



we are
overstock

our **vision**

making dream homes come true

This vision communicates our focus, meaning, and purpose. It aligns and inspires employees and partners to accomplish the long-term goals of the company.

our mission

This mission declares how we achieve our vision.

we are a customer-focused online furniture and home furnishings retailer

We make beautiful and comfortable homes accessible by helping our customers easily and confidently find the home products they want at a smart value.

we are a technology-focused innovator

We embrace leading technology platforms, methodologies, and processes across the company to focus innovation within our three brand pillars: Product Findability, Smart Value, and Easy Delivery & Support.

we are enterprise value creators

We cultivate a flourishing ecosystem of employees, customers, and partners to deliver sustainable, profitable market share growth.

our values

These values articulate our commitment to an inclusive, outcome-driven, and positive work environment, and facilitate a “becoming” culture and spirit. They serve as guides to our decision-making within the company.

be you

We celebrate our differences, respecting and welcoming our colleagues with unique and diverse opinions and ideas. No matter your background, your perspective, your experiences, your identity, we want you to be authentically you.

know your numbers

We are laser-focused on using data to drive innovation and decisions to achieve our company strategy, initiatives, and objectives and key results. We spend company resources thoughtfully and creatively to facilitate sustainable, profitable market share growth.

do good

We do good for our customers, our partners, our employees, our shareholders, and our communities. Our values, leadership principles, and qualities guide how we do good business.

our leadership principles

These principles guide our interactions with colleagues, creating a psychologically safe environment for productive and collaborative exchanges for improved outcomes.

open and active discussion

We share our perspectives and ideas with one another forthrightly and respectfully.

assume good intent

We approach our colleagues believing their motivations are meant to be in the best interests of the company.

challenge ideas, not people

We question the subject matter, not the character of our colleagues.

actively listen to understand

We provide our undivided attention and consider others' perspectives.

commit when a decision is made

We unite in and actively support the determined approach.

our qualities

These qualities are what we look for, measure, and build in ourselves and colleagues so that we become effective and valuable contributors and further our professional development.

1 accountable & reliable

We own our actions and deliver on our commitments.

2 becoming

We seek to continuously improve ourselves, our teams, and the company.

3 collaborative

We work together to achieve common goals of the company.

4 communicative

We clearly and effectively convey our intent.

5 decisive

We make decisions and own them.

6 empowering & coaching

We entrust, mentor, and provide actionable feedback and full support.

7 inspirational

We listen, motivate, and work together to achieve a common goal.

8 problem solving

We synthesize information to formulate a plan and achieve a solution.

9 productive & outcome-driven

We show consistency in taking initiative and achieving goals.

10 strategic & innovative

We develop, iterate, and drive strategy, initiatives, and objectives and key results.



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