

# HOW TO ANSWER “WHAT IS YOUR BIGGEST WEAKNESS?” QUESTION IN A JOB INTERVIEW

## INTRO

Welcome to *The Workforce Link*, where we're offering forward thinking conversations for the workforce, linking employers and job seekers to a brighter tomorrow. I'm your host Sundi Jo Graham with the Central Workforce Development Region and I'm glad to be back with you for another episode today.

One of the most common interview questions we hear, as well as one of the most uncomfortable, is “What is your biggest weakness?” It kind of seems counterintuitive, doesn't it? The employer wants you to impress them with how awesome you are and why they should hire you, but then they throw a wrench in the game and ask you to tell them what's wrong with you.

So can you be confident in your interview AND be confident in talking about your weaknesses? The answer is “yes” and we're gonna talk about that in today's episode of *The Workforce Link Podcast*.

Today's episode is a quick one because we don't have a lot to cover - just one simple thing - how to talk about our weaknesses with confidence.

## REVIEW REMINDER

Before we dive into today's episode though, I'd love to ask if you'd head over and give us a review when you're done listening, preferably a 5-star. And we'd love for you to share this podcast with your friends and co-workers. The more you share, the more people hear about us.

## DISCUSSION

Alright.. Now let's dive into today's episode on How to Answer the “What's Your Biggest Weakness?” Question in a Job Interview.

Here's the thing: The chances of an employer asking you this question is extremely high, so don't go into the job interview surprised. Be prepared ahead of time with your answer. But make sure you're prepared with a real answer, not what you think they want to hear. When you do that, it's an automatic red flag. We actually talked about some red flags in a previous episode of the podcast, "5 Red Flags to Avoid In a Job Interview". You can listen to that at [cwdregion.com/ep26](http://cwdregion.com/ep26). In case you're driving or typing 96 words per minute, I will share the link in the show notes.

And I would add this, be prepared for more than one weakness. Many times the employer will ask you to tell them 3 weaknesses and 3 strengths. If you only show up with one and you're stammering to come up with two more, you're not going to show confidence.

When I say don't say what you think they want to hear, I mean don't say things like, "Working too hard" or "Being a perfectionist." Those are overused and boring. Instead, try to focus on something you're trying to get better at.

I'll give you an example of one of my own. I struggle to ask for help. I get this idea in my head that I can handle it all myself and by the time I ask for help, I'm way too overwhelmed. And I would like to note that I've gotten way better at asking for help.

So, what does that say about me? Well. I don't always ask for help when I need it, but I'm confident enough to admit it. So, I'm not going to go into the interview trying to sweep my struggles under the rug, but embracing the reality of my imperfections.

You want to make it clear to the employer that you know your weaknesses, but you also want to communicate that you're always making forward progress on improving in that area because you know it's important for the role you serve in.

You don't have to spend a lot of time here. You don't have to give a long explanation for your answer. Be straightforward about it. Keep it simple. And remember to end it on a positive note. *Here's where I struggle, but here's what I'm doing about it.* That speaks confidence and that's the exact message you want to give to the employer.

All of our weaknesses can be used as opportunities to grow both professionally and personally.

**PROMO/CLOSING - WORK-BASED LEARNING**

Today's episode was quick, but I hope it was helpful in giving you a boost of confidence as you prepare for your next job interview.

Remember, don't be afraid to answer this question. Don't go into the interview surprised, because I can almost guarantee that it's going to happen. You've got this!

And if you're not quite sure what career you're wanting to pursue, guess what? That's okay! You don't have to know it all today and our Central Missouri Job Centers would love to help you find your next career pathway!

We can help you with hands-on experience, on-the-job training, or even paid apprenticeships! If you have little or no past work experience, we can help put you in touch with the right employer to give you the training you need.

You can learn more about our work-based learning programs at [cwdregion.com/learning](http://cwdregion.com/learning).

And if you need some help preparing for your next job interview and practicing interview questions, our Job Center staff would love to help! You can find the job center closest to you at [cwdregion.com/jobcenters](http://cwdregion.com/jobcenters).

And don't worry.. If you can't write those links down I'll share them in the show notes.

## **CLOSING**

That's it for today's episode.

Have a great week, my friend, and we'll meet again in the next episode. Until then.. Remember this... There's always a brighter tomorrow if you're willing to find it.

## **LINKS IN THIS EPISODE:**

[Work-Based Programs](#)

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