



LET'S TALK

About a time
you failed





PICK A REAL FAILURE

Choose something that is **fairly important** which has been poorly impacted by your actions (e.g. misjudgment, carelessness etc.)

Avoid weaseling your way out by talking about that one time you got a poor grade in school. On the other hand, you might also want to **pull away from any massive failures** related to the kind of work you're applying for.

However, if the interviewer specifically asks for something work related, if you can, share from something that happened some time ago.

Tip: Share **“something”** and not **“everything”**. You don't have to bombard your interviewer with all the things that go wrong!

Choose a story in which you can further elaborate in the following parts

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An illustration of a man with brown hair, wearing a blue patterned long-sleeve shirt and light-colored trousers, falling upside down. He has a sad expression on his face. The background is a light green color with a dark green border. There are two green leaf-like shapes in the top left and bottom right corners.

DEFINE FAILURE IN YOUR OWN WORDS

Failure carries **different meaning** for everyone. To some, it could mean:

"To me, failure is about not being able to meet expectations of others' as well as my own."

"As a manager, I consider it a failure whenever I'm caught by surprise. I strive to know what's going on with my team and their work."

"I think failure is more than just not meeting a goal, it's about not meeting a goal with the resources you're given. If I end up taking more time or supplies than I was originally allocated, that feels like a failure to me."

Therefore, it does not have to be an obvious failure, it simply depends on how you define it to be.

How you define failure also gives your interviewer **an insight** into how you approach your work.

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TELL YOUR STORY

Interviewers want to know how you **bounce back** from setbacks.

• **Structure your story** so it is easy for the interviewer to follow and understand:

- **Start by providing the context to the situation**

- **Explain why it was challenging.**

- **Share what you did and how you tried to rectify it.**

Since this is about failure, it is alright that not everything went the way you wanted. So, try not to sugar-coat things.

In addition, it is respectable that you take responsibility for your actions; avoid pushing the blame on others for your failure.

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SHARE WHAT YOU LEARNT

Share what you would have done in hindsight and what you'll be doing moving forward. It brings comfort to the interviewer to know that you have learnt from your failures and is willing to work on it.

The key to answering this question well is first framing the way you see failure and then finishing with your key takeaways from the experience.

If you sandwich your story with these two components, you'll definitely have a strong answer.