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What would a weakness be in an interview

Don't Say This in an Interview! You really, really want the job. You know you'd be perfect for the position, if only they'd give you a chance! But first the interview. Your stomach's churning just thinking about how to answer the "What's your weakness?" nursing interview question. It IS a nerve-racking question, but it doesn't have to be if you're prepared. In fact, it is a golden opportunity! Good news! By the end of this post, you'll be able to confidently answer the "What's your weakness?" nursing interview question as well as know the answer not to give. You'll also want to read The Top Interview Questions and Answers before you interview. They Don't Want to Know Your Weakness Do Not Give This Answer to "What's Your Weakness?" in an Interview The first thing to understand is- they don't really want the truth! They definitely don't want to know your personal weaknesses (you binge on ice cream, you're insecure, you get jealous). You won't get points for candidly coming clean and telling them you forget your mother's birthday. It's designed to see if you demonstrate self-awareness and are willing to adapt. Be Confident The manner in which you answer the question is telling. It isn't about confessing your weaknesses, exposing yourself, and being vulnerable. It's about demonstrating confidence, honesty and composure when asked a difficult Behavioral Interview Question. Think of it as a great opportunity for you to shine and nail the interview! Using the guidelines below, you stay in control the entire time. Do Not Give This Answer to "What's Your Weakness?" Specifically, do not say "I'm a perfectionist" only because it's been overused as an example and you will come off as having googled your answer. Which, of course, you did, but they don't need to know that. By the same token, avoid "I work too hard." Or "I'm a workaholic." Just no. Principles for Talking About a Negative Then how should you answer this question? [Tweet "Whenever you have to talk about a negative, turn it into a positive as soon as you can."] Don't dwell on the negative The ultimate guide to landing your nursing job No more than a third of your words should be spent on describing your weakness. A brief, matter-of-fact statement is best. Don't repeat yourself and don't go into detail. When they think about you, you want them to have positive associations. End on a positive note Frame your weakness as an opportunity you've identified for professional improvement and growth (self-awareness) Give an example of what action steps you've taken (positive) Describe the progress you've made in a story or example (positive) In this way, you have skillfully turned a negative into a positive while still owning it. What's your greatest weakness: choosing yours When choosing your weakness, pick something work-related and fixable. Make sure that it's not something critical to the job, but that it is something germane to the job. For example, don't say "I struggle with math calculations" because you are going to be passing medications and your aptitude and safety will be brought into question. Don't say "I'm no good with Power Point" because this is not a skill for a bedside nurse. It will be seen as chickening out or skirting the question. Your goal is to present a genuine weakness that does not damage your potential for the position but also does not come across as unrealistic or staged. What's your greatest weakness? answer examples "English is my second language. I read and write well, but I want to be more comfortable with idiomatic English. I'm taking an English as Second Language course at the community college." "I don't always delegate as much as I should, because I always want to do everything myself! I've come to see that delegating is important in order to work as a team and get everything done. Every shift on my last rotation, I made it a point to delegate more each day. It's still out of my comfort zone, but I'm improving daily." "I'm working on my time management skills. I'm learning to batch my duties whenever possible, and to carry enough needed supplies with me. When I anticipate what my patients might need, I'm better prepared and save time." Here's the extremely popular post Top Interview Questions-- a must read for anyone interviewing. More TIPS Note that none of the examples above used the word "weakness" when answering "What's your greatest weakness?" Focus on the positive. Be prepared with two answers, as they may ask "What are your greatest weaknesses (plural)?" You want to sound honest and authentic, not over-rehearsed. Good luck, friend! Feel more comfortable with how to answer the "What's Your Greatest Weakness?" nursing interview question? Here are some related articles: Tell Us About Yourself Uncensored Thoughts of a Nurse Interviewer The Secret Nurse Managers Look for in a Candidate 10 Crucial Insider TIPS You Need to Land Your First Job in Acute Care Why Should We Hire You? Until next time friend, Nurse Beth Author, "Your Last Nursing Class: How to Land Your First Nursing Job...and Your Next!" Come visit me at Ask Nurse Beth career column at allnurses.com for all kinds of entertaining and informative career questions and answers, and to submit your own question Hiring managers love to ask questions about your greatest weakness in a job interview. They'll expect detailed examples in your answer, and they want to hear a unique weakness. To make things even tougher, some employers are now asking for 3 weaknesses. So in this article, I'm going to show you EXACTLY how to handle questions about weaknesses in the job interview with example answers. Here's what we'll cover: Why interviewers really ask about your weaknesses Exact two-step formula for answering "what is your weakness" or "what are 3 weaknesses" in the interview to impress employers The one answer you absolutely should NOT give Word-for-word example answers for your greatest weakness Let's get started... Why Interviewers Ask About Your Weaknesses in the