I'm not a bot

Best answer to what is your weakness

Updated on 16 January 2025What exactly is the right way to answer "What is your greatest weakness?"For such a popular interview question, it just isn't really clear.Are you supposed to deny that you have a weakness? Or confess your most genuine one to the hiring manager? In reality, neither of those approaches will work - and we'll show you why in our article.Read on to learn:Why Do Interviewers Ask "What Is Your Greatest Weakness?"How to Answer "What Is Your Greatest Weakness?"23+ Examples of Weaknesses You Can Mention During Your InterviewThe first step to answering "What is your greatest weakness?" correctly is to understand why interviewers ask the question in the first place.When hiring managers ask you to identify your greatest weaknesses, they are looking for the following three things: Honesty. They want to know if you're honest enough to admit a real weakness. Keep in mind that if you get hired, your professional weaknesses will come up in one way or another, so being open about them in advance is the best option.Self-awareness. The ability to analyze yourself and recognize the areas where you need to improve is a valuable quality employers want in their candidates.Willingness to improve. Everyone has weaknesses. That's why interviewers don't expect you to lie about it. What recruiters do expect, however, is for you to be willing (and trying!) to improve.This is one of the trickiest interview questions, so there are a few common mistakes you need to avoid when answering it.Here's what you should never do when talking about your greatest weakness:Say something cliché. Saying things like "I'm a perfectionist" or "I work too hard" comes across as disingenuous and unimaginative. The interviewer is going to want a more insightful answer than that.Be too self-critical. Don't highlight your weaknesses to the point where it undermines your confidence or skills. This can make you seem insecure or even cost you the job.Skip the improvements. Simply naming a weakness without discussing how you're working to overcome it isn't a good answer. Be ready to explain the steps you're taking to address this weakness and improve your performance.Go off-topic. Don't get sidetracked by going into excessive detail. Your answer should be clear, concise, and focused on explaining your greatest weakness and how you're managing it, not a summary of every mistake you've ever made.Now that you know what to avoid when talking about your weakness, it's time to learn how to address it effectively during your job interview. Here are our top tips: Before talking about your weaknesses in a job interview, you need to consider how relevant they are to the position you're applying for.We recommend focusing on weaknesses that don't directly impact your ability to perform the job, but that are also realistic and relevant to a professional setting. For example, if you're applying for a role in data analysis, mentioning that your presentation skills aren't great may be acceptable, as long as you explain how you're working on improving them. However, the interviewer doesn't need to know about any personal weaknesses that won't come up at work.Here's an example of how you can mention a professional weakness:"My greatest weakness is that I'm too critical of myself and often feel like I'm not giving my best or like I disappoint the people I work with. This has often led me to overwork myself, burn out, or feel inferior to my coworkers, although my supervisors never complained about my performance. During the past year, I have been working on myself actively and trying to be fairer with myself."Nobody likes talking about their weaknesses, but try not to look as if you're avoiding answering.So, instead of giving vague answers like "I'm not good at everything," pinpoint a particular area where you need improvement.For example, you might say, "I sometimes struggle with delegating tasks because I'm a perfectionist and I want to make sure I do everything correctly."You should also be ready to back up your weakness with an example of when you had to overcome it in your work.Being able to talk about specific weaknesses shows that you're self-aware without being insecure.Who said a weakness can't work to your advantage? Say, for instance, your weakness is that you're stubborn.While stubbornness tends to be viewed badly, in certain roles – such as sales or project management - persistence and determination are great traits.In this context, you could explain to the interviewer that, while you might come across as stubborn, this trait also helps you stay committed to your goals despite the challenges you face along the way.So, you can present your weakness as a potential strength and show the interviewer that you're aware of how it can impact your performance at work.Make sure you prepare an elevator pitch before your job interview. Chances are, you'll need it to answer common interview questions like "Tell me about yourself." When discussing your weaknesses, be careful not to mention any that could be a deal-breaker for the role since it will probably cost you the job.For example, if you're applying for a position that requires strong attention to detail, such as a data entry clerk, don't admit to being careless or prone to mistakes. Instead, choose a weakness that's manageable and won't significantly impact you on the job.So, you can admit to a different