



Preparing for your core values interviews



Since our very first hire, every member of the Airbnb team, from Intern to Board Director, has participated in core values interviews. When hiring, we believe that how you work and behave in a collaborative environment is equally important to your functional expertise. Over the long-term, we see that teams with shared motivations and ways of working are more effective and engaged. How we work at Airbnb is guided by our four core values, which we believe apply universally and can be embodied by people from all backgrounds and walks of life.

What to expect

You will have at least two 30-minute core values interviews with people outside of the functional team you are interviewing for.

You can expect a series of questions where the interviewer asks you to provide specific examples of how you behaved in defining moments. If you are comfortable sharing them, we welcome examples from your personal life as well as your career. Here are some examples of questions that may be asked:

- Can you tell me about the most difficult decision you've had to make?
- Tell me about a time something important to you didn't go as planned. What did you do?

Your interviewers have not seen your resume and you will not be vetted for technical or functional skills in this interview so focus on learnings, growth and reflection, rather than the technical details of projects or work.

How to prepare

- 1 Identify some of the most meaningful moments in your life and career and be prepared to talk about them in detail - including your actions, motivations, thought processes, and learnings.
- 2 Think through a few questions that you would like to know about what it's really like to work at Airbnb. Your interviewer will be open and honest about their views.
- 3 Be open, honest — and most importantly, be yourself! We want to get to know the real you.

Resources to review

- 1 Read this [letter](#) from our founders about “What Makes Airbnb, Airbnb.” Reflect on how these concepts (connection and belonging, creatively-led, responsible to stakeholders) are personally meaningful to you.
- 2 Review our core values listed below and reflect on your relationship to them. What about our core values resonates with you?

Core Values

Champion the Mission

We're united with our diverse community of Hosts and guests to create connection and belonging.

Be a Host

We're caring, open, and encouraging to everyone we work with.

Be a Cereal Entrepreneur

We're determined and creative in transforming our bold ambitions into reality.

Embrace the Adventure

We're driven by curiosity, optimism, and the belief that every person can grow.