

# Crystal Reports Remote Work Interview Questions And Answers Guide.



**Global Guideline.**

<https://globalguideline.com/>



# Crystal Reports Remote Work Job Interview Preparation Guide.

## Question # 1

If you felt like you were hitting the proverbial "wall" and getting burned out, what would you do to re-energize yourself?

### Answer:-

Take a break to rest. Work in smaller increments of time to increase focus with breaks in between. Delegate tasks to those that are willing to help.

[Read More Answers.](#)

## Question # 2

What is more important to you money or success?

### Answer:-

First ask yourself that question before the interview - what are your priorities? Are money and success actual one in the same goal for you? If not, what's more important based on how do you define success?

[Read More Answers.](#)

## Question # 3

What critical component of this position In Crystal Reports Remote Work makes the work challenging?

### Answer:-

Heading information: This should include job title, pay grade or range, reporting relationship (by position, not individual), hours or shifts, and the likelihood of overtime or weekend work.

Summary objective of the job: List the general responsibilities and descriptions of key tasks and their purpose, relationships with customers, coworkers, and others, and the results expected of incumbent employees.

Qualifications: State the education, experience, training, and technical skills necessary for entry into this job.

Special demands: This should include any extraordinary conditions applicable to the job In Crystal Reports Remote Work (for example, heavy lifting, exposure to temperature extremes, prolonged standing, or travel).

Job duties and responsibilities: Only two features of job responsibility are important: identifying tasks that comprise about 90 to 95 percent of the work done and listing tasks in order of the time consumed (or, sometimes, in order of importance).

[Read More Answers.](#)

## Question # 4

What can you offer us that someone else can not?

### Answer:-

Bad Answer: Going negative - if the candidate starts trash talking other candidates, it's a sure sign of a bad attitude. Also, if they can't provide a solid answer, it may show that they lack thorough knowledge of the skills the job requires, and an understanding of where they fit in.

Good answer: The candidate can name specific skills, abilities or understandings they have that apply directly to the job that other candidates are unlikely to have, or are in short supply.

[Read More Answers.](#)

## Question # 5

Why are you interested in working In Crystal Reports Remote Work for [insert company name here]?

### Answer:-

Bad Answer: They don't have a good reason, or provide a generic answer, "I think it represents a great opportunity."

Good answer: One that shows they've done research on the company, and are truly excited about specific things they can do at the job. This not only shows enthusiasm for the work and basic preparation skills, gives you clues about the cultural fit.

[Read More Answers.](#)

## Question # 6



What is your biggest weakness In Crystal Reports Remote Work?

**Answer:-**

No one likes to answer this question because it requires a very delicate balance. You simply can't lie and say you don't have one; you can't trick the interviewer by offering up a personal weakness In Crystal Reports Remote Work that is really a strength ("Sometimes, I work too much and don't maintain a work-life balance."); and you shouldn't be so honest that you throw yourself under the bus ("I'm not a morning person so I'm working on getting to the office on time.")

[Read More Answers.](#)

**Question # 7**

Describe your work ethic?

**Answer:-**

While discussing this, be sure to stress specific examples of what you bring to the company. Good qualities include resolve to fulfill job responsibilities, optimism, and a desire to be as efficient as possible while at work.

[Read More Answers.](#)

**Question # 8**

How do you rate yourself in computer skills? Please describe the programs and software that you can use well?

**Answer:-**

Ideally you want to be able to type quickly, have the ability to effectively use Microsoft Office, and more importantly be able to quickly adapt to computer / technology skills. More and more it's become an integral part of work. If the job doesn't require technology skills - then this question shouldn't be asked!

[Read More Answers.](#)

**Question # 9**

Describe a time when you anticipated potential problems and developed preventive measures?

**Answer:-**

The key here is to show that you were proactive. How did you find out about the potential problems? How did you address it quickly?

[Read More Answers.](#)

**Question # 10**

Who has been an inspiration for you?

**Answer:-**

Cite your role models (possible examples could be your parents, people successful in the industry, world leaders, etc)

[Read More Answers.](#)

**Question # 11**

How did you hear about the position In Crystal Reports Remote Work?

**Answer:-**

Another seemingly innocuous interview question, this is actually a perfect opportunity to stand out and show your passion for and connection to the company and for job In Crystal Reports Remote Work. For example, if you found out about the gig through a friend or professional contact, name drop that person, then share why you were so excited about it. If you discovered the company through an event or article, share that. Even if you found the listing through a random job board, share what, specifically, caught your eye about the role.

