

WEAKNESSES

When strengths go too far

In career design and job applications, weaknesses matter just as much as strengths. They're often seen as underdeveloped traits—but that view is limiting. I define weaknesses as exaggerated strengths. Someone highly detail-oriented may come across as nitpicky. These are not flaws, but the shadow side of positive traits. Challenges like poor self-marketing, on the other hand, can be improved—even if they never become special strengths. The goal is to stop standing in your own way. Weaknesses and strengths are two sides of the same coin.

Speaking about weaknesses with confidence

The question about weaknesses in job interviews is notoriously difficult. Many answer vaguely or refer to irrelevant traits. But this question is a chance for self-reflection. Recruiters don't expect perfection—they want to see awareness and personal growth. The best responses highlight real situations where a weakness appeared and was constructively addressed. Those who can share this convincingly demonstrate maturity—and turn a perceived vulnerability into a strength.