

How Netflix Interviews Are Totally Different

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SUMMARY

Tech companies have varying approaches to behavioral interviews, with Amazon focusing on specific traits, Microsoft on general friendliness and capability, and Netflix prioritizing emotional connection and cultural fit. Candidates need to emphasize their relevant experiences while aligning with the company's values and demonstrating an understanding of its culture.

- *Amazon evaluates candidates based on a specific set of traits.*
- *Microsoft seeks candidates who are friendly and capable without a defined trait list.*
- *Netflix values emotional connection and understanding of their product's "why."*
- *Candidates should elicit emotional responses from interviewers by connecting personal experiences to the company's mission.*
- *Emphasizing high scale and availability in past projects is crucial.*
- *Discussing interpersonal challenges and failures should reflect Netflix's cultural values.*
- *Understanding and referencing Netflix's culture deck is essential for success in interviews.*

Let's talk about behavioral rounds for a second. Most tech companies do behavioral like Amazon or like Microsoft. At Amazon, they have a specific set of traits they evaluate you on. At Microsoft, they don't have a specific set of traits. They just want to make sure you're friendly enough and you can do the work. Netflix, like Apple, is in a different category. They care most about why. Why you want to work here is not a single question that most other companies ask a single question. It is a discussion. And if you don't elicit some kind of emotional response from your interviewer in how you in your life tie into their product, they're not going to be convinced. So when it comes to your background, you want to make sure that you're emphasizing high scale, you're emphasizing availability when you talk about your past projects, but also when you talk about your past projects and their interpersonal challenges, conflict, failure, you're going to want to map that same attitude that Netflix has, not overdoing it, but you're going to want to understand their culture deck. You absolutely have to read it.

You cannot pass this without understanding it. And then mapping your experiences to show that same signal.