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Clay Clark, America's Business Coach, Shares Thoughts on “Employee Ghosting” and “Résumé Fibbing”

The Co-host of the Thrivetime Radio Show says he is not shocked at all by recent findings on the modern American workplace.


Clark Clark, Business Consultant and founder of the Thrivetime Radio Show

TULSA, OK, UNITED STATES, December 27, 2018 /EINPresswire.com/ -- Economists and business experts report that workers are starting to act more and more irresponsibly when looking for a job, some even ditching jobs without a parting text.

“A number of contacts said that they had been ‘ghosted,’ a situation in which a worker stops coming to work without notice and then is impossible to contact,” reported the Federal Reserve Bank of Chicago in December’s Beige Book report, which tracks employment trends in the modern workplace. Companies across the country have stated that silent exits are on the rise during the hiring process.

“I am first-hand witnessing the recent epidemic and trend of employees "ghosting" their current employers and quitting without texting, calling, emailing or communicating their decision in anyway,” states Clay Clark, a business consultant and founder of the popular Thrivetime radio show, “I am 100% not shocked. In a job market where there are more employers looking to hire than there are employees willing to work, get ready to witness even more "employee ghosting."”

Analysts are blaming the U.S.’s increasingly tight labor market. It’s reported that job openings have surpassed the number of workers for eight months in a row, and the unemployment rate has steadied at a 49-year low of 3.7% since last September. Applicants have been known to blow off interviews, new hires quickly turn into no-shows, and workers leave one evening and never return.

This isn’t the only negative trend that’s been spotted as well. In a market populated with dwindling values, 85 percent of employers have caught applicants lying on their résumés or applications, states HireRight’s 2017 employment screening benchmark report. This number is a stark increase from the 66 percent reported 5 years ago.

Why did this trend develop? Companies use some form of applicant tracking system (ATS) to take in résumés, filter through them, and narrow down the applicant pool. The ATS does the dirty work employers don’t want to do, and passes along the résumés that match the specific requirements for things like college degrees, years of experience, and salary expectations. Job seekers have taken advantage of the practice by lying on their résumés and applications in hopes of making the cut. With so many eligible workers in the job market, job seekers feel that they can get away with these habits.

"As an entrepreneur and an American employer in the modern world, I was not surprised when Inc. Magazine reported that 81% of employee lie on their resumes,” states Clark. The business guru is worried by these unsettling trends, but believes that anyone could have seen these events coming a mile away.

Though ghosting in the United States and résumé fibbing haven’t been addressed with clear-cut solutions, consultants encourage employers to build meaningful relationships at every stage of the hiring process. “Someone who feels invested in an enterprise is less likely to bounce,” concludes Melissa and Johnathan Nightingale, who have written about leadership and dysfunctional management. No matter what, it’s worrying to see how these trends will grow and develop over the upcoming years.

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