

Amazon Assessments: Field Manager Assessment (AA: FMA) Candidate Preparation Guide

We understand that assessments can be stressful, so we've created this guide to help you prepare for Amazon Assessments: Field Manager Assessment (AA: FMA). This document explains what you should expect in your upcoming assessment, tips for effective preparation, and a sample item.

1. What is AA: FMA?

AA: FMA is a 60-minute assessment designed to evaluate your critical thinking ability, people management skills, and Leadership Principles. AA: FMA has five sections – Working with the Team (**WWTT**), Working with Metrics (**WWM**), Coworker Conversations (**CC**), Previous Experiences (**PE**), and Work Styles (**WS**).

2. How is AA: FMA structured?

You'll complete each section in order, beginning with **WWTT**. **WWTT** typically takes about 10 minutes to complete and asks you to evaluate the effectiveness of different responses to realistic people management scenarios you might encounter on the job.

The **WWM** section follows and requires the most preparation. During **WWM**, you'll solve math problems that assess your ability to analyze data and make business decisions. This section has a 60-minute time limit and must be completed in one sitting. The time limit is designed to allow you to work through all items thoughtfully without rushing and with time to spare. Success in this section requires familiarity with:

- Basic arithmetic (addition, subtraction, multiplication, division)
- Percentage, rate, and ratio calculations
- Data interpretation from tables
- Time, labor, production, and shipping calculations

Then, you'll progress to **CC** (typically takes 10 minutes) where you will encounter situations you might face as a People Manager at Amazon. This section requires you to review sample work materials, listen to audio clips from hypothetical coworkers, and provide verbal responses to your coworkers. Please note you'll only complete **CC** when applying for a People Manager role that requires English Language Proficiency.

Next, you'll complete the **PE** section (typically takes 2 minutes). You'll select responses that best describe your past experiences.

FMA concludes with the **WS** section (typically takes 8 minutes). You'll decide between competing statements that describe how you prefer to approach work.

3. How can I prepare for success?

Prior to starting the assessment: The key to success lies in proper preparation, particularly for **WWM**. We recommend taking time to practice using your math and business analytical skills leading up to assessment completion. Preparation for **WWM** will look different for everyone. While some candidates may only need a quick refresher, others may benefit from an in-depth review of the math calculations described in the prior FAQ. Appendix A contains one sample **WWM** item to give you an overview of what to expect.

During assessment completion: We recommend you complete the assessment in a quiet, distraction-free environment with a stable internet connection. Although you can complete all sections on any device, we recommend using a computer (laptop or desktop) to take advantage of the larger screen. Set aside about one hour of uninterrupted time to complete the full assessment and have a reliable calculator, scratch paper, and pencil/pen available before starting.

Remember that the assessment is designed to evaluate your readiness for a management role at Amazon. Take your time, read items carefully, and trust in your preparation.

4. Do I have to complete all assessment sections in one sitting?

While it's recommended you complete all sections in one sitting, your work will be saved if you need to exit and you will start from where you left off when you return. However, the **WWM** section is timed and must be completed in one sitting (i.e., the timer will not pause if you leave the assessment and return later).

5. Is the assessment accessible?

The assessment is accessible for all candidates. It's fully keyboard navigable and compatible with screen readers including VoiceOver (Mac) and NVDA (Windows). You can access the assessment through Firefox, Chrome, Edge, or Safari browsers. If you require an accommodation, please visit [Amazon Accommodations](#) before starting your assessment. Accommodation requests cannot be processed if submitted after you complete the assessment.

6. Can I use outside resources to complete the assessment?

No, you must complete the assessment independently, without input, coaching, or assistance from others. This ensures the fairness, consistency, and integrity of the assessment process.

7. Can I complete the assessment in languages other than English?

Yes. AA: FMA is available in multiple languages. To view and change language options, click on the language drop down in the top right corner of the assessment window. Please note that the **CC** section can only be completed in English and is only administered for People Manager roles that require English Language Proficiency.

Appendix A. Sample Working with Metrics Item

Sample Item – Labor Planning

Labor Information
Regular Rate: \$20.00/hour
Overtime Rate: \$30.00/hour
Labor Hours Needed: 200/week
Any hour worked over 40 hours/week must be paid overtime rate

For a team of 4 people, how many additional workers are needed to avoid any overtime?

- A. 1
- B. 2
- C. 3
- D. 4
- E. 5

How to solve Sample Item – Labor Planning

Step 1: Calculate the team's total regular hours

- a. Each worker can work 40 hours per week
- b. $4 \text{ workers} * 40 \text{ hours} = 160 \text{ total regular hours}$

Step 2: Calculate how many additional hours are needed

- a. Total labor hours needed = 200
- b. Regular hours for the current team = 160
- c. Additional hours needed: $200 - 160 = 40 \text{ hours}$

Step 3: Calculate how many additional workers are needed

- a. Each additional worker provides 40 regular hours
- b. $40 \text{ additional hours needed} / 40 \text{ hours per additional worker} = 1 \text{ worker needed}$
- c. One additional worker is needed to meet 200 labor hours without overtime