

THE FORMULA: WAP FORMULA

W - WEAKNESS

Name one real developmental area.
Choose something peripheral to this role,
not a core skill.

A - ACTION

What concrete steps are you actively
taking to improve? Course, book, mentor,
practice...

P - PROGRESS

What improvement have you seen so far?
Even a small honest result is better than "I
am working on it".

KEY PHRASES

One area I am actively working on is...	Одна сфера, яку я активно розвиваю -- це...
I used to struggle with... but I have since...	Раніше мені складалося... але з тих пір я...
I have realised I need to develop...	Я зрозумів, що мені потрібно розвивати...
To address this, I have been...	Щоб виправити це, я...
I have already made progress by...	Я вже досяг прогресу, завдяки тому, що...
What I have learned from this is...	Що я з цього засвоїв...

TIPS

- + Self-awareness plus an action plan makes you look stronger, not weaker.
- + Keep the answer to 30-45 seconds. Longer sounds defensive.
- + Choose a weakness that is NOT critical to this specific role.
- + Show progress: what you have learned and what has already improved.
- + Never claim you have no weaknesses -- it signals low self-awareness.

INTERVIEW CRIMES: WHAT NOT TO SAY

x "I do not really have any weaknesses. I am a fast learner so I adapt quickly."

Dishonesty or lack of self-awareness. This is the single most common wrong answer.

x "My weakness is that I work too hard and care too much about quality."

A disguised strength. Interviewers see through this immediately -- it is insulting to their intelligence.

x "I struggle with delegating." (said when applying for a team lead role)

You just admitted you cannot do the core requirement of the job you are applying for.

x "My weakness is public speaking. I get very anxious, my hands shake, I freeze completely..."

This became a therapy session. Name it, show the action, show progress -- then stop.

