

Reframe Your Weakness

In nearly every interview you'll be asked, "What are your weaknesses?" or some variation of the question. It's an opportunity for the potential employer to get a sense of what you're really like while evaluating your level of self-awareness and commitment to personal development. Avoid common pitfalls of this question by spending time knowing yourself and preparing for the interview in advance.



How to Use This Worksheet

When you're in the midst of an interview, you may find yourself feeling nervous about how to answer questions and saying the "right" things to make yourself the top candidate for a position. While you may be able to quickly come up with weaknesses, your challenge is to make them appropriate for the interview. Advance thought and planning will demonstrate a high level of self-awareness to your potential employer.

Are you up to the challenge?

1. Identify three professional weaknesses.
2. Brainstorm a positive spin, and/or
3. Give a specific example of how you're working to improve each weakness.

NTC's Student Development Team can help you prepare for job fairs and interviews, develop self-awareness, practice common interview questions, acquire networking skills and so much more.

Check out our online resources:
studentlife.ntc.edu/soft-skills

Tips to Answer the Weakness Question

- Remember to answer the question in two parts - the weakness and proactive steps you're taking to improve it.
- Be authentic and sincere instead of choosing "common weaknesses" anyone can pull from an online search (e.g. perfectionist, afraid of speaking in large groups).
- Know the position you're applying for and select a weakness that is not essential for the job.
- Using neutral language, be concise and brief. Avoid being overly negative about yourself or being defensive.
- Practice answering this question with an instructor, advisor or another individual until you feel comfortable and your answer sounds relaxed.

