

Continue



Should i put my picture on a 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 a norm there.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 rirekisho. 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. Updated on 17 January 2025You're preparing your job application.You know hiring managers will scrutinize your resume, so you put in hours of hard work to make everything look polished.One thing is left: should you include a photo on your resume?The internet is full of contradictory advice - some say it's good to include a photo, others say it's taboo altogether.So, what's the truth?In this article, we're going to cover:When to Include a Photo on Your Resume8 Tips for Including a Photo on Your Resume6 Resume Photo Examples...and more!Let's dive in.Want to create your resume fast and hassle-free? Use one of our templates!They're designed to impress any hiring manager and let you add or remove a photo easily.There's a lot of confusion around adding photos to your resume or CV (you may call it a CV, depending on where you're based).The main thing to consider is the country where you're applying to work.Like everything else, the cultural and social rules surrounding resumes and job applications vary from country to country. So, you need to know those specifics to navigate that job market effectively.Thankfully, you don't need to guess to guess because we're here to break it down for you. There are a few countries where it's taboo and even illegal to include a photo with your job application. There, your resume might be disqualified altogether if you do include it. These countries are: The United States of America. Because of the Equal Employment Opportunity Commission (EEOC) regulations, a photo on a resume can be seen as leading to potential discrimination based on race, gender, or ethnicity. Photos aren't encouraged, and many companies avoid them for compliance reasons.Canada. Canadian Human Rights legislation prohibits employers from asking for a photo as part of a job application since this can lead to discrimination. The law encourages anonymous hiring processes so if you're living there, don't add it. The United Kingdom. Photos are forbidden on job applications in the UK. The Equality Act 2010 mandates that employers avoid any potential discrimination in the hiring process, including information about your age or marital status.Other countries don't have legislation that outright bans photos on resumes but the practice is strongly discouraged. These include:IrelandAustraliaNew ZealandSouth AfricaYou might notice a pattern here - most English-speaking countries are strict about not adding photos to resumes, and some have strict anti-discrimination laws forbidding it. So, what about elsewhere in the world?The job market is very dynamic everywhere and legislation changes over the years. In fact, in most countries, it was expected to include a photo on your resume until recently.Here are some countries where this is currently shifting:GermanyFranceSwedenThe NetherlandsSingaporeSouth KoreaOverall, these countries aim to remove personal information that could lead to unconscious or overt bias during the hiring process, so including a photo in your resume could become a legal issue for the company you're applying to. There are some exceptions to the rule. For example, if you're applying for a job as a model or an actor, then a photo will be expected in any country because the job is directly linked to your appearance. So, when (and where!) should you include a photo with your job application?The answer is pretty much everywhere else. Just like how most of the world calls it a CV instead of a resume, the same way they expect to see a picture of you in the top corner of the document.To clarify, you should always add a photo on your resume when applying for a job in:Europe: Switzerland, Italy, Austria, Belgium, Spain, Denmark, LatviaAsia: China, the Philippines, Malaysia, India, Thailand, VietnamAfrica: Algeria, Egypt, Rwanda, Uganda, Mozambique, GhanaThe Americas: Guatemala, Argentina, Ecuador, ColombiaOnce again, there are some exceptions to the rule.For instance, in countries including Chile, Uruguay, and Armenia, you can add a photo to your resume, but many people choose not to. You should also keep in mind that if you're applying for a job in a foreign country, they might retain the CV requirements from their native country, not the country you're applying in. For example, if you live in India, it's common to include a photo in your CV. But if you are applying to an India-based UK company, you might have to stick to the origin country's CV requirements, which means no photos or unnecessary personal information. There are more than 190 countries in the world, so we didn't research the ins and outs of job applications for all of them. However, most of these countries do have some things in common and that's the industries and occupations that they hire for. In countries where including a photo is acceptable, customer-facing roles such as receptionist or server might require a picture of you. On the other hand, if you're looking to get into engineering or law, a photo will be far less important than your work experience or skills. So, if you're not sure if adding a photo is okay, we recommend skipping it. In the end, if it's that important to the hiring process, the employer will outright request it, so you'll know. Your work experience is one of the most important sections of your CV or resume. Learn how to perfect it with our guide!If you're going to add a photo to your resume, it better be a good one! So, just follow these tips to help you make a great first impression:Dress according to the role. Make sure the company's culture is reflected