Campus & Early Career Programs Interview Prep

Behavioral Interview Prep

At Wayfair, our behavioral interviews consist of behavioral questions and scenario based questions. **Behavioral Questions** are specifically designed questions inspired by the core competencies against which all Wayfair employees are assessed: team building & culture, innovation & results, critical thinking, and communication & persuasion. **Scenario-Based Questions** are questions used to assess how candidates might operate in a real-world setting. This is oftentimes the best way to understand a candidate's skills and experience.

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 SAR method (a structured way to respond to behavioral-based questions by discussion of the Situation, Action, and Result of the situation you are describing).

How To Prepare

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

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

Case Study Interview Prep

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

What To Expect

You'll be expected to analyze category performance, discuss which factors impact the business, and ultimately recommend implementations to grow the category 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 e-commerce metrics: conversion, revenue, site traffic, average order value, add- to-cart rate, and margin.
- Focus on answer-first communication – provide the answer to the question first and then provide support.

What We Are Looking For

- Numerical and verbal reasoning
- Ability to calculate e-commerce growth metrics
- Ability to identify and measure potential risks
- Answer-first and structured communication
- Logical and strategic reasoning
- Strong business acumen

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.

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, and will give you a sense of what types of projects the team is working on.

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.

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

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What to Expect When Taking a Coding Assessment

Thanks for your interest in Tech at Wayfair! The first component of the Tech interview process consists of a timed coding assessment, administered by our third-party vendor, Codility. Here's some tips and resources to help you prep.

Assessment Overview

Your Codility assessment is used to evaluate your programming skills. You will be presented with a few tasks that will require you to write or correct some code. This assessment is used throughout the application review and interview process. You should take your assessment within one week of receiving the invitation.

Supported languages: C, C++, C#, Go, Java 11, Java 8, JavaScript, Kotlin, Lua, Objective-C,Pascal, Perl, PHP, Python, Ruby, Scala, Swift 4 or Visual Basic

Supported browsers: Chrome ≥ 60,ChromiumEdge ≥ 79, Firefox ≥ 59, Opera ≥ 48, Safari ≥ 11

Timing

You have 120 minutes to take the assessment. There will be several different tasks you can solve in any order. **There is no option to pause during the assessment so make sure you won't be interrupted.**

If you require special accommodations in the interview process, please reach out to your Wayfair recruiter beforebeginning the assessment.

Preparation

We recommend you utilize the demo test before beginning your assessment. When you start the test, it may be a good idea to skim every description first. This will help you to use the time optimally.

During the Assessment

During the test, you should work on your own. The environment enables you to compile and execute your code against an example test case. You can add your own test cases too. Your code is saved automatically throughout the assessment. Your solutions should consider all possible corner cases and handle large input efficiently. Be sure to use the 'Run' button to check for compilation errors while working on the solutions. A mediocre solution that works is better than a complex solution that doesn't!

Tip: You can use your own IDE and use copy-paste, but

make sure your solution compiles in Codility's environment If you exit out of the window, you can access it again by opening the original invitation link. If you have technicalissues you can reach out to support@codility.com.

Scoring

Your solutions will be run against multiple test cases to verify their correctness (whether your code handles corner cases) and scalability (whether your code remains practical as the data size grows).Your assessment is scored automatically although other aspects of your solutions may 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!