

# Behavioral Interview Questions

This document contains a comprehensive collection of behavioral interview questions for Engineering Manager positions, organized by category.

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### ambiguity

**1. Describe how you managed a project that was failing or significantly deviating from its original plan.**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Problem Solving, Adaptability

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**2. Tell me about a time a project you were leading was failing or significantly off-track. What actions did you take?**

**Difficulty:** Hard

**Company:** Meta

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**3. Describe a time you had to make decisions in a rapidly evolving regulatory environment.**

**Difficulty:** Hard

**Company:** TikTok

**Tags:** STAR-focused, Regulatory Compliance, Ambiguous Requirements

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**Tags:** STAR-focused, LP:Learn and Be Curious, Adaptability

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**Company:** Amazon

**Tags:** STAR-focused, LP: Bias for Action, Decision Making

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## **communication**

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**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Googleyness, Influence

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**2. Tell me about a time you proposed a bold or unconventional idea. How did you advocate for it and what was the outcome?**

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**Company:** Amazon

**Tags:** STAR-focused, LP:Think Big, Strategic Thinking

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**Difficulty:** Medium

**Company:** Google

**Tags:** Hypothetical, Communication Strategy, Leadership

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**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Frugality, Resource Management

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**Difficulty:** Medium

**Company:** Amazon

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**Tags:** STAR-focused, User Experience, Marketplace UX

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**Tags:** Hypothetical, Research Communication, AI Safety

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**Tags:** Hypothetical, Communication Strategy

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**86. Describe a situation where you had to push for a change in your team or organization that you believed was important.**

**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused, Googleyness, Initiative

---

**87. How do you ensure your team understands the ‘why’ behind their work and how it connects to broader company goals?**

**Difficulty:** Medium

**Company:** Google

**Tags:** Hypothetical, Communication Strategy, Leadership

---

**88. Describe a situation where you had to make a decision with limited resources or budget. How did you approach it?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Frugality, Resource Management

---

**89. How do you ensure your team maintains high standards, and what do you do if you see them slipping?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, Hypothetical, LP:Insist on the Highest Standards, Quality

---

**90. Describe a time when you went above and beyond to understand and meet a customer’s needs, even if it was challenging.**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Customer Obsession, Client Focus

---

**91. Tell me about a time you had to deliver difficult feedback to a team member or a peer. How did you approach it?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** STAR-focused, Feedback

---

**92. How do you communicate complex technical information to non-technical audiences effectively?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, Communication Strategy

---

### **conflict\_resolution**

**1. Describe a time you disagreed with a manager or a popular decision. How did you voice your concerns, and what happened next? Did you commit to the final decision?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Have Backbone; Disagree and Commit, Integrity

---

**2. Describe a time you mediated a conflict between stakeholders with differing priorities.**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Stakeholder Management

---

**3. Tell me about a time you had to navigate disagreement between researchers and engineers on AI safety approaches.**

**Difficulty:** Hard

**Company:** OpenAI

**Tags:** STAR-focused, Cross-functional Collaboration, AI Safety

---

**4. Describe a time you disagreed with a manager or a popular decision. How did you voice your concerns, and what happened next? Did you commit to the final decision?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Have Backbone; Disagree and Commit, Integrity

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**5. Describe a time you mediated a conflict between stakeholders with differing priorities.**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Stakeholder Management

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**Difficulty:** Hard

**Company:** OpenAI

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**7. Describe a time you disagreed with a manager or a popular decision. How did you voice your concerns, and what happened next? Did you commit to the final decision?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Have Backbone; Disagree and Commit, Integrity

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**8. Describe a time you mediated a conflict between stakeholders with differing priorities.**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Stakeholder Management

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**Difficulty:** Hard

**Company:** OpenAI

**Tags:** STAR-focused, Cross-functional Collaboration, AI Safety

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**10. Describe a time you disagreed with a manager or a popular decision. How did you voice your concerns, and what happened next? Did you commit to the final decision?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Have Backbone; Disagree and Commit, Integrity

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**11. Describe a time you mediated a conflict between stakeholders with differing priorities.**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Stakeholder Management

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**12. Tell me about a time you had to navigate disagreement between researchers and engineers on AI safety approaches.**

**Difficulty:** Hard

**Company:** OpenAI

**Tags:** STAR-focused, Cross-functional Collaboration, AI Safety

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**13. Describe a time you disagreed with a manager or a popular decision. How did you voice your concerns, and what happened next? Did you commit to the final decision?**

**Difficulty:** Hard

**Company:** Amazon



**Tags:** STAR-focused, LP:Have Backbone; Disagree and Commit, Integrity

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**14. Describe a time you mediated a conflict between stakeholders with differing priorities.**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Stakeholder Management

