

INTERVIEW QUESTION GUIDE

"What are your strengths and weaknesses?"

STRENGTHS

R

Relevance

Choose strengths that directly align with the job requirements

E

Evidence

Provide specific examples that demonstrate your strength in action

I

Impact

Quantify the results and show measurable achievements

C

Connection

Link your strength directly to the company's needs and culture

EXAMPLE:

"My strength in process optimization reduced client onboarding time by 66%, resulting in 40% higher client satisfaction scores."

WEAKNESSES

S

Self-Awareness

Demonstrate honest reflection without undermining capabilities

I

Improvement Steps

Detail specific actions taken to address and overcome the weakness

G

Growth Mindset

Frame the weakness as an opportunity for development

R

Relevance

Choose a weakness that isn't critical to the core job function

EXAMPLE:

"I've been working on delegation by creating responsibility matrices and taking a leadership course, improving team output by 30%."

Examples Of Interview Answers For Weaknesses

Yijin Wang



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