Amazon Interview Tips
For Military Spouses

about interviewing at Amazon

Amazon Interview Tips Video

Click to watch this Amazon Interview Tips video for an overview of what to expect.

Our Leadership Principles

Click to learn more about Amazon's Leadership Principles.

About Amazon

Familiarize yourself with the position and the company. Click to learn about Amazon.

Questions

For more information, check out our interview FAQ.

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Top Interview Tips for Military Spouses

A few things to think about:

- As a military family we are used to "We" vs "I". Amazon wants to know about YOUR specific accomplishments. Leave the "we" behind and focus your behavior-based examples on what you did to drive results and lead others. It may feel counter-intuitive based on your experience but it's critical for us to get to know you and your work.

- We are looking for passionate people-leaders. Ensure your examples speak to your ability to lead, develop, and support. Show our interviewers how your diverse background will allow you to lead Amazon Associates and deliver on behalf of our customers.

- You can, and should, ask one or two questions to the interviewer to demonstrate that you are serious about the position and that you are prepared for the role. How are employees evaluated and promoted? What are the greatest opportunities for someone in this position? Avoid asking questions regarding salary, benefits, vacation or anything else that makes you appear to be more interested in what you can get from the position than what you can offer to it.

- We are a data-driven culture and seek to hire candidates who can successfully operate in this environment. Be sure to bring your interviewers along on the example's journey; use the STAR method to frame your data-driven answers. Highlight key metrics, how it was measured, what you personally did to drive the successful result, and how it made your previous organization better.

- We are customer obsessed. Think of all of your stakeholders as customers when explaining how your innovations, solutions, or developments improved your customers experience.

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Tip Sheet

STAR Method Example

Question: *Tell me about a time where you felt your team was not moving to action quickly enough. What did you do?*

Situation: *During my time as an HR Manager I was part of a team with 3 supervisors and 12 direct reports in an organization of over 500*

Task: *I was asked to identify a robust and streamlined benefit management system for all 500 employees in 6 months to ensure the company was ready for the next years open enrollment. This came right before the end of the school year and most of my peers were about take summer vacation if I didn't move quickly the company would not meet the open enrollment deadline leaving all 500 employees without benefits.*

Action: *I created 3 separate teams, 1 to evaluate payroll processing, 1 to evaluate available insurance plans, and one to evaluate the connection of reporting hours, PTO, and sick time as it related to the overall benefits program. Each team had 2 weeks to provide me their top 2 HR Benefits Programs. From there I evaluated the 6 programs against our current operating structure and was able to requests bids from the top 2 organizations before everyone left for summer vacation. I was able to spend the next few weeks working with the 2 best solutions and selected a new platform with 4 months to ensure it was implemented and connected with our current systems.*

Result: *This resulted in a one-stop-shop for all 500 employees to track their hours, PTO, apply for health benefits and more. This saved the organization time and resulted in a 15% savings year over year.*

Sample Interview Questions

- Tell me about a problem you had to solve that required in-depth thought and analysis? How did you know you were focusing on the right things?

- Describe the most significant, continuous improvement project that you have led. What was the catalyst to this change and how did you go about it?

- Have you gone above and beyond to meet the needs of your customers? If so, how?

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