



Deconstruct a resume

DECONSTRUCT · 90 minutes · 7 timed blocks

WHAT PARTICIPANTS LEAVE WITH

Participants can state, from evidence they gathered themselves, what every working resume contains and why each part is there.

Participants leave with a written list of testable rules in their own words, and no file of ours.

Participants can rebuild a resume from a blank page after this room is gone.

ROOM, MATERIALS, AND WHAT TO OPEN

Room: tables in fours, so five examples can be laid side by side and argued over. The argument is the mechanism of this session, not a disruption of it.

Materials: one device with internet per pair, paper and pens for the rule sheet, and a wall or whiteboard wide enough for two columns the whole room can read.

Open on the projector: /method for the DECONSTRUCT card in step one, and /build for the resume lab, which you use for search tactics in step two and the self-critique list in step seven.

Do not open a template, and do not show your own resume. The moment a room sees one finished example, it stops extracting the pattern and starts copying the page.

No-internet fallback: have each pair write down from memory the last three resumes they have seen or been sent, then compare those. The skeleton still appears.



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MINUTES	STEP	FACILITATOR	PARTICIPANTS
10	1. Frame: why there is no file hirefrom.ph/method	Say the standard out loud: we hand out no finished files here. Ask who has downloaded a resume template and how far it got them. Take two honest answers and correct neither. Put the DECONSTRUCT card on the screen and read its five steps once, slowly.	Answer honestly. Write the five DECONSTRUCT steps at the top of a blank page. That page becomes their rule sheet for the rest of the session.
15	2. Hunt five real examples hirefrom.ph/build	Set the hunt: five real resumes from people hired into the kind of role this room is aiming at. Real documents, not template galleries, not builder exports. Read out the search tactics from the resume lab, then circulate and reject anything that came from a template site.	In pairs, hunt. Save or screenshot five. Say out loud what makes each one real: a named person, a specific employer, work that leaves a trail somewhere you can check.
15	3. Extract the skeleton	Draw two columns on the wall: in all five, and in some. Take one item at a time from the room and place it. Refuse vague entries. 'A skills section' is not an entry. 'Every example lists skills the writer could defend under a follow-up question' is.	Call out what appears in every example. Argue when a pair disagrees, because the argument is where the rule gets found. Copy the finished 'in all five' column onto their own sheet.
10	4. Name the variables	Move to the second column. For each difference ask the only question that matters: what decision produced it? Length, section order, whether a photo appears, whether projects stand in for employment. Name each one as a judgment the writer made for a reason.	Write each difference as a decision they will have to make about their own document, with the reason attached to it.



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15	5. Write the rules	Turn observations into rules. A rule is testable: someone else must be able to hold a page against it and say pass or fail. Walk the room and push back on any rule that cannot fail. 'Be professional' is not a rule. 'Every bullet names a result you can measure' is.	Write six to ten testable rules in their own words. Read one aloud to the pair beside them and let it be challenged.
15	6. Blank page, examples closed	Have every device and every example closed. Hand out blank paper. Say plainly that nothing produced in fifteen minutes will be finished, and that finished is not the goal, ownership is. Keep the clock visible, then stay quiet. Resist filling the silence.	From the rules alone, draft their own resume on a blank page. No copying, no examples open. Whatever they cannot fill gets marked and carried home as homework.
10	7. Swap, mark, and take the drill hirefrom.ph/build	Pairs swap drafts and mark them against the rule sheet, pass or fail, line by line. Only now put the resume lab's self-critique list on the screen and ask two questions: what did your rules catch that ours did not, and what did ours catch that yours missed. Close with the drill.	Mark a partner's draft against the rules and add any rule the room missed. Take the drill: one deliverable they have never made, five real examples, rules written first, build second.



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DISCUSSION PROMPTS

What did every example do that none of them explained?

Which of your rules would break if the role changed from customer support to bookkeeping? Is that a bad rule, or a rule that needs a condition attached?

Who reads this document, and what else are they doing while they read it?

If a rule cannot fail, is it a rule or a wish?

What did you copy without noticing, and what does that tell you about how one template spreads through a whole batch?

If your file disappeared tonight, what would you need to rebuild it tomorrow, better?

COMMON FACILITATOR MISTAKES

MISTAKE

FIX

Showing a finished example resume on the screen to save time.

Never put one up. The room stops extracting and starts transcribing, and you have run a template session with extra steps. Let them find their own five.

Answering 'is this good?' with your own opinion.

Point at their rule sheet and make them answer it themselves. Your taste does not travel out of the room. Their rules do.

Letting the hunt overrun because a pair could not find five.

Hold the clock. Three real examples produce a workable skeleton. A session that never reaches the blank page produces nothing.

Accepting vague skeleton entries because the room is agreeing.

Push every entry until it names a function or a rule. Agreement on a vague entry feels like progress and teaches nothing.

Cutting the blank-page build when time runs short.

Cut the critique instead. The build is the session. Everything before it is preparation for it.

HOW TO USE AND CITE THIS

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