

Behavioral Interview Questions

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

Table of Contents

- ambiguity
 - communication
 - conflict_resolution
 - leadership
 - team_building
 - technical_decisions
-

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

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

Tags: STAR-focused, Problem Solving

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

4. 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

5. 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

Tags: STAR-focused, Problem Solving

6. 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

7. 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

8. 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

Tags: STAR-focused, Problem Solving

9. 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

10. 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

11. 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

Tags: STAR-focused, Problem Solving

12. 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

13. 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

14. 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

Tags: STAR-focused, Problem Solving

15. 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

16. 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

Tags: STAR-focused, Problem Solving

17. Give an example of a time you had to make an important decision with incomplete or ambiguous information. What was your process?

Difficulty: Medium

Company: Google

Tags: STAR-focused, Googleness, Decision Making

18. Tell me about a time you had to quickly learn something new or adapt to a significant change in your work environment or project.

Difficulty: Medium

Company: Amazon

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

19. Give an example of a calculated risk you took where speed was critical. How did you make the decision and manage the risk?

Difficulty: Medium

Company: Amazon

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

20. Share an experience where project requirements were unclear or constantly changing. How did you lead your team through it?

Difficulty: Medium

Company: Meta

Tags: STAR-focused

21. Describe a time you had to persevere through significant challenges or setbacks.

Difficulty: Medium

Company: Uber

Tags: STAR-focused, Perseverance, Resilience

22. Tell me about a time you had to make a critical decision with incomplete information under time pressure.

Difficulty: Medium

Company: Netflix

Tags: STAR-focused, Judgment, Decision Making

23. Tell me about a time you had to learn a new technology or domain quickly to solve a business problem.

Difficulty: Medium

Company: Microsoft

Tags: STAR-focused, Learning Agility, Growth Mindset

24. Give an example of a time you had to make an important decision with incomplete or ambiguous information. What was your process?

Difficulty: Medium

Company: Google

Tags: STAR-focused, Googleness, Decision Making

25. Tell me about a time you had to quickly learn something new or adapt to a significant change in your work environment or project.

Difficulty: Medium

Company: Amazon

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

26. Give an example of a calculated risk you took where speed was critical. How did you make the decision and manage the risk?

Difficulty: Medium

Company: Amazon

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

27. Share an experience where project requirements were unclear or constantly changing. How did you lead your team through it?

Difficulty: Medium

Company: Meta

Tags: STAR-focused

28. Describe a time you had to persevere through significant challenges or setbacks.

Difficulty: Medium

Company: Uber

Tags: STAR-focused, Perseverance, Resilience

29. Tell me about a time you had to make a critical decision with incomplete information under time pressure.

Difficulty: Medium

Company: Netflix

Tags: STAR-focused, Judgment, Decision Making

30. Tell me about a time you had to learn a new technology or domain quickly to solve a business problem.

Difficulty: Medium

Company: Microsoft

Tags: STAR-focused, Learning Agility, Growth Mindset

31. Give an example of a time you had to make an important decision with incomplete or ambiguous information. What was your process?

Difficulty: Medium

Company: Google

Tags: STAR-focused, Googleyness, Decision Making

32. Tell me about a time you had to quickly learn something new or adapt to a significant change in your work environment or project.

Difficulty: Medium

Company: Amazon

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

33. Give an example of a calculated risk you took where speed was critical. How did you make the decision and manage the risk?

Difficulty: Medium

Company: Amazon

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

34. Share an experience where project requirements were unclear or constantly changing. How did you lead your team through it?

Difficulty: Medium

Company: Meta

Tags: STAR-focused

35. Describe a time you had to persevere through significant challenges or setbacks.

Difficulty: Medium

Company: Uber

Tags: STAR-focused, Perseverance, Resilience

36. Tell me about a time you had to make a critical decision with incomplete information under time pressure.

Difficulty: Medium

Company: Netflix

Tags: STAR-focused, Judgment, Decision Making

37. Tell me about a time you had to learn a new technology or domain quickly to solve a business problem.

Difficulty: Medium

Company: Microsoft

Tags: STAR-focused, Learning Agility, Growth Mindset

38. Give an example of a time you had to make an important decision with incomplete or ambiguous information. What was your process?

Difficulty: Medium

Company: Google

Tags: STAR-focused, Googleness, Decision Making

39. Tell me about a time you had to quickly learn something new or adapt to a significant change in your work environment or project.

Difficulty: Medium

Company: Amazon

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

40. Give an example of a calculated risk you took where speed was critical. How did you make the decision and manage the risk?

