

# Amazon 工作体验:

04/27/2017

1. Flag CS SDE: former SDE @ Amazon

文泰来 (Amazon 面试官 (面试官))

丛林生存法则 @ Amazon, 4 years

△ 体验 @ Amazon

△ Leadership Principles @ Amazon

△ How leadership principles help for future SDE/candidate @ Amazon?

△ For those who is not interested in working @ Amazon?

△ Leadership Principles → Behavior questions

△ Q & R & A:

1. Oncall: App (BB机)

ticket (wake you up in sleep)

Service 部分, 服务其他组, oncall is necessary

2. Work load heavy?

seasonal, 普遍工作强度大 pro & con

challenging → 拼一枪

3. bonus? (less than other IT (Facebook, Google))

True!

lunch/dinner, No; Primeship, No;

节约 is one of leadership principles.

4. SDE 1, 2, 3 principle very hard

promotion - difficult

tier 1 → 2 2 years (google 18 month - 24 month)

## 5. 面试选组 → 影响升职速度

△ leadership principles: 14

Annual review based on leadership principles

### 1. Conflict:

dive deep ↔ bias for action  
很多时间, 深入研究      机遇转瞬即逝  
(Google Home, Amazon Echo)

写码很快, test 不够好 → bias for action  
写码不够快, 更深 → dive deep

### 2. How LP helps?

#### ① @ Amazon

→ Annual Performance Review

→ Promotion (boost yourself up based on principles)

CEO

注重培养 leader, popular at job market.

#### ② Not @ Amazon, but want to be

→ Behavior question (EZPZ)

Tips:

#### • STAR 原则

逻辑  
↓  
S - situation (你经历最难的挑战)  
描述当时的工作情况  
T - task  
A - action  
自己采取的行动

R: result

结果

Informative, not necessarily much

① situation / task

narrative

- When did it happen?

- Where did it occur?

- Why is it important?

② Action

- What did you own? 负责哪一部分

team project is preferred (teamwork spirit)

- How did you do it?

if it's: stack overflow?

- Who else was involved

③ Result (positive)

- How did you measure success?

- What result did you achieve?

A. cost saving

B. Quantity (成本, 数据量, duplicate rate)

→ C. percentage change

D. Time wise

→ E. Quality improvement

F. Impact on customer

## Leadership Principles → Behavior Question

- Tell me about a hard problem you encountered in your project.
  - Dive Deep.
  - Learn and be curious
  - Insist on the highest standards
  - Think big (比如这个程序之后 adapt 到另一个问题)

善义的谎言，圆得回来。

尽量往上靠

错误示范：

- I never run into any hard problems
  - Teammate 不行，To prove you are a helpful teammate
  - 我不行
  - I copy it from open source directly
- 艺术性修饰：如何 adapt 给我自己用

好的示范：

- Tell me about an example when you were able to deliver an important project under a tight deadline
  - Bias for action (快速行动)
  - Invent and simplify
  - Deliver result

Q&A 面试时，不需要刻意提到 LP

转正 { stand-up presentation  
demo

- Have you experienced a case when you were working on some task given by your team, and got a request from other team, what would you do?

- Ownership

- Customer Obsession

priority - other team or your own team.

- Tell me a time when you received tough or critical piece of feedback and how you deal with it.

- Earn Trust

AWS: 不能 Oncall 忙 (学的东西很多)

Echo, machine learning: Oncall 少

每轮 Behavior question: On-site 五轮

SDE 2 → 3 很久

Amazon PIP (很少很少)

Amazon 内部: KNET, broadcast.amazon.com

冷冻期: 6 months 面试挂掉的同学