkedIn, attend industry events, and ask for referrals.
- Follow Up After Applying – If possible, email the recruiter or hiring manager directly after submitting your application. A polite follow-up can increase visibility and show initiative.

Wait, what? “Infamous black hole of the ATS?” Is it really that hopeless? Well, yes and no... but first things first: your first master resume draft is done! Woot! You’ve Readied. You’ve Aimed. Guess what? It’s time to fire off not just your resume, but all the strengths, skills, and perspectives you’ve gained to position yourself for new opportunities. And maybe some (most) of your resume uploads will get sucked into that black hole, but you won’t be worried so much about that because online applications won’t be the primary focus of your job search. I know you can’t wait to find out how, so keep reading. It’s Go time!



References & Endnotes

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