flaw, such as being hesitant to ask for help or not being too familiar with the software they use. In most cases, companies will teach you how to use the specific software they expect you to work with.Here's an example:"I'm not experienced with the latest version of Adobe Illustrator because I've practiced my skills using CorelDRAW. However, considering they are both design software, I think I could learn how to complete work tasks, and what have you done to improve it?How have you failed to complete work tasks, and what have you done to improve it?If you apply to jobs where you know you lack the most important skills they require. There's nothing wrong with applying for a job where you're not the perfect candidate; but if you know you're not well-suited to begin with, it's a waste of everyone's time.The most important thing about discussing your weaknesses is showing the interviewer what you're doing to improve, and actions speak louder than words.So, when you mention your weakness, immediately follow up with the steps you're taking to address it. For example, if you struggle with time management, explain how you've started using productivity tools and techniques to better organize your schedule.This shows that you're proactive and willing to learn from your mistakes, which are qualities that employers value. Like so:"My weakness? I multitask too much. I first noticed it was an issue in my last job - I was too distracted, and tackling two or three tasks at once ruined my productivity. I've been minding how I work ever since, and I make sure to always define and prioritize all my tasks. Now, instead of juggling several at the same time, I try to go through them one by one."When talking about your weaknesses, it's important to balance the conversation by highlighting your strengths, too. Every time you acknowledge a weakness, mention a strength that compensates for it.For instance, if you mention that you sometimes struggle with delegating tasks, you can follow up by emphasizing your strong organizational skills and ability to manage complex projects by yourself.Highlighting your strengths reassures employers that, despite your weaknesses, you have valuable skills and traits that make you a strong candidate for the position.Here's an example of how you can highlight a strength along with a weakness:"I'm not a team player, honestly. I've always been less productive working with a group of people, while I do my best when I'm alone. This is one of the reasons I chose to become a writer."Keep in mind that, while this may be your first job interview, your interviewer has probably done hundreds of them – which means they've likely heard it all. That being said, it's important to avoid clichés that are going to come across as insincere or unoriginal.Statements like "I'm a perfectionist" or "I work too hard" are obvious attempts to avoid talking about your real weaknesses, and they'll only make you appear disingenuous.Instead, choose a more authentic and less overused weakness. For example, you might mention that you sometimes struggle with giving critical feedback, but you're working on developing this skill through training and practice. The interviewer will appreciate your honesty.Here's an example:"Since I was in university, I have struggled with procrastination. Before I started my first job, I didn't think it was a weakness, because I never missed a deadline. I just had to pull an all-nighter here and there. However after I saw how my procrastination on a task affects the productivity of the entire team and the quality of a project's result, I realized it's a weakness I should improve. I changed my work ethic, how I tackle tasks, and how I motivate myself to work, and I have seen considerable improvement. I no longer rely on last-minute panic to complete my work."If the interviewer doesn't explicitly ask you for more than one or two weaknesses, then don't overshare with the hopes of sounding honest.As a rule of thumb, two to three flaws are more than enough to show that you're self-aware and sincere.Of course, how you present your weaknesses is more important than how many there are, but you don't want to leave the interviewer feeling like you're a very flawed candidate.So, be sure to balance out your weaknesses with at least two or three more strengths.Here's an example:"My greatest weakness is time management. I have always been very detail-oriented, so it sometimes takes me longer to finish a project than I initially think it will. This is why I started using time-tracking software in my last job. It made me more conscious of the time a task takes me and helped me never miss a deadline again."Like with most other interview questions, a crucial step to answering "What is your greatest weakness?" is practicing your response in advance.Your response should be clear and show confidence, so rehearse your answer multiple times, either alone or with a friend.You don't want to sound hesitant or uncertain, which might leave the interviewer with a bad impression. But, on the other hand, you don't want to sound scripted either. Don't learn your answer by heart - if the interviewer asks you a follow-up question, you're likely to end up stumbling over your words.Instead, practice your delivery so your answer sounds natural. This way, you'll be ready for anything else the interviewer might throw your way. Before you can talk about your weakness confidently, you need