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**15. Describe a time you disagreed with a manager or a popular decision. How did you voice your concerns, and what happened next? Did you commit to the final decision?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Have Backbone; Disagree and Commit, Integrity

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**16. Describe a time you mediated a conflict between stakeholders with differing priorities.**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Stakeholder Management

---

**17. Give an example of resolving a significant disagreement within your team or with a peer manager.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Meta

**Tags:** STAR-focused

---

**18. Give an example of resolving a significant disagreement within your team or with a peer manager.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Meta

**Tags:** STAR-focused

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**19. Give an example of resolving a significant disagreement within your team or with a peer manager.**

**Difficulty:** Medium [CRITICAL] Critical

**Company:** Meta

**Tags:** STAR-focused

---

**20. Give an example of resolving a significant disagreement within your team or with a peer manager.**

**Difficulty:** Medium [CRITICAL] Critical

**Company:** Meta

**Tags:** STAR-focused

---

**21. Tell me about a time you had to mediate a disagreement between two team members or stakeholders.**

**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused, Mediation

---

**22. Describe a conflict you had with a team member or a peer. How did you approach resolving it, and what was the outcome?**

**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused

---

**23. Tell me about a situation where you had to build or rebuild trust with a colleague, team, or customer.**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP: Earn Trust, Interpersonal Skills

---

**24. How do you foster an environment where healthy debate is encouraged but destructive conflict is minimized?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, Team Culture

---

**25. Tell me about a time you had to balance research goals with practical engineering constraints.**

**Difficulty:** Medium

**Company:** Anthropic

**Tags:** STAR-focused, Research vs Engineering, Trade-offs

---

**26. Tell me about a time you had to address a conflict between team members with different perspectives.**

**Difficulty:** Medium

**Company:** Microsoft

**Tags:** STAR-focused, Conflict Resolution, Inclusive Leadership

---

**27. Tell me about a time you had to mediate a disagreement between two team members or stakeholders.**

**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused, Mediation

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**Company:** Amazon

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**Company:** Meta

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**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused

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**Difficulty:** Medium

**Company:** Amazon

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**Company:** Meta

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**Company:** Meta

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**54. Give an example of resolving a significant disagreement within your team or with a peer manager.**

**Difficulty:** Medium

**Company:** Meta

**Tags:** STAR-focused

---

## **leadership**

**1. Describe how you've scaled an engineering team from 5 to 50+ people.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, Team Scaling, High Growth

---

**2. Tell me about a time you built a product or platform from 0 to 1 in a resource-constrained environment.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, 0-1 Building, Resource Constraints

---

**3. Tell me about how you've built recommendation systems that serve billions of users globally.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** TikTok

**Tags:** STAR-focused, Recommendation Systems, Global Scale

---

**4. Tell me about a time you built technology solutions for diverse global markets with different needs.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Uber

**Tags:** STAR-focused, Global Scale, Localization

---

**5. Tell me about a time you had to make a difficult decision that required courage and went against popular opinion.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Netflix

**Tags:** STAR-focused, Courage, High Performance Culture

---

**6. Tell me about a time you built an AI/ML platform from scratch in a fast-paced startup environment.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Scale AI

**Tags:** STAR-focused, AI/ML Platform, Startup Scaling

---

**7. Tell me about a time you led a research team through a complex AI safety challenge.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Anthropic

**Tags:** STAR-focused, AI Safety Research, Research Leadership

---

**8. Tell me about a time you led a data platform migration or major infrastructure change.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Snowflake

**Tags:** STAR-focused, Data Platform, Technical Leadership

---

**9. Tell me about a time you had to balance innovation speed with responsible AI development practices.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

**Tags:** STAR-focused, AI Safety, Ethical Decision-Making

---

**10. Describe how you've led a team working on cutting-edge AI research while ensuring safety considerations.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

**Tags:** STAR-focused, AI Safety, Research Leadership

---

**11. Describe how you've scaled an engineering team from 5 to 50+ people.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, Team Scaling, High Growth

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**12. Tell me about a time you built a product or platform from 0 to 1 in a resource-constrained environment.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, 0-1 Building, Resource Constraints

---

**13. Tell me about how you've built recommendation systems that serve billions of users globally.**

**Difficulty:** Hard [CRITICAL] **Critical**

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**Difficulty:** Hard [CRITICAL] **Critical**

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**16. Tell me about a time you built an AI/ML platform from scratch in a fast-paced startup environment.**

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**Tags:** STAR-focused, AI/ML Platform, Startup Scaling

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**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Anthropic

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**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Snowflake

**Tags:** STAR-focused, Data Platform, Technical Leadership

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**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

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**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

**Tags:** STAR-focused, AI Safety, Research Leadership

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**21. Describe how you've scaled an engineering team from 5 to 50+ people.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, Team Scaling, High Growth

