

Leadership Principles - 50% of Amazon Interview

Critical Importance

- **Every interviewer** tests 2-3 Leadership Principles
- **50% of interview score** based on behavioral responses
- **Bar raisers** specifically evaluate cultural fit through LPs
- **Technical skills alone won't get you hired** - you need both

Amazon's STAR Method Requirements

- **Situation:** Specific context with business relevance
- **Task:** Your personal responsibility (use "I" not "we")
- **Action:** Concrete steps you took
- **Result:** Measurable outcomes with data/numbers

Recruiting Team Guidance

"Data in your answers is absolutely critical. If you can use a number in your example/story, use it."
"Make clear the impact of your actions." "Articulate technical decisions but also business impact."
"Everything is based on what you tell us, so structure is critical."

Contents

- [security-focused-star-stories.md](#) - All 16 principles with security examples
- [story-bank-template.md](#) - Framework for developing your own stories
- [metrics-and-impact.md](#) - How to quantify your examples
- [delivery-techniques.md](#) - How to tell compelling stories
- [common-questions.md](#) - Typical LP questions and variations

Preparation Strategy

1. **Develop 16 detailed stories** (one per principle, 3-4 minutes each)
2. **Include specific metrics** in every story
3. **Practice delivery** until natural, not memorized
4. **Prepare follow-up details** for deeper questioning
5. **Connect to Amazon context** and customer impact

Success Criteria

- ☐ Have compelling story for each of 16 Leadership Principles
- ☐ Include specific numbers and measurable outcomes
- ☐ Can deliver any story naturally in 3-4 minutes
- ☐ Stories show progression and learning over time
- ☐ Examples demonstrate Amazon-relevant skills and mindset