

美女写简历千万别贴照片：漂亮也是一种罪啊！PDF转换可能丢失图片或格式，建议阅读原文

https://www.100test.com/kao_ti2020/646/2021_2022__E7_BE_8E_E5_A5_B3_E5_86_99_E7_c96_646837.htm 美女会得到很多优待，比如升职快。但是，在投简历的时候，美女，你千万不要贴照片啊！长得漂亮不是你的错，但长得漂亮你还在简历中得瑟就是你的不对了。要知道，已经有研究证实了：美女简历贴照片，获得面试的机会要少掉三分之一！AT WORK, as in life, attractive women get a lot of the breaks. Studies have shown that they are more likely to be promoted than their plain-Jane colleagues. Because people tend to project positive traits onto them, such as sensitivity and poise, they may also be at an advantage in job interviews. The only downside to hotness is having to fend off ghastly male colleagues. or so many people think. But research by two Israelis suggests otherwise. 工作中，就像在生活中一样，美女总会得到很多优待。有研究指出，美女比起相貌平平的女同事来更容易获得晋升，因为人们倾向于把漂亮的外貌和良好的特质联系起来，比如做事细心、善于平衡等。漂亮的女性在面试中也会更具有优势。美貌所带来的唯一的负面影响可能是美女要防止殷勤的男同事的骚扰。以上这些观点都是人们的普遍看法，而两位以色列的研究者在调查中却得出了相反的结论。Bradley Ruffle at Ben-Gurion University and Ze'ev Shtudiner at Ariel University Centre looked at what happens when job hunters include photos with their curricula vitae, as is the norm in much of Europe and Asia. The pair sent fictional applications to over 2,500 real-life vacancies. For each job, they sent two very similar

résumés, one with a photo, one without. Subjects had previously been graded for their attractiveness. 本古里昂大学的Bradley Ruffle和艾瑞儿中心大学的Ze'ev Shtudiner对求职简历中附照片的做法进行了调查研究。在欧洲和亚洲国家，简历中附照片是一种惯例。两位研究者给2500个空缺岗位投递了虚构的简历。每一个岗位都投递了两份不同的简历，一份附上了照片，一份没有。照片在投递之前已经按照吸引力程度做了分级。For men, the results were as expected. Hunks were more likely to be called for an interview if they included a photo. However, for women this was reversed. Attractive females were less likely to be offered an interview if they included a mugshot. When applying directly to a company (rather than through an agency) an attractive woman would need to send out 11 CVs on average before getting an interview. an equally qualified plain one just seven. 对于男性而言，试验结果在预料之中，帅哥如果在简历中附上照片则更容易获得面试机会。但对于女性而言，结果正相反。如果美女在简历中附上照片，获得面试的机会就会减少。在直接向应聘公司投递的简历中（不包括通过求职中介），附上照片的话，美女平均要投递11份简历才会获得一次面试机会，而长相平平的女性只要投递7份简历。 At first, Mr Ruffle considered what he calls the “ dumb-blond hypothesis ” that people assume beautiful women to be stupid. However, the photos had also been rated on how intelligent people thought each subject looked. there was no correlation between perceived intellect and pulchritude. 一开始，研究者Ruffle把该结果归因于“美女是笨蛋”的理论，他自己提出的这个理论假设美女都是笨蛋。不过，两人事先也

对照片看上去的聪明程度进行了评级。结果显示，美貌程度与聪明与否并没有直接联系。 So the cause of the discrimination must lie elsewhere. Human resources departments tend to be staffed mostly by women. Indeed, in the Israeli study, 93% of those tasked with selecting whom to invite for an interview were female. The researchers' unavoidable and unpalatable conclusion is that old-fashioned jealousy led the women to discriminate against pretty candidates. 那么，对美女产生偏见的原因肯定是其他方面。人力资源部门的职员大多数都是女性，这一点在该调查中也得到了证实，93%负责筛选简历确定面试的都是女性。于是，研究者不可避免地把原因归咎于老掉牙的“嫉妒”理论，女人嫉妒女人，所以美女在简历中附照片后会遭遇歧视。 So should attractive women simply attach photos that make them look dowdy? No. Better, says Mr Ruffle, to discourage the practice of including a photo altogether. Companies might even consider the anonymous model used in the Belgian public sector, where CVs do not even include the candidate's name. 那么，美女难道要在简历中放一张形象邋遢的照片吗？不是，更好的办法是不要在简历中附照片。公司可以考虑用匿名方式筛选简历，就像比利时公共部门招聘时所采取的方式，把照片隐藏起来，甚至连名字也是屏蔽掉的。更多推荐：[职场揭秘：为什么你面试总是失败](#) [毕业生快乐转型职场人：5招让你笑傲职场](#) [面试中十大肢体语言错误：别让细节毁了面试](#) [十大常见礼仪错误 总有一条你经常犯！](#) 100Test 下载频道开通，各类考试题目直接下载。详细请访问 www.100test.com