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# The Career Channel

*A WebLog devoted to career advice, resume tips, and job search strategies hosted by Susan Geary, Certified Expert Resume Writer.*

## About Me

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## Hate your Job? -- Practice Turtilism

Last year while reading the daily e-list from [Career Directors International](#), I came across a new philosophy from CDI's President, Laura DeCarlo. Laura plans to include it a soon to be published career management book. In it, she shares this piece of valuable advice on how to survive a hostile work environment while searching for a new job.

Laura says, "practice turtilism"...be the turtle." In other words, stop sticking your neck out asking for more work and trying to make a good and visible impression, which might intimidate and frustrate the good old boy's club network within your company's management. Instead, tuck in close – head down, do the work necessary to the best degree possible, and try to become invisible (just a shell, not worth noticing, undermining, or attacking) until the day you can tender your resignation with a new job waiting in the wings.

When the writing is on the wall that you're unappreciated, and you no longer love your job, then you should consider becoming the turtle. Laura does note that "turtle mimicry will NOT help you survive a fire in the workplace; it will also not help you successfully avoid a confrontation with a boss who is at this very moment yelling at you for reading her book (or this blog) at your desk during work hours."

But be careful. Turtle mimicry can be habit forming and lead to invisibility, lowered job satisfaction, lack of growth, and career stagnation. Only practice it when you need to temporarily remove yourself as a moving target from an employer's radar while you seek a better, safer, and more fulfilling job match. Turtilism will help get you by but it will not help you fly unless you take additional, more aggressive steps to find a new environment that doesn't make you want to crawl inside your shell and hide.

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Use turtulism as a last resort and you need to hang in there just a little bit longer!

--Susan Geary, [1st Rate Resumes](#)

Labels: [Career](#), [Job](#)

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posted by Susan Geary, CERW | [3:59 AM](#) | [0 comments](#)

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## Favorite Job Search Books

I've been writing resumes professionally for 8 years now. That means for 8 years, I have derived an income from it. Prior to that, I wrote resumes free for my friends because I liked doing it, and I had a job that paid well.

When I first launched [1st Rate Resumes](#) I went to the bookstore and bought a bunch of resume books, thinking I could learn what I needed to know from a few books. The only problem was, I didn't know which books were better than others. And of course, I bought books I thought would be helpful, but contained a lot of outdated information. I also made the mistake of purchasing resume books from used book stores and library book sales. Talk about out of date!

If you're getting into the resume writing business, or just seeking out the very best books, let me save you from the same mistakes I made. First and foremost, find something very recent, and from a certified resume writer. The credentials will be either a CPRW, CERW, CARW, or NCRW. The credentials are different because there are several governing resume writing associations: The Professional Association of Resume Writers, Career Directors International, or the National Resume Writers' Association. Earning a credential means the writer has been tested for knowledge and writing competence and meets the standards set.

The book you'll find on just about every resume writers shelf is "Resume Magic" by Susan Britton Whitcomb. It's a comprehensive manual that contains just about any challenge for professional writers. I also like "Designing the Perfect Resume, 3rd Edition" by Pat Criscito of ProType in Colorado Springs. It contains nearly 200 resume samples, with more than 100 contributions from members of the National Resume Writers Association.

Avoid those books that consistently show resumes with the word "Objective" at the top. They are out of date, even if it was published recently. We don't use that term on a resume anymore.

Most of all, remember that learning to write a resume takes a lot of time.