



Job Interviews in Germany Self Presentation/ Strengths and Weaknesses

Intercultural Session (excerpt) - presented by SieguVer (C. Knie, Juni 2021)

Job Interviews in Germany – Strengths & Weaknesses

AGENDA

Introduction

1st Interaction: Exchange and introduce your partner

Background: Job Interviews and the importance of soft skills

- Steps of a typical job interview
- Strength and Weaknesses
- how to find the right terms

2nd Interaction: Let's practise:

Discuss and present 3 strengths and weaknesses of your group partner

Presentation

Feedback/ Outlook



Steps of a typical Job Interview

1	Introduction
2	Small Talk
3	Self Presentation
4	Questions and Answers
5	Wrapping Up

Career Center career: IMPULS series

June 17, 2021 career: IMPULS 1: Job Search

June 24, 2021 career: IMPULS 2: How to apply

July 01, 2021 career: IMPULS 3: Job interview

July 08, 2021 career: IMPULS 4: Time management

July 22, 2021 career: IMPULS 5: Stress management

<https://en.career.uni-siegen.de/workshops/careerimpuls/>

Questions and Answers / Strengths and Weaknesses

The reason behind these questions is the desire to look behind the facade in the application letter.

1	Introduction
2	Small Talk
3	Self Presentation
4	Questions and Answers Strengths and Weaknesses
5	Wrapping Up

Interview Questions

Common questions will be about yourself, your strengths and attributes, your experience and your interests.

- Answer these questions so that the **information is useful to employers** while not damaging your chances of being hired.
- Ensure that you **highlight your skills** that are listed in the job description, **and explain how you will gain or improve** critical skills that you lack.

Three steps to handle “Stress Questions” like Strength and Weaknesses

- A) **Self analysis** B) **Relation to job characteristics** C) **Selection and preparation**

Weaknesses (Skills to improve 😊)

Background: Employers are using the “weaknesses question” to find out whether applicants are **capable of self-reflection and how you deal with identified deficits**.

Be aware of: No one is perfect. You will also come up against limits or have to face weaknesses in your job. It is therefore even more important that you **deal with them constructively and in a solution-oriented manner**.

Therefore: Answer the question about your weaknesses **as honestly as possible, but reflectively**. Show that you are dealing with yourself and working on yourself. Then you are doing everything right.

A) **Self analysis** B) **Relation to job characteristics** C) **Selection and preparation**

Weaknesses (Skills to improve 😊)

Tips to formulate/ present a weakness:

- Identifying **honest weakness** that is **not essential** for the job being applied for (e. g. remembering names)
- **Find limitation** (for example: sometimes when I'm nervous, in large groups)
- **Present a concrete solution** that you are working on and may have already achieved some initial results (for example: memory exercises during breaks or in the subway, on the way to work, as a challenge with a colleague to motivate each other, using an app, an exercise from the Internet, etc.)

source: [stepstone.com](https://www.stepstone.com)

A) **Self analysis** B) **Relation to job characteristics** C) **Selection and preparation**

Weaknesses (Skills to improve 😊)

EXAMPLES:

When I have **to talk in front of many people**, I struggle with **nervousness**. Attending **rhetoric classes helped** me a lot with that and I continuously work with colleagues on further improving.

Sometimes, I find **networking difficult**. But after attending a **seminar on this subject** and **asking colleagues to support** me, I already made progress and try to constantly improve.

With too much **background noise** I sometimes have difficulties concentrating. By **talking to a colleague** I received a tip to try **using earphones**. With them I now find it much easier to concentrate.

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A) **Self analysis** B) **Relation to job characteristics** C) **Selection and preparation**

Strengths

Background: Every person has very **individual strengths**. The problem, however, is that we often do not recognize our own or appreciate them as such.

But it is a big mistake to talk ourselves down. This leads to self-doubt and can harm you and your success. Because: **Only if you know** your strengths, **you can also use** them for yourself **and convince others** with them.

Be aware of: **The discovery** of one's own strengths **is a process**. This means that you will not find all your abilities and potentials after 10 minutes of thinking.

Therefore: If you're struggling to **find your own strengths**, start with honest self-reflection. Analyse and ask yourself (use e.g. checklists of the internet, consult friends and family)

Strengths

useful hints:

- Use your strengths in concrete examples!
- Compare your strengths with the requirements of the job advertisement!

Don't just say: "Creativity is one of my strengths. "

Better: "One of my strengths is creativity. Where others reach your limits, I find a creative way. In my work as a product developer, this has often helped me. If a developed product has weaknesses, creatively guided brainstorming can help generate solutions, and I have used this successfully several times. "

Don't just say: "I'm flexible. " That would be too abstract and your counterpart can't imagine much of it.

Better: "Thanks to my high degree of flexibility, I was able to adapt project management to external changes as quickly as possible in my last position. "

source: stepstone.com

Useful Internet LINKS

Job Interviews/ Questions and Answers/ Strengths and Weaknesses

https://www.netzbewerber.net/vorstellung_ablauf.html

<https://www.internationalstudent.com/jobsearch/interview/sample-interview-questions/>

<https://www.stepstone.at/Karriere-Bewerbungstipps/starken-im-bewerbungsgesprach/>

<https://karrierebibel.de/vorstellungsgespraech-schwaechen/>

<https://www.algrim.co/270-what-is-your-greatest-weakness>