to know what it is.If you're not sure, it's time for some self-reflection. In case we didn't stress this enough, it's important to be as genuine as possible when the interviewer asks about your greatest weakness.This means you should tell them about a real weakness, not just something that you picked out of a list because you think it's harmless to the position you're applying to.Here are a few questions you can ask yourself to try and find your weakness: Did your past supervisors criticize you for a particular aspect of your work?Were you ever asked to improve something, and how did you approach it?How have you failed to complete work tasks, and what have you done to improve it?What is something you're really not fond of doing in terms of work?What were some of your weaknesses back when you were a student?Was there something specific that professors criticized you about during your academic studies?Write down your answers and compare them. If something comes up more frequently, it's likely to be your main weakness.Now, identifying your weaknesses doesn't mean much unless you go the extra mile and improve on them.And sure, you can take a shortcut and say you're doing something to address your weaknesses just for the sake of replying to the interview question, but sooner or later, that will harm your performance at work.That's why, instead of just mentioning an answer you learned by heart during the job interview, we recommend you try out the following ways to address your weaknesses:One of the best ways to address your weaknesses is by enrolling in a class.Whether it's an online course or an in-person workshop, taking a class shows that you're serious about self-improvement and professional development.For example, if you struggle with certain computer skills, look for courses on platforms like Coursera or Udemy.So, find a class that targets your weakness, sign up, and start learning. It's a proactive step that can make a big difference in your career.When it comes to reflecting on your weaknesses, getting an outside perspective can be incredibly valuable.That's where asking for feedback comes in. It might feel a bit daunting, but it's one of the best ways to get a clear picture of where you need improvement.Reach out to coworkers, mentors, or even friends who can give you honest, constructive feedback. Ask them specific questions about areas where you can improve, and be open to their suggestions.Plus, acting on this feedback can lead to significant improvements in your soft skills and work performance.Asking the right questions during a job interview is just as important as giving the right answers. Our guide on the topic can show you just what kind of questions to ask the interviewer.Consulting a professional advisor, such as a career coach, mentor, or experienced coworker, takes you one step further.An advisor can give you feedback, tailored guidance, and the support you need to improve.Advisors can offer valuable insights and practical strategies that you might not have considered on your own. They can also help you set realistic goals, develop a plan of action, and keep you accountable as you work on improving your weaknesses.Seeking advice from a professional shows that you're willing to learn and grow, and this can be a game-changer in your journey toward self-improvement and career success.Improving your weaknesses isn't limited to the workplace. Practicing your skills outside of work is a great way to turn your weaknesses into strengths.Another effective way to improve your weaknesses is by joining a workshop.Whether it's a leadership workshop, a coding boot camp, or a communication skills seminar, these sessions offer focused learning and the chance to interact with experts and peers.You'll gain valuable insights, and you'll be able to prove to potential employers that you're proactive about self-improvement seriously. So, find a workshop that aligns with your goals and dive in!Need more inspiration to talk about your weaknesses? Here are some sample answers that can help inspire you:"One of my weaknesses is that I tend to be overly critical of myself. After completing a project, even if it's received positive feedback, I often feel like I could have done more. This has led me to overwork myself and burnout. To address this, I've learned to take time to objectively evaluate my achievements and celebrate my wins. This steadily improved my work and my confidence, and it also helped me appreciate the support of my team. I still strive for excellence, but I've learned to balance it with self-care and a healthier perspective on my accomplishments."Learn more about workplace burnout in our dedicated article."Well, I'm really introverted, so I used to struggle with sharing my ideas in group settings and speaking up during team meetings. However, I recognized how important participating actively is, and I've been working on improving. After my team underperformed on two consecutive projects, I realized that I needed to make changes in order to contribute more effectively. So, to overcome some of my introversion, I enrolled in local improvisation classes and started pushing myself to speak up more during team meetings. Although it's still a work in progress, I have made some significant improvements over the past year and am continuing to work on my communication skills to be a more effective team member.""I'm naturally very extroverted and love