

Airbnb Cross Function Interviews

Core Values

- **Champion the Mission**
 - Prioritize work that advances the mission and positively impacts the community
 - Build with the long-term in mind
 - Actively participate in the community and culture
- **Be a Host**
 - Care for others and make them feel like they belong
 - Encourage others to participate to their fullest
 - Listen, communicate openly and set clear expectations
- **Embrace the Adventure**
 - Be curious, ask for help, and demonstrate an ability to grow
 - Own and learn from mistakes
 - Bring joy and optimism to work
- **Be a Cereal Entrepreneur**
 - Be bold and apply original thinking
 - Imagine the ideal outcome
 - Be resourceful to make the outcome a reality

Questions

1. **What brings you to Airbnb? / Tell me about why you want to work in Airbnb. +**
2. **What can you teach your co-worker after you get in? What can you teach me in a few minutes? If you had to teach a class at Airbnb to your peers, what would you teach? +**
3. **Describe a person whom you admire most. / Is there a person who changed a lot of your value of life? +**
4. **Among all the features of Airbnb, what do you want to improve? What feature you think is not**

necessary? +

5. **Describe your experience with Airbnb.**
6. **Where have you been to? Why do you love traveling?+**
7. **What will you do if you win a lottery or don't worry about money anymore? +**
8. **What is the biggest fear in your life? / Describe something you think is very risky/scary and how did you handle it, what is the outcome. +**
9. **What do you think Airbnb will be like in 10 years? / What is greatest challenge Airbnb will be facing? +**
10. **How do you describe Airbnb to a person back to 2003?**
11. **If you have a book that writes about your whole life, will you read it? Why?**
12. **If you have a time machine, and you can either go back or go forth, will you choose to go back or go forth?**
13. **Describe your own characteristics.**
14. **Describe your team and what's your role in the team**
15. **Describe a time you made the biggest sacrifice.**
16. **How do you work with disagreements.**
17. **Describe a company that you think is doing really well and explain why.**
18. **Describe one of the creative things you have done recently.**
19. **What mistakes you made that cause bad effects on others?**
20. **Describe your experiences you help others in the past one year.**
21. **On a scale of 1 to 10 how lucky are you?**
22. **What are you most proud of?**
23. **What is your passion?**
24. **Tell me about an experience you had where you felt welcome, another experience about you welcoming someone else.**

25. The craziest idea you've ever had

26. What is something nice you would want to do for someone, and why?