Fit & Gap Analysis

If I am asked to talk about my strengths and weaknesses, I would like to say

Could I answer your question instead with where I fit for this role and where I need improvements?

(suggestion) I think it is a good idea to answer quickly and succinctly, before offering any further detail if they want it.

I’m guessing they need to know that if you are in a meeting in their company, or on a call, you will go straight to the point and answer the important matters.

I think I would re-write this as Answer Level 1 (essentials only) and Answer Level 2, to give them the chance to hear a summary and then more detail if they decide to request it.

Of course I don’t know about your industry, but my concept of Strengths and Weaknesses is that it is focused on the applicant (obviously with a bit of bias towards the job you are applying for), but not an exercise in demonstrating experience or matching experience with job requirements.

I’m concerned that they need to know you will focus immediately on their questions, not your agenda! ☺

Many thanks for your kind advice. I fully understand and appreciate your points.

For me, there are two other considerations:

1. Some interviewers just try to ask something following the examples they have seen on books. They may have no expected answers or the interpretation for the answers may be random and subjective.
2. As a language learner, I need to have some answers in place, with the emphasis on the language rendering over on the content.

I will try other alternative in another document

FIT

In addition to the experiences I mentioned in my self-introduction, i.e.,

1. Solid development experience
2. Years of experience working at client sites
3. System perspective and business perspective
4. Issues resolution through collaboration with vendor teams

(suggestion) I think it sounds as if you suspect they may not have listened to you earlier, and that could be seen as impolite.

I tried to add something new but was also aware of that some content I mentioned in the self introduction also forms the big part of the reasons where I am fit for the position. Therefore, I tried to rephrase what I have mentioned in my self-introduction. If the other party payed more attention to the big flow: In addition to what I have mentioned in my self-introduction, I also have … experiences to justify I am a good fit for this position, then he/she would feel less offensive.

How about this approach:

In addition to the skills and experiences I mentioned in my self-introduction, my following experiences would help justify I am a good fit for this position.

In my self-introduction, I mentioned:

1.Solid development experience

2.Years of experience working at client sites

3.System perspective and business perspective

4.Issues resolution through collaboration with vendor teams

In addition, I have experience of working in the digital marketing department of a multinational pharmaceutical company, Pfizer Japan, though as it was three years ago, I don’t have recent familiarity.

I was involved with enhancement development of a member website for medical professionals in Japan. While this website offers free webinars and medical information for medical professionals, it is also used as a marketing tool, collecting personal and website access information from these medical professionals and sending out relevant marketing information to targeted users at appropriate timings.

My responsibilities there and then:

1. Adding and deleting fields on the webpages. (suggestion) This seems much too detailed as an answer for their question.
2. Revising the interface to send more effective information to the backend.
3. Revising the interface to retire an automatic email delivery software

I also had exposure to ERP software many years ago but I don’t remember all the process details.

GAP In this section I am concerned that you are giving too much detail and are focused too much on their support for you in the role. I would keep that for later if relevant, but just focus on a fast answer to their question first.

1. I have little business knowledge in this domain. I would have to catch up quickly in this regard to gain trust from the business side. I like this direct approach.

I will use the above paragraph as the answer to the question and adapt the paragraphs below into an answer to something like what are your challenges in your current workplace.

1. Unless the candidate comes from a very similar system landscape environment, I guess it would take time for him to become fully qualified for this role. I am very doubtful about this. I suggest you should not appear to tell them what their requirements are or how to select, but you should keep this information in mind and if you feel their further questions make it appropriate, you should bring it out.

This is because this role usually needs to support several applications, each having different user groups, a different stack of technologies, and different implementation of the same technology stack.

Solutions:

1. It would be appreciated if the company could assign enough KT sessions and OJT periods. For you? This may not be possible, though.
2. Building rapport with business side and offshore support team. Proactively seek support or knowledge transfer from them while following the company procedures.
3. Prioritizing tasks and make sustained effort during the transition period.
4. Your company is a great example of support for the family lives of its employees, and I would be glad to be eligible for family support in the critical early months.