Student Programs

Software Development Engineering Assessments

Assessment objectives and components

At Amazon, one of our highest priorities is hiring and developing the best, and we work hard to raise the performance bar with every hire. Amazon uses online assessments as one way to help us get to know you better, and we design them to measure key characteristics required for success in a role. Assessments also allow us to assess applicants consistently and equitably, as every individual is provided with the same experience and information needed to complete the assessment. Depending on the position, we may ask you to take an assessment during the application process or send it to you separately after you've applied.

For the role of an SDE1 or an SDE intern, the assessment focuses on the technical skills needed for success as an SDE and your demonstration of the Amazon Leadership Principles. The content of the assessment provides a short but realistic example of the kind of work you will do at Amazon as an SDE.

There are three parts in the assessment:

- Part 1: Code Debugging
- Part 2: Coding and Work Styles
- Part 3: Day-in-the-Life SDE Simulation

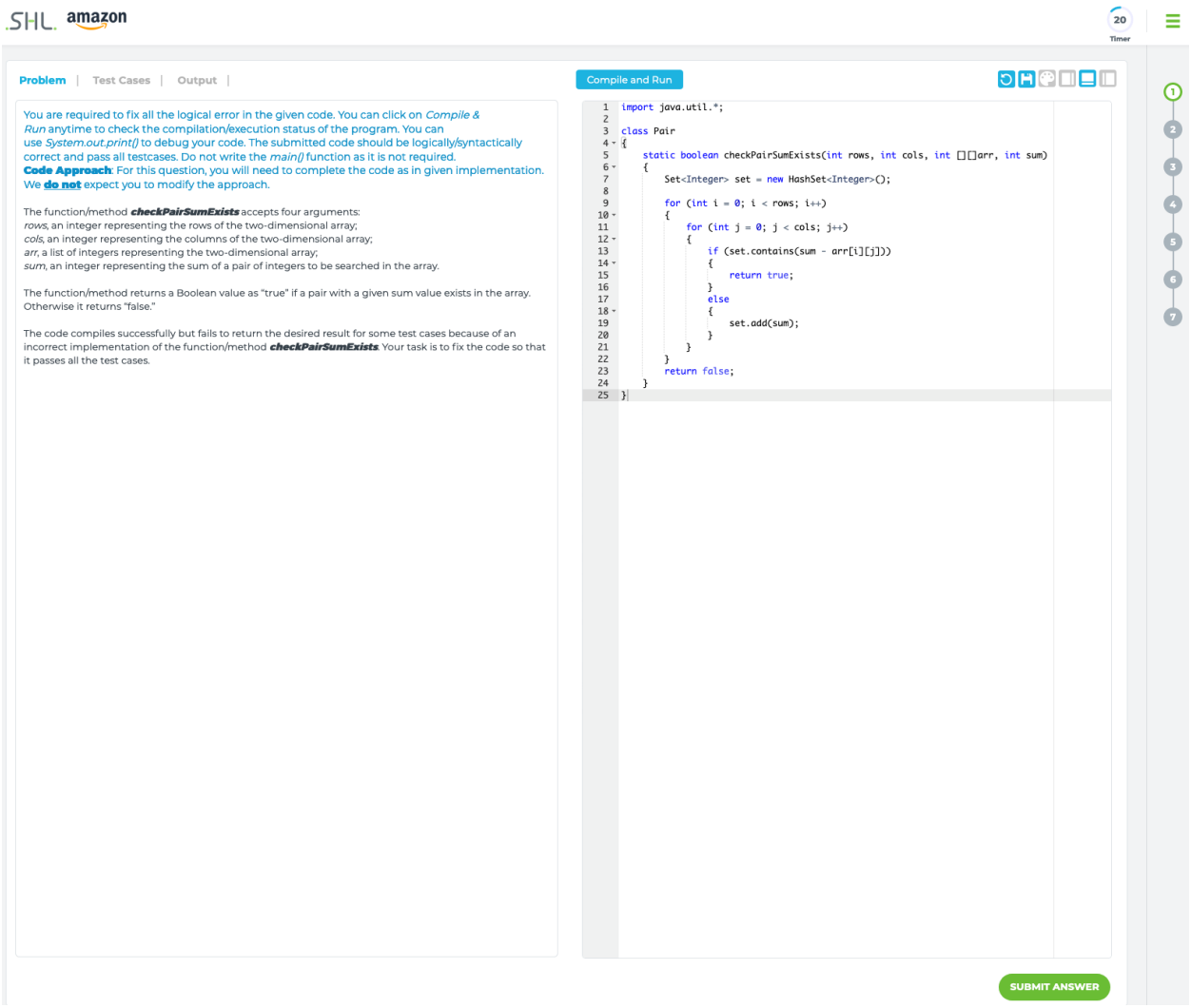
After you complete each part, you will receive an email telling you whether or not you will move forward to the next step in the application process.

In the code debugging and coding assessment components, you will have the option to code in Java, Python, C++, or C#. For a more in-depth description of the assessment and some examples, watch this video here.

PART ONE: Code Debugging

At Amazon, it's important that our code is free from errors, so SDEs often have to review and troubleshoot code to identify issues. In this first section, you will complete a code debugging task which tests how you identify, understand, and address coding errors.

The code debugging component of the assessment requires you to read another person's code and identify and address compilation, logical, and syntactical errors. It takes approximately 20 minutes to complete. You will be given seven questions and asked to debug them. The screenshot below shows what the debug section looks like.



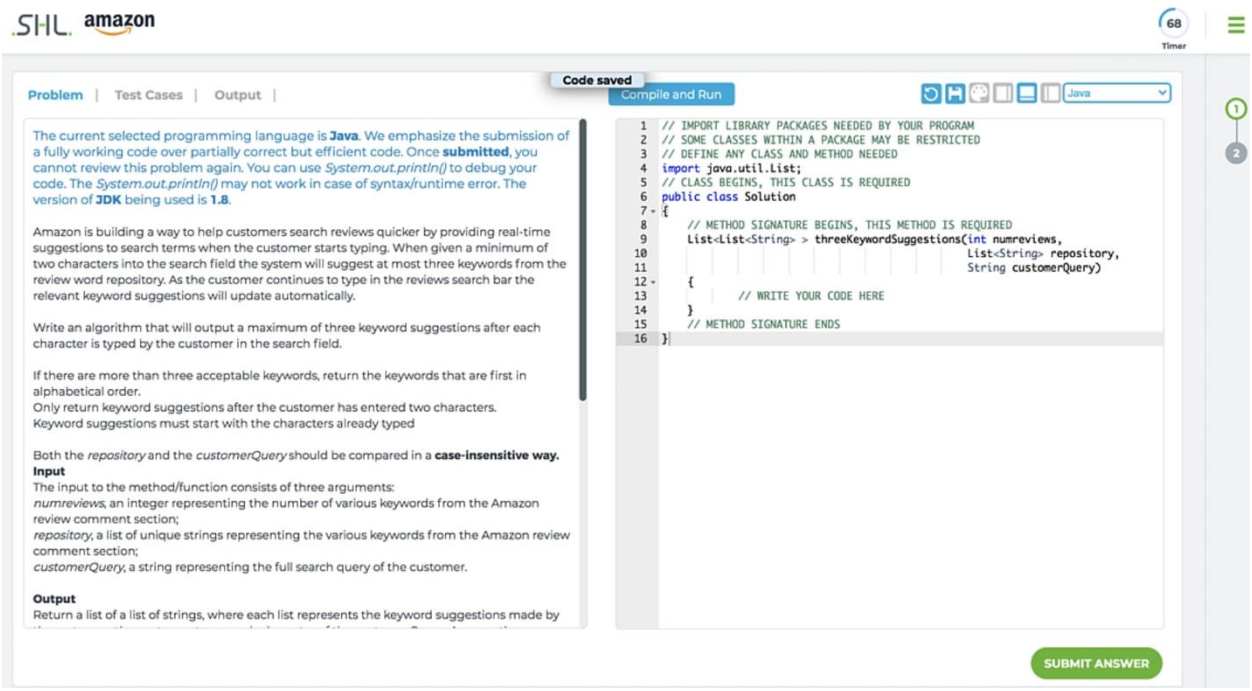
PART TWO: Coding and Workstyles Assessment

Part 2 of the Online Assessment includes the Coding Assessment and Workstyles Assessment.

Coding

The coding assessment evaluates your knowledge of basic programming constructs, data structures, and algorithms. It is used to assess your computer science fundamentals (e.g., data structures and algorithms), your approach to problem solving, and the clarity, maintainability, and efficiency of your code. These are all important skills that you will apply in your everyday work at Amazon.

You will have 70 minutes to complete two coding problems. For each of the two problems, the problem statement, and the expected input and output will help you understand the objective of your code. Some test cases will also be available to test and debug your code. The screenshot below shows what the debug section looks like; you can take a practice test here: https://www.myamcat.com/amazon-campus-demo. The practice test will allow you to get more comfortable with the coding platform you'll use to complete the questions. There is also an opportunity to test out the coding environment when you start the assessment.



Workstyles Assessment

The Workstyles Assessment is centered around Amazon's Leadership Principles. This assessment will include pairs of statements and you'll be asked to choose what statement is more like you. For instance, we may ask you to choose one of the following statements, "I like for things to be clearly structured," or "I look forward to the opportunity to learn new things," that best describes you.

PART THREE: Work Simulation

Lastly, you will complete an interactive simulation designed to give you a window into a typical day in the life of an SDE at Amazon. The simulation focuses on skills central to the success of an SDE at Amazon, including problem solving, dealing with ambiguity, curiosity, collaboration, troubleshooting, and code reviewing and testing.

You'll be placed in scenarios that SDEs are likely to encounter on the job. During the simulation, you will be prompted with emails, videos, and instant messages from your virtual managers and team members to solve various problems. For each scenario, you will be provided with four to five viable options of how to respond and be asked to either rate the effectiveness of each response or select the single response that you think is the best course of action. Additional work materials will also be provided to help you make your decision, such as internal wikis, code snippets, and roadmaps. The work simulation will take approximately two hours to complete.