

Campus & Early Career Programs: Interview Prep

[Behavioral Interview Prep](#) | [Case Study Interview Prep](#) | [Technical Interview Prep](#) | [Coding Assessments](#)

Behavioral Interview Prep

At Wayfair, our behavioral interviews consist of behavioral questions and scenario based questions. Behavioral Questions are specifically designed questions about your previous experiences inspired by our three main [People Principles](#): We Win Together, We Are Always Improving, and We Drive Results.

What To Expect

Be prepared to provide examples of how you've demonstrated our core competencies through your experience. When answering, please keep in mind the STAR method (a structured way to respond to behavioral-based questions through discussion of the Situation, Task, Action, and Result of the situation you are describing).

We Win Together: Be ready to speak about times you have been persuasive in your communication to get others on board for projects/initiatives, worked cross-functionally, and held others accountable. This could be through classroom projects, on campus leadership, and work experience.

We Are Always Improving: This conversation will focus on your experience navigating through challenges and projects, adapting, and working collaboratively with partners to proceed.

We Drive Results: Be prepared to discuss times you were proactive in solving a problem, and were open to reconsidering how to tackle it in the future. The interviewer will also look for how you used data to make a decision.

How To Prepare

- Research Wayfair (our story, our brands, our competitors, our industry, etc.)
- Practice using the STAR method to describe the experiences on your resume
- Prepare questions to ask your interviewers
- Leverage your career center

What We Are Looking For

- Strong communication skills
- Cross-functional collaboration
- Relationship management
- Strong organizational skills
- Customer-centric
- Strong business acumen
- Exceptional problem-solving and execution skill
- Ability to make decisions and draw conclusions in the face of ambiguity

Campus & Early Career Programs: Interview Prep

[Behavioral Interview Prep](#) | [Case Study Interview Prep](#) | [Technical Interview Prep](#) | [Coding Assessments](#)

Case Study Interview Prep

A case study interview is an opportunity for you to understand how we approach, analyze, and grow our business at Wayfair. We'll bring you a business scenario relating to a specific Wayfair role to see first hand how you tackle a problem.

What To Expect

You'll be expected to analyze data, discuss impacting factors, and ultimately recommend implementations to grow and drive long-term success for the business.

How To Prepare

- Watch our [Case Study Prep video here!](#)
- Familiarize yourself with Wayfair and our business model.
- Brush up on business metrics: conversion, revenue, site traffic, average order value, add-to-cart rate, and margin.
- Focus on answer-first communication – providing the answer to the question first and then providing support.
- Leverage your career center.
- Participate in one of our virtual Case Prep Sessions- we hold national sessions at the beginning of each semester and some recruiters will hold them on a specific campus as well.

What We Are Looking For

- Numerical and verbal reasoning
- Ability to calculate business metrics
- Ability to identify and measure potential risks
- Ability to take feedback and pivot as needed
- Answer-first and structured communication
- Logical and strategic reasoning
- Strong business acumen

Case Tips

- Ask clarifying questions and take some time to collect and organize your thoughts before answering.
- Provide specific, concrete answers as opposed to broad generalizations.
- Be prepared for probing questions that will encourage you to dig deeper.
- Keep in mind how different metrics connect and influence each other.
- Come prepared with pen and paper to take notes and complete calculations (you will be permitted to use a calculator).
- Come prepared with questions for the last few minutes of the interview—we are always happy to chat!

Campus & Early Career Programs: Interview Prep

[Behavioral Interview Prep](#) | [Case Study Interview Prep](#) | [Technical Interview Prep](#) | [Coding Assessments](#)

Technical Interview Prep

Technical interviews are a way of evaluating how you are able to “think on your feet” and showcase your technical and problem solving skills. Some of our technical roles may require coding in your interview process. If your interview was confirmed by your recruiter to have live coding or a take home coding assessment, please see [this page](#).

