

A close-up photograph of a hand holding a white rectangular card. The card is held in the center of the frame, and the text on it is the central focus. The background is a blurred, light-colored surface, possibly a wall or a piece of paper. The lighting is soft and even, highlighting the texture of the hand and the smooth surface of the card.

**What is your  
greatest  
weakness?**

**Another dreaded interview question!**

# Tell me about your weakness?

Candidates fear this question. But why?

Nobody wants to tell someone that they are no good at something, especially in an interview.

The interview is going well and then the interviewer drops this bombshell of a question into the mix.

Panic. What am I going to say?

Why is he/she asking this?

The question is not designed to trip you up, it's purely to see how you answer difficult questions. It can also set a tone for further questioning.

The thing to do here is to anticipate it and prepare how you are going to answer it. You know it's coming, it is one of those popular questions asked. If you haven't prepared for it or anticipated it then you haven't planned correctly.

So, what do you need to do?



# Tell me about your weakness?

Think of this question as a way to put a negative and turn it into a positive.

You need to do a bit of soul searching in preparation. Look at your career and seek those times when one of your personal traits got in the way of something.

There are good ways to answer, however, there are also the bad ways.

## Let's look at the bad ways first:

Do not go into denial. Saying you have no weaknesses is a massive turn off. Nobody is perfect, we all have those flaws in our character which can upset someone or make someone not want to work with you for example. The Interviewer is going to think what are you hiding?

You might answer the question with a strength but try and show it as a weakness. "I'm a workaholic, I work too hard, I'm a perfectionist, I sacrifice my personal time to get the job done". This just shows that you you're trying to turn the tables on the interviewer. It smells that you think you're better than you are.



# Tell me about your weakness?



You might try and answer it with a joke. Cadbury's crème eggs!!!! If you answer it along these lines then you are really being disrespectful and giving a flippant answer. It shows a lack of respect and if this is the way you answer then are you really that serious about the role and working for the company?

Don't share a weakness that has nothing to do with the job. The interviewer is not a psychologist so childhood traumas that have led you to not like spiders is a real no. If it's not relevant then never use it, it's just a waste of time.

You also don't want to confess something that could have a detrimental affect on the thoughts of the interviewer. A tendency to stay up late at night which results in oversleeping is not something the interviewer wishes to hear. Not really a good point to raise when you're trying to create a good impression.

At the end of the day, you want to be honest, relevant and demonstrate awareness and turn it into something that shows your capabilities and learnings.

# Tell me about your weakness?

So how should you answer it – **The good way!**

Look hard at yourself.

Ask yourself some real tough questions.

What has happened in your career that caused an issue?

How have you learnt from it?

What did you do to turn that weakness into a strength?

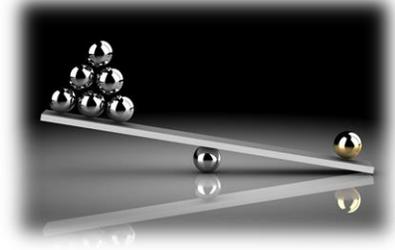
What are you doing to change that weakness to make sure that when it does happen, you take action to prevent it causing an issue?

Do you take criticism well or do you go on the defensive?

Your weakness is your own. Each person will probably be different.



# Tell me about your weakness?



So what would make a good answer.

Something along these lines would demonstrate an understanding.

“My biggest weakness is frustration. I get frustrated when people don’t move as fast as I wish to go.

What I’ve learnt is to stop. Stop and evaluate where the business is and where it is going with regards to what I’m trying to achieve. I do this regularly to make sure that I don’t get blinkered which could lead to frustration. Talk to my team because what is important to me might not be important to them and what is important to them, might not be important to me. I need to understand them and what is needed to get them to where I want them or the business to go. Once I understand the issues I can then put plans in place to get back on track.

I can give you an example of this if you like?”

The question has now been answered in a positive way and an example is being offered to demonstrate when this happened.

You’ve prepared the answers because you know the question is coming. You’ve anticipated a response by preparing an example.

Use the P.A.R method. (Documentation is available at [Job Hunting | Solstaruk](#) that demonstrates the P.A.R method).

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