interacting with people, which can be a bit tricky in a data entry role since it's more solitary. Early on, I noticed that my tendency to chat with colleagues sometimes distracted me and affected my productivity. So, I decided to set specific 'focus times' where I minimize distractions and use breaks for socializing. I also started using noise-canceling headphones and created a quiet workspace to help me stay focused. These changes have really boosted my productivity and helped me balance my social nature with my work. It's still a work in progress, but I've made great strides.""I tend to avoid confrontations, both in my personal and professional life. While I believe it's important to maintain a peaceful work environment, I realized that conflicts can arise and need to be addressed. I am taking steps to improve by developing my conflict resolution skills. I've been attending workshops and reading books on conflict management. I'm also practicing having difficult conversations with coworkers and friends so I can get more comfortable with the whole process."Want to learn more? Check out our full guide to conflict resolution."My greatest weakness is my tendency to second-guess myself and my abilities. I sometimes doubt my work and worry that it isn't good enough, even when I face it. I am taking steps to overcome this, though. I've been addressing my procrastination, I often postpone starting tasks because I want to make sure everything is perfect before I begin, which results in a lot of last-minute rush and unnecessary stress. So, I started setting realistic goals and breaking down larger tasks into manageable steps. I also set personal deadlines ahead of the actual due dates to make it complete them in a timely fashion and don't end up in a circle of endless revisions. Having a structured approach helped me stay on track and complete my work more efficiently, which reduced stress and improved my productivity a lot.""Impatience has been a weakness of mine, particularly when waiting for others to complete their parts of a project. This often led to a lot of frustration and strained relationships with coworkers. When I realized I was in the wrong, I started practicing mindfulness and stress management techniques to remain calm and patient. I also improved my communication skills by discussing timelines and expectations more clearly with my coworkers. Setting realistic deadlines helped, as did understanding the challenges others might be facing. I definitely became more patient and supportive, so now I foster better collaboration and smoother project execution.""Multitasking has been a challenge for me, as I often found myself juggling too many tasks at once. Obviously, that led to decreased focus and efficiency. Once I realized this, I decided to adopt a more organized approach to my work. I began prioritizing tasks based on urgency and importance, using techniques like time blocking to dedicate specific periods to single tasks. I also started practicing mindfulness to improve my concentration. These changes really helped me manage my workload effectively, so now each task receives the attention it deserves and is completed on time.""Lack of experience in certain areas has been a weakness for me, particularly when starting a new role or project. To overcome this, I made an effort to seek out learning opportunities and additional training. I actively participate in workshops, webinars, and online courses relevant to my field. I also regularly seek mentorship and feedback from more experienced coworkers to accelerate my learning curve. I've significantly expanded my knowledge and skills, which helps me contribute more effectively and confidently in my role.""I've sometimes found it difficult to delegate tasks. I often feel like I need to handle everything myself to make sure it's done right. Naturally, this led to me feeling overwhelmed and stretched too thin. I realized how important teamwork is, and I've been working on improving my skills in that area. I started by identifying the strengths of my coworkers and then assigning tasks that aligned with their skills. I also make a conscious effort to trust my team and provide clear instructions. This approach lightened my workload and empowered my team, so it's been great so far. I'm still improving, but I've made a lot of progress when it comes to task delegation these past few months.""I tend to find humor in everything, which can sometimes mean I bring a bit too much fun into serious situations. While it often creates a positive atmosphere, it can occasionally distract from important tasks. I've realized I need to strike a better balance, so I've been working on reading the room and reserving my humor for the right moments. This way, I can maintain a positive work environment without losing focus on professionalism. It's still a work in progress, but I'm getting better at knowing when to lighten the mood and when to stay serious.""I have a spontaneous nature, which means I sometimes act on impulse rather than sticking to a plan. While this can lead to creative solutions, it also occasionally resulted in last-minute changes that disrupt workflows. I've been working on balancing my spontaneity with better planning to try and manage it. I now make it a point to create detailed plans and set clear goals before starting projects. This way, I can still be flexible, but within a structured framework. It's a work in