Book: https://www.amazon.ca/gp/product/B08RR9SYTX

Book: https://www.amazon.ca/gp/product/1710348615

一亩三分地上关于BQ的高票帖子

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田中楠自己准备的面试问题

Why Amazon/Microsoft/Meta/LinkedIn/Google? Why do you want to join us?

Why do you want to leave your current job?

How do you adapt yourself in a new team?

What team/culture do you think is great?

How do you handle cross team work?

What if someone takes your credit?

Describe your role in your current team.

Describe your company's product.

Tell me a time when you disagreed with your manager.

Tell me a time when you had conflict with colleague.

What is the biggest mistake you have ever made?

Tell me a time when you made customer satisfied and went beyond?

How do you consider a project to be successful?

What you don’t like in a job?

How will you adjust yourself in a fast-paced environment?

What do you see yourself in five or ten years?

How do you solve ambiguous problems?

What does your typical day look like at your current job?

What is your strength/weakness?

Do you have questions?

Amazon HR 给的BQ问题

Customer Obsession: 1. Describe a difficult interaction you had with a customer. How did you deal with it? What was the outcome? How would you handle it differently? 2. Tell me about a time when you went above and beyond for a customer. Why did you do it? How did the customer respond? What was the outcome? 3. Give me an example of when you were able to anticipate a customer need with a solution/product they didn't know they needed/wanted yet. How did you know they needed this? How did they respond?

Ownership: 1.Tell me about a time when you took on something significant outside your area of responsibility. Why was it important? What was the outcome? 2. Describe a time when you didn't think you were going to meet a commitment you promised. How did you identify the risk and communicate it to stakeholders? Is there anything you would do differently? 3. Give me an example of an initiative you undertook because you saw that it could benefit the whole company or your customers, but wasn’t within any group’s individual responsibility so nothing was being done.

Invent & Simplify: 1. Give me an example of a complex problem you solved with a simple solution. What made the problem complex? How do you know your solution addressed the problem? 2. Describe the most innovative thing you’ve done and why you thought it was innovative. Ask for one or two more examples to see if it's a pattern of innovative thinking. What was the problem it was solving? What was innovative about it? 3. Tell me about a time when you were able to make something simpler for customers. What drove you to implement this change? What was the impact?

Learn & Be Curious: 1. Tell me about a time when you realized you needed a deeper level of subject matter expertise to do your job well. What did you do about it? What was the outcome? Is there anything you would have done differently? 2. Describe a time when you took on work outside of your comfort area. How did you identify what you needed to learn to be successful? How did you go about building expertise to meet your goal? Did you meet your goal? 3. Tell me about a time when you didn’t know what to do next or how to solve a challenging problem. How do you learn what you don't know? What were the options you considered? How did you decide the best path forward? What was the outcome?

Insist on Highest Standards: 1. Describe a time when you refused to compromise your standards around quality/customer service, etc. Who was your customer? What was the result? 2. Tell me about a time when you were unsatisfied with the status quo. What did you do to change it? What was the impact? Would you do anything differently in the future? 3. Tell me about a time when you worked to improve the quality of a product / service / solution that was already getting good customer feedback. Why did you think it needed improvement? How did customers react?

Bias for Action: 1.Give me an example of a calculated risk that you have taken where speed was critical. What was the situation and how did you handle it? What steps did you take to mitigate the risk? What was the outcome? Knowing what you know now, would you have done anything differently? 2. Tell me about a time when you worked against tight deadlines and didn't have time to consider all options before making a decision. How much time did you have? What approach did you take? What did you learn from the situation? 3. Describe a situation where you made an important business decision without consulting your manager. What was the situation and how did it turn out? Would you have done anything differently?

Deliver Results: 1. Give me an example of a time when you were able to deliver an important project under a tight deadline. What sacrifices did you have to make to meet the deadline? How did they impact the final deliverable? What was the final outcome? 2. Tell me about a time when you had significant, unanticipated obstacles to overcome in achieving a key goal. What was the obstacle? Were you eventually successful? Knowing what you know now, is there anything you would have done differently? 3. Tell me about a time when you not only met a goal but considerably exceeded expectations. How were you able to do it? What challenges did you have to overcome?

Earn Trust: 1. Tell me about a time when you had to communicate a change in direction that you anticipated people would have concerns with. What did you do to understand the concerns and mitigate them? Were there any changes you made along the way after hearing these concerns? How did you handle questions and/or resistance? Were you able to get people comfortable with the change? 2. Give me an example of a tough or critical piece of feedback you received. What was it and what did you do about it? 3. Describe a time when you needed to influence a peer who had a differing opinion about a shared goal. What did you do? What was the outcome?

Dive Deep: 1. Tell me about a time when you were trying to understand a complex problem on your team and you had to dig into the details to figure it out. Who did you talk with or where did you have to look to find the most valuable information? How did you use that information to help solve the problem? 2. Tell me about a situation that required you to dig deep to get to the root cause. How did you know you were focusing on the right things? What was the outcome? Would you have done anything differently? 3. Tell me about a problem you had to solve that required in-depth thought and analysis. How did you know you were focusing on the right things? What was the outcome? Would you have done anything differently?

Have Backbone, Disagree & Commit: 1. Tell me about a time when you strongly disagreed with your manager or peer on something you considered very important to the business. What was it and how did you handle it? Knowing what you know now, would you do anything differently? 2. Describe a time when you took an unpopular stance in a meeting with peers and your leader. What was it? Why did you feel strongly about it? What did you do? What was the outcome? 3. Often, we must make decisions as a group. Give me an example of a time you committed to a group decision even though you disagreed. What factors led you to commit to the decision? Would you make the same decision now?

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