

How to Answer “Tell me about your Weaknesses”

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When answering the HR question about your weaknesses in an MNC interview, it's important to frame your response carefully. The goal is to be honest without undermining your candidacy. Here's how you can approach it:

Key Tips:

1. **Choose a real weakness:** Don't claim to be "too perfect" or give a fake weakness.
2. **Focus on a non-critical skill:** Pick a weakness that doesn't directly affect the role you're applying for.
3. **Show self-awareness:** Acknowledge that you're aware of the weakness.
4. **Mention steps to improve:** Emphasize the actions you are taking to overcome the weakness.

Structure for Answering:

1. **Acknowledge the Weakness:** State it honestly.
2. **Explain the Impact:** Mention how it has affected you in the past, but make sure it's not a dealbreaker for the job.
3. **Show Improvement Efforts:** Highlight steps you are taking or have taken to improve.

Sample Answers

1. Weakness: Public Speaking

"One of my weaknesses is public speaking. I tend to get nervous when speaking in front of large groups. However, I have been working on improving this by participating in group discussions, volunteering to present during class projects, and taking public speaking workshops. While I'm still improving, I've seen progress in my confidence when presenting ideas."

2. Weakness: Delegation

"I used to struggle with delegation because I always wanted to ensure the task was done perfectly. But I've realized that teamwork and trust are essential for efficiency. Now, I focus on assigning tasks appropriately and guiding my team,

rather than trying to do everything myself. I'm working on giving clearer instructions and trusting others to complete tasks."

3. Weakness: Overthinking

"I tend to overthink decisions, which can slow down my progress at times. I've been actively working on improving this by setting time limits for decision-making and prioritizing tasks to stay more organized. I've noticed that focusing on action and learning from mistakes is helping me overcome this."

4. Weakness: Time Management (in the past)

"In the past, I had trouble managing my time effectively, especially when juggling multiple tasks. However, I've improved significantly by using tools like calendars and task management apps. I now prioritize tasks and break them down into smaller goals to ensure timely completion."

5. Weakness: Hesitation in Asking for Help

"I sometimes hesitate to ask for help when I encounter difficulties because I try to figure things out on my own. I've realized that collaboration is important, so I've started reaching out more to colleagues and mentors when I need clarification. This has helped me become more efficient and avoid unnecessary delays."

Final Tip:

When you answer this question, always frame the weakness as something you're working on or have started improving. This shows growth and self-improvement, which are qualities that employers value.