



Photo on your CV – Yes or No?

To be honest, there's no rule on this one and it's up to you.

From my perspective, I'd recommend leaving it off. It's common now for employers to cross-reference candidates with their LinkedIn profiles* so that's where you need to make sure your photo is professional and recent. LinkedIn recommends that your face makes up at least 60% of the photo, so bear that in mind when you're selecting one to use.

If you do decide to add a photo to your CV (and these tips also apply to your LinkedIn profile), then:

- Don't use a passport style photo i.e an unsmiling headshot. You want to choose one where you're smiling and look approachable.
- Don't choose a photo that includes: friends or family, your pet, a national monument or other distraction
- Don't use one that's been touched up/air-brushed and looks false
- Don't choose an old photo. If you get asked to interview, you don't want them to be shocked if you look completely different to your CV photo!

Remember - people hire people they think they'll like and will want to work with. That first impression from a photo does matter, so choose carefully!

** Don't have a LinkedIn Profile? Take a look at Apply and Succeed's [blog](#) on how to set one up and what to include*