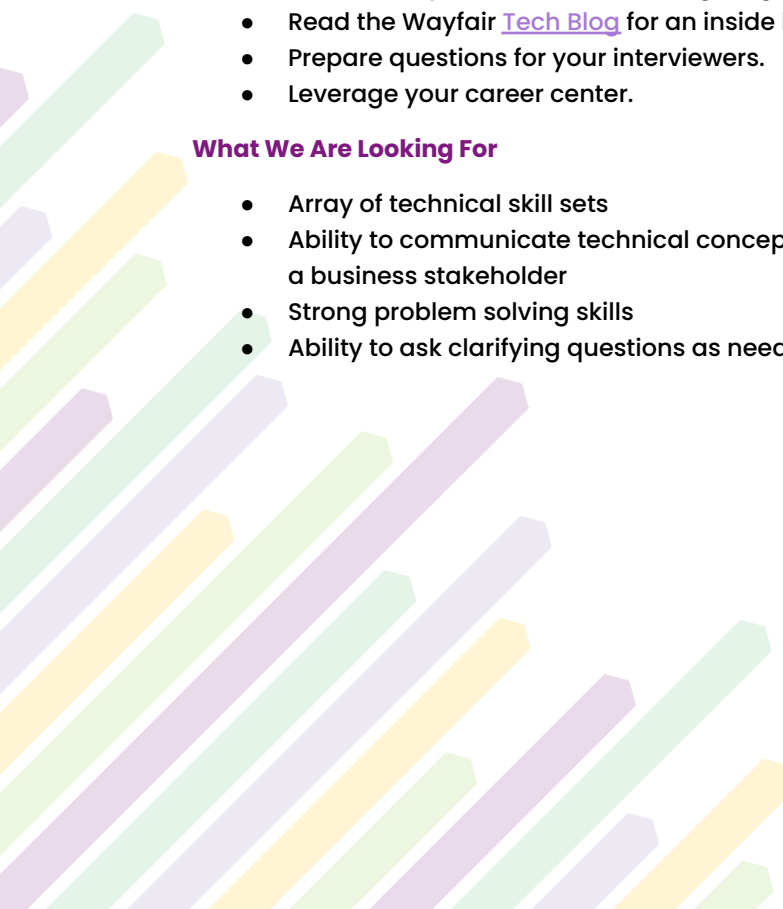
What To Expect

- Be prepared to work through a broad, open-ended prompt that mimics a problem that the team may face in their day-to-day work.
- You may be asked to describe your approach to the problem and walk through how you got to the solution.
- This stage in the interview process will give us a sense of how you problem solve

How To Prepare

- Brush up on your technical skills.
- Refer to the job description to identify which coding languages or technical skills the team uses. At Wayfair, we use the coding language that is best to get the job done.
- Read the Wayfair [Tech Blog](#) for an inside look at what the teams are working on.
- Prepare questions for your interviewers.
- Leverage your career center.

What We Are Looking For

- Array of technical skill sets
 - Ability to communicate technical concepts in non-technical terms as if you were conveying to a business stakeholder
 - Strong problem solving skills
 - Ability to ask clarifying questions as needed
- 

Campus & Early Career Programs: Interview Prep

[Behavioral Interview Prep](#) | [Case Study Interview Prep](#) | [Technical Interview Prep](#) | [Coding Assessments](#)

What to Expect: Live Coding & Take Home Assessments

There are some tech roles at Wayfair that require you to demonstrate your coding abilities. We use [HackerRank](#), a third-party vendor, to evaluate your programming skills for take home assessments and live coding during interviews. Here are some tips and resources to help you prep.

Preparation

- For take home assessments, you will be presented with a few tasks that will require you to write or correct some code. There will be a set time for you to complete this assessment. You should take your assessment within the given deadline.
- During a technical interview that requires live coding, you should be prepared to write or correct some code in collaboration with your interviewer. You should ask clarifying questions and explain your thought process. A mediocre solution that works is better than a complex solution that doesn't!
- We recommend you brush up on your coding before beginning your take home assessment or attending your interview. HackerRank provides interview preparation kits for candidates you can check out [here](#). You should also utilize the demo test found in the link for your take home assessment.

During the Assessment

You should work on your own. Submitting answers copied from books, websites, internet sources, etc., are identified as plagiarism. These, along with any attempts by candidates to seek help from other individuals or replicate others' answers during the assessments, are considered malpractice. There is no option to pause during the take home assessment so make sure you won't be interrupted.

Scoring

Your assessment may be scored automatically although other aspects of your solutions could be taken into account. You will not be able to see your final score, however you will hear back from our recruiting team within 1-2 weeks. Best of luck and happy coding!

Supported languages: Ada, BASH, C, C#, .NET, C++, C++14, C++20, COBOL, Coffeescript, Common Lisp (SBCL), D, DB2, Elixir, Erlang, F#, Fortran, GNU Octave, Go, Groovy, Haskell, Java, Java 8, Java 15, Javascript, Julia, Kotlin, LOLCODE, Lua, Microsoft SQL, MySQL, Nim, Objective-C, OCaml, ORACLE (PL/SQL Supported), PASCAL, Perl, PHP, PostgreSQL, PyPy, Python, Python 3, R, RACKET, Ruby, RUST, Scala, Smalltalk, SWIFT, Tcl, TypeScript, VB.NET, Verilog

Supported browsers: Mozilla Firefox 60.0 or higher (fully supported), Google Chrome 70.0 or higher (fully supported), Safari 11 or higher (partially supported), or Microsoft Edge 17.0 or higher (partially supported)