

# 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%."*

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**J Rink**



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