in your picture. If you're applying for a job as an investment banker, put on a suit. Similarly, if you're going to be in a business casual environment, a good T-shirt is enough. Consider hiring a photographer. Using a professional photo goes a long way and it's not as expensive as you might think. Match it to your LinkedIn photo. This way, if employers look at your resume and then go to your LinkedIn profile, they might recognize your personal brand immediately. Keep it relevant. Your photo should reflect how you look now, not how great you looked that one time five years ago. Crop the photo. If you do include a photo on your resume, it should always be a headshot. Full-body photos might be necessary on the side if you're an actor or other entertainer, but when it comes to resumes, everyone is equal. Your face should take up more than half of your photo, with the top of your shoulders and the space just above your head framing the center of the picture. Using a selfie. Even the best phone cameras look unprofessional from your favorite selfie angle. If you don't have a proper camera, at least ask a friend to help take your picture. Causing a distraction. The hiring manager should be focusing on your most important skills and experience, not on what you look like. Avoid extravagant hairstyles, makeup, or fashion statements. Oversizing your photo. Your photo shouldn't be center-stage, especially when you're trying to keep your resume to a certain length. A small, passport-sized photo in the top right or left corner is more than enough. Now it's time to look at examples of which photos should (and which photos should never) be included on your resume. Generally, good examples are photos where: You're alone in the picture. You're facing the camera. Your face isn't obscured by glasses, shadows, or hair. You have a neutral or friendly expression. Your backdrop is a plain or blurred background. The picture doesn't include any filters or distortion. If your photo doesn't follow the outlined steps above, either take a new one or submit your resume without it. Now that you know what the ideal resume photo looks like, let's talk about what the resume should look like. Check out these resumes with and without photos: Need more inspiration? Check out our resume examples article for more! Are you still unsure whether to include a photo on your resume? Just check out the answers to some of the most frequently asked questions here: Q — #1. Won't the Hiring Manager See My Photo on LinkedIn Anyway? If you have an updated LinkedIn profile, the hiring manager might see your face. But this depends on whether you've applied to the job directly through LinkedIn or included a link to your LinkedIn profile on your resume. Even if you're applying through a separate application form, it's better to skip adding a photo to your resume so that the hiring manager first judges you based on your skills, experiences, and overall how good your resume is. Then, if they're curious and want to reach out to you, they can go to your LinkedIn profile to put a face to the name. Q — #2. Why Do Some Countries Forbid Including a Photo on Your Resume? Photos can reveal a lot of personal information about a candidate. Some countries have strict anti-discrimination laws prohibiting any personal candidate information from making it to the employer before the interview stage. Photos can reveal your race and/or ethnicity, gender, age, and possibly other things such as religion. Any of these could lead to bias or discrimination in the hiring process, so many employers in countries with laws like this will outright reject resumes with photos. Q — #3. Should You Add a Picture to Your Cover Letter? No, you shouldn't add a photo to your cover letter. Even if your resume includes a photo, there's no need to oversaturate your application by adding it to your cover letter, too. At worst, it could mess up your layout and formatting, and at best - it could distract from your actual cover letter's text. It's more than enough to just use a professional cover letter template that matches your resume. Q — #4. How Can I Add a Photo to My Resume? Adding a photo to your resume can be a hassle if you're using a regular text processing program. We recommend using a professional resume builder like Novorésumé. Novorésumé has an intuitive interface and once you choose a resume template that matches your needs, you can easily add or remove the photo from your document. If you deleted the profile photo option and want to add it back, you can easily click "Layout" in the top header menu and toggle the settings for the photo. And that's all there is to know about including a photo on your resume! By now, we're sure you've got this. But just in case, before we part ways, let's recap what we talked about: Whether or not you should add a photo to your resume depends on local legislation and cultural norms. This is going to be different for every country, so do your research before you submit your application. While some countries like France, Germany, and South Korea, among others, used to require photos in job applications, there is a trend of this changing. You might find conflicting information about this online, so do extra research about each company and/or industry you might apply to in any of these countries. Across most of the world, it's still the norm to include a photo in your resume. But that photo should make a fantastic first impression, so make sure you do it right! A professional photo on your resume should focus on your face in full view, with no filters, harsh shadows, or distracting backgrounds. If you're not 100% sure whether you should add a photo to your resume, it's always best to err on the side of caution and skip it.