

PPT | amazon 丛林法则

2017-04-28 文泰来 九章算法

Outline



- 在Amazon工作，是一种什么样的体验？
- 什么是Amazon的Leadership Principles？
- 我（正在Amazon上班 / 将要面试Amazon），知道这些Leadership Principles对我有什么帮助？
- 我不在Amazon上班，知道这些Leadership Principles对我有什么帮助？
- 如何利用Amazon的Leadership Principles来回答Behavior Questions？
- Q & A

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在Amazon工作，是一种什么样的体验？



[亚马逊 \(Amazon.com\)](#) [IT 职位](#) [硅谷精英](#) [工作经历](#)

面试题 6321 面试题 449426

在亚马逊 (Amazon) 公司工作是怎样一番体验？

- 在 Facebook 工作是怎样一番体验？
- 在 Dropbox 工作是怎样一番体验？
- 在谷歌 (Google) 工作是怎样一番体验？
- 在领英 (LinkedIn) 工作是怎样一番体验？
- 在苹果公司 (Apple Cupertino) 总部工作是怎样一番体验？

- Oncall
- 工作强度大
- 员工福利少
- 扁平化评级，升职难
- Leadership Principles

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- <https://www.amazon.jobs/principles>
- <https://www.amazon.jobs/zh/principles>

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中英对照版

Customer Obsession	顾客至上
Ownership	主人翁精神
Invent and Simplify	创新简化
Are Right, A Lot	决策正确
Learn and Be Curious	好奇求知
Hire and Develop the Best	选贤育能
Insist on the Highest Standards	最高标准
Think Big	远见卓识
Bias for Action	崇尚行动
Frugality	勤俭节约
Earn Trust	赢得信任
Dive Deep	刨根问底
Have Backbone; Disagree and Commit	敢于谏言，服从大局
Deliver Result	达成业绩

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Case I: 我在Amazon工作

- Annual Performance Review
- Promotion
- Daily work

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Case II: 我准备面试Amazon

Case III: 我不在Amazon工作

- Behavior question

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回答Behavior Question小技巧:

- STAR原则
 - S : Situation
 - T : Task
 - A : Action
 - R : Result

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- Situation/Task
 - When did it happen?
 - Where did it occur?
 - Why is it important?

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- Action

- What did you own?
- How did you do it?
- Who else was involved?

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- Result

- How did you measure success?
- What result did you achieve?

- A. Cost saving
- B. Quantity
- C. Percentage change
- D. Time wise
- E. Quality improvement
- F. Impact on customer

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- Tell me about a hard problem you encountered in your project.

- Dive Deep
- Learn and Be Curious
- Insist on the Highest Standards
- Think big

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- Tell me about an example when you were able to deliver an important project under a tight deadline.

- Bias for Action
- Invent and Simplify
- Deliver Result

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

- Ownership
- Customer Obsession

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

- Earn Trust

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- Tell me about a time when you didn't have enough resources to complete a task, and managed to achieve with some other creative way.

- Frugality

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- Tell me a time when you came up with an idea and convinced your team to take this idea.

- Have Backbone; Disagree and Commit

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- Tell me about a time when you have a low-performance member in your team. How did you deal with him/her?

- Hire and Develop the Best

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- Tell me about a decision where you don't have enough data to support, and you have to make the decision by your judgement and instincts.

- Are Right, A Lot

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Thank you !

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- Tell me about a time when you didn't have enough resources to complete a task, and managed to achieve with some other creative way.

- Frugality

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Amazon丛林生存法则

XX 老师



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