Interview: Hiring managers ask about your biggest weakness (or top 3 weaknesses) for a few reasons. First, they want to see how you view yourself... whether you're self-aware and able to identify a weak spot and be honest about it. And whether you're upfront/comfortable talking about a weakness in general. Believe it or not, they don't want someone to say, "I'm great at everything. I have no weaknesses." Because nobody's amazing at everything! We all have strengths and areas we're not so great at. So part of the reason they're asking is to measure your character and personality. Then, they're also asking about greatest weaknesses to make sure their job is a good fit. If you do have a weakness that's going to hurt your performance in their company, they want to know and avoid hiring you! So I'll talk about what weaknesses not to share in the next section. Finally, hiring managers know this isn't an easy question to answer, so they also ask this to observe how you perform under pressure. Fortunately, if you're going to go into the interview room with a game-plan for this specific question, so you'll feel a lot less pressure than most candidates! So now let's look at how to plan out a great answer to your greatest weakness, or top 3 weaknesses... plus what NOT to do. How Not to Answer "What's Your Greatest Weakness?" This is probably what you've been told to do when asked about weaknesses in the interview. It's okay, but not great... The strategy: Turn a strength into a weakness. If you've ever looked for help answering this question in the past, you were probably told to do something like this. Example answer using this strategy: "Well, sometimes I'm too detail-oriented and thorough, so I have to remember to hit my deadlines and balance speed too." Or "...I'm really passionate about this industry and the work I'm doing, so sometimes I need to remind myself to relax and not get over-excited in the moment." Interviewers are pretty tired of hearing answers like this, though. Hiring managers have heard it so many times and it's lost its magic. They won't be thrilled with interview answers like this because it doesn't really tell them anything about you. They want a real weakness; They want to learn something about you and your background. So here's how to give a much better answer when they ask you about weaknesses in an interview... Proven 2-Step Method to Answer "What Is Your Greatest Weakness?" Now that you know what not to do when naming your weaknesses in a job interview, let's look at what you "should" do to "wow" the hiring manager. Step 1: Provide a real weakness, but with a few rules... When they ask "what's your greatest weakness?", I recommend you be straight-forward and give a candid answer to the hiring manager, they'll appreciate it if you do it right... That means you have to keep a few things in mind and avoid a couple of potential traps. First, don't name a weakness related to how you work with others or how you get along with management. Examples include: Trouble following instructions, trouble communicating, being prone to arguments and disagreements, etc. You better pick a different weakness to share, because no hiring manager wants to hear this type of thing. In fact, to play it even safer I recommend you pick something skill-based, not personality-based. That'll keep you in the clear. When you pick something skill-based, you want it to be relevant to your work, but not a primary focus of the job you're applying for. If you're looking to become an accountant, don't say your weakness is working with numbers or being detail oriented. However, you could say your weakness is a certain type of tool or software, or an entire area of accounting that you haven't worked particularly closely with recently. Maybe you studied it in school but haven't had a chance to use it hands-on since then and you'd require some time to brush up. Step 2: Talk about what you're doing to overcome this weakness After giving a real weakness in your answer, you want to show how you're stopping this weakness from being an issue, or how you're making sure it doesn't affect your overall work. For example, maybe you're rapidly improving in the area. Maybe you've found a way around it with other tools/skills, etc. I put a sample answer below to show you how this might sound in the interview. The example is based on somebody in the software/programming field, but you should be able to understand this no matter what. Example Interview Answer for "What's Your Greatest Weakness?" "When I look at my skill set as a whole, one weakness right now would be Java Programming. It's just not something that I've been asked to do since school so I understand the fundamentals but I'm pretty rusty in terms of working hands-on with it. I was planning on brushing up in the next few months to broaden my skill set, though. I think it'd help me be more well-rounded and would filter down into other areas that I use more often in my work." This is a good answer as long as you're not interviewing for a job where they expect you to start using this skill (Java programming) every day. Never name a weakness that's a core part of the job you're interviewing for! Look at the job description and you'll get a sense of this before the interview. Now, sometimes employers will ask for 3 weaknesses in a job interview, so let's look at examples of how to answer that now. What if They Ask for 3 Weaknesses in the Job Interview? (Examples) Let's say they ask you, "What are your top 3 weaknesses?" This is a bit tougher... not only because you have to think of 3 different things while making sure it's not going to scare the employer off, but you also have to keep your answer organized. So for this reason, I'd recommend picking 3 closely-related topics that are weaknesses. Don't pick one personality trait, one hard-skill like Java programming, and one area like leadership or delegation. Keep them all related. So going back to the example answer above, we can adapt it a bit to include 3 weaknesses now. Here's how it'd look... 3 Weaknesses Job