



Interview Prep Guide

How to use this guide

We are excited you're exploring new opportunities with Target! Whether you're just starting your job search or preparing for your first interview, this is an optional resource for you that may provide you a better understanding of what you can expect from the process, including several example prompts to practice prior to your interview.

We've provided this information to help you better understand the Target interview process so that you know what to expect. Below are some tips to get you thinking about the interview process, but these tips are just suggestions, nothing is mandatory.

Before the interview:

- Always feel free to contact your recruiter with any questions about the process or requests for reasonable accommodation during the interview process.
- You may also visit our careers website to learn more about working at Target, our unique culture and our core values.
- You may want to review the job posting again in more detail to better understand the role.
- You may decide to prepare questions about the leader, team, Target's business or what it's like to provide joy for our guests.
- Some people like to imagine their interview experience, by developing and practicing their answers to questions about their learning experiences and work history. It's a great way to remember what you've done at school or work, how you've previously overcome obstacles or achieved your goals, worked with a team or executed on a project. Your experience helps you work through business problems that are applicable to the role.

During the interview:

This is your time to advertise your skills and learn more about the role, leader, team, and Target experience.

- The interview will start with introductions, followed by an overview of what the role is and what the interviewer hopes to learn about you. This takes about five minutes.
- Try to keep your interview conversational.
- Manage your response time to each question. Aim for about five minutes per question.
- Give responses that relate to the required skills and Target values mentioned in each question to succeed in the job.
- Ensure your answers focus on applicable skills for the job and your knowledge of relevant processes/certifications. Discuss important factors, people and resources worth considering when solving problems related to your line of work.

After the interview:

- Thank your interviewer for their time and confirm next steps.
- If you don't receive an offer for a role, consider and inquire about any additional roles where your skills may be better suited.

Question 1

This question is assessing job knowledge

Allow about 5 minutes

Talk to us about your background, prior work, training, or other experiences that have prepared you for this role?

Take time to describe:

- Any relevant skills, experiences, or attributes.
- Why you are interested in this position.

Practice your response:

Question 2

This question is assessing Inclusivity

Allow about 5 minutes

Describe how you work with people who think differently than you do.

Take time to describe:

- How do you create a fair and unbiased environment?

Practice your response:

Question 3

This question is assessing Connection
Allow about 5 minutes

Describe how you partner with others to find creative solutions.

Take time to describe:

- How do you use your relationships to identify partners and solutions to explore?

Practice your response:

Question 4

This question is assessing Drive
Allow about 5 minutes

Describe how you make sure your work is impactful.

Take time to describe:

- What criteria do you use to determine what's truly the best approach to a project or solution for a problem?

Practice your response: