They are so strict about the leadership principles. I need to get fluent with it -> read it several times and analyze it.

STAR: is always used at Amazon. Situation, Task, Action, Result

Bar raiser questions are: tell me about the time when…. They want you to communicate clearly so that they can assess you. You should do like this:

* Situation: Here is what the situation was
* Task: here is what I had to do
* Here are all steps I took (technical, communication, management skills)
* Here was the results. QUANTIFY as much as you can and be as clear as possible. Use the KPIs that really show the impact you made.

Understand the leadership principles. NEVER directly mention them, Just pratice them with the matrix and review several times and try to connect to them as much as possible.

IMPORTANT: Be prepared for follow up questions. Some common questions: what did you do with pushbacks? What was the push back and how did you handle it? Where did you screw up in the process. What would you do/dont do if you go back in the time. When we finish the situation they may ask , were you right in your decision? If I say we did this, we did that, they may ask what did YOU exactly do? Why did you do A vs B? Were there other options?

DONT DO THESE:

Don’t try to be humble. NEVER use we over I. Always say I did this and that. Because if you say we did this, they will ask what did you do exactly.

If they asked where did you fail? Don’t sugercoat your failures. Meaning, don’t say: Im too perfectionist. Or I work too hard.

1)Dont beat yourself up. Be clear about it. And dont avoid taking responsibility. 2) AFTER that talk about what you LEARNED from it. 3) finally what did you do to avoid that situation to happen again and how did it impacted some KPIs or team achievements?

**BE VERY CAREFUL:** majority of candidates fail when they don’t answer the question they are asked, and rambling and not being able to come back to the question. Answer the question they ask accurately. Dont be worried if you sounds nervous but make sure you have a good quality content.

Also, dont go long for answers so that it sounds like wasting time and getting deviated from the main question. It also shows that you probably have no enough listening or speaking skills for the role.

If they ask a complicated question, you can paraphrase it and double check with them first, before you answer it.

Create a matrix of leadership principles as rows and S, T, A, R as columns and try to come up with as many examples as possible in my past experience. Try to be quantitative wherever possible. I.e. if you say significant increase -> replace it with a number roughly.

Maybe if needed, I can refer to the microservice architecture story at Amazon Prime in later interveiews. Learn it first

**Amazon Career Choice is so interesting to me and I am so interested.**

Notes from the leadership principles:

* BARE KHOD RA BE KHODA BESPAR KHODET ASUDE BASH
* Try to raise the bar all the time to an unreasonably high state
* Think about customer all the time and go backwards into technology
* Show a big sense of ownership, never say it is not my job
* Try to simplify things
* Strive for the highest quality -> fix things to remain fixed
* Show constant learning and constant curiosity
* Think big. Find bold directions, make bold decisions
* If you are innovative you may get misunderstood for a long time
* Before making a decision see the risks. Try to take calculated risks
* Accomplish more with less.
* Be vocally self-critical. Be funny about yourself. Make jokes about your mistakes.
* Attention to details
* If you can, challenge a decision even if it is uncomfortable and exhausting. Once you agreed commit wholly
* Delivery results with high quality and timely manner
* Be empathic and fun
* Ask if the employees are growing and are they empowered
* Focus on constant quality improvement

Final interview with Klarna:

* I can imagine how hard it is for this team (Partner Data Product) but how important and rewarding it is when the team delivers actual value to clients. Dealing with several customers makes it hard because they might see us as a servant who should know everything about their data and probably bombard us with questions and expect us to know all? We have to make sure we keep them happy but should be able to push back sometimes. We are trying to make data as a product not data as a service.
* Every piece of data, analysis, info that people use to make decisions is part of the data product.
* Good companies are product companies. And good teams are product teams. At the end we all want to solve a customer problem and great teams are the ones that run like a product team. They have a clear vision and strategy on where the product is going, they run like a startup trying to find the best market-product fit, and they drive revenue and good business outcome or customer satisfaction.
* As an analytics engineer, I should have a deep understanding of what customers want, what types of questions they have and what challenges they deal with and how we can help them having our technical capabilities and technical debt/skills.
* We had a great setup with CPO as the representative in the c-level to empower cross-functional collaboration with other departments.
* We stopped getting random queries and requests and instead wrote user stories