Guideline:
1. 先说 cross functional，在 onsite 之前 hr 会给你发他家的四个 core value，这两轮面试基本套路就是不管什么问题都往这些 core value 上靠。面试官不是 engineer，有个 list，挨个问上面的题，这些问题跟 hr 之前给的基本一样。我被问到的问题有：你做过的最有挑战的是什么，你有没有为同事/朋友 speak up 过，有没有什么人/事改变了你的三观，什么事能体现出你的好客，如果假设你有足够能力完成一件事你会做什么，等等。事先一定要准备(编)几个故事，然后问题往故事上套，故事往 core value 上套。不要提起像政治、宗教等敏感话题，感觉只要没有 flag 就好。
2. Cross-functional 是位阶蛮高的主管，不是 engineer，所以避免讲太多 CS 术语。这一轮务必传达自己正面快乐向上学习，开阔心胸看世界，爱玩社团爱交朋友的同学，这关一定没问题。
3. 主要就是看看自己有没有什麼不错的才艺，或是想办法让面试官感受到进公司会为大家带来正面影响，这就对了。
4. cross functional 一定要好好准备。面试之前我把 cross functional 每个题都认真写了一遍。不过我觉得气床家面试比较看眼缘，看个人性格和他家文化的契合程度。如果自己属于那种比较外向，喜欢交友，组织活动，喜欢旅游的，just be yourself。如果是比较闷，喜欢宅着的人可能就算进去了也不太喜欢这样的工作环境。没有哪一种比另一种更好。感觉找工作和找对象差不多，最适合自己的才是最好的
5. 通过只有一个技巧， 他家很有前景，你很喜欢他家的服务，他家的服务能让人更好的感受 local 的文化
6. 问了挺多问题，都是不同角度，很仔细的问了我对 airbnb 文化的理解，我对自己的理解还有我的 character 是怎么和 airbnb 文化 conform 的
   中心思想就是我爱旅游， 我喜欢不同的文化， 世界上的恐惧都是不了解造成的。 (我确实爱旅游， 我确实喜欢不同文化) 然后 airbnb 的 core value 也要看看， 把自己的经历往那上扯就好.
7. 对 airbnb 文化的理解+我对自己的理解 -> 我的 character 是怎么和 airbnb 文化 conform
8. **Mission**:
   Create a world where anyone can belong anywhere
   > *It's an audacious, incredibly rewarding mission that our increasingly diverse team is dedicated to achieving.*
   > *Airbnb is built around the idea that everyone should be able to take the perfect trip, including where they stay, what they do, and who they meet. To that end, we empower millions of people around the world to use their spaces, passions, and talents to become entrepreneurs.*
   > *Exciting challenges lie ahead—new regions, technologies, and businesses. Guided by our four core values, we'll meet these challenges creatively and with the support of our global community. Join us!*
9. **Core Values**:
   a. Champion the Mission
      i. We're united with our community to create a world where anyone can belong anywhere
   b. Be a Host
      i. We're caring, open, and encouraging to everyone we work with
   c. Embrace the Adventure
      i. We're driven by curiosity, optimism, and the belief that every person can grow
   d. Be a Cereal Entrepreneur

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

Questions:
Champion the Mission:
1. What's airbnb's mission?
2. **what bring you to airbnb? why airbnb? Tell me about why you want to work here.**
3. Company past & future
   a. how do describe Airbnb to a people back to 2003?
   b. How do you think Airbnb has been working on that direction in the past 5 years?
   c. What do you suppose Airbnb to become in the future 5 years/10 years?
   d. If Airbnb disappeared one day, what do you think should be written on Airbnb's tomb
   e. airbnb 最大的挑战是什么/你觉得气床现在面临哪些挑战，怎样可以克服
   f. What will you suggest for Airbnb's development in China/你如何看待 airbnb 在中国的发展
4. Product
   a. among all the features of airbnb, what do you want to improve?
   b. One thing I would like to remove from the Airbnb experience

Be a Host:
1. Teach
   a. what can you teach your co-workers after you get in?
   b. What you want to teach if you are invited to teach something
   c. What can you teach me in a few minutes?
2. **Team**
   a. Describe the best team you've worked with
   b. describe you team
   c. What's your role in a team?
   d. 你犯过什么错误给他人造成了不好的影响之类 (minimize it, focus what you learn)
   e. how to work with disagreements.
   f. When working in teams, describe a time you made the biggest sacrifice
   g. the biggest trade off in your project.
3. Caring others
   a. 你有什么帮助别人的经历？
   b. What experience you make others feel belonging
   c. What does belonging mean to you?
   d. What is your experience when someone make you feel sense of belonging? Vice versa, when do you make others feel they belong?
   e. 你给过别人最好的礼物是什么
   f. 给别人最推荐的东西
   g. 你有没有为同事/朋友 speak up 过
4. Others' care
   a. 有啥哪些人的善举让你记忆深刻
   b. the most hospitable person you met
5. Where and how would you host if you are an Airbnb host?

Embrace the Adventure:
1. Failure, success & change

     a. What people motivate you and change you a lot
     b. describe one time that you fail?
     c. 有什么人生的挫折之后你缓过来了的
     d. 有没有人对你某个观念转变产生过很大影响
2. Personality & weekness
     a. what is the biggest fear in your life?
     b. What are your weaknesses? how did you overcome it?
     c. describe a person whom you admire most
     d. What do you do outside of school and work?

Be a Cereal Entrepreneur:
1. Entrepreneurship:
     a. what will you do if you win a lottery such as Powerball?
     b. 如果你现在创业，会做什么？
     c. 如果你下一年不愁钱了打算干啥之类
2. Risk:
     a. 描述一件你当时觉得非常 risky 的事情，你是怎么做的，结果如何
     b. Are you a risktaker or are you risk averse?
3. Achievement
     a. What is your most proud achievement?
     b. Describe one of the creative things you have done recently
4. What is the one thing you would do to change the world?
5. what is the world problem you want to solve? and why is this problem important?

Other:
1. Travel
     a. where have you been to?
     b. 如果有一张机票可以飞去世界的任何地方，你会去哪？
     c. Why you love travelling
2. if you have a book that writes about your whole life, will you read it? why?
3. if you have a time machine, and you can either go back or go forth, will you choose to go back or to go forth?
4. Describe a company that you think is doing really well and explain why.
5. 对于在 airbnb 工作有什么顾虑吗