Onsite Competencies	Definition
Coding (logical and maintainable)	While assessment of technical skills will happen throughout the entire interview loop, this part is focused on making sure we receive a large enough chunk of code to assess that you can do the following: writes code that is syntactically correct and does what it is intended to do; builds maintainable and readable code; writes idiomatic code
Insists on the Highest Standards	This interview will utilize the technical problems used to evaluate coding and also ensure that you can do the following: drive high standards and quality; exceed the bar on technical skills; works constructively under stress and pressure; strives for continuous improvement – never assuming that anything is perfect.
Coding: Data Structures and Algorithms	This interview will focus on your general CS fundamentals and ability to work effectively through data structures and algorithms sometimes, sometimes starting with intentionally vague scenarios designed to observe your ability to work through a problem. This interview will ensure that you know how to: apply various data structures & algorithms; make good trade-offs; and can combine data structures to solve complex use cases (that scale with level).
Deals with Ambiguity	You will need to demonstrate your ability to: handle intentionally vague requirements; change strategies quickly when approach doesn't work; work through open ended questions; and show ability to adapt & learn quickly.
System Design (scalability and operational performance) & Customer Obsession	The interviewer will probe for the ability to build a solid design for a substantial system; quickly identify key tradeoffs in the design; and balance operational performance with customer needs. You should be able to deliver a design in production with considerations of deployments, scaling, failures, availability, and performance.
Bias for Action	You should be able to show the following: quickly identify if more information is needed before taking action; analyze facts quickly; able to evaluate data and information effectively; and use your own initiative to drive forward.
Have Backbone, Disagree & Commit	During this interview you need to show the following: can respectfully challenge decisions when he or she disagrees; has conviction and is tenacious, not compromising for the sake of social cohesion; once a decision is determined, they commit wholly; challenges "the way it has always been done"; demonstrates the courage to do what is right for the business.
Ownership	During this interview you need to show an ability to grasp what is business critical and best for the business and our customers. You demonstrate strong commitment to long-term success; work to obtain optimal return on investment from available resources; accept responsibility for actions and outcomes; and take initiative and be persistent.
Earns Trust (teamwork, communication, vocally self-critical)	Earning trust of others is a critical component to getting work done at Amazon. You should be able to: garner respect and drive consensus and influence others by being right a lot; clearly, directly, promptly and appropriately communicate; and be open and listen to new ideas and ways of getting things done. You must also deal constructively with own/others failures and mistakes; seek feedback to enhance performance; adapts behavior in response to feedback and experience; take ownership for issues and seeks resolution; pursue opportunities to develop oneself; and have high self-awareness.
Learn and Be Curious	Leaders are never done learning and always seek to improve themselves. They are curious about new possibilities and act to explore them. You should be able to show your desire to stretch and grow in your development. We are looking for a track record of soliciting feedback from peers, managers, and customers on ways you can improve your performance. You should be able to illustrate your ability to develop new skills outside of work that can also positively impact your job.

Onsite Competencies	Definition
Coding: Problem Solving	Your ability to take a high level coding/technical question/problems, thinking through problems, identify alternatives, and weigh different options; you should also be able to see potential roadblocks and challenges with your solutions.
Delivers Results & Are Right A Lot	We are looking for: strong clarity of thought and good instincts that inform your software development decisions; smart about working on the right stuff and working through applicable tradeoffs; you get things done with speed and accuracy; doesn't pretend to know everything, but can verify what you do know; has strong judgment.