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**22. Tell me about a time you built a product or platform from 0 to 1 in a resource-constrained environment.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, 0-1 Building, Resource Constraints

---

**23. Tell me about how you've built recommendation systems that serve billions of users globally.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** TikTok

**Tags:** STAR-focused, Recommendation Systems, Global Scale

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**24. Tell me about a time you built technology solutions for diverse global markets with different needs.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Uber

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**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Netflix

**Tags:** STAR-focused, Courage, High Performance Culture

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**26. Tell me about a time you built an AI/ML platform from scratch in a fast-paced startup environment.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Scale AI

**Tags:** STAR-focused, AI/ML Platform, Startup Scaling

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**27. Tell me about a time you led a research team through a complex AI safety challenge.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Anthropic

**Tags:** STAR-focused, AI Safety Research, Research Leadership

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**28. Tell me about a time you led a data platform migration or major infrastructure change.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Snowflake

**Tags:** STAR-focused, Data Platform, Technical Leadership

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**29. Tell me about a time you had to balance innovation speed with responsible AI development practices.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

**Tags:** STAR-focused, AI Safety, Ethical Decision-Making

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**30. Describe how you've led a team working on cutting-edge AI research while ensuring safety considerations.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

**Tags:** STAR-focused, AI Safety, Research Leadership

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**31. Describe how you've scaled an engineering team from 5 to 50+ people.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, Team Scaling, High Growth

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**32. Tell me about a time you built a product or platform from 0 to 1 in a resource-constrained environment.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, 0-1 Building, Resource Constraints

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**33. Tell me about how you've built recommendation systems that serve billions of users globally.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** TikTok

**Tags:** STAR-focused, Recommendation Systems, Global Scale

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**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Uber

**Tags:** STAR-focused, Global Scale, Localization

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**35. Tell me about a time you had to make a difficult decision that required courage and went against popular opinion.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Netflix

**Tags:** STAR-focused, Courage, High Performance Culture

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**36. Tell me about a time you built an AI/ML platform from scratch in a fast-paced startup environment.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Scale AI

**Tags:** STAR-focused, AI/ML Platform, Startup Scaling

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**37. Tell me about a time you led a research team through a complex AI safety challenge.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Anthropic

**Tags:** STAR-focused, AI Safety Research, Research Leadership

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**38. Tell me about a time you led a data platform migration or major infrastructure change.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Snowflake

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**39. Tell me about a time you had to balance innovation speed with responsible AI development practices.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

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---

**40. Describe how you've led a team working on cutting-edge AI research while ensuring safety considerations.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

**Tags:** STAR-focused, AI Safety, Research Leadership

---

**41. Describe a time you had to make a difficult decision regarding a team member (e.g., performance improvement plan, role change).**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, People Management

---

**42. Share an example of a challenging goal you were responsible for achieving. How did you ensure you delivered results, especially when facing obstacles?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Deliver Results, Execution

---

**43. Describe a situation where you had to make a tough decision that impacted your team. How did you manage the change and communicate it?**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Decision Making, Change Management

---

**44. Describe a time you had to make a difficult decision regarding a team member (e.g., performance improvement plan, role change).**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, People Management

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**Company:** Meta

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**Company:** Google

**Tags:** STAR-focused, People Management

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**Tags:** STAR-focused, LP:Deliver Results, Execution

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**58. Describe a situation where you had to make a tough decision that impacted your team. How did you manage the change and communicate it?**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Decision Making, Change Management

---

**59. Tell me about a difficult employee situation (e.g., underperformance, conflict) and how you handled it.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Meta

**Tags:** STAR-focused, People Management

---

**60. Describe a time when you led a team through a challenging project.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Meta

**Tags:** STAR-focused, Project Management

---

**61. Tell me about how you've built systems that empower diverse online communities.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Reddit

**Tags:** STAR-focused, Community Empowerment, Forum Systems

---

**62. Tell me about how you've built products that create a sense of belonging for diverse global communities.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Airbnb

**Tags:** STAR-focused, Belonging, Global Communities

---

**63. Tell me about how you've built products that help professionals advance their careers.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** LinkedIn

**Tags:** STAR-focused, Member Focus, Professional Development

---

**64. Describe how you've built and maintained a high-performance engineering team.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Netflix

**Tags:** STAR-focused, High Performance, Talent Density

---

**65. Describe how you've scaled an engineering team during rapid company growth.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Scale AI

**Tags:** STAR-focused, Team Scaling, High-Growth Environment

---

**66. Describe how you've built a customer-obsessed engineering culture. What specific practices did you implement?**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Snowflake

**Tags:** STAR-focused, Customer Focus, Culture Building

---

**67. Describe how you've built an inclusive and diverse engineering team. What specific actions did you take?**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Microsoft

**Tags:** STAR-focused, Diversity & Inclusion, Team Building

---

**68. Tell me about a time you had to lead a team through a significant change or transformation.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Microsoft

**Tags:** STAR-focused, Change Management, Growth Mindset

---

**69. Tell me about a difficult employee situation (e.g., underperformance, conflict) and how you handled it.**

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**Tags:** STAR-focused, Community Empowerment, Forum Systems

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**72. Tell me about how you've built products that create a sense of belonging for diverse global communities.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Airbnb

**Tags:** STAR-focused, Belonging, Global Communities

---

**73. Tell me about how you've built products that help professionals advance their careers.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** LinkedIn

**Tags:** STAR-focused, Member Focus, Professional Development

---

**74. Describe how you've built and maintained a high-performance engineering team.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Netflix

**Tags:** STAR-focused, High Performance, Talent Density

---

**75. Describe how you've scaled an engineering team during rapid company growth.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Scale AI

**Tags:** STAR-focused, Team Scaling, High-Growth Environment

---

**76. Describe how you've built a customer-obsessed engineering culture. What specific practices did you implement?**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Snowflake

**Tags:** STAR-focused, Customer Focus, Culture Building



---

**77. Describe how you've built an inclusive and diverse engineering team. What specific actions did you take?**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Microsoft

**Tags:** STAR-focused, Diversity & Inclusion, Team Building

---

**78. Tell me about a time you had to lead a team through a significant change or transformation.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Microsoft

**Tags:** STAR-focused, Change Management, Growth Mindset

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**79. Tell me about a difficult employee situation (e.g., underperformance, conflict) and how you handled it.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Meta

**Tags:** STAR-focused, People Management

---

**80. Describe a time when you led a team through a challenging project.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Meta

**Tags:** STAR-focused, Project Management

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**81. Tell me about how you've built systems that empower diverse online communities.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Reddit

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**82. Tell me about how you've built products that create a sense of belonging for diverse global communities.**

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**Company:** Microsoft

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**Company:** Microsoft

**Tags:** STAR-focused, Change Management, Growth Mindset

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**Company:** Meta

**Tags:** STAR-focused, People Management

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**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Meta

**Tags:** STAR-focused, Project Management

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**Company:** Meta

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**102. Describe a time when you led a team through a challenging project.**

**Difficulty:** Medium [CRITICAL] **Critical**

**Company:** Meta

**Tags:** STAR-focused, Project Management

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**103. What is your philosophy on developing engineers and fostering their career growth?**

**Difficulty:** Medium

**Company:** Google

**Tags:** Hypothetical, Coaching, People Management

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**104. How do you approach motivating a team, especially when dealing with low performers or team members with differing levels of experience?**

**Difficulty:** Medium

**Company:** Google

**Tags:** Hypothetical, STAR-focused, People Management

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**105. Tell me about a time you led a team through a challenging project or a period of significant change.**

**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused, Project Management, Change Management

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**106. Describe your approach to hiring and developing talent. Give an example of how you've mentored someone to success or helped improve a team member's performance.**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Hire and Develop the Best, People Management

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**107. Tell me about a time you took responsibility for a project or task that was outside your defined role. What was the outcome?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Ownership, Initiative

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**108. How do you motivate and develop team members, especially high-potentials and those who are stagnating?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, People Management, Coaching

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**109. Tell me about how you've led engineering teams across different cultures and time zones.**

**Difficulty:** Medium

**Company:** TikTok

**Tags:** STAR-focused, Cross-Cultural Leadership, Global Teams

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**110. Tell me about how you've balanced the needs of different sides of a marketplace (riders vs drivers).**

**Difficulty:** Medium

**Company:** Uber

**Tags:** STAR-focused, Marketplace Dynamics, Stakeholder Management

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**111. Give an example of how you've coached and developed a team member who was struggling.**

**Difficulty:** Medium

**Company:** Microsoft

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**Company:** Meta

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**Tags:** Hypothetical, STAR-focused, People Management

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**Company:** Google

**Tags:** STAR-focused, Project Management, Change Management

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**Company:** Amazon

**Tags:** STAR-focused, LP:Hire and Develop the Best, People Management

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**Company:** Meta

**Tags:** STAR-focused, People Management

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**Company:** Meta

**Tags:** STAR-focused, Project Management

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**Company:** Google

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**Difficulty:** Medium

**Company:** Meta

**Tags:** STAR-focused, Project Management

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## **team\_building**

**1. How do you build psychological safety within a team?**

**Difficulty:** Medium

**Company:** Google

**Tags:** Hypothetical, Team Culture, Googlyness

---

**2. Describe a situation where you had to collaborate with a cross-functional team with different goals or priorities. How did you align them?**

**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused, Cross-functional

---

**3. How have you fostered diversity and inclusion within your teams? Provide a specific example.**

**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused, Googlyness, D&I

---

**4. How do you foster a collaborative environment within your team and with cross-functional partners?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** Hypothetical, LP:Deliver Results, LP:Hire and Develop the Best, Team Culture

---

**5. Describe a time when you needed to influence a peer or another team who had a differing opinion or priorities to achieve a shared goal.**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Earn Trust, LP:Deliver Results, Influence

---

**6. How do you ensure effective collaboration between your team and other teams (e.g., product, design, other engineering teams)?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, Process

---

**7. Describe a time you had to collaborate with a difficult cross-functional partner. How did you make it work?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** STAR-focused, Cross-functional

---

**8. Give an example of how you've built or improved a high-performing engineering team.**

**Difficulty:** Medium

**Company:** Meta

**Tags:** STAR-focused, Hiring, Team Culture

---

**9. Describe how you've established engineering culture and practices from scratch.**

**Difficulty:** Medium

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, Culture Building, Engineering Practices

---

**10. Describe how you've built privacy-first engineering practices into your team's development process.**

**Difficulty:** Medium

**Company:** Reddit

**Tags:** STAR-focused, Privacy by Design, Engineering Practices

---

**11. Tell me about a time you had to be resourceful and creative to solve a problem with limited resources.**

**Difficulty:** Medium

**Company:** Airbnb

**Tags:** STAR-focused, Resourcefulness, Creative Problem-Solving

---

**12. Tell me about how you've fostered authentic relationships and trust within your engineering team.**

**Difficulty:** Medium

**Company:** LinkedIn

**Tags:** STAR-focused, Relationship Building, Trust

---

**13. Describe how you've built a customer-focused engineering culture in a B2B AI company.**

**Difficulty:** Medium

**Company:** Scale AI

**Tags:** STAR-focused, Customer Focus, B2B Product Development

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**14. Tell me about how you've scaled an engineering team to support rapid business growth.**

**Difficulty:** Medium

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**Tags:** STAR-focused, Resourcefulness, Creative Problem-Solving

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**54. Tell me about how you've fostered authentic relationships and trust within your engineering team.**

**Difficulty:** Medium

**Company:** LinkedIn

**Tags:** STAR-focused, Relationship Building, Trust

---

**55. Describe how you've built a customer-focused engineering culture in a B2B AI company.**

**Difficulty:** Medium

**Company:** Scale AI

**Tags:** STAR-focused, Customer Focus, B2B Product Development

---

**56. Tell me about how you've scaled an engineering team to support rapid business growth.**

**Difficulty:** Medium

**Company:** Snowflake

**Tags:** STAR-focused, Team Scaling, Execution Excellence

---

**57. How do you build psychological safety within a team?**

**Difficulty:** Medium

**Company:** Google

**Tags:** Hypothetical, Team Culture, Googleness

---

**58. Describe a situation where you had to collaborate with a cross-functional team with different goals or priorities. How did you align them?**

**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused, Cross-functional

---

**59. How have you fostered diversity and inclusion within your teams? Provide a specific example.**

**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused, Googleness, D&I

---

**60. How do you foster a collaborative environment within your team and with cross-functional partners?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** Hypothetical, LP:Deliver Results, LP:Hire and Develop the Best, Team Culture

---

**61. Describe a time when you needed to influence a peer or another team who had a differing opinion or priorities to achieve a shared goal.**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Earn Trust, LP:Deliver Results, Influence

---

**62. How do you ensure effective collaboration between your team and other teams (e.g., product, design, other engineering teams)?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, Process

---

**63. Describe a time you had to collaborate with a difficult cross-functional partner. How did you make it work?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** STAR-focused, Cross-functional

---

**64. Give an example of how you've built or improved a high-performing engineering team.**

**Difficulty:** Medium

**Company:** Meta

**Tags:** STAR-focused, Hiring, Team Culture

---

**65. How do you build psychological safety within a team?**

**Difficulty:** Medium

**Company:** Google

**Tags:** Hypothetical, Team Culture, Googleyness

---

**66. Describe a situation where you had to collaborate with a cross-functional team with different goals or priorities. How did you align them?**

**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused, Cross-functional

---

**67. How have you fostered diversity and inclusion within your teams? Provide a specific example.**

**Difficulty:** Medium

**Company:** Google

**Tags:** STAR-focused, Googleyness, D&I

---

**68. How do you foster a collaborative environment within your team and with cross-functional partners?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** Hypothetical, LP:Deliver Results, LP:Hire and Develop the Best, Team Culture

---

**69. Describe a time when you needed to influence a peer or another team who had a differing opinion or priorities to achieve a shared goal.**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Earn Trust, LP:Deliver Results, Influence

---

**70. How do you ensure effective collaboration between your team and other teams (e.g., product, design, other engineering teams)?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, Process

---

**71. Describe a time you had to collaborate with a difficult cross-functional partner. How did you make it work?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** STAR-focused, Cross-functional

---

**72. Give an example of how you've built or improved a high-performing engineering team.**

**Difficulty:** Medium

**Company:** Meta

**Tags:** STAR-focused, Hiring, Team Culture

---

## **technical\_decisions**

**1. Describe a content moderation system you've built that balances free speech with community safety.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Reddit

**Tags:** STAR-focused, Content Moderation, Community Guidelines

---

**2. Describe a content moderation or safety system you've built for a social media platform.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** TikTok

**Tags:** STAR-focused, Content Safety, Social Media Platforms

---

**3. Describe a trust and safety system you've built for a marketplace platform.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Airbnb

**Tags:** STAR-focused, Trust & Safety, Marketplace Platforms

---

**4. Describe a real-time matching or routing system you've built. How did you handle scale and latency requirements?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Uber

**Tags:** STAR-focused, Real-time Systems, Marketplace Technology

---

**5. Describe how you've approached building interpretable and safe AI systems. What methodologies did you use?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Anthropic

**Tags:** STAR-focused, AI Interpretability, Safety-First Engineering



---

**6. Describe a complex AI/ML system you've architected. What safety and ethical considerations did you incorporate?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

**Tags:** STAR-focused, AI/ML Systems, Safety-First Design

---

**7. Describe a technical decision you made that had significant customer impact. How did you ensure it met customer needs?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Microsoft

**Tags:** STAR-focused, Customer Focus, Technical Leadership

---

**8. Describe a content moderation system you've built that balances free speech with community safety.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Reddit

**Tags:** STAR-focused, Content Moderation, Community Guidelines

---

**9. Describe a content moderation or safety system you've built for a social media platform.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** TikTok

**Tags:** STAR-focused, Content Safety, Social Media Platforms

---

**10. Describe a trust and safety system you've built for a marketplace platform.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Airbnb

**Tags:** STAR-focused, Trust & Safety, Marketplace Platforms

---

**11. Describe a real-time matching or routing system you've built. How did you handle scale and latency requirements?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Uber

**Tags:** STAR-focused, Real-time Systems, Marketplace Technology

---

**12. Describe how you've approached building interpretable and safe AI systems. What methodologies did you use?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Anthropic

**Tags:** STAR-focused, AI Interpretability, Safety-First Engineering

---

**13. Describe a complex AI/ML system you've architected. What safety and ethical considerations did you incorporate?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

**Tags:** STAR-focused, AI/ML Systems, Safety-First Design

---

**14. Describe a technical decision you made that had significant customer impact. How did you ensure it met customer needs?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Microsoft

**Tags:** STAR-focused, Customer Focus, Technical Leadership

---

**15. Describe a content moderation system you've built that balances free speech with community safety.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Reddit

**Tags:** STAR-focused, Content Moderation, Community Guidelines

---

**16. Describe a content moderation or safety system you've built for a social media platform.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** TikTok

**Tags:** STAR-focused, Content Safety, Social Media Platforms

---

**17. Describe a trust and safety system you've built for a marketplace platform.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Airbnb

**Tags:** STAR-focused, Trust & Safety, Marketplace Platforms

---

**18. Describe a real-time matching or routing system you've built. How did you handle scale and latency requirements?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Uber

**Tags:** STAR-focused, Real-time Systems, Marketplace Technology

---

**19. Describe how you've approached building interpretable and safe AI systems. What methodologies did you use?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Anthropic

**Tags:** STAR-focused, AI Interpretability, Safety-First Engineering

---

**20. Describe a complex AI/ML system you've architected. What safety and ethical considerations did you incorporate?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

**Tags:** STAR-focused, AI/ML Systems, Safety-First Design

---

**21. Describe a technical decision you made that had significant customer impact. How did you ensure it met customer needs?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Microsoft

**Tags:** STAR-focused, Customer Focus, Technical Leadership

---

**22. Describe a content moderation system you've built that balances free speech with community safety.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Reddit

**Tags:** STAR-focused, Content Moderation, Community Guidelines

---

**23. Describe a content moderation or safety system you've built for a social media platform.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** TikTok

**Tags:** STAR-focused, Content Safety, Social Media Platforms

---

**24. Describe a trust and safety system you've built for a marketplace platform.**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Airbnb

**Tags:** STAR-focused, Trust & Safety, Marketplace Platforms

---

**25. Describe a real-time matching or routing system you've built. How did you handle scale and latency requirements?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Uber

**Tags:** STAR-focused, Real-time Systems, Marketplace Technology

---

**26. Describe how you've approached building interpretable and safe AI systems. What methodologies did you use?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Anthropic

**Tags:** STAR-focused, AI Interpretability, Safety-First Engineering

---

**27. Describe a complex AI/ML system you've architected. What safety and ethical considerations did you incorporate?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** OpenAI

**Tags:** STAR-focused, AI/ML Systems, Safety-First Design

---

**28. Describe a technical decision you made that had significant customer impact. How did you ensure it met customer needs?**

**Difficulty:** Hard [CRITICAL] **Critical**

**Company:** Microsoft

**Tags:** STAR-focused, Customer Focus, Technical Leadership

---

**29. Describe a time you had to make a significant technical trade-off. What factors did you consider, and what was the result?**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Trade-offs

---

**30. Tell me about a complex technical challenge your team faced. What was your role in the decision-making and problem-solving process?**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Technical Leadership

---

**31. Describe a critical decision you made based on your judgment, perhaps with incomplete data, that proved to be correct. What was your reasoning?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Are Right, A Lot, Judgment

---

**32. Explain a situation where you had to dive deep into data or a complex problem to understand the root cause. What was your process and what did you uncover?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Dive Deep, Analytical Skills

---

**33. Describe a critical technical decision you made with limited information or under pressure. What was your process and the trade-offs?**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Trade-offs

---

**34. Tell me about a complex technical problem your team faced. What was your role in solving it, and what was the outcome?**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Technical Leadership

---

**35. Describe a recommendation system or search algorithm you've built for professional networking.**

**Difficulty:** Hard

**Company:** LinkedIn

**Tags:** STAR-focused, Recommendation Systems, Professional Networks

---

**36. Tell me about a time you architected a system to handle massive global scale with high availability requirements.**

**Difficulty:** Hard

**Company:** Netflix

**Tags:** STAR-focused, Global Scale, Distributed Systems

---

**37. Tell me about a time you had to make critical architecture decisions with limited time and resources.**

**Difficulty:** Hard

**Company:** Scale AI

**Tags:** STAR-focused, Architecture Decisions, Resource Constraints

---

**38. Describe a time you had to optimize data processing performance for a critical customer use case.**

**Difficulty:** Hard

**Company:** Snowflake

**Tags:** STAR-focused, Performance Optimization, Customer Impact

---

**39. Describe a time you had to make a significant technical trade-off. What factors did you consider, and what was the result?**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Trade-offs

---

**40. Tell me about a complex technical challenge your team faced. What was your role in the decision-making and problem-solving process?**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Technical Leadership

---

**41. Describe a critical decision you made based on your judgment, perhaps with incomplete data, that proved to be correct. What was your reasoning?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Are Right, A Lot, Judgment

---

**42. Explain a situation where you had to dive deep into data or a complex problem to understand the root cause. What was your process and what did you uncover?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Dive Deep, Analytical Skills

---

**43. Describe a critical technical decision you made with limited information or under pressure. What was your process and the trade-offs?**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Trade-offs

---

**44. Tell me about a complex technical problem your team faced. What was your role in solving it, and what was the outcome?**

**Difficulty:** Hard

**Company:** Meta



**Tags:** STAR-focused, Technical Leadership

---

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**Difficulty:** Hard

**Company:** LinkedIn

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**Difficulty:** Hard

**Company:** Netflix

**Tags:** STAR-focused, Global Scale, Distributed Systems

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**Company:** Scale AI

**Tags:** STAR-focused, Architecture Decisions, Resource Constraints

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**Difficulty:** Hard

**Company:** Snowflake

**Tags:** STAR-focused, Performance Optimization, Customer Impact

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**49. Describe a time you had to make a significant technical trade-off. What factors did you consider, and what was the result?**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Trade-offs

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**50. Tell me about a complex technical challenge your team faced. What was your role in the decision-making and problem-solving process?**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Technical Leadership

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**51. Describe a critical decision you made based on your judgment, perhaps with incomplete data, that proved to be correct. What was your reasoning?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Are Right, A Lot, Judgment

---

**52. Explain a situation where you had to dive deep into data or a complex problem to understand the root cause. What was your process and what did you uncover?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Dive Deep, Analytical Skills

---

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**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Trade-offs

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**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Technical Leadership

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**Company:** LinkedIn

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**Difficulty:** Hard

**Company:** Netflix

**Tags:** STAR-focused, Global Scale, Distributed Systems

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**Difficulty:** Hard

**Company:** Scale AI

**Tags:** STAR-focused, Architecture Decisions, Resource Constraints

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**Difficulty:** Hard

**Company:** Snowflake

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**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Trade-offs

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**60. Tell me about a complex technical challenge your team faced. What was your role in the decision-making and problem-solving process?**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Technical Leadership

---

**61. Describe a critical decision you made based on your judgment, perhaps with incomplete data, that proved to be correct. What was your reasoning?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Are Right, A Lot, Judgment

---

**62. Explain a situation where you had to dive deep into data or a complex problem to understand the root cause. What was your process and what did you uncover?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Dive Deep, Analytical Skills

