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Recruiters spend 7 seconds reading your resume.

Here are 7 steps to guarantee you **grab their attention**:

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1. The Psychology Of Attention

Recruiters read hundreds of resumes every week.

They can't spend 10 minutes reading each.

So they do a "Qualification Scan."

This is a quick scan of a resume looking for specific experience, skills, and keywords.

You need to pass this.

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2. Maximize The Top Of Your Resume

Beating a "Qualification Scan" is all about hitting recruiters with the info they want as early as possible.

The top of your resume is the most valuable section for this reason.

But most people waste that space with outdated strategies.

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3. Leverage The "Highlight Reel"

I invented the "Highlight Reel" to solve this problem.

It's a 5 bullet section that goes like this:

#1: An overarching summary of your career and value
#2-4: Case study bullets
#5: Extracurricular value

Let’s break each of these down:

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4. Your Career Summary

Your first bullet should follow this formula:

[Adjective] [Job Title] with X+ years of experience helping [Value Proposition w/ Metrics].

For example:

"Innovative CSM with 7+ years of experience driving 7-figure growth for health-focused SaaS companies."

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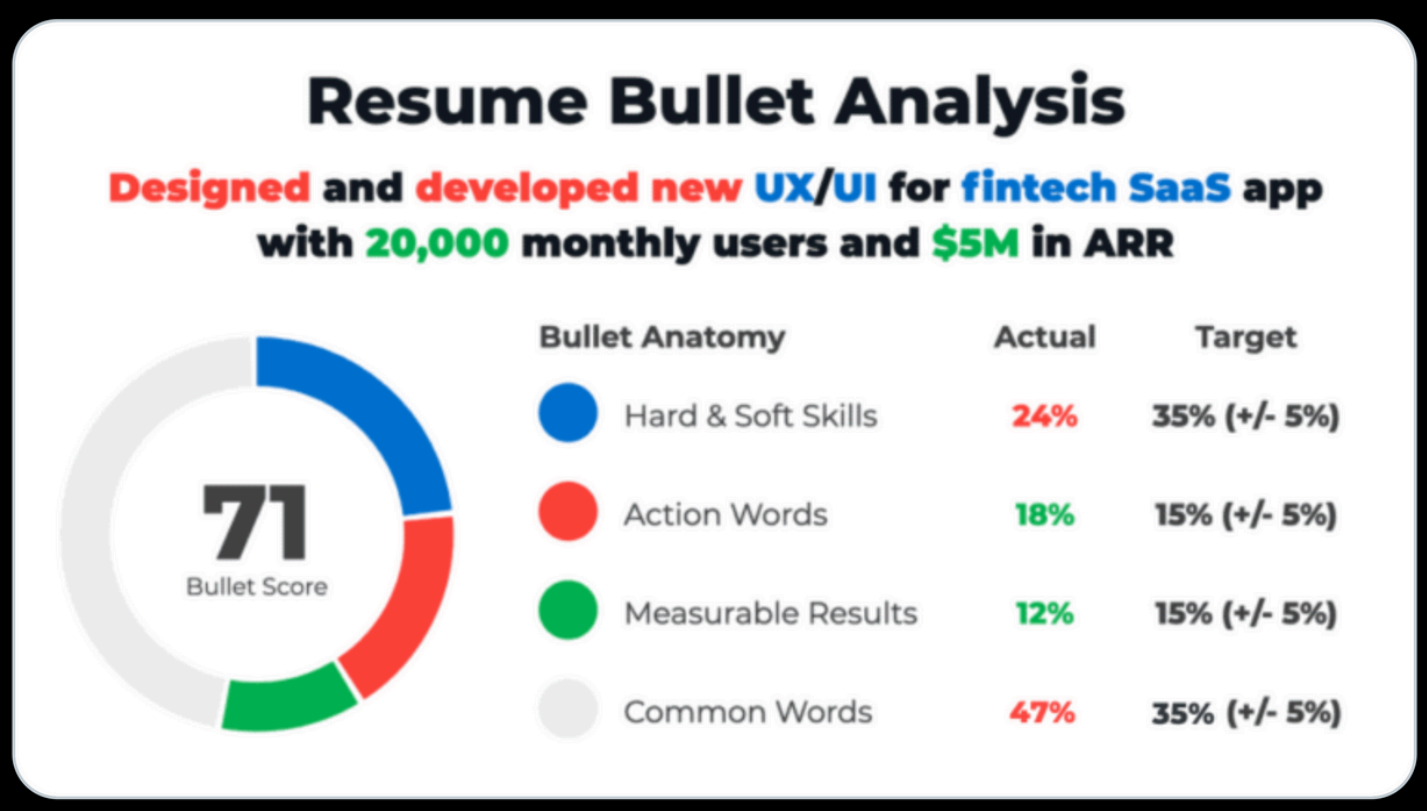
5. Case Study Bullets

Case study bullets are where the personalization comes in.

Choose 3 of your best/most relevant projects and experience.

Then slot them in right at the top.

I recommend using ResyBullet.io to write these:



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6. Extracurricular Value

Employers love candidates who stretch themselves.

This bullet is your chance to showcase that.

It’s great for sharing:

Languages
Volunteer Work
Certifications
Awards
Etc.

Make it as relevant as you can to the company culture and role!

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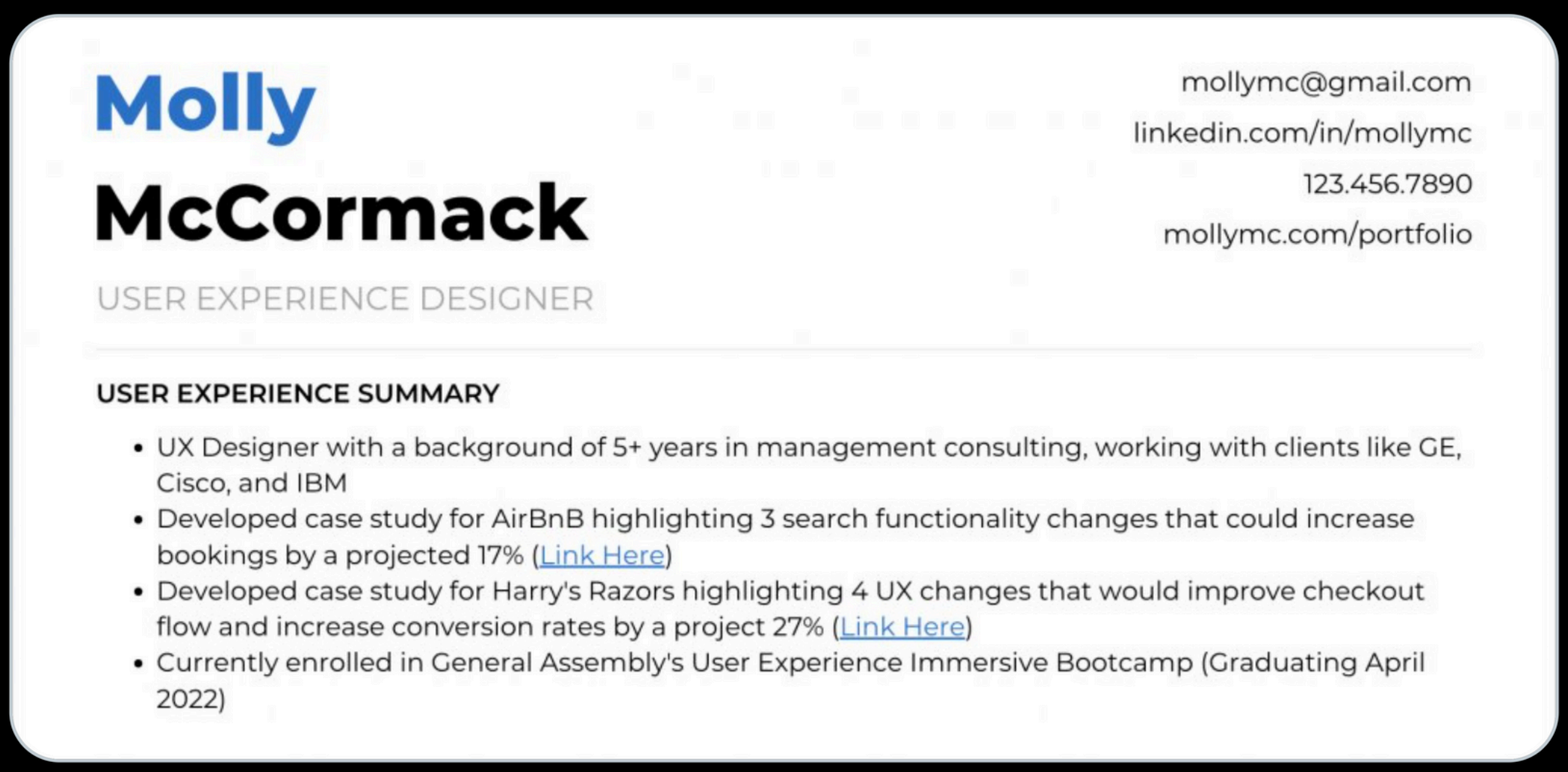
7/ Highlight Reel Example

Here’s an example of a highlight reel for a User Experience role:

- The first bullet calls out years of experience and clients.
- The case study bullets call out specific projects and measurable results.
- The last bullet shows upskilling and drive to learn.



Molly McCormack

USER EXPERIENCE DESIGNER

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USER EXPERIENCE SUMMARY

- UX Designer with a background of 5+ years in management consulting, working with clients like GE, Cisco, and IBM
- Developed case study for AirBnB highlighting 3 search functionality changes that could increase bookings by a projected 17% (Link Here)
- Developed case study for Harry's Razors highlighting 4 UX changes that would improve checkout flow and increase conversion rates by a project 27% (Link Here)
- Currently enrolled in General Assembly's User Experience Immersive Bootcamp (Graduating April 2022)

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8. Why It Works

Highlight Reels are effective because they showcase your:

Years of experience
Specific relevant outcomes
Skills
Right at the very top of your resume.

Recruiters get all of the info they're looking for in a few seconds.

That's going to win you more interviews!

Ready To Level Up Your Job Search?

We've helped thousands of people land jobs they love without applying online. Our clients see:

💰 Average Raise: $44,000+
⏱️ Avg. Time To Offer: 3.5 Months
🧭 Complete Career Clarity
🤝 End-To-End Job Search Support
✅ 3X+ ROI Guarantee

We'd love to work with you to help you get similar results in your search.

If you want to learn more, book a free Career Clarity Call with our team:

CultivatedCulture.com/Coaching