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In a job interview what is your weakness

It's one of the most challenging interview questions to answer. "Can you tell me about your greatest weakness?" Why would a hiring manager ask this question? Companies often ask this question during a job interview because they want to hear how you answer it. It's a good sign when a job seeker displays traits like self-awareness and learning from mistakes. Here are some tips on how to approach this question. 1. Take A Positive and Honest Perspective An ideal candidate would not deny that they have weaknesses. The key here is not to mention weaknesses that are in conflict with the requirements outlined in the job description. So try taking a positive perspective and give a hiring manager an honest answer about things you might have struggled with in the past, and how you overcame them. The more genuine, personalized, and specific your response is, the more memorable it will be for the hiring manager. 2. Identify A Skill You Can Improve Nobody likes generic responses like "I'm a workaholic" or "I'm too detail-oriented" but identifying a specific weakness can be equally tricky. Start by asking yourself: What is my least favorite part of my current job? Why? What does my manager point out as an opportunity for improvement? When did I fail to deliver a project and didn't get the expected results? Why did it happen? When was the last time I learned something new? What motivated me to learn it? What do you admire in your coworkers in a similar role, and do you think there are areas where you can learn from them? These are just a few questions that can help you narrow down your list of weaknesses and opportunities for improvement. You can also refer to this list of skills and see if you struggle with any of them in your day-to-day: Time management Team collaboration Delegating tasks Managing meetings Listening Writing efficient emails Being articulate in meetings Managing change Presenting in public Presenting virtually Making team members feel connected Multitasking Clear communication when the team is distributed Being focused Speaking up Setting up expectations Providing context Being calm, efficient, and decisive during a crisis Navigating conflict with grace Accepting and sharing productive feedback Remember, the best answer will 1.) mention your real weaknesses, and 2) show what you're doing to correct them. 3. Show the Hiring Manager How You've Overcome Past Weaknesses Use a business analogy and give specific examples of you overcoming past weaknesses to your hiring manager. Your ultimate goal is to use this question as an opportunity to show that you have a high level of self-awareness and can overcome personal weaknesses to become a better team player, to be more efficient, to improve your management skills, etc. Don't be shy to walk them through a specific example. Start by providing context, what you were trying to do, and how things turned out in reality. Share your perspective about the goal as well as the perspective of another person, or team. Show what happened at the moment, and its negative consequences. Follow with your stance on why these consequences were negative (impact on the team, project deadline, you and your teammates mental health, efficiency, led to burnout, etc). Now it's time to give examples of how you corrected the course. Showcase all the steps you took to improve: Took a step back to analyze what went wrong Asked my colleagues for honest feedback Researched online what tools can help and started using them Read books about X (management, leadership, change management, prioritization) Watched YouTube videos and online courses about X Practiced X skill with friends and family Set clear achievable milestones for myself and started hitting them Found a mentor who is exceptional at X skill And finally, show how this experience helped you change your perspective, your work philosophy, and your operational playbook. When talking about takeaways, start with specific examples and follow with high-level takeaways. Here are some business principles that are might be worth mentioning: Better done than perfect Trust but verify Lean in Lead by example Disagree and commit Prioritize ruthlessly Simplify Rely on your team As a leader, your #1 goal is to define reality The no-blame culture in times of crisis Give and ask for honest feedback Still not sure how to get started? Here are some sample answers to this tricky question about your greatest weaknesses. Sample answers to "Tell me about your biggest weakness" question Here is the list of weaknesses you can mention: I have difficulty giving feedback to my peers I'm not a natural public speaker I tend to get caught up in details I have trouble delegating tasks I have a hard time letting go of a project I can have trouble asking for help I dislike confrontation I can seem overly straightforward I obsess over documentation I have difficulty giving feedback to my peers "I find it a challenge to criticize a coworker or someone who reports to me even when asked. I become concerned about hurting the person's feelings. A few months ago, though, I decided to work on how I respond in these situations. When I needed to edit a document written by someone I was training, I took the opportunity to respond thoughtfully, pointing out specific issues and making a few suggestions for improvement. They were very grateful to get this kind of feedback. Once I realized that constructive feedback is valuable to people trying to learn and grow in their jobs, it became much easier to handle." Why it works: Framing your answer within a real-life