



Some Applicants Want You to Look

Some candidates expect employers to investigate. "I think it's becoming more common for serious job seekers to see their social profiles as an opportunity to show off parts of their personality their resumes might not," Furtado says.



Navigating the Red Flags

"If you do uncover something negative, you're probably glad," she says. "But for the most part, screening job applicants online should be a way to see people as their authentic selves. I think a lot of good can come through viewing people's social profiles."



Is That a Protected Post?

The Society for Human Resource Management says as long as workers are "engaged in a dialogue with each other" about working conditions, pay rates or management, their online speech is protected by federal labor law.

