

S	<p>SITUATION - Describe the situation/task you faced and the context of the story Answers the questions: where did this occur, when did it happen, why is it important?</p> <p>Probing Questions:</p> <ul style="list-style-type: none"> • Why is this important? What was the goal? • What was the initial scope of the project? What were the challenges? • What were the risks and potential consequences if nothing happened? <p>Challenge Questions:</p> <ul style="list-style-type: none"> • Why did you choose this story to illustrate a xyz accomplishment? • What other stories can you think of that demonstrate xyz? • Could you come up with an example that is more recent?
B	<p>BEHAVIOR - What actions did you take? Answers the questions: what did you personally own, how did you do it, who else was involved?</p> <p>Probing Questions:</p> <ul style="list-style-type: none"> • Were you the key driver or project owner? • What was your biggest contribution? What unique value did you bring? • What were the most significant obstacles you faced? How did you overcome them? <p>Challenge Questions:</p> <ul style="list-style-type: none"> • What did you do specifically versus the team? • How did you set priorities...deal with xyz problem... or get manager buy-in? • What decisions did you challenge? Why? How did you influence the right outcome?
I	<p>IMPACT - How did you measure success for this project? What results did you achieve?</p> <p>\$ Cost savings, revenue generation # Quantify to understand volume, size, scale % Percentage change, year over year improvements ⌚ Time to market, implementation time, time savings 😊 Impact on the customer, the team δ Quality improvements</p> <p>Probing Questions:</p> <ul style="list-style-type: none"> • Why did you choose to focus on these results? What other results were important? • You mentioned revenue, what percentage change is that year over year? • What trade-offs did you have to make to achieve this? (quality, cost, time) • I'm concerned about... (the time it took, the volume, the customer impact), tell me more... <p>Challenge Questions:</p> <ul style="list-style-type: none"> • What were the lessons learned? What would you have done differently? • How would you implement this at Amazon? • How did these results compare to your actual goals? (refer back to goal stated in Situation)