example is an effective way to show how you've grown. Employers seek out confident employees who invest in helping their coworkers develop alongside them. I'm not a natural public speaker "I tend to get very nervous if I have to get up in front of people and speak. I don't like having all those eyes on me at all. It's probably one of the reasons I gravitated toward the tech field. Much of this work is done at a desk and doesn't often require public speaking. Still, I think it's important to improve when you have an issue like this. Not only do you gain confidence around that skill specifically, but you can apply the experience to other areas where you might need to improve. What worked for me was taking a Tastemakers class. Each week, I'd have to deliver a short speech and get tips about how I could improve. By the end of the course, I was much, much more confident in front of the mic. That felt great." Why it works: Not only does this answer show personal growth, which is a highly valued skill among interviewers, but it also focuses on a skill that isn't vital for the job in question. It's not going to detract from your duties if you have a problem with public speaking, but it could be an asset should the need arise. I tend to get caught up in details "I can get too caught up in the small details sometimes. This means I rarely miss anything important, but being overly focused can be an issue. It can affect my overall efficiency, for example, or create a bottleneck in the team's workflow. I've gotten better at recognizing when I'm slipping into that mode, though. I've found that when I take a short break, it gives me a chance to look at things from a big-picture perspective when I get back to work. I can move past small details and consider projects in a more helpful way. And when I do need to tackle something that needs a detailed list, it's easy for me to switch back into that mode." Why it works: Detail-oriented people are often drawn to the tech industry because the jobs in this field tend to feature a rigid, predictable structure. Being detail-oriented is a must for many tech positions. However, as this answer demonstrates, too much of a good thing is still too much. This answer addresses the issue head-on and then details how this person was able to shape this weakness into a useful tool. I have trouble delegating tasks "I love to help other people so much that it can become a problem if my workload grows too big. I can wind up feeling burnt out and overwhelmed. I decided to work on this tendency over the past year or so and learn how to prioritize better and delegate tasks. What has helped the most is maintaining a visual organizer of my priorities, finding opportunities for automation, and connecting more with my teammates to see if there is an overlap in our workload. It's easier to say no when I can envision my workload in this way. And it's incredible what you can learn from delegating some tasks to your peers. While it can be challenging at first, it teaches you what is truly important and helps you discover opportunities for automation". Why it works: Being unable to say no is a common problem, and this answer strikes at the heart of why it's particularly problematic at work. The solution is simple but effective and shows self-reflection and initiative. I have a hard time letting go of a project "I can have a difficult time closing a project. I want to make sure I've reviewed every small detail, and I tend to be too critical of my own work. Going over the same project, again and again, is clearly not the best use of my time, so I decided to work on some strategies for moving on from projects more smoothly. One thing that has helped is to set a deadline for revisions when I'm scheduling tasks related to the project. If there's a genuine issue that needs addressing, I can adjust this, but most of the time, this helps keep my work flowing". Why it works: This answer is a twist on the classic humble-brag response, "I'm a perfectionist," which every interviewer has heard more than once. It's essential to show the interviewer how you've learned to manage issues that can affect your work, which is precisely what this answer does. The solution to allow only a set amount of time for review is both compelling and unique. I can have trouble asking for help "I've learned that while it's important to be able to work independently, there are times when everyone needs some help. The trouble is that sometimes, I hate asking for it. I don't want to appear unknowledgeable or incapable of getting my work finished. I decided to reach out to a manager I admire and ask her if she's had this issue before. Lucky for me, she had, and she had overcome this tendency. She shared some strategies for recognizing when it's time to ask for him, and she pointed out that I have coworkers for a reason. Many of them have knowledge or skills that could improve the project I'm working on, but I am missing out on those benefits if I never ask them to help." Why it works: This answer works because the interviewer gets a sense that this person is an independent, reliable asset. It's good that this person recognizes that not being able to ask for help can impact the outcome of a project and has worked to overcome it. Turning to a mentor is a smart move, too. I dislike confrontation "I try to avoid confrontation sometimes by compromising on what I want or need, in the interest of being nice. This can get in the way when I need to lead a team through a challenge, especially if the team is made up of people with differing opinions. There are times when you have to tell people things they don't want to