progress, but I've come a long way in maintaining spontaneity without compromising on efficiency.""Organization hasn't always been my strong suit. I used to struggle with keeping my workspace tidy and managing tasks efficiently, which sometimes resulted in misplaced documents and missed deadlines. To address this, I started using digital planners and task management apps to keep everything in order. I also set up a daily routine to help me stay on track. These adjustments significantly boosted my productivity and helped me stay organized. It's still a work in progress, but I'm seeing noticeable improvements in my organizational skills."Learn more about organizational skills in our dedicated article."I've noticed that I'm not comfortable with taking risks, which has held me back when trying to find unique solutions to problems. But, to address it, I've started engaging in different activities that stimulate creativity, like brainstorming sessions and cross-disciplinary learning. I also collaborate with my creative coworkers to gain different perspectives. I'd say my efforts paid off. Now, I think outside the box more often. Creativity is still an area I'm working on, of course, but I've made good progress in my work.""I've often been cautious about taking on risks. Early in my career, I made it a point to be flexible, but within a structured framework. It's a work in progress, but I've come a long way in maintaining spontaneity without compromising on efficiency. I've been working on being more comfortable with uncertainty and better at evaluating potential rewards. While I'm still learning, I've made significant progress in taking on risks to drive business growth."Read our business development manager resume for more."I tend to be very honest, sometimes too much so. I like being direct but I can occasionally come across as blunt and hurt people's feelings. I've been working on being more mindful of how I deliver my honesty. I've started to focus on being more tactful and considerate when I communicate so I can convey my thoughts without being harsh. Now, I also take a moment to think about the best way to phrase things so I don't compromise kindness. It's an ongoing process, but I think I'm a lot better at balancing honesty with empathy now.""Being naturally shy has been a bit of a hurdle in my software engineering career, especially when it comes to collaborating and sharing ideas with the team. In the beginning, I found myself hesitating to speak up during meetings or to ask for help, which sometimes slowed down project progress. To overcome this, I started actively participating in team discussions. This has really helped build my confidence by reminding myself of my past accomplishments. I also actively seek out feedback from others, though. I've actively seek out feedback from others, though. I've been working effectively within a team. In the past, I struggled with keeping my workspace tidy and managing tasks efficiently, which sometimes resulted in misplaced documents and missed deadlines. To address this, I started using project management tools to improve. Creating detailed to-do lists to prioritize my tasks was a game-changer. I also set specific time blocks for each activity so I stay focused and avoid multitasking. The strategies really helped me become more organized and efficient. While I'm still refining my approach, I've made a lot of progress in managing my time better and meeting deadlines more consistently.""I've sometimes struggled with sharing responsibility, especially in video editing projects. I used to take on most tasks myself to ensure everything was perfect, which led to burnout and slowed me down. Lately, I've been working on trusting my coworkers more and delegating tasks effectively. Now, I make sure we define roles clearly at the start of each project and keep the lines of communication open. This has really improved my efficiency and created a more collaborative atmosphere. It's still a work in progress, but I'm seeing great strides in how I share responsibilities."Read our video editor resume example for more."I can be quite sensitive, which means I sometimes take feedback or criticism more personally than I should. This used to affect my confidence and productivity a lot. Once I realized it was a problem, I started working on developing a thicker skin and viewing feedback as an opportunity for growth. I started to regularly ask for constructive feedback and I've been practicing mindfulness to stay grounded. So far, this helped me become more resilient and better at handling criticism. While I'm still working on it, I've made some significant progress in using sensitivity to my advantage without letting it affect my performance.""Honestly, I haven't had much experience with Toon Boom Harmony, as I've primarily worked with Adobe Animate. When I realized this could be a gap, I started looking into resources and tutorials for Toon Boom to get a head start. While I haven't mastered it yet, I'm confident that my strong background with Adobe will help me pick up the ropes quickly. I'm proactive about picking up new skills, and I've had experience with Toon Boom comfortably. I'm excited about the opportunity to expand my skill set and bring my animation experience to your team."Read our animator resume example for more.Well, that was a lot to take in! Hopefully, now you're more than prepared to answer "What is your greatest weakness?" and