



# Minnesota Workplace Success Stories



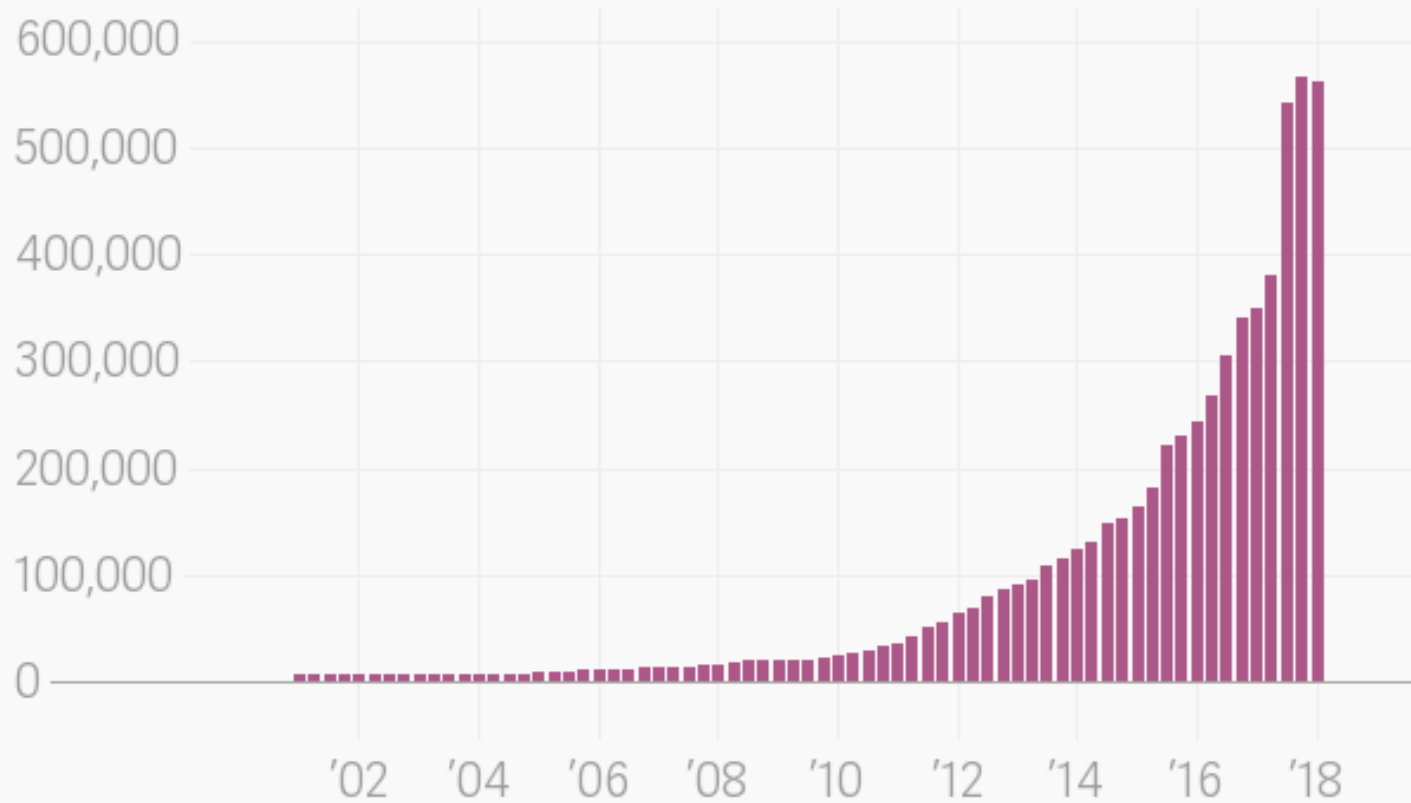
Theresa Meyer – Sr. Solutions Architect Mgr



## Our mission

to be Earth's most  
customer-centric company

## Amazon's headcount (full- and part-time employees)



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| Data: Company filings. Excludes contractors and temporary personnel.



