



airbnb

# 爱彼迎的核心价值与行为面试方针



## 实现使命愿景

- 了解爱彼迎的使命
- 愿意为实现这些目标与愿景而努力
- 踊跃参与社区或文化的有关活动（不需与爱彼迎相关）
- 把自身坚信的使命置于自身利益之上（不需与爱彼迎相关）



## 人本精神

- 以关怀之心对待他人
- 主动鼓励他人投入参与
- 乐于聆听和沟通



## 创意实干家

- 作风大胆
- 敢于想像，善于落实
- 懂得随机应变



## 勇于冒险

- 有好奇心
- 愿意承认过失并从中学习
- 处事乐观



# **airbnb Core Values**



## **Champion the Mission**

- Prioritise 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.



## **Be a 'Cereal' Entrepreneur**

- Be bold and apply original thinking.
- Imagine the ideal outcome.
- Be resourceful to make the outcome a reality.



## **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.