ace your job interview.Just in case, let's go over some of the main points we covered in the article: When interviewers ask "What is your greatest weakness?" they're looking to see if you are honest, self-aware, and willing to improve.Choose a weakness that isn't essential to the job you're applying to and stress exactly how you're addressing it.Some weaknesses you can mention include impatience, multitasking, self-criticism, and procrastination.An authentic answer goes a long way. That's why the best solution is to identify your real weaknesses and take proactive measures to address them. Getting an interview is a major milestone in any job search. After updating your LinkedIn bio, going through the placement apps, and sending in resumes, lightning strikes. A potential employer believes you have the qualifications to meet their needs. Now it's time to wow them in person with a great first impression A lot goes into the first few minutes of a job interview. You've got to think about being punctual, dressing for the role, and appearing confident. But your preparations shouldn't stop there. There's no doubt that first impressions are important. Interviewers start to form an opinion within minutes of meeting you based on the firmness of your handshake, your interview outfit, and non-verbal body language. Putting your interview tips to good use can help you get off on the right foot, but you also have to think beyond the introduction. Having answers to common job interview questions at the ready will help you breeze through the rest of the meeting. Being ready for questions might confirm a favorable initial assessment. A hiring manager's primary goal is to clearly understand who you are. Routine questions like "Tell me about yourself" and "Why do you want to work here?" help a hiring manager get to know you as an employee and determine how well you'll fit in with the organization. But none are as challenging as the anxiety-riddled "What's your greatest weakness?" Take a deep breath. Situational questions like this aren't a trap but rather your chance to shine. Knowing how to answer "What are your weaknesses?" will differentiate you from other candidates. The trick is to spin a flaw into a strength by crafting an answer demonstrating genuine honesty, self-awareness, and a desire to grow. Job interview weaknesses: What they say about you How you answer the weakness question says a lot about you and your work ethic. Being forthcoming about your flaws is an opportunity to highlight valuable soft skills and can set you apart from other applicants. Your interviewer is looking for three things: Self-awareness: Everyone has weaknesses, but not everyone can recognize them. Having this level of self-awareness means you're more likely to leverage strengths, mitigate weaknesses, and regulate your emotions. Honesty: Interviewers might detect dishonesty through verbal and nonverbal cues like looking away frequently or a shaky voice. And if you're dishonest about your weaknesses they might feel you won't be honest in the workplace. A desire for growth: It's not enough to identify a weak spot. The interviewer wants to know you're willing to correct a shortcoming so it doesn't become a bigger problem. Weaknesses aren't something to be ashamed of. Quite the opposite. Focusing on improvement shows humility and determination — two qualities recruiters find very attractive in potential hires. 8 examples of weaknesses for interviews While there's no one-size-fits-all answer, you can use these eight example responses as building blocks. 1. Impatience Sample answer I'm easily frustrated when I'm working in a group. I have high standards and don't feel I deliver quality work when I wait until the last minute to start. So if someone is late with their deliverables or there's a delay, I tend to become impatient. I know this is a problem, so I'm attending team-building workshops to develop the communication skills necessary to tell my teammates what I need while maintaining good working relationships. Why it works This answer expects you to demonstrate a capacity for teamwork while ensuring you meet and exceed expectations. Recognizing that your impatience has the potential to be an issue shows respect for your colleagues and that you appreciate the necessity of being a team player. 2. Disorganization Sample answer While it doesn't affect my performance, keeping my workspace organized is challenging. But I'm much more productive when my physical and digital spaces are neat and tidy. I've begun dedicating an hour every Friday afternoon to declutter my desk and organize my files and inbox. Establishing a dedicated clean-up time has kept me on track all week long. The added organization at the end of the week fresh, allowing me to plan my workflow and ensure everything is ready before I need it. It's even helped me become more detail-oriented. Why it works Being disorganized is a relatable weakness and is as easy to fix as it is to understand. Make it clear that it doesn't negatively impact your ability to do your job but is significant enough to require your attention. Your answer should outline a thoughtful solution and demonstrate that your weakness is well under control. 