
COMPANION DISCUSSION GUIDE

What Comes After the Resume

Professional truth, evidence, privacy, and AI integrity

A free guide for readers, families, coaches, educators, veterans, career changers, and thoughtful teams

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How to use this guide

This guide turns the book's source-layer ideas into a conversation and reflection practice. Use it on your own, with a partner, or in a small group. It is not a test and does not ask you to prove your worth.

Start with one real episode of work. Write only what you can support. Protect confidential or sensitive information, and keep anything private that should not travel.

A humane working agreement

- People—not records, rankings, or systems—hold inherent dignity.
- Specific evidence is useful, but it should never become surveillance.
- A truthful gap is safer than an impressive invention.
- Privacy classification happens before sharing or AI use.
- The worker chooses what to preserve, render, share, revise, or refuse.
- No record or guide can guarantee employment, mobility, fairness, or protection from discrimination.

Sensitive-information boundary

Do not place Social Security numbers, financial or authentication information, medical information, confidential employer or client material, student or patient data, private family information, or legally restricted content in this guide or an AI tool. Use a private note such as “confidential artifact exists” instead.

1. Surface audit

A résumé, profile, portfolio, application, interview story, or AI summary is a surface. Name what currently represents you—and what each surface cannot prove.

Which surfaces currently represent you?

What is each surface carrying too much weight for?

What meaningful work disappears or becomes distorted on those surfaces?

2. Minimum viable Record

Begin beneath the surface. Choose one specific episode rather than trying to summarize an entire career.

What happened?

What did you contribute?

What evidence exists?

What claim might this support?

What should not be shared?

3. Evidence inventory

Gather evidence without treating every artifact as safe to publish. Evidence can include outcomes, artifacts, feedback, learning records, systems, metrics, or witnesses.

Evidence or memory trace	Where it is kept	Safe to share?

What contribution do you know is true but have not preserved well?

4. Context rehydration

Evidence is often underread when scale, stakes, constraints, authority, or support are missing. Restore the setting without inflating your role.

What were the stakes, constraints, and relevant conditions?

What authority did you have—and what was outside it?

Who supported the work, and what belonged to them?

What changed, and what remained unresolved?

5. Claim map

Connect one responsible claim to what supports it. Mark gaps instead of hiding them.

Claim I may be able to make	Evidence that supports it	Context or limits	Gap / next step

Where might pressure be causing you to overclaim or underclaim?

6. Claim maturity

A claim can be verified, supported, emerging, aspirational, unsupported, stale, or unsafe. Classification helps you choose honest language.

Verified	Direct, current evidence supports the claim.
Supported	Multiple credible signals support it; limits are understood.
Emerging	Some evidence exists, but the pattern is still developing.
Aspirational	A direction or intention—not a current capability claim.
Unsupported	The available record does not support using it.
Stale	It was once supportable but needs current evidence or context.
Unsafe	Using or sharing it would create privacy, confidentiality, legal, or integrity risk.

Choose one claim. What is its maturity, and what wording fits that maturity?

7. Privacy and artifact safety

Classify before you share. A useful record can preserve the existence and meaning of evidence without copying protected material.

- Public
- Shareable with a named audience
- Redacted or summarized
- Metadata only
- Private memory
- Interview memory only
- Do not upload or redistribute

What evidence can travel safely?

What should remain private, redacted, summarized, or never uploaded?

Whose permission may be required?

8. Witness map

A witness can add context to a specific claim without becoming a surveillance node or being asked to disclose information they should protect.

Person / role	What they directly saw	What not to ask	Permission status

Consent request starter

"I am documenting one specific piece of work. Would you be comfortable confirming only what you directly observed? I will show you the exact wording first, and it is fine to decline or limit what you confirm."

9. AI provenance and integrity

AI can help organize or phrase what evidence supports. It must not invent experience, credentials, metrics, employers, dates, tools, or certainty.

Source used	Purpose / prompt summary	Output kept or rejected	Human review

Where did AI help you find language, and where did it drift beyond the evidence?

10. Rendering lab

Render one governed claim for different audiences. The underlying record stays stable; the view changes.

Source claim and supporting evidence

Résumé bullet

Profile line

Interview story: situation, action, evidence, limits, learning

Portfolio description

11. Interview rehydration

Prepare to restore context under pressure without inventing or oversharing.

Situation and stakes

Your responsibility and action

Evidence and outcome

Limits, support, and what you learned

A respectful follow-up question you could ask the interviewer

12. Maintenance rhythm

A trustworthy record grows through a routine simple enough to keep.

Monthly

- Capture one or more recent work episodes.
- Add or locate supporting evidence.
- Classify privacy before sharing.
- Update claims only when the record supports it.

Quarterly

- Review claim maturity and stale language.
- Refresh renderings for current needs.
- Confirm witness permission and access boundaries.
- Export a private backup you control.

Annually

- Archive what no longer needs active use.
- Remove unsafe or unnecessary copies.
- Review AI provenance and sharing decisions.
- Choose what the record should help protect next.

Adapt the practice

Use only the parts that fit your life. Do not over-credential ordinary life or make private family experience perform for the market.

Family and youth

- Use project-memory cards: what I made, tried, learned, and would change.
- Connect strengths to real stories rather than labels.
- Keep private information at home and ask permission before sharing.
- Offer visual, low-writing, or dictation-friendly options.

Veterans and career changers

- Map mission, role, constraints, scale, people, risk, accountability, and tools.
- Name transferable evidence and separate it from emerging learning.
- Include caregiving, coordination, advocacy, logistics, and informal leadership when relevant and safe.
- Explain gaps without forced confession or oversharing.

Coaches, educators, and programs

- Use the guide to support reflection—not to flatten people into compliance checklists.
- Keep private records under the participant's control.
- Do not convert discussion into hidden scoring or ranking.
- Preserve refusal, correction, export, and deletion choices.

Closing reflection

What real work have you been letting a title summarize too quickly?

What do you want this Record to help you protect—income, mobility, dignity, memory, agency, family stability, contribution, or something else?

What is one small evidence habit you can begin this month?

Keep the source. Choose the rendering.

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