



Fudging the truth on a CV is done by job applicants around the world. According to CareerBuilder.com<sup>1</sup> 38% of CVs in the US contain lies. Call them errors, mistakes, or exaggerations.

An analysis, carried out by MultiLatin Background Screening, of candidate-supplied data, covering 2013, in Mexico revealed several lies amongst candidates that were related to experience and education, positions held and their duration as well as the inexistence of a criminal past.

It was found that twenty-seven percent (27%) had lied about their academic and professional histories while six percent had criminal records or were defendants in criminal litigation.



### *Employment History*

On employment many lied about the length or tenure in which the individual was employed in a position. A sleight of hand enabled some candidates to stretch out a two month job and make it appear to have been for two years.

Some exaggerated about roles and responsibilities as well as job titles. A lawyer in one major company took liberties and wrote up his time as having been in the position of General Counsel.

Another case took the concept of sabbatical to new heights. An obvious gap in time between jobs was described as a professional sabbatical which was better explained after criminal litigation search revealed time in a state prison for drug related charges.

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<sup>1</sup> Source: CareerBuilder.com, "6 ways hiring managers are spotting résumé lies", 2012



**6%**  
of reviewed candidates  
hold criminal records  
or have been  
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litigation

## Education

In Mexico, the single biggest obstacle to completing a degree is a thesis. Almost all colleges require them as a final step. Because most college students work while they study, their added pressure often leads them to never finish. Once classes are done the thesis is often forgotten.

Being a college graduate represents both job eligibility and social prestige, and recognition for college degree comes with title. Graduates are addressed by their degree, such as engineer, licenciado (typically lawyer, etc.). Because of this, some would be grads fudge it. Over time the lines between and fact and fiction often becomes blurred.

This was the case at a multinational consumer products company which screened a senior manager for a promotion to another division. Turned out the industrial engineer vying to be a divisional head had never studied at the college from which he claimed to have graduated. The fact that no company ever questioned his CV including his current employer enabled him to get by for over twenty years.



**20**  
Most years lying about  
an Academic Degree

In Mexico, standard practice for verifying academics is to request a copy of a degree and complete a file. That's not verifying. This creates an opportunity for black market degrees to proliferate. In the infamous Santo Domingo Market in Mexico City it can cost anywhere between \$ 500 and \$ 1,000 dollars to buy a perfect degree facsimile.

As companies based in Latin America also known as *multilatinas*, expand their operations around the region and around the world, we expect Mexican companies to take the lead in adopting global practices for background screening solutions.

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