hear. I've worked to develop a leadership style that is direct and helpful. When I stop and listen carefully, and then work together with someone to find a good solution, there usually isn't even a true confrontation. It's just two people tackling a problem together. It takes patience but that shift in mindset has made a big difference for me." Why it works: Confrontation in the workplace is something every manager wants to avoid, but there are times when a leader needs to take charge. This answer shows how the person was able to change their behavior by shifting their mindset. I can seem overly straightforward "I have learned that there's a fine line between coming across as straightforward and coming across as too harsh. It is helpful sometimes to have a 'take-charge' nature, at times when strong leadership is a must to get a situation under control. However, I realized I was taking on that role at times when it wasn't necessary or helpful. I asked my career mentor for some advice, and she helped me to hone my leadership skills. Now, when confronting a challenging situation, I am able to lead with confidence without slipping into drill sergeant mode. I've improved my empathy and have better relationships now with my coworkers." Why it works: This is a brave, authentic answer. Admitting to a personality flaw, especially one that could affect the way you handle teamwork, can be risky. When you explain that you took some time to reflect on the issue and then worked to be better, however, you're showing the interviewer that you are self-aware and capable of overcoming obstacles with grace. I obsess over documentation "In my current job, things change super fast and often last minute. When new team members join, it's tough to do a knowledge transfer quickly and efficiently. So what I've learned over the years is that thorough documentation helps a lot. It's usually not an especially big deal, but I find it that I spend a lot of time documenting things, and I am sometimes worried that I'm documenting for the sake of documenting instead of getting work done and helping the team. I talked to my mentor, and she gave me some tips on how to find the right balance. If I approach documentation as a vehicle to reach information symmetry on my team, then I would only document things that matter. I also learned that it should be a responsibility shared among all team members. So I created a shared document repository, and now more team members are using it to collaborate. It wasn't an easy change, but it's making a big difference already." Why it works: This answer shows that the person took the initiative to find a better solution when they realized what they were doing wasn't efficient. Knowledge management matters more in some jobs than others, but it's valid to worry about proper time management. Turn Your Weaknesses into Strengths When you encounter this question, be honest, and demonstrate self-awareness. Remember, answering these questions gives you the chance to show the interviewer that you can recognize and overcome personal challenges. Ready to launch a better job search? Betterleap is helping thousands of job seekers to find their dream jobs. Discussing one's weaknesses in an interview is extremely common. For many interviewees, what to say for weaknesses in an interview is truly difficult because they don't know where to start.How do you frame your weaknesses in such a way that they don't render you wrong for the job? How do you discuss them at all with your future employer?If you are wondering what to say for weaknesses in an interview, you can try some of these ideas below.NB: Some weaknesses should not be mentioned in an interview because they could immediately disqualify you for the job. You should look out for weaknesses that can still be tweaked to sound positive.01Lack of patience is a major weakness of mine. It usually comes out when I am working with teams that are slow or when a deadline is about to be missed. It comes from fear and dislike for laziness at work that I have, plus the principle I live by that every project deadline must be kept. In my previous positions, this helped me miss only one deadline in my career so far. But I also recognize that it sometimes makes co-workers feel terrible about themselves, which doesn't help the project's success. That's why I am now learning to appreciate and help my teammates more using different expert resources on teamwork.Photo by Patrick Malleret on unsplash02I would say, limited confidence in some situations. One of my less common weaknesses is that I tend to suffer from a lack of confidence in some work situations. I'd say it comes from a childhood of being ignored and growing up shy without any incentive to be bolder. On a few occasions in the past, I failed to speak up in board meetings and team meetings, yet I had the necessary material to contribute usefully. That has obviously been regrettable. Yet, in many cases, being shy has also helped me avoid making rash comments and decisions without evidence. Notwithstanding, I still value confidence at work, which is why I nowadays work with confidence coaches on a regular basis.Photo by Polina Zimmerman under pexels license03I love my independence. That is what I consider my biggest weakness. I like getting solo assignments and working alone despite knowing that teamwork is better. It comes from my background of not fitting in when I was younger, which forced me to learn and get used to doing things alone. I also spent considerable time in my past career deployments in solo positions. On some projects, it has helped me meet my deadlines faster and pursue my exact vision