

Apprenticeship  
Recruitment



# Strengths & Weaknesses in an Interview



**Pathway Group**  
putting you first

Interviewers ask about strengths and weaknesses in interviews because they know that everyone has flaws. We don't always like talking about ourselves because we don't want to come across egotistical but at the same time we don't want to play our talents down.

## **How to Tell People about Your Strengths**

Talking about your strengths is hard because we don't like to show off or act egotistical.

### **Your Strengths should already be noted in Your Résumé/CV**

Read over your Résumé/CV and any other information that you have sent the interviewer prior to interview. This should show you how you sold yourself on paper.

### **Stories**

Make sure that you have some example stories which highlight your strengths that you have highlighted in your CV.

## **Things That Aren't Note Worthy**

### **Positive Attitudes**

Positive attitudes are something that an employer would expect. It doesn't make you stand out from the crowd.

## **Some Good Strength to Have:**

### **Communication Skills/Working with Others/Teamwork**

Everyone has different perspectives and ways of working and this means that you need to learn to communicate with a range of different people in the workplace. Outlining that communication is one of your strengths with relevant examples will really help you portray yourself as someone who has the right skills to work within their team.

### **Good Customer Service**

Give examples of when you have provided excellent customer service and tell how it was proved e.g. customer comment cards, company awards etc.

## **Good at Handling Change/Love to Learn New Things/Quick Learner**

Making your potential employer aware that you are good with dealing with change will give them confidence in you; that you will be adaptable when change is mentioned and that you will encourage others to respond positively. Having an interest to learn new things and pick them up quickly and embrace new challenges will only add to your employability prospects.

## **Hard-worker/Well-organised & Neat**

Everyone wants to employ someone who they know will work hard for their business and get the best results and to do that you need to be hard working, well organised and neat and tidy.

## **Punctual/Ability to Prioritise**

Being punctual means that you care about your work and ability to prioritise will mean that you want to get the most out of your day meaning that you will be a more productive and efficient employee.

## **Determined/Energetic**

People who are determined will work hard for the business and will be likely candidates to progress to line managers, managers or higher ranking jobs when trained appropriately.

## **Self Confidence**

Being confident means that your employer will be able to give you responsibilities and know that they can trust you to go through them without constant supervision and that you will ask questions and build positive relationships with colleagues and clients.

## **Able to Cope Well with Failure & Learn from Mistakes**

Everyone makes mistakes or fails from time to time but what matters is that we are able to cope with it, accept what happened and learn from mistakes. From that you turn a negative experience into a positive.

## Examples of Weaknesses

You need to have some things that you are working on and you should mention that you think that it is always important to improve yourself. You need to show that you are learning from previous mistakes and taking action to change these weaknesses. However you don't want to come across badly by accident or sound egotistical and say that you have no weaknesses so it is best to practice and have a few ideas.

### **Pick a weakness that doesn't disqualify you from the job or make you sound unreliable.**

For example if you don't enjoy public speaking and there is no need for it in the job that you are going for you could tell the interviewer this and you could say that you are working on it by taking new challenges where you have to speak in front of people or taking a public speaking course in your spare time.

### **Don't make you weakness cliché.**

Don't say things like my weakness is that I am a workaholic because no-one will believe that and will think you are trying too hard.

### **Suggested Weaknesses**

- *'I used to procrastinate a lot but now I have identified this I write down a list of the things that I need to do and set target times to finish them. This has helped me to become more organised in work and in my personal life'*
- *'I like to win but I have realised that this can make me look ruthless but I am just motivated to do well. Now I try to celebrate others wins with them.'*
- *'I want to get everything done at once and I have had to learn to have patience when working with others and to take breaks so that I can work more effectively and efficiently because I have reduced my stress levels.'*
- *'I will go to any level to support my friends even if it means that I suffer. I am now learning to make sure that I help my friends but remember that I can't do everything myself.'*
- *'I get too focused on working and building my career so I need to remember to take time out to relax and take up some hobbies so I have recently started ....'*

## Honesty is the best way forward

Whatever you do, tell the truth. This question is set to trip you up either if you are nervous or egotistical. If you don't say a strength and weakness that are really true when they ask for examples you will be left looking silly.

**Want to find out more about Apprenticeships and more tips and advice on interviews please contact us on: 0121 707 0550 or e-mail: [info@pathwaygroup.co.uk](mailto:info@pathwaygroup.co.uk)**