[Read More Answers.](#)

**Question # 12**

Did you consider yourself a team player?

**Answer:-**

Of course you're a team player - who isn't. But a simple yes probably isn't the response the interviewer is looking for. Be ready to provide specific example of how you've worked as part of a cohesive team to get things accomplished and how you've focus on team performance rather than individual performance. Make sure not to brag as this will make it appear as that you're more concerned about your own performance and accomplishments than those of the team.

[Read More Answers.](#)

**Question # 13**

How do you think your colleagues at your last job would describe you?

**Answer:-**

While your CV will say a lot about your work history In Crystal Reports Remote Work, the interviewer will most likely look for greater detail with questions such as this. Be positive about previous experience, highlighting your own strengths.

[Read More Answers.](#)

**Question # 14**

If you were interviewing someone for this position In Crystal Reports Remote Work, what traits would you look for?

**Answer:-**

This is where the interviewer tries to turn the tables on you. Answer confidently by stating 3 specific traits that are applicable to that job role. For example, a consulting job would likely look for someone who can think outside of the box.

After answering, ask them, "Am I spot on here and if not, what traits would you look for?"



[Read More Answers.](#)

### **Question # 15**

Tell us about a typical day at work. How does it start? What do you do?

#### **Answer:-**

At the beginning of each day, I inspect the work site to make sure that it is hazard-free. Once the work site is secured, I verify that all tools and equipment are adequate in supply. As soon as the work orders are delivered, I provide workers with security guidelines and carry out drills. During the workday, it is my duty to monitor workers to ensure that they are working according to the enforced safety policies and that any problems or accidents are quickly addressed.

[Read More Answers.](#)

### **Question # 16**

What do you think about Teamwork?

#### **Answer:-**

I enjoy teamwork and am used to shift work. I think I would adapt well to the role. I am looking for new challenges In Crystal Reports Remote Work and I know I would learn a lot as cabin crew, not just about people and places, but skills like first aid too, how can I help others with in my limits.

[Read More Answers.](#)

### **Question # 17**

What would your previous employer say is your greatest strength?

#### **Answer:-**

Be prepared for this question. If you have to sit and think about it it's going to appear as if you're not sure or that you've never identified your own value in the work place - not good. You don't have to have a complex response. Keep it simple and honest. For example, several possibilities could be Leadership, Problem solving ability, Initiative, Energy, Work ethic, Innovative, etc., etc.

[Read More Answers.](#)

### **Question # 18**

Tell me about a problem that you've solved in a unique or unusual way. What was the outcome? Were you happy or satisfied with it?

#### **Answer:-**

In this question the interviewer is basically looking for a real life example of how you used creativity to solve a problem.

[Read More Answers.](#)

### **Question # 19**

Are you able to relocate if required?

#### **Answer:-**

Be completely honest and thoughtful with this one. You don't want to wake up one to find out that you're moving to a new city or state and it may be a major factor in your eligibility for employment. But again, if you don't want to move then the job probably isn't for you.

[Read More Answers.](#)

### **Question # 20**

What is your personal mission statement?

#### **Answer:-**

Is it to conquer the world? Is it to become a CEO? Is it to give back to the community? Is it to inspire others? Define your statement by stating a clear vision of how you want to make an impact on the world with your work.

[Read More Answers.](#)

### **Question # 21**

What specific steps do you utilize in solving workplace problems?

#### **Answer:-**

Analyze the problem In Crystal Reports Remote Work. Discuss possible remedies and resulting outcomes. Decide on the remedy and track results. Re-visit problem if it's not resolved.

[Read More Answers.](#)

### **Question # 22**

How have you shown yourself to be a leader?

#### **Answer:-**

Think about a time where you've rallied a group of people around a cause / idea / initiative and successfully implemented it. It could be a small or large project but the key is you want to demonstrate how you were able to lead others to work for a common cause.

[Read More Answers.](#)

### **Question # 23**

Who are your role models? Why?

#### **Answer:-**



If possible, cite role models you're truly passionate about - passion is contagious and will show you're being genuine. If the role model is in the same or similar industry as the company in an executive level position, even better.