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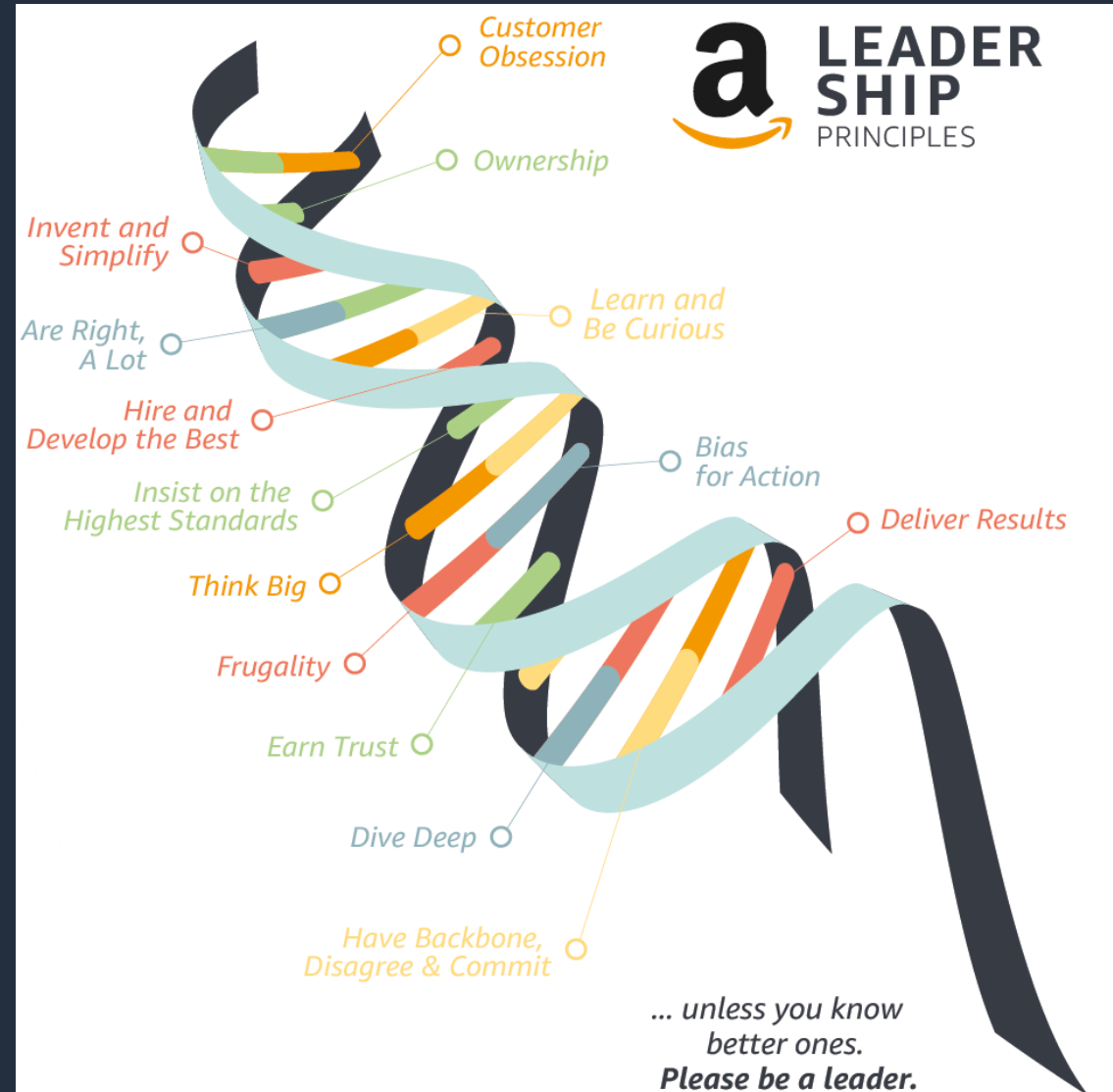
I'd rather interview 50 people and not hire anyone than hire the wrong person.

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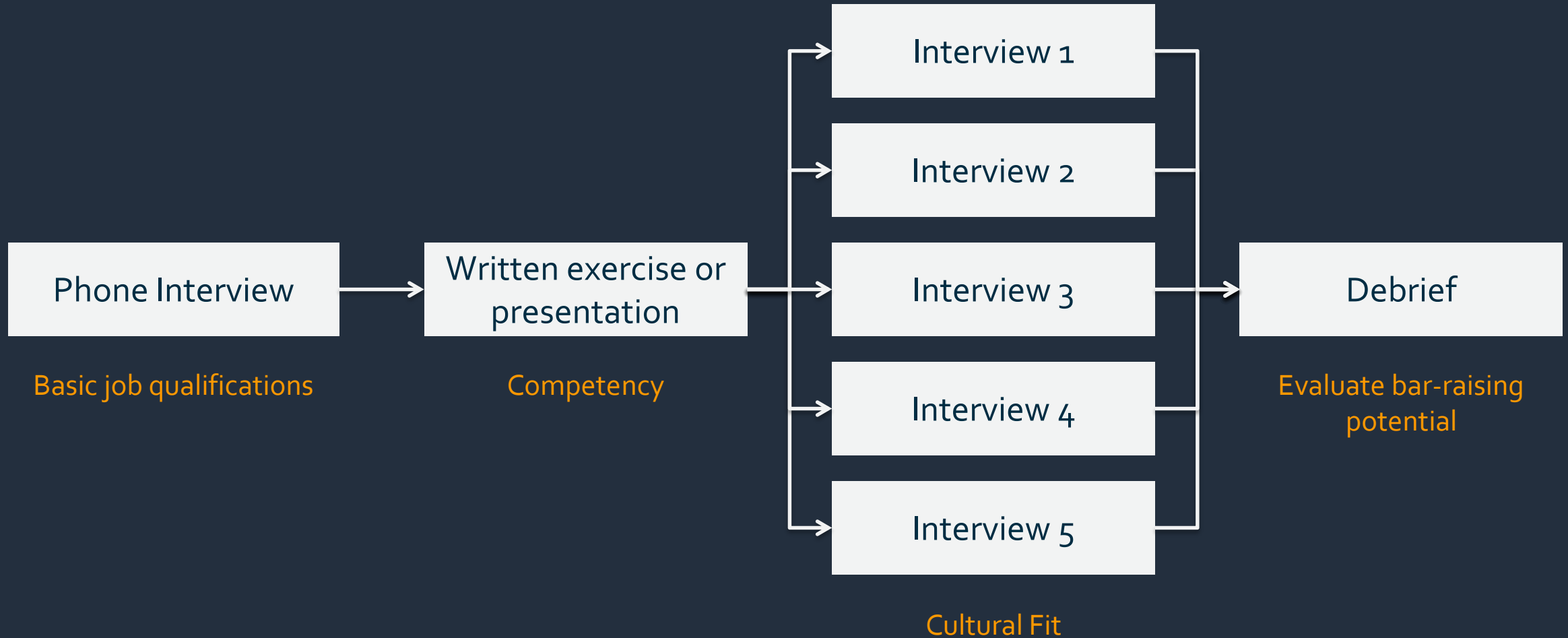
**Jeff Bezos**

Founder and CEO  
Amazon.com, Inc.

# Hire for culture



# Establish a consistent and repeatable hiring process



# Use evidence as data during interviews

<b>S</b> SITUATION	<b>T</b> TASK	<b>A</b> ACTION	<b>R</b> RESULT
What was the problem or opportunity?	What was the interviewee's role or responsibility?	What action did he/she take?	What was the outcome?

# More tips

## Always be hiring

Continuously evangelize your company

Proactively recruit even if an opening isn't immediately available

Have your team members attend relevant events, expand their network and refer people



# More tips

## Give candidates a good experience

Communicate in a timely and open manner

Let candidates know what to expect

Train your team on how to interact with candidates and conduct interviews

# More tips

## Set the bar high

Will you admire this person?

Will this person raise the average level of effectiveness of the group they're entering?

Along what dimension might this person be a superstar?

# More tips

## Support ongoing development

Go beyond recruiting and hiring – develop the best!

Continue to reinforce the company culture

Provide constructive feedback and room to grow

# Thank you!