Interview Example Answer: "When I look at my skill set as a whole, I think three weaknesses are Java, Ruby, and CSS. Those are just not programming languages I've been asked to use or be involved in since school. So I understand the fundamentals, but I'm pretty rusty in terms of working hands-on with them. I was planning on brushing up in the next few months to broaden my skill set, though, even if they're not required in this role. I think it'd help me be more well-rounded and would filter down into other areas that I use more often in my work." Keep These Tips in Mind When Answering "What's Your Greatest Weakness" in a Job Interview If you read the full article you now know why hiring managers ask, "what's your greatest weakness" And you know why the typical answer most people are giving is "not" going to impress them. You also know the two-step formula to come up with a great answer that WILL stand out and make them want to offer you the job. If you missed that, make sure to go back up and get familiar with the two-step answer formula for giving a real weakness and then explaining how you've overcome it. That's by far the BEST way to answer "what is your greatest weakness?" or "what are your weaknesses?" in the interview. If you give this type of answer instead of the typical "fake" weakness (a strength disguised as a weakness), you're going to build a much better connection with the hiring manager and they'll really appreciate the thoughtful, genuine answer you came up with. This is how you stand out in the interview and make yourself memorable (so you can get more job offers!) Any time you can avoid giving a cookie-cutter, common interview answer and say something unique is good. I'd highly recommend going into each interview prepared to share at least one detailed example of a weakness using this two-step method. Related article: Answering "What is your greatest strength?" Every interviewee who has ever sat down with an employer during an interview has been asked "What is your biggest weakness?", and many find it very frustrating. Why ask the question if the employer knows they are very likely to get a fake answer like, "I'm too much of a perfectionist"? Well, believe it or not, your employer is actually paying more attention to how you answer the question rather than to what your answer is. In this guide, we'll show you how having a public speaking weakness could be the best way to get around this challenging question. Check out some of our interview guides Interviews Ace your next interview! Check out CFI's interview guides with the most common questions and best answers for any corporate finance job position. Interview questions and answer for finance, accounting, investment banking, equity research, commercial banking, FP&A, more! Free guides and practice to ace your interview to get a better understanding of how the way you respond could be more important than the actual answers to interview questions. To learn more, check out our free interview guides on Equity research questions Equity Research Interview Questions Equity research interview questions and answers. This list includes the most common interview questions used to hire an equity research investment banking questions Interviews Ace your next interview! Check out CFI's interview guides with the most common questions and best answers for any corporate finance job position. Interview questions and answer for finance, accounting, investment banking, equity research, commercial banking, FP&A, more! Free guides and practice to ace your interview Credit analyst interview questions Credit Analyst Interview Questions Credit analyst interview questions and answers. For anyone with an interview for an analyst position in the credit department of a bank, this is a guide to ace it! Questions include the following: technical skills (finance and accounting), social skills (communication, personality fit, etc.) This guide focuses solely on FP&A questions FP&A Interview Questions FP&A interview questions and answers. This list includes the most common interview questions used to hire for Financial Planning and Analysis (FP&A) jobs Some mistakes people make There are multiple techniques that individuals use to try and appeal to their employer when asked this question about a weakness, and the truth is, most of those techniques don't actually work. Here is a list of techniques you want to avoid: Spin a negative into a positive - Saying things like "sometimes I think I am too much of a perfectionist", is advised by a lot of interview guides to try and turn the biggest weakness of the individual into something that is desired by the employer. There are many things wrong with this technique. First off, it does not make you stand out because a lot of interviewees attempt this technique. Secondly, the employer is smarter than you think, they can see right through what you are trying to do and that usually does not bode well for the rest of the interview. Deny having any weaknesses - This is more uncommon among interviewees but there are still a substantial amount that use this technique. This answer is usually given when candidates get nervous during an interview and are afraid of saying something wrong. This answer also gives the impression that you are hiding something, so it is best to avoid using this technique even though some interviewees believe it makes them seem like a perfect candidate. No one is perfect. Stating any weaknesses that raise red flags - It is important that you are honest during your interview. But sometimes, being too honest prevents you from landing that job you want. Candidates who walk into the interview and give an honest answer to this question, saying something like "I think my biggest weakness is not being a consistent worker", get credit for honesty but aren't likely to get the job after having confessed to a major employee defect. Hopefully, by now, you are starting to recognize why we are suggesting that having a public speaking weakness could be a good strategy. Why you should answer with the Public