[Read More Answers.](#)

### **Question # 24**

If you have seven white socks and nine black socks in a drawer, how many socks do you have to pull out blindly in order to ensure that you have a matching pair?

**Answer:-**

if the first one is one color (say, white), and the second one is the other color (black), then the third one, no matter what the color, will make a matching pair. (Sometimes you're not supposed to think that hard.)

[Read More Answers.](#)

### **Question # 25**

What types of books or magazines do you typically read?

**Answer:-**

Describe both your personal and professional favorites. If you happen to like professional books / magazines that relate to the industry of the company you're applying for - that's definitely worth highlighting.

[Read More Answers.](#)

### **Question # 26**

Describe to me a time where you had to make a hard decision In Crystal Reports Remote Work?

**Answer:-**

Hard decisions are hard for a reason. It could dramatically effect the company. It could affect other workers. So if you have a story about how you made a hard decision and had a good outcome, share that. If you have one where the outcome wasn't great, explain how you would have changed the way you approached the decision to show you learned how to improve.

[Read More Answers.](#)

### **Question # 27**

What negative thing would your last boss say about you?

**Answer:-**

"He/She wouldn't say anything bad, but he/she may point out I could improve in a certain area, and I've taken steps to become better at those skills"

[Read More Answers.](#)

### **Question # 28**

How well do you multi-task?

**Answer:-**

Multi-tasking is an important part of most jobs. You want to show that you're good at it but not overwhelmed with it. So discuss just a few things you can multi-task well on - for example: "I'm good at multi tasking between work email and working on projects In Crystal Reports Remote Work and the reason it because I'm good at prioritizing my work emails.

[Read More Answers.](#)

### **Question # 29**

How important is a positive attitude to you?

**Answer:-**

Incredibly important. I believe a positive attitude is the foundation of being successful - it's contagious in the workplace, with our customers, and ultimately it's the difference maker.

[Read More Answers.](#)

### **Question # 30**

Why do you feel you will excel at this job?

**Answer:-**

This question presents an excellent opportunity for you to discuss your education, qualifications and personal traits. You might say something like "I studied property management as well as behavior during my college years and I have two years' experience in real estate.

I can gauge the homes or apartments in which clients will be interested based solely upon the needs of their families. Finally, my organizational skills will allow me to schedule appointments or showings confidently and arrive for them punctually." This shows your interviewer that you have all of the skills necessary to become successful not only for yourself, but also for your employer.

[Read More Answers.](#)

### **Question # 31**

Why are you interested in this type of job In Crystal Reports Remote Work?

**Answer:-**

You're looking for someone who enjoys working with the elderly, or a caring, sociable, and nurturing person.

[Read More Answers.](#)



### **Question # 32**

How articulate are you in expressing your ideas?

#### **Answer:-**

One of the best ways to answer this question is clearly articulate three points that demonstrate how articulate you are (and in a sense show that in a live setting) - for example: "I would say I'm articulate because one, I typically gather my thoughts before speaking, two, I organize my thoughts well, and three I'm concise when making a point.

[Read More Answers.](#)

### **Question # 33**

If you were an animal, which one would you want to be?

#### **Answer:-**

Seemingly random personality-test type questions like these come up in interviews generally because hiring managers want to see how you can think on your feet. There's no wrong answer here, but you'll immediately gain bonus points if your answer helps you share your strengths or personality or connect with the hiring manager. Pro tip: Come up with a stalling tactic to buy yourself some thinking time, such as saying, "Now, that is a great question. I think I would have to say..."

[Read More Answers.](#)

### **Question # 34**

What skills do you bring to the table?

#### **Answer:-**

Think of your skill sets with regards to: analytical skills, interpersonal skills, communication skills, computer skills, presentation skills, management skills, sales skills and so forth.

[Read More Answers.](#)

### **Question # 35**

Tell me about the last time you missed a goal or deadline?

#### **Answer:-**

Unless you're a completely perfect person, chances are you've messed up before on a goal/deadline. If so, discuss how you fell short and what you would have done in retrospect to achieve it.

[Read More Answers.](#)

### **Question # 36**

Have you ever been fired and if yes, why?

#### **Answer:-**

Answer this as positively as possible and try to avoid disparaging the company you had previously worked for. The key is to accept the fact that yes, you were fired, but you've learned from the mistakes that got you there and you're better now because of it. If you haven't been fired, well, then this question's a piece of cake isn't it?

