

WEAKNESSES – GOOD TO KNOW THEM

Why are weaknesses relevant?

In addition to strengths, weaknesses are also an issue in career design and applications. Most people use this term to refer to a person's weakly developed qualities. This definition has a disadvantage. I assume that weaknesses are part of the personality and that we have to get along with them. If I call weaknesses that, there is nothing I can do about it. Self-marketing, for example, is described by many as a weakness. People who are not good at selling themselves would be excluded from a successful career by this definition. Instead, I describe weak characteristics as challenges that I can develop. They will probably never become strengths. But I can develop them to such an extent that I no longer stand in my own way. Weaknesses, on the other hand, are exaggerated strengths. Strengths and weaknesses therefore belong together as the sunny and shady sides of the personality.

Communication of the weaknesses

One of the most unpopular questions in a job interview is the one about weaknesses. Most applicants have difficulty with this and answer them clumsily. Often, they also bring in aspects that are irrelevant to the job. The statement that you cannot cook should only be of interest to those who are looking for a cook. By doing so, applicants miss the chance to present themselves as reflected and developed personalities. Recruiters do not ask this question to disqualify applicants, since all people have weaknesses. What recruiters want to determine is whether someone knows their weaknesses. They also want to learn strategies from applicants on how to deal with them. Ideally, applicants should show how they can successfully deal with their weaknesses by means of a concrete professional situation. Only those who have dealt critically with their personality can give a convincing answer to the question about weaknesses.