

NAILING COMMON INTERVIEW QUESTIONS

The Talent Place

Career Coaching & Outplacement



Answering Questions About Weaknesses

This isn't a trick question, it's your moment to demonstrate self-awareness, emotional intelligence and a mindset geared toward growth. Interviewers aren't looking for perfection; they want to know you can reflect honestly, take responsibility and commit to development.

Too often, candidates arrive underprepared and offer generic replies like "I work too hard." But the real opportunity lies in identifying a genuine gap, ideally one that's not critical to the role, and explaining how you're actively closing it. When you show how you're upskilling or adapting, you position yourself as coachable, resilient and forward-thinking.

What to Do:

1. Choose a genuine weakness

- Pick something real but not critical to the role.

2. Show how you're improving

- Share specific actions you've taken to address it.
- Mention progress or lessons learned.

3. Keep it concise and credible

- Aim for 60–90 seconds.
- Stay professional and avoid over-sharing.

What to Avoid:

- Weaknesses that are core to the role
- Vague or generic answers
- Over-rehearsed or scripted delivery
- Blaming others or sounding defensive

Example Response

"Earlier in my career, I found it hard to ask for help. I'd often try to solve everything independently, thinking it showed initiative. But I realised that collaboration often leads to better outcomes and that asking for input isn't a weakness, it can be a strength. So I've worked on this by actively seeking feedback, scheduling regular check-ins with colleagues, and using shared planning tools to stay aligned. It's helped me deliver stronger results and build more trust across teams."

Be prepared to talk about the steps you've taken to improve—courses, feedback, new habits or tools. This shows initiative and a growth mindset!