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Amazon's Leadership Principles Worksheet

Amazon's Leadership Principles are used to guide business in almost every way. Amazon Software Development Engineers use our Leadership Principles every day, whether we're discussing ideas for new projects or deciding on the best approach to solving a problem.

A significant portion of the interview will be dedicated to understanding how you've already been demonstrating our Leadership Principles. Complete the steps below to reflect on how you've applied the Leadership Principles in your professional experiences.

Step 1. List your significant professional moments. List 10-15 significant professional experiences you've had. This includes everything from the goals achieved and risks taken to how you've failed and grown in the process. Don't worry about the details right now – just focus on triggering your memory. If you're having trouble, consider looking through your resume, prioritizing experiences from your most recent positions.

1.	6.	11.
2.	7.	12.
3.	8.	13.
4.	9.	14.
5.	10.	15.

Step 2. Recall the specifics. Interviewers will be diving deep into these examples, so it's best to refresh your memory ahead of time. We suggest using the STAR framework to recall the details. Complete the table below for the first significant professional moment you listed in step 1. Repeat for each moment.

Significant professional moment #1		
STAR framework	**Ask yourself**	**Details**
Situation	What was the context/background for the situation you were in? Where did it occur, when did it happen? What was the goal?	
Task	What was your role? What were you trying to achieve? Why was it important? What were the risks/consequences if nothing happened?	
Action	What did you personally own? How did you do it? How did you influence the outcome? Who else was involved? What was the most significant obstacle you faced?	
Result	How did you measure success for this project? What results did you achieve? (e.g., metrics) What trade-offs did you have to make to achieve this? What did you learn or would have done differently?	

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Step 3. Consider the Leadership Principles. Now that the details are fresh, consider which of the 16 Leadership Principles you demonstrated in each significant professional moment. It's likely that there are multiple Leadership Principles involved in each moment. All the Leadership Principles definitions are included in the next pages of this guide for your convenience.

You may notice that your experiences have not covered all 16 Leadership Principles – that's to be expected. Take some additional time to read through any non-covered Leadership Principles to see if it makes you think of an additional professional moment to add to your step 1 list.

Significant professional moment	Leadership Principle(s) demonstrated
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	
11.	
12.	
13.	
14.	
15.	

Next Steps. You're ready to demonstrate to your interviewers how you've already applied the Leadership Principles in your professional experiences. Feel free to bring your short list of significant professional moments to the interview, with the following tips in mind:

- **Answer the interviewers' questions.** Don't try to squeeze in an example from your list if it doesn't really address what the interviewer is asking.
- **Don't read from a script.** This guide walks you through the exercise of remembering your significant professional moments in detail. Don't become dependent on them and end up reading to your interviewer.
- **Remain flexible.** The interviewer will be asking follow-up questions or prompting for additional details throughout your answer.
- **Use a range of examples.** All else being equal, use different significant professional moments with your interviewers to demonstrate a range of experiences.
- **Use recent examples**. All else being equal, prioritize sharing your most recent experiences.