---

**63. Describe a critical technical decision you made with limited information or under pressure. What was your process and the trade-offs?**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Trade-offs

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**64. Tell me about a complex technical problem your team faced. What was your role in solving it, and what was the outcome?**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Technical Leadership

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**Difficulty:** Hard

**Company:** Snowflake

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**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Trade-offs

---

**70. Tell me about a complex technical challenge your team faced. What was your role in the decision-making and problem-solving process?**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Technical Leadership

---

**71. Describe a critical decision you made based on your judgment, perhaps with incomplete data, that proved to be correct. What was your reasoning?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Are Right, A Lot, Judgment

---

**72. Explain a situation where you had to dive deep into data or a complex problem to understand the root cause. What was your process and what did you uncover?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Dive Deep, Analytical Skills

---

**73. Describe a critical technical decision you made with limited information or under pressure. What was your process and the trade-offs?**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Trade-offs

---

**74. Tell me about a complex technical problem your team faced. What was your role in solving it, and what was the outcome?**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Technical Leadership

---

**75. Describe a time you had to make a significant technical trade-off. What factors did you consider, and what was the result?**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Trade-offs

---

**76. Tell me about a complex technical challenge your team faced. What was your role in the decision-making and problem-solving process?**

**Difficulty:** Hard

**Company:** Google

**Tags:** STAR-focused, Technical Leadership

---

**77. Describe a critical decision you made based on your judgment, perhaps with incomplete data, that proved to be correct. What was your reasoning?**

**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Are Right, A Lot, Judgment

---

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**Difficulty:** Hard

**Company:** Amazon

**Tags:** STAR-focused, LP:Dive Deep, Analytical Skills

---

**79. Describe a critical technical decision you made with limited information or under pressure. What was your process and the trade-offs?**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Trade-offs

---

**80. Tell me about a complex technical problem your team faced. What was your role in solving it, and what was the outcome?**

**Difficulty:** Hard

**Company:** Meta

**Tags:** STAR-focused, Technical Leadership

---

**81. Give an example of a complex problem you solved with a simple or innovative solution. How did you identify the opportunity to simplify?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Invent and Simplify, Innovation

---



**82. How do you balance the need to ‘Move Fast’ with maintaining high quality and technical excellence in your team’s work?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, Meta Values, Trade-offs

---

**83. Tell me about a time you had to make pragmatic technology choices to ship quickly while maintaining quality.**

**Difficulty:** Medium

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, Pragmatic Decisions, Speed vs Quality

---

**84. Give an example of a complex problem you solved with a simple or innovative solution. How did you identify the opportunity to simplify?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Invent and Simplify, Innovation

---

**85. How do you balance the need to ‘Move Fast’ with maintaining high quality and technical excellence in your team’s work?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, Meta Values, Trade-offs

---

**86. Tell me about a time you had to make pragmatic technology choices to ship quickly while maintaining quality.**

**Difficulty:** Medium

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, Pragmatic Decisions, Speed vs Quality

---

**87. Give an example of a complex problem you solved with a simple or innovative solution. How did you identify the opportunity to simplify?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Invent and Simplify, Innovation

---

**88. How do you balance the need to ‘Move Fast’ with maintaining high quality and technical excellence in your team’s work?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, Meta Values, Trade-offs

---

**89. Tell me about a time you had to make pragmatic technology choices to ship quickly while maintaining quality.**

**Difficulty:** Medium

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, Pragmatic Decisions, Speed vs Quality

---

**90. Give an example of a complex problem you solved with a simple or innovative solution. How did you identify the opportunity to simplify?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Invent and Simplify, Innovation

---

**91. How do you balance the need to ‘Move Fast’ with maintaining high quality and technical excellence in your team’s work?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, Meta Values, Trade-offs

---

**92. Tell me about a time you had to make pragmatic technology choices to ship quickly while maintaining quality.**

**Difficulty:** Medium

**Company:** Startups & Scale-ups

**Tags:** STAR-focused, Pragmatic Decisions, Speed vs Quality

---

**93. Give an example of a complex problem you solved with a simple or innovative solution. How did you identify the opportunity to simplify?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Invent and Simplify, Innovation

---

**94. How do you balance the need to ‘Move Fast’ with maintaining high quality and technical excellence in your team’s work?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, Meta Values, Trade-offs

---

**95. Give an example of a complex problem you solved with a simple or innovative solution. How did you identify the opportunity to simplify?**

**Difficulty:** Medium

**Company:** Amazon

**Tags:** STAR-focused, LP:Invent and Simplify, Innovation

---

**96. How do you balance the need to ‘Move Fast’ with maintaining high quality and technical excellence in your team’s work?**

**Difficulty:** Medium

**Company:** Meta

**Tags:** Hypothetical, Meta Values, Trade-offs

---