3. Trouble delegating Sample answer Delegating tasks doesn't come easily to me, especially when I have the potential to micromanage. I didn't have a choice but to share responsibilities with my team. To help me feel more in control and avoid micromanaging, I implemented a project management system that let me follow up with my team and make sure everyone's work was on track to meet project deadlines. If anyone gets in the weeds, they know I'm available to lend a hand. The system helped me become more comfortable delegating and improved my leadership skills. Why it works This answer shows you recognize when a weakness has the potential to become a serious problem — in this case, micromanaging a team — and you're willing to learn a new skill to avoid it. You're demonstrating commitment and initiative to address the issue, plus a high degree of flexibility, which is a critical professional skill. 4. Self-criticism Sample answer I have high expectations and tend to be too hard on myself if my efforts fall short. Over time, I've learned to achieve negative self-talk by regularly meditating on my successes and viewing mistakes as an opportunity to grow. I've also begun to recognize when my self-criticism is valid and when I can ignore it. Why it works This response shows you're capable of introspection and growth. You're finding the middle ground between two potential extremes, learning to accept criticism without letting it damage your self-confidence and performance — an attractive trait in a job candidate. 5. Timid in certain contexts Sample answer I used to feel quite timid when critiquing other people's work. I hated the thought that I might hurt their feelings, which made me reluctant to provide feedback. To help people feel the door best work. Why it works Here's how to transform a weakness into your greatest strength without being disingenuous. Your sense of compassion — and wanting to hurt a colleague's feelings — inhibits your feedback with kindness and tact, making you an effective communicator. Those traits are vital soft skills for a future leader. 6. Too blunt Sample answer I have a very straightforward personality and tend to be blunt when I communicate. My delivery works well with members of senior management because I get to the heart of the matter quickly, and they appreciate my honesty. But some peers and direct reports find my bluntness off-putting, especially when offering feedback. I've decided to revamp my communication style to become more empathetic. I've taken online courses to improve my relationship management skills and am working with a mentor to practice my feedback delivery. Why it works Understanding how a character trait like bluntness can be an asset in one circumstance and not in others can make you a better communicator in the workplace. You're showing that you recognize when your directness is productive and have developed a plan for establishing an alternative way of speaking when it makes others uncomfortable. 7. Issues balancing work and life Sample answer I started developing some less-than-healthy habits when I shifted to remote work. It was difficult to separate my job from the rest of my life. As a result, my work-life balance suffered. My stress levels also increased, and I wasn't taking time to recharge, which impacted my ability to deliver quality results. I've since reevaluated my priorities and established a hard stop on all job-related activities at the end of my day. These work boundaries help me plan and maximize my productivity during office hours. Why it works You might think that working long hours is an asset, but in reality, it puts you at risk of becoming overworked and going on stress leave. A potential employer wants you to stick around for the long term, so they need to know you can manage the pressure that comes with the job. 8. Too talkative Sample answer I think it's important to socialize with my coworkers. It helps build better work relationships and creates a more welcoming company culture. But I'm a talker and can spend the entire day chatting with people in my department instead of working. So I've started setting a timer on my phone to remind me to get back to my desk. Knowing I'm not going overboard socializing lets me focus more on the person I'm speaking with, making for more meaningful and energizing conversations. Why it works This answer shows you're invested in your working relationships and want to contribute to your company's culture. But you also know your tendency to socialize can negatively impact your productivity. It takes courage to acknowledge this bad habit, which, along with sharing your solution, will earn the interviewer's respect. Converting weaknesses to strengths Recognizing you have weaknesses isn't admitting to failure. And it won't take you out of the running for a position, even in a competitive job market. Discussing your flaws during an interview is an opportunity to show off the qualities that make you a desirable employee. Traits like self-awareness, resilience, and humility are valuable in the workplace, and knowing how to answer "What are your weaknesses?" lets you bring those characteristics to the forefront during an interview. By preparing a thoughtful answer, you demonstrate you have the communication and self-regulation skills necessary to thrive in any work environment and that you recognize that for every weakness, there's an equal opportunity to improve. Take a deep breath. Between practicing your responses to this and other common interview questions and familiarizing yourself with tips for a successful interview, you're good to go. A job offer isn't far off.