Speaking Weakness The amount of public speaking that an individual is required to do is highly correlated to their position. If you were to be in a financial analyst position, there would be rarely any public speaking required of you, and, thus, it's a fairly safe interview answer to say you have a public speaking weakness. Conversely, if you're in a more senior position, public speaking is probably something you are required to do on a much more regular basis. This brings us back to how you should answer the main question, "What is your biggest weakness?" You might try using the same method, but come up with a different answer. Depending on the position you are applying for, using the public speaking weakness response could be a strategically safe answer and there are multiple reasons for this. First, it is a relatively honest answer which does not include any of the mistakes mentioned earlier. Secondly, it may not even be a requirement for the particular position you are applying for, which means you have answered the question safely and have not harmed yourself or your chances of landing the position. Again, keep in mind that this answer is dependent on the position you are applying for. You may want to avoid using this answer if you are applying for higher-level positions. To learn more, check out our free interview guides on FP&A interview questions FP&A Interview Questions FP&A interview questions and answers. This list includes the most common interview questions used to hire an equity research investment banking interview questions Interviews Ace your next interview! Check out CFI's interview guides with the most common questions and best answers for any corporate finance job position. Interview questions and answer for finance, accounting, investment banking, equity research, commercial banking, FP&A, more! Free guides and practice to ace your interview Credit analyst interview questions Credit Analyst Interview Questions Credit analyst interview questions and answers. For anyone with an interview for an analyst position in the credit department of a bank, this is a guide to ace it! Questions include the following: technical skills (finance and accounting), social skills (communication, personality fit, etc.) This guide focuses solely on 10 tips to ace the rest of the interview Now that you have aced the biggest question with the ultimate public speaking weakness answer, here are some tips that can aid you in the rest of the interview. Be confident - Make sure to give a strong, firm handshake accompanied by your best smile when you walk into the room and greet your prospective employer. Practice - Drafting some questions that you think your employer might ask you and practicing responses prior to your interview can really make a difference in how you perform in the interview. Be calm - Although many candidates find it difficult to do so, just remember that an interview is basically a simple conversation between you and your employer. Your employer really only wants to know more about you. It is not an interrogation. Show up early - A lot of interviewees find it helpful when they show up approximately 15 minutes prior to their interview time. This allows them to calm their nerves and clear their head while they wait, which allows them to enter the interview feeling ready and worry-free. Dress to impress - The way you present yourself through answering interview questions is one half of the interview. The other half is how you present yourself through your choice of clothing. A clean suit and tie can really go a long way in letting your employer know that you have prepared for this interview. Do research on the company you're applying for - A lot of the times, candidates find themselves more confident when they do research into the company prior to the interview. This aids them in better understanding what it is they are applying for and gives them a leg up in the interview process because they become more comfortable with the company. Body language - Do not slouch in your seat. This gives off the impression that you are not taking the interview seriously. Instead, sit up high and straight. Bring a copy of your resume - Sometimes your employer may not have a copy of your resume on hand because it got lost. As a nice way of providing for your employer and also looking super prepared, make sure to bring an extra copy for them. Speak loud and clear - The way you speak is very telling to your employer. If you are too quiet, your employer will think you are too shy and this could affect your chances of landing the position. Speaking out loud and clearly not only lets your employer know you are confident but it also ensures that there is no miscommunication during the interview process. Ask insightful questions - Usually, at the end of the interview, your employer will ask you if you have any questions. This is the time to ask questions based on the research you did on the company to demonstrate that you are really enthusiastic about being a part of their team. Turning a public speaking weakness into a strength If you want to get over your public speaking weakness, consider joining Toastmasters. Toastmasters offers an easy, low-pressure environment to work on your public speaking skills and, most importantly, to learn from others. Learn More Whether or not you actually have a public speaking weakness, there are a wide range of skills that are critical in the business world. Check out these other topics which provide important information for advancing your career in corporate finance. How to get hired as an analyst How To Follow CFI's guides on how to get your dream job in corporate finance. CFI guides for careers in investment banking, equity research, credit analysis. How to be a great financial analyst The Analyst Trifecta® Guide The ultimate guide on how to be a world-class financial analyst. Do you want to be a world-class financial analyst? Are you looking to follow industry-leading best practices and stand out from the crowd? 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