without distraction. But I also acknowledge that teamwork is always better if you want a superior product or final result. That is why I now take considerable time and coaching lessons to learn how to work in groups. I hope to get even more experience with group settings in this position.Image from Startup Stock Photos under pexels license04I take teamwork very seriously, which is why I think that my biggest weakness is my inability to acclimatize fast enough to different personalities on a team. This is mostly because I am naturally reserved and quiet, so louder and unusual personalities tend to take over. In the past, this forced me to alienate some co-workers on projects, triggering disappointing results. Sometimes, keeping to myself makes me the go-to person for alternative ideas, which has boosted a couple of projects I've been a part of. It also makes me the go-to person for other shy or quiet people on the team. I have since started working on reaching out to new team members individually before a project starts to understand them better.Photo by Fox under pexels license05I still have some trouble asking for help on a project. I attribute this weakness to the fact that I spent the bulk of my early years working alone entirely and receiving credit for it, which hampered my ability to reach out for help even when I needed it. In many cases, this weakness delays projects because I take longer to come up with all possible scenarios. In other cases, it has helped me complete my tasks faster because there is only one opinion to consider. I have done some of my best work solo. Nevertheless, I am all for teamwork. These days, I always make sure to clear any awkwardness before a team project starts so that I can easily seek help from project partners when I need it.Photo by Andrea Piacquadio under pexels license06My biggest weakness is that I tend to give more of my time to work. I take my work very seriously, and sometimes in the past, that has meant doing it even during my personal hours. Sometimes, I work all through lunch and across weekends when the project requires it. No doubt, it has affected my personal life and work-life balance. It is just that I always want to provide perfect work and I understand that that requires all the time possible. I have done more of my best work by giving it all the necessary time, but I have also burned considerable personal bridges in the process. So, I am now taking considerable guidance on how to balance my work life and my personal time, and so far, it's working.Photo by Vlada Karpovich under pexels license07My weakness right now is that I could use more hands-on sales experience. I know that sales experience is the least necessary skillset for this job, but I also recognize that it's still important to getting work done in one way or another. I haven't had much opportunity in the past to work in sales because all my earlier positions centered around marketing or communications. But I am always open to challenges and I intend to learn on the job as much as possible because I consider every skill useful for this position.Photo by LinkedIn Sales Navigator on unsplash08My biggest weakness is that I find it hard to let go of projects once they're completed. At my previous work positions, I have had instances where I still thought there was more we could add to a project or design before we submitted it. On many occasions, it helped my team find errors they'd missed. But it also affected deadlines, which is why I am now learning to make up my mind faster.Photo by Retha Ferguson under pexels license09For my biggest weaknesses, I call out my perfectionism. I tend to overthink every decision I make up on a project and that has, on many occasions, slowed down a process, alienated project teammates or messed with a deadline. I also have to add that that it hasn't been entirely negative. I tend to identify a number of last-minute errors and final touches that guide many of my projects to success. My perfectionism also forces me to check small details others tend to miss. I take every project or assignment very seriously. Image from Startup Stock Photos under pexels license10 Thank You Notes to Interviewers that May Boost Your Success10Difficulty saying no is my current biggest weakness professionally. I don't believe in work being a burden and I really like my job. My bosses always trust me with new, important work and I take great pleasure in completing it to their desire. Sometimes, my friends and colleagues seek my help on their own projects, which I offer. I believe it is always good to help another colleague where necessary. But in many cases, this inability to say no has led me to drowning in work I can't handle. Sometimes, helping others affects my ability to complete my own work. Right now, I am working on saying no more. Photo by Andrea Piacquadio under pexels license If you are heading out for an interview, expect to be asked about your weaknesses. And since every one of us has weaknesses, there's no way out. You'll need to know what to say for weaknesses in an interview if you are to stay in the race. Try the samples above for what to say for weaknesses in an interview and boost your chances. what is your strength and weakness in job interview. how to respond to what is your weakness in a job interview. what to say in a job interview when they ask what your weakness is. what would a weakness be in an interview. what should my weakness be in an interview. what can a weakness be in an interview. what is the best answer in an interview for a weakness. what a weakness in an interview

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