[Read More Answers.](#)

### **Question # 37**

How would you feel about working for someone who knows less than you In Crystal Reports Remote Work?

#### **Answer:-**

The reality is, the majority of the time someone is in a management/leadership position is because of their experience and past success. So they probably possess at least a unique set of knowledge from you. So you'll want to learn from them as much as possible. If it's not the case, then discuss how you would look for mentors in different departments to help your personal career development.

[Read More Answers.](#)

### **Question # 38**

What do you feel you deserve to be paid?

#### **Answer:-**

Do your research before answering this question - first, consider what the market average is for this job. You can find that by searching on Google (title followed by salary) and globalguideline.com and other websites. Then, consider this - based on your work experience and previous results, are you above average, if yes, by what % increase from your pay today from your perspective? Also - make sure if you aim high you can back it up with facts and your previous results so that you can make a strong case.

[Read More Answers.](#)

### **Question # 39**

What are your thoughts on social media for this role?

#### **Answer:-**

Without a doubt, social media is becoming more and more pervasive in our jobs. You should stress that social media is not appropriate for personal use at work. However, if the company embraces social media in certain departments (for example marketing), then you may want to discuss how you could use it for work (as long as it applies to your role).

[Read More Answers.](#)

### **Question # 40**

Have you ever mentored anyone before? If yes, describe the situation?

**Answer:-**

Describe a time where you've helped someone else. Mentor ships can be informal so as you've helped someone over a period of time that can certainly count. The key is to highlight how you utilized certain skills/attributes like coaching, teaching, patience, communication skills, and so forth to mentor that person.

[Read More Answers.](#)

**Question # 41**

How many tennis balls can you fit into a limousine? 1,000? 10,000? 100,000? Seriously?

**Answer:-**

Well, seriously, you might get asked brainteaser questions like these, especially in quantitative jobs. But remember that the interviewer doesn't necessarily want an exact number-he wants to make sure that you understand what's being asked of you, and that you can set into motion a systematic and logical way to respond. So, just take a deep breath, and start thinking through the math. (Yes, it's OK to ask for a pen and paper!)

[Read More Answers.](#)

**Question # 42**

What did you major in and why?

**Answer:-**

Tell them your major and the motivations behind why you chose it and how it's helped to prep you of this potential job.

[Read More Answers.](#)

**Question # 43**

Do you think a leader should be feared or liked?

**Answer:-**

Liked. You want to work harder for people that inspire and motivate you. Fear only lasts for so long.

[Read More Answers.](#)

**Question # 44**

Do you like to start personal relationships with other employees?

**Answer:-**

Well, the right answer is yes and no. Good personal relations can improve the overall performance of a team. But on the other hand, you should not let your emotions to affect your decisions in work.

[Read More Answers.](#)

**Question # 45**

Have you got any questions?

**Answer:-**

This is your final opportunity to persuade the interviewer that you are the right candidate for the job. Now is not the time to ask questions about holidays, pay or pensions - all these things can be asked later when you get an offer of employment. Now is the time to ask about any reservations that the interviewer may have about your suitability for the role. You will then give yourself one last chance to persuade the interviewer that you are the right candidate for the job.

Example Thank you. I think we have covered everything. Before we finish the interview I would like to take the opportunity to ask if you have any reservations about my suitability for this role?

[Read More Answers.](#)

**Question # 46**

How would your friends describe you?

**Answer:-**

My friends would probably say that I'm extremely persistent - I've never been afraid to keep going back until I get what I want. When I worked as a program developer, recruiting keynote speakers for a major tech conference, I got one rejection after another - this was just the nature of the job. But I really wanted the big players - so I wouldn't take no for an answer. I kept going back to them every time there was a new company on board, or some new value proposition. Eventually, many of them actually said "yes" - the program turned out to be so great that we doubled our attendees from the year before. A lot of people might have given up after the first rejection, but it's just not in my nature. If I know something is possible, I have to keep trying until I get it.

[Read More Answers.](#)

**Question # 47**

Why should the we hire you as this position In Crystal Reports Remote Work?

**Answer:-**

This is the part where you link your skills, experience, education and your personality to the job itself. This is why you need to be utterly familiar with the job description as well as the company culture. Remember though, it's best to back them up with actual examples of say, how you are a good team player.