Difficulty: Medium

Company: Amazon

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

41. Share an experience where project requirements were unclear or constantly changing. How did you lead your team through it?

Difficulty: Medium

Company: Meta

Tags: STAR-focused

42. Describe a time you had to persevere through significant challenges or setbacks.

Difficulty: Medium

Company: Uber

Tags: STAR-focused, Perseverance, Resilience

43. Tell me about a time you had to make a critical decision with incomplete information under time pressure.

Difficulty: Medium

Company: Netflix

Tags: STAR-focused, Judgment, Decision Making

44. Tell me about a time you had to learn a new technology or domain quickly to solve a business problem.

Difficulty: Medium

Company: Microsoft

Tags: STAR-focused, Learning Agility, Growth Mindset

45. Give an example of a time you had to make an important decision with incomplete or ambiguous information. What was your process?

Difficulty: Medium

Company: Google

Tags: STAR-focused, Googleness, Decision Making

46. Tell me about a time you had to quickly learn something new or adapt to a significant change in your work environment or project.

Difficulty: Medium

Company: Amazon

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

47. Give an example of a calculated risk you took where speed was critical. How did you make the decision and manage the risk?

Difficulty: Medium

Company: Amazon

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

48. Share an experience where project requirements were unclear or constantly changing. How did you lead your team through it?

Difficulty: Medium

Company: Meta

Tags: STAR-focused

49. Give an example of a time you had to make an important decision with incomplete or ambiguous information. What was your process?

Difficulty: Medium

Company: Google

Tags: STAR-focused, Googleyness, Decision Making

50. Tell me about a time you had to quickly learn something new or adapt to a significant change in your work environment or project.

Difficulty: Medium

Company: Amazon

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

51. Give an example of a calculated risk you took where speed was critical. How did you make the decision and manage the risk?

Difficulty: Medium

Company: Amazon

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

52. Share an experience where project requirements were unclear or constantly changing. How did you lead your team through it?

Difficulty: Medium

Company: Meta

Tags: STAR-focused

communication

1. Tell me about a time you influenced stakeholders or senior management without formal authority to adopt your idea or approach.

Difficulty: Hard

Company: Google

Tags: STAR-focused, Googleyness, Influence

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

Difficulty: Hard

Company: Amazon

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

3. Describe a situation where you had to influence a senior leader or a group of stakeholders without direct authority.

Difficulty: Hard

Company: Meta

Tags: STAR-focused, Stakeholder Management

4. Tell me about a time you influenced stakeholders or senior management without formal authority to adopt your idea or approach.

Difficulty: Hard

Company: Google

Tags: STAR-focused, Googleyness, Influence

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

Difficulty: Hard

Company: Amazon

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

6. Describe a situation where you had to influence a senior leader or a group of stakeholders without direct authority.

Difficulty: Hard

Company: Meta

Tags: STAR-focused, Stakeholder Management

7. Tell me about a time you influenced stakeholders or senior management without formal authority to adopt your idea or approach.

Difficulty: Hard

Company: Google

Tags: STAR-focused, Googleness, Influence

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

Difficulty: Hard

Company: Amazon

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

9. Describe a situation where you had to influence a senior leader or a group of stakeholders without direct authority.

Difficulty: Hard

Company: Meta

Tags: STAR-focused, Stakeholder Management

10. Tell me about a time you influenced stakeholders or senior management without formal authority to adopt your idea or approach.

Difficulty: Hard

Company: Google

Tags: STAR-focused, Googleness, Influence

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

Difficulty: Hard

Company: Amazon

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

12. Describe a situation where you had to influence a senior leader or a group of stakeholders without direct authority.

Difficulty: Hard

Company: Meta

Tags: STAR-focused, Stakeholder Management

13. Tell me about a time you influenced stakeholders or senior management without formal authority to adopt your idea or approach.

Difficulty: Hard

Company: Google

Tags: STAR-focused, Googleness, Influence

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

Difficulty: Hard

Company: Amazon

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

15. Describe a situation where you had to influence a senior leader or a group of stakeholders without direct authority.

Difficulty: Hard

Company: Meta

Tags: STAR-focused, Stakeholder Management

16. Tell me about a time you influenced stakeholders or senior management without formal authority to adopt your idea or approach.

Difficulty: Hard

Company: Google

Tags: STAR-focused, Googleness, Influence

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

Difficulty: Hard

Company: Amazon

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

18. Describe a situation where you had to influence a senior leader or a group of stakeholders without direct authority.

Difficulty: Hard

Company: Meta

Tags: STAR-focused, Stakeholder Management

19. 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

20. 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

21. 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

22. 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

23. 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

24. 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

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

Difficulty: Medium

Company: Meta

Tags: Hypothetical, Communication Strategy

26. Tell me about a time you had direct customer interaction that significantly influenced your product decisions.

Difficulty: Medium

Company: Startups & Scale-ups

Tags: STAR-focused, Customer Development, Product-Market Fit

27. Tell me about a time you had to communicate transparently about a difficult technical or policy decision.

Difficulty: Medium

Company: Reddit

Tags: STAR-focused, Transparent Communication, Authentic Leadership

28. Describe how you've optimized user experience for both hosts and guests in a marketplace.

Difficulty: Medium

Company: Airbnb

Tags: STAR-focused, User Experience, Marketplace UX

29. Describe a time you took an intelligent risk that led to significant member value.

Difficulty: Medium

Company: LinkedIn

Tags: STAR-focused, Intelligent Risks, Member Value

30. Describe a time you had to give direct, honest feedback that was difficult to hear.

Difficulty: Medium

Company: Netflix

Tags: STAR-focused, Honesty, Direct Communication

31. How would you communicate AI safety research findings to both technical and non-technical stakeholders?

Difficulty: Medium

Company: Anthropic

Tags: Hypothetical, Research Communication, AI Safety

32. Describe a time you had to influence senior leadership to invest in data platform improvements.

Difficulty: Medium

Company: Snowflake

Tags: STAR-focused, Stakeholder Management, Strategic Thinking

33. How would you explain the importance of AI safety to stakeholders who are primarily focused on capability advancement?

Difficulty: Medium

Company: OpenAI

Tags: Hypothetical, AI Safety, Stakeholder Communication

34. 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

35. 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

36. 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

37. 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

38. 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

39. 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

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

Difficulty: Medium

Company: Meta

Tags: Hypothetical, Communication Strategy

41. Tell me about a time you had direct customer interaction that significantly influenced your product decisions.

Difficulty: Medium

Company: Startups & Scale-ups

Tags: STAR-focused, Customer Development, Product-Market Fit

42. Tell me about a time you had to communicate transparently about a difficult technical or policy decision.

Difficulty: Medium

Company: Reddit

Tags: STAR-focused, Transparent Communication, Authentic Leadership

43. Describe how you've optimized user experience for both hosts and guests in a marketplace.

Difficulty: Medium

Company: Airbnb

Tags: STAR-focused, User Experience, Marketplace UX

44. Describe a time you took an intelligent risk that led to significant member value.

Difficulty: Medium

Company: LinkedIn

Tags: STAR-focused, Intelligent Risks, Member Value

45. Describe a time you had to give direct, honest feedback that was difficult to hear.

Difficulty: Medium

Company: Netflix

Tags: STAR-focused, Honesty, Direct Communication

46. How would you communicate AI safety research findings to both technical and non-technical stakeholders?

Difficulty: Medium

Company: Anthropic

Tags: Hypothetical, Research Communication, AI Safety

47. Describe a time you had to influence senior leadership to invest in data platform improvements.

Difficulty: Medium

Company: Snowflake

Tags: STAR-focused, Stakeholder Management, Strategic Thinking

48. How would you explain the importance of AI safety to stakeholders who are primarily focused on capability advancement?

Difficulty: Medium

Company: OpenAI

Tags: Hypothetical, AI Safety, Stakeholder Communication

49. 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, Googleness, Initiative

50. 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

51. 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

52. 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

53. 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

54. 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

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

Difficulty: Medium

Company: Meta

Tags: Hypothetical, Communication Strategy

56. Tell me about a time you had direct customer interaction that significantly influenced your product decisions.

Difficulty: Medium

Company: Startups & Scale-ups

Tags: STAR-focused, Customer Development, Product-Market Fit

57. Tell me about a time you had to communicate transparently about a difficult technical or policy decision.

Difficulty: Medium

Company: Reddit

Tags: STAR-focused, Transparent Communication, Authentic Leadership

58. Describe how you've optimized user experience for both hosts and guests in a marketplace.

Difficulty: Medium

Company: Airbnb

Tags: STAR-focused, User Experience, Marketplace UX

59. Describe a time you took an intelligent risk that led to significant member value.

Difficulty: Medium

Company: LinkedIn

Tags: STAR-focused, Intelligent Risks, Member Value

60. Describe a time you had to give direct, honest feedback that was difficult to hear.

Difficulty: Medium

Company: Netflix

Tags: STAR-focused, Honesty, Direct Communication

61. How would you communicate AI safety research findings to both technical and non-technical stakeholders?

Difficulty: Medium

Company: Anthropic

Tags: Hypothetical, Research Communication, AI Safety

62. Describe a time you had to influence senior leadership to invest in data platform improvements.

Difficulty: Medium

Company: Snowflake

Tags: STAR-focused, Stakeholder Management, Strategic Thinking

63. How would you explain the importance of AI safety to stakeholders who are primarily focused on capability advancement?

