Tech 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 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 for the interview team about the 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.

- The interview will start with introductions, and may include an overview of what the role is and what the interviewer hopes to learn about you.
- Your interview will consist of role specific questions and values questions. You can see example values questions on the following pages.
- For technical roles, your interview may also consist of a paired programming, body of work, or coding exercises. If you have questions about the role, technologies used, or if your interview includes a technical assessment, reach out to your recruiter.
- When responding, emphasize the skills most relevant to the role and highlight your knowledge of applicable tools, technologies or processes. Be sure to address the key factors, stakeholders, and resources you would consider when solving problems in your area of work. Manage your response time to each question.
- During the interview, candidates are expected to respond based on their own knowledge and experience. While AI tools and automated systems are widely available, responses must reflect your personal understanding and judgment, without reliance on external AI-related assistance.

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

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, and attributes
- Why you are interested in this position

Note their response below:

Question 2

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

Take time to describe:

- How do you make sure everyone feels the environment is fair and unbiased?

Note their response below:

Describe how you partner with others to find creative solutions.

Take time to describe::

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

Note their response below:

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?

Note their response below: