



Early Talent: Interview Prep

Behavioral Interview

What To Expect

Preparing for a behavioral interview involves reflecting on past experiences & identifying key examples that demonstrate your skills and attributes. These questions are crafted based on our three core [People Principle](#) pillars: We Win Together, We Are Always Improving, and We Drive Results. When responding, use answer-first communication and structure your answer in the STAR Method to describe the Situation, Task, Action and Result. Please leverage your career center or online resources for more about the STAR Method. As you prepare your examples, consider how you used technology or AI, adapted to change, and learned from new information or feedback. Where relevant, weave these details into your responses to show how you approach modern ways of working.

We Win Together: Be ready to speak about times you have been persuasive in your communication, worked cross-functionally, and held others accountable.

We Are Always Improving: This conversation focuses on your problem-solving experience, collaborative style, and adaptability, specifically around evaluating information, improving processes, and integrating new tools like AI.

We Drive Results: Be prepared to show how you proactively solved a problem using data, critical thinking, and technology or AI to make decisions, navigate ambiguity, improve efficiency, or deliver measurable results.

How To Prepare

- Research Wayfair (our story, our brands, our competitors, our industry, etc.)
- Practice using the **STAR** method to describe your experiences (classroom projects, extracurriculars, and work experience)
- Prepare examples of using AI thoughtfully to improve your work, solve a problem, or learn something new
- Prepare questions to ask your interviewers

What We Are Looking For

- Strong communication and organizational skills
- Thoughtful use of AI and technology, with sound judgment and accountability
- Cross-functional collaboration
- Relationship management
- Customer-centric mentality
- Strong business acumen and data-driven mindset
- Exceptional problem-solving and execution skills
- Ability to make decisions and draw conclusions in ambiguity

AI Usage and Guidelines

Dos

- Use AI to prepare for interviews and update your resume.
- Only use AI during an interview if explicitly permitted. If allowed, disclose your usage, and take full ownership of your answers.

Don'ts

- Do not use AI to transcribe or record any part of the interview.
- Do not use AI during live phone or virtual interviews to ensure evaluation integrity and authentic assessment of your skills.



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Business Case Study Interview

What To Expect

A case study interview is an opportunity for you to understand how we approach, analyze, and grow our business at Wayfair. You will be given a potential business scenario that you may encounter in your role so that we can see firsthand how you work through problems. You'll be expected to analyze data, discuss impacting factors, and ultimately provide recommendations to grow and drive long-term success for the business.

How To Prepare

- Brush up on calculating business metrics (ex. conversion, revenue, site traffic, average order value, unit/total profit, discount and percentage-change math, profit impact/comparison, AI-output validation, and margin)
- Focus on Answer-First Communication - prioritize the key takeaway/conclusion first and then provide support

AI Use During the Case

Your interviewer will explain whether AI is permitted during your case interview. If AI is permitted, use it only as directed. Be transparent about when and how you used it, critically evaluate it's output, and explain how it informed, or did not inform, your recommendation. You are responsible for your assumptions, calculations, reasoning, and final answer.

What We Are Looking For

- Numerical and verbal reasoning
- Systems thinking and sound business judgment
- Critical evaluation and validation of AI-generated work
- Ability to identify and measure potential risks
- Ability to take feedback and pivot as needed
- Logical and strategic thinking
- Strong business acumen

Case Tips

- Ask clarifying questions
- Take the 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 a pen and paper for notes and calculations; a calculator will be permitted



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Coding Assessments

We use [HackerRank](#), a third-party vendor, to evaluate your programming and technical skills in take-home assessments and live coding interviews.

Coding Take-Home Assessments

What To Expect

For take-home assessments, you will be presented with a few tasks that will require you to write or correct code. There will be a set time and deadline for you to complete this assessment. You must work on your own. Submitting answers copied from books, websites or internet sources are identified as plagiarism. You may use the embedded AI assistant provided within the HackerRank IDE when it is available for your assessment. You may not use your own external AI assistants or tools, including ChatGPT, Claude, Gemini, or similar products. Do not open or connect an external AI tool while completing the assessment. Your final submission must reflect your own skills, judgment, and understanding. There is no option to pause during the take home assessment, so ensure 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 shortly following your submission.

Live Coding Technical Interview (SWE & Machine Learning only)

What To Expect

You should be prepared to write or correct code in collaboration with your interviewer via video. Ask clarifying questions and explain your thought process. A mediocre solution that works is better than a complex solution that doesn't! Be prepared to work through a broad, open-ended prompt that mimics a problem that the team may face in their daily work. When AI tools are permitted during the interview, you'll have access to a built-in AI assistant inside the coding environment. The AI assistant will be provided and embedded in the approved environment. Do not use your own external AI assistants or tools, including ChatGPT, Claude, Gemini, GitHub Copilot, or similar products. This interview will give us a sense of how you approach and solve technical problems.

How To Prepare

- Brush up on your coding skills - interview preparation kits can be found [here](#)
- Practice demonstrating technical concepts in non-technical terms (as if you were conveying to a business stakeholder)
- 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

Supported browsers: Mozilla Firefox (fully supported), Google Chrome (fully supported), Safari, or Microsoft Edge (fully supported) * It is recommended that you use the latest version of the browser. If you have an outdated version of the browser, you will be notified with an error message and prompted to update your browser.

Supported languages: Java 7, Java 15, Java 17, Java 8, Javascript, Python, Clojure, Cobol, C, C++, C++14, C++20, C#, D, Dart, Erlang, Elixir, Fortran, F#, Go, Groovy, Haskell, , J, Julia, Kotlin, Lua, Objective-C, OCaml, Pascal, Perl, PHP, PostgreSQL, PyPy, PyPy3, R, Racket, Ruby, Rust, Common Lisp (SBCL), Scala, Smalltalk, Swift, Typescript, Verilog, VB.NET, BASH, Octave, Tcl, MySQL, Oracle, MS SQL, DB2



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Additional Recommended Resources for Review:

- [Tips for Nailing the Wayfair Job Interview](#)
- [Our Workplace & News](#)
- [Purpose & Inclusion](#)
- [2025 Corporate Responsibility Report](#)
- [Tech Blog](#)
- [AI Guidelines at Wayfair](#)
- [Investor Relations](#)