

Choosing the Right Type of Resume

Highlight your strengths with the right layout.

Summary Comparison

	Chronological	Hybrid
Primary Focus	Work History	Experiences & Skills
Recruiter Preference	High	Medium
ATS Friendliness	Excellent	Good
Best For	Relatively steady employment history	Unstable employment history or project-based employment

Chronological (Reverse-Chronological) Resumes

This is the most common format and the "industry standard" that most recruiters expect to see. It lists your work history starting with your most recent position and moving backward.

Best for:

- Consistently employed
- Most jobs last at least 6 months
- Only minor employment gaps between jobs
- If only now rejoining the workforce after 3 years maximum, the employment history before that is consistent and steady

Key focus: Career progression, job titles, and dates.

PROS:

- Very easy for recruiters to skim
- highly compatible with Applicant Tracking Systems (ATS)

CONS:

- Highlights employment gaps

Hybrid (Skills-based with employment history)

The hybrid resume de-emphasizes *where* and *when* you worked and instead focuses on *what* you can do. It groups your experience under skill themes (e.g., "Field Research," "Project Management") rather than specific job titles.

Best for:

- Limited professional experience
- Lots of employment gaps
- Short employment stints
- Employment that is mostly project-based (like contractors, skilled trades, self-employed)

Key focus: Specific skills and transferable expertise.

PROS:

- Draws attention away from spotty work history
- Makes sense of project-based employment.

CONS:

- May confuse Applicant Tracking Systems which are optimized for Chronological Resumes.