Difficulty: Medium

Company: OpenAI

Tags: Hypothetical, AI Safety, Stakeholder Communication

64. 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, Googleness, Initiative

65. 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

66. 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

67. 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

68. 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

69. 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

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

Difficulty: Medium

Company: Meta

Tags: Hypothetical, Communication Strategy

71. Tell me about a time you had direct customer interaction that significantly influenced your product decisions.

Difficulty: Medium

Company: Startups & Scale-ups

Tags: STAR-focused, Customer Development, Product-Market Fit

72. Tell me about a time you had to communicate transparently about a difficult technical or policy decision.

Difficulty: Medium

Company: Reddit

Tags: STAR-focused, Transparent Communication, Authentic Leadership

73. Describe how you've optimized user experience for both hosts and guests in a marketplace.

Difficulty: Medium

Company: Airbnb

Tags: STAR-focused, User Experience, Marketplace UX

74. Describe a time you took an intelligent risk that led to significant member value.

Difficulty: Medium

Company: LinkedIn

Tags: STAR-focused, Intelligent Risks, Member Value

75. Describe a time you had to give direct, honest feedback that was difficult to hear.

Difficulty: Medium

Company: Netflix

Tags: STAR-focused, Honesty, Direct Communication

76. How would you communicate AI safety research findings to both technical and non-technical stakeholders?

Difficulty: Medium

Company: Anthropic

Tags: Hypothetical, Research Communication, AI Safety

77. Describe a time you had to influence senior leadership to invest in data platform improvements.

Difficulty: Medium

Company: Snowflake

Tags: STAR-focused, Stakeholder Management, Strategic Thinking

78. How would you explain the importance of AI safety to stakeholders who are primarily focused on capability advancement?

Difficulty: Medium

Company: OpenAI

Tags: Hypothetical, AI Safety, Stakeholder Communication

79. 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

80. 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

81. 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

82. 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

83. 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

84. 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

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

Difficulty: Medium

Company: Meta

Tags: Hypothetical, Communication Strategy

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

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

Difficulty: Hard

Company: Meta

Tags: STAR-focused, Stakeholder Management

6. 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

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

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

Difficulty: Hard

Company: Meta

Tags: STAR-focused, Stakeholder Management

9. 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

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

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

Difficulty: Hard

Company: Meta

Tags: STAR-focused, Stakeholder Management

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

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

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

Difficulty: Hard

Company: Meta

Tags: STAR-focused, Stakeholder Management

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

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

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

28. 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

29. 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

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

Difficulty: Medium

Company: Meta

Tags: Hypothetical, Team Culture

31. 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

32. 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

33. 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

34. 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

35. 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

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

Difficulty: Medium

Company: Meta

Tags: Hypothetical, Team Culture

37. 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

38. 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

39. 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

40. 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

41. 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

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

Difficulty: Medium

Company: Meta

Tags: Hypothetical, Team Culture

43. 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

44. 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

45. 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

46. 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

47. 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

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

Difficulty: Medium

Company: Meta

Tags: Hypothetical, Team Culture

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

Difficulty: Medium

Company: Meta

Tags: STAR-focused

50. 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

51. 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

52. 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

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

Difficulty: Medium

Company: Meta

Tags: Hypothetical, Team Culture

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

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**

Company: TikTok

Tags: STAR-focused, Recommendation Systems, Global Scale

14. 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

15. 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

16. 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

17. 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

18. 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

19. 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

20. 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

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

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

24. 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

25. 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

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

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

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

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

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

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

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

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

34. 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

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

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

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

38. 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

39. 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

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

45. 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

46. 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

47. 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

48. 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

49. 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

50. 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

51. 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

52. 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

53. 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

54. 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

55. 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

56. 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

57. 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

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.

Difficulty: Medium [CRITICAL] **Critical**

Company: Meta

Tags: STAR-focused, People Management

70. Describe a time when you led a team through a challenging project.

Difficulty: Medium [CRITICAL] **Critical**

Company: Meta

Tags: STAR-focused, Project Management

71. 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

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

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

81. 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

82. 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

83. 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

84. 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

85. 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

86. 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

87. 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

88. 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

89. 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

90. Describe a time when you led a team through a challenging project.

Difficulty: Medium [CRITICAL] **Critical**

Company: Meta

Tags: STAR-focused, Project Management

91. 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

92. 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

93. 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

94. 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

95. 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

96. 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

97. 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

98. 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

99. 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

100. 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

101. 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

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

Difficulty: Medium [CRITICAL] **Critical**

Company: Meta

Tags: STAR-focused, Project Management

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

Difficulty: Medium

Company: Google

Tags: Hypothetical, Coaching, People Management

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

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

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

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

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

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

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

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

Difficulty: Medium

Company: Microsoft

Tags: STAR-focused, Coaching, People Management

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

Difficulty: Medium

Company: Google

Tags: Hypothetical, Coaching, People Management

113. 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

114. 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

115. 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

116. 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

117. 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

118. 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

119. 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

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

Difficulty: Medium

Company: Microsoft

Tags: STAR-focused, Coaching, People Management

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

Difficulty: Medium

Company: Google

Tags: Hypothetical, Coaching, People Management

122. 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

123. 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

124. 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

125. 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

126. 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

127. 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

128. 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

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

Difficulty: Medium

Company: Microsoft

Tags: STAR-focused, Coaching, People Management

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

Difficulty: Medium

Company: Google

Tags: Hypothetical, Coaching, People Management

131. 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

132. 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

133. 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

134. 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

135. 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

136. 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

137. 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

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

Difficulty: Medium

Company: Microsoft

Tags: STAR-focused, Coaching, People Management

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

Difficulty: Medium

Company: Google

Tags: Hypothetical, Coaching, People Management

140. 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

141. 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

142. 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

143. 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

144. 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

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

Difficulty: Medium

Company: Meta

Tags: STAR-focused, People Management

146. Describe a time when you led a team through a challenging project.

Difficulty: Medium

Company: Meta

Tags: STAR-focused, Project Management

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

Difficulty: Medium

Company: Google

Tags: Hypothetical, Coaching, People Management

148. 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

149. 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

150. 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

151. 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

152. 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

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

Difficulty: Medium

Company: Meta

Tags: STAR-focused, People Management

154. Describe a time when you led a team through a challenging project.

Difficulty: Medium

Company: Meta

Tags: STAR-focused, Project Management

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

14. 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

15. How do you build psychological safety within a team?

Difficulty: Medium

Company: Google

Tags: Hypothetical, Team Culture, Googleyness

16. 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

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

Difficulty: Medium

Company: Google

Tags: STAR-focused, Googleness, D&I

18. 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

19. 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

20. 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

21. 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

22. 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

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

Difficulty: Medium

Company: Startups & Scale-ups

Tags: STAR-focused, Culture Building, Engineering Practices

24. 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

25. 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

26. 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

27. 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

28. 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

29. How do you build psychological safety within a team?

Difficulty: Medium

Company: Google

Tags: Hypothetical, Team Culture, Googlyness

30. 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

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

Difficulty: Medium

Company: Google

Tags: STAR-focused, Googleness, D&I

32. 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

33. 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

34. 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

35. 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

36. 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

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

Difficulty: Medium

Company: Startups & Scale-ups

Tags: STAR-focused, Culture Building, Engineering Practices

38. 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

39. 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

40. 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

41. 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

42. 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

43. How do you build psychological safety within a team?

Difficulty: Medium

Company: Google

Tags: Hypothetical, Team Culture, Googleness

44. 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

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

Difficulty: Medium

Company: Google

Tags: STAR-focused, Googleness, D&I

46. 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

47. 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

48. 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

49. 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

50. 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

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

Difficulty: Medium

Company: Startups & Scale-ups

Tags: STAR-focused, Culture Building, Engineering Practices

52. 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

53. 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

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, Googleyness, 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

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

Difficulty: Hard

Company: LinkedIn

Tags: STAR-focused, Recommendation Systems, Professional Networks

46. 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

47. 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

48. 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

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

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

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

53. 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

54. 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

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

Difficulty: Hard

Company: LinkedIn

Tags: STAR-focused, Recommendation Systems, Professional Networks

56. 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

57. 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

58. 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

59. 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

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

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

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

Difficulty: Hard

Company: LinkedIn

Tags: STAR-focused, Recommendation Systems, Professional Networks

66. 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

67. 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

68. 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

69. 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

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

78. 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

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
