Writing: Making Judgments

Should Employers Judge Applicants by Their Online Profiles?

Learning Objectives

By the end of this lesson, you will be able to:

- Plan an argument.
- Present both sides of an issue.
- Use contrast expressions correctly.
- Write a clear opinion paragraph or essay.

Step 1: Understand the Question

Writing Question

Should employers judge applicants by their online profiles?

Before you start writing, think about **both sides** of the argument.

Reasons to Say YES

- Employers can learn more about a person's character.
- They can identify inappropriate or offensive behavior.
- They can protect the company's reputation.
- Social media may show honesty and responsibility.

Reasons to Say NO

- Social media is private.
- People often post jokes or personal opinions.
- Employers may judge people unfairly.
- A résumé shows professional skills and experience.

Step 2: Organize Your Ideas

A good opinion essay has **four parts**.

Paragraph 1 – Introduction

Introduce the topic and state your opinion.

Useful Expressions

- Nowadays...
- Many people believe...
- Some people think...
- In my opinion...
- I believe that...

Example

Nowadays, many employers look at applicants' online profiles before hiring them. Some people think this is a good idea, while others disagree. In my opinion, employers should not judge applicants only by their online profiles.

Paragraph 2 – First Opinion

Explain one side of the argument.

Useful Expressions

- On the one hand,...
- Firstly,...
- For example,...
- This is because...

Example

On the one hand, employers want responsible employees. An online profile can show how a person behaves in public. For example, employers may see rude comments or inappropriate photos that could affect the company's image.

Paragraph 3 – Opposite Opinion

Present the other side of the argument.

Useful Expressions

- On the other hand,...
- However,...
- Whereas...
- While...
- But...

Example

On the other hand, an online profile is personal, whereas a résumé is professional. People usually share private moments with friends online. Therefore, employers should focus on qualifications, skills, and work experience instead of personal social media accounts.

Paragraph 4 – Conclusion

Finish your essay by giving your final opinion.

Useful Expressions

- In conclusion,...
- Overall,...
- To sum up,...
- In my opinion,...

Example

In conclusion, while online profiles may provide useful information, they should not be the main reason for hiring or rejecting someone. In my opinion, qualifications, experience, and professional skills are much more important.

Contrast Expressions

Expression	Use	Example
However	Introduce an opposite idea	However, this is not always fair.
On the one hand	Introduce the first side	On the one hand, employers need trustworthy workers.
On the other hand	Introduce the opposite side	On the other hand, social media is personal.
While	Contrast two ideas	While social media can be useful, it is not always reliable.
Whereas	Compare two different facts	A résumé is professional, whereas an online profile is personal.
But	Simple contrast	She is young, but she is experienced.
Although	Introduce a surprising contrast	Although it is useful, it is not always fair.

Grammar Focus: Whereas vs. While

Whereas

Use **whereas** to compare **two different facts**.

Examples

- A résumé is professional, **whereas** an online profile is personal.
- Some applicants are experienced, **whereas** others are beginners.

While

Use **while** to contrast two ideas or to introduce a concession.

Examples

- **While** online profiles can be useful, they should not decide a person's future.
- **While** some employers check social media, others only read résumés.

Writing Template

Introduction

Nowadays, _____.

Some people believe _____.

In my opinion, _____.

Body Paragraph 1

On the one hand, _____.

For example, _____.

Body Paragraph 2

On the other hand, _____.

However, _____.

_____ whereas _____.

Conclusion

In conclusion, while _____,

I believe _____.

Writing Prompts

Prompt 1

Should schools check students' social media accounts?

Prompt 2

Should teenagers have part-time jobs?

Prompt 3

Should students wear school uniforms?

Prompt 4

Should people work from home?

Prompt 5

Should mobile phones be allowed in classrooms?

Prompt 6

Should homework be given every day?

Prompt 7

Should university education be free?

Homework

Write an opinion essay (120–150 words).

Checklist

□ Write an introduction.

□ Present **both sides** of the argument.

□ Use **On the one hand...**

□ Use **On the other hand...**

□ Use **However**.

□ Use **While** or **Whereas** correctly.

□ Write a clear conclusion.

□ Give your own opinion.