

# Navigate the weakness question

All our strengths naturally come with limitations. Use this activity to explore the best way to navigate the weakness question and shine in an interview.

- ✓ Have a look at your Wingfinder report and check the '**On a bad day**' sections
- ✓ Check the **Coaching Plan** (pages 16–19) in your report and read through the '**keep/start/stop**' section
  - The '**stop**' part provides valuable examples for naming your weakness
  - The '**start**' part helps you formulate how you manage this weakness and what you can learn from it
- ✓ Apply the **STAR** technique by filling out the following grid on the next page

## Example: Agile

Imagine your strength is an 'Agile' way of thinking. You want to talk about the weakness that comes with this strength and how you're managing it. The context of your interview is your application to a Sales Specialist Role, you already gained experience in this field through a Sales internship.

**YOU ARE AGILE**  
in YOUR THINKING

**You learn fast and enjoy solving complex problems through your logical, analytical way of working.**

**You succeed through**

- using reason to solve problems
- focusing on objectivity
- learning constantly

**On a good day...**  
You are a natural problem-solver

**On a bad day...**  
You may be constrained by a desire for structure

< MORE INTUITIVE ————— YOU ————— MORE AGILE >

Example:

Try it yourself:

**Your Strength:** *Agile*

**On a bad day...** *I'm constrained by my desire for structure*

**I should STOP...** *Being too closed off to ideas that aren't bulletproof, neglecting my intuition, racing far ahead of people with my thinking.*

**I should START...** *Choose situations in which I trust my intuition, take time to bring people on board and team up with more intuitive people to make the best out of different strengths.*

**STAR Technique**

**S SITUATION**  
Set the context for your story.  
*In my sales internship, another intern and I had to come up with a new way of promoting the company's product instore which we would then present to our manager.*

**T TASK**  
What was your task, problem or goal?  
*The other intern approached the problem very differently than me, he suggested a solution based on his intuition and broader opinion. He wanted to present it to our manager in our next weekly update meeting which I refused to do, as I thought we did not have enough information yet and I wanted to conduct a rigorous analysis.*

**A ACTION**  
Explain in specific detail what, why and how you worked on your task. How did your weakness get in your way?  
*Even though I liked the idea of the other intern and thought it might work, I felt uncomfortable presenting it to our manager because I didn't know for a fact that the solution works and we didn't know enough about it to make a strong case.*

**R RESULT & REFLECTION**  
Outline the outcome to show what you have learnt from it / what you would be doing differently next time.  
*The other intern presented his idea to the manager, it turned out to be a good one. My manager told me that if we would analyse every suggestion thoroughly, we would be too slow, so we need to know when to trust our intuition. I learned to not close off to ideas that haven't been rigorously researched and to sometimes take a risk if I believe in an idea. I'm still working on it, but I already got better in deciding when to trust a rigorous analysis and when to trust my intuition.*

Find out more

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