[Read More Answers.](#)

**Question # 48**

How good are you at problem solving?

**Answer:-**

Describe the problem first and then discuss how you were able to fix it.



[Read More Answers.](#)

### **Question # 49**

If you had to choose one, would you consider yourself a big-picture person or a detail-oriented person?

#### **Answer:-**

Both are important. You need to stress that. However, if you could only choose one, ask yourself In Crystal Reports Remote Work - do you like to be "in the weeds" with your work, or do you want to be the one painting the vision?

[Read More Answers.](#)

### **Question # 50**

What do you know about this department?

#### **Answer:-**

One good way to find out about the department is to try to "informally" interview the existing employees over coffee (outside of the office) if possible. It's hard if you don't have any connections there, but if you do a great way to learn about it. Other than that, it's often hard to learn about the department so you can turn the table back on them by asking questions to learn about it.

[Read More Answers.](#)

### **Question # 51**

How do you think I rate as an interviewer?

#### **Answer:-**

I think you did fine. I'm sure you've conducted a lot of interviews, and it's probably second nature for you now. Thanks for taking the time to meet with me today. I'm sure you have a lot of things you have to juggle every day. I'd say you rate at least ten out of ten. The questions you asked seemed spot on. I can tell you guys are working hard to find the perfect applicant for the job. I'm glad I could meet with you.

[Read More Answers.](#)

### **Question # 52**

Give an example of a time you successfully worked In Crystal Reports Remote Work on a team?

#### **Answer:-**

On the whole I prefer to stick to doing what I'm told rather than setting myself up to fail by doing things off my own bat. But there was this one time when I suggested to my boss at the pizza parlor that she try offering an 'all you can eat' deal to students to boost trade on Mondays. She thought it was an interesting idea but nothing ever came of it.

[Read More Answers.](#)

### **Question # 53**

What features of your previous jobs have you disliked?

#### **Answer:-**

It's easy to talk about what you liked about your job in an interview, but you need to be careful when responding to questions about the downsides of your last position. When you're asked at a job interview about what you didn't like about your previous job, try not to be too negative. You don't want the interviewer to think that you'll speak negatively about this job or the company should you eventually decide to move on after they have hired you.

[Read More Answers.](#)

### **Question # 54**

What do you think we could do better or differently?

#### **Answer:-**

This is a common one at startups. Hiring managers want to know that you not only have some background on the company, but that you're able to think critically about it and come to the table with new ideas. So, come with new ideas! What new features would you love to see? How could the company increase conversions? How could customer service be improved? You don't need to have the company's four-year strategy figured out, but do share your thoughts, and more importantly, show how your interests and expertise would lend themselves to the job.

[Read More Answers.](#)

### **Question # 55**

What techniques and tools do you use to keep yourself organized In Crystal Reports Remote Work?

#### **Answer:-**

Utilizing a calendar, having a notebook with your "to do" list, focusing on your top 3 priorities each and every day, utilizing a systematic way of storing documents on your computer (like box.net)

[Read More Answers.](#)

### **Question # 56**

How much do you expect to get paid In Crystal Reports Remote Work?

#### **Answer:-**

For this be prepared and research salary to find out what similar positions are paying in your area before you go to the interview. Try to find this information out before giving your salary expectations. You can and should provide a range instead of an exact number. But again, don't say any numbers you're not comfortable with because if the employer offers you a salary at the lowest end of your range, you don't have much to negotiate with when it comes to getting a higher salary.





[Read More Answers.](#)

### **Question # 57**

Explain an occasion when you had to adapt in the face of a difficult situation?

#### **Answer:-**

One of the most useful interview tactics is to remain positive about your work and achievements. This question lets the candidate draw on their own personal history to show how they have been positive and successful in the face of difficulties. Choose a specific occasion to describe, rather than dealing with generic platitudes.

[Read More Answers.](#)

### **Question # 58**

What type of work environment do you prefer?

#### **Answer:-**

Ideally one that's similar to the environment of the company you're applying to. Be specific.

[Read More Answers.](#)

### **Question # 59**

Explain an idea that you have had and have then implemented in practice?

#### **Answer:-**

Often an interview guide will outline the so-called 'STAR' approach for answering such questions; Structure the answer as a situation, task, action, and result: what the context was, what you needed to achieve, what you did, and what the outcome was as a result of your actