

# Navigating the question: “What do you like least about your last job?”

Addressing the question “What do you like least about your last job?” can be challenging for job seekers, as it often prompts them to express negative feedback about their previous employer. However, it’s an essential question that interviewers ask to assess a candidate’s professionalism, work history, and values.

## Why interviewers ask this question:

- **Assessing professionalism:** this question acts as a test to gauge a candidate’s response to workplace challenges, aiming to determine their professionalism. Interviewers want to understand if a candidate can communicate grievances respectfully, even in a challenging situation.
- **Understanding work history:** asking this question often leads to discussions about why candidates left their previous jobs, providing insight into their work history. Interviewers can learn about a candidate’s work style, their experience with difficult situations, and how they handle workplace challenges.
- **Revealing values:** the way a candidate responds to this question indicates what they prioritise in a position, shedding light on the work environment they prefer and potential areas of dissatisfaction. It can also reveal how a candidate handles adversity and their approach to problem-solving.

## How to answer effectively

- **Be honest but stay positive:** honesty is crucial when answering this question, but job seekers should avoid negativity by acknowledging dislikes positively. The focus should be on providing concise and general explanations.
- **Provide a good reason:** merely stating what you didn’t like about your previous job is insufficient. Job seekers should offer solid reasons and explain how those issues impacted their work, maintaining an objective and company-first approach.
- **Connect to the new role:** job seekers should relate their response to the position they’re pursuing. They should highlight why the issues they faced previously won’t be prevalent in the new opportunity.
- **Practice your answer:** job seekers should prepare in advance by researching the company and reflecting on their experiences. They should practice until their response feels comfortable and sounds natural.



## What to avoid

- **Avoid bad-mouthing:** job seekers should never speak negatively about their previous employer or colleagues. Instead, they should maintain professionalism and use this question to showcase their communication skills.
- **Mention one issue only:** listing numerous grievances can make a candidate appear challenging to work with. Hence, they should stick to one issue, provide reasoning, and balance it with positive aspects.
- **Do your homework:** job seekers should ensure their response doesn’t inadvertently criticise the prospective employer. They should research the company to avoid mentioning issues that align with their practices.

## Conclusion:

Responding to the question about your least-liked aspect of a previous job may seem daunting, but it doesn’t have to be. By incorporating these tips, job seekers can construct a thoughtful answer that showcases their professionalism, communication skills, and suitability for the new role. Investing time in preparation and maintaining a positive approach can leave a lasting, favourable impression on the interviewer.