

## **20 Questions that interviewers use to determine your weaknesses:**

1. How self-aware would you say you are? Tell me about your blind spots?
2. What do you want to learn in this role?
3. We offer training in a myriad of topics. Would you be interested in refining any particular topic?
4. How would you rank yourself in terms of these skills (insert skills) on a scale from 1-10, 10 being at an expert level?
5. When you've hired someone to be on your team, what have you generally looked for?
6. What new experiences are you most looking forward to having in this role?
7. What do you want to be doing in five years and what needs to happen in terms of your skills and experiences before then in order to be prepared for that end goal?
8. Have you ever been embarrassed in a professional setting? Think about a mistake you've made.
9. Tell me about your mentors. What qualities do you admire in them?
10. What can you do with your eyes closed and what would take you a bit more time to accomplish in this role?
11. Of the skills listed in the job description, which do you think you'll bring to this position?
12. What would your current manager say are your biggest areas of improvement?
13. Tell me about a time when you received negative feedback at work. What was the situation and how did you handle it?
14. What about this position appeals to you most?
15. Tell me how you would handle the following situation (insert situation).
16. What do you see as the biggest challenge coming into this role and why?
17. What would your colleagues say you're good at and what would they say you need to work on?
18. Walk me through the first steps you take in this position.
19. What would you say are your strengths when it comes to working with others? What would you say you need to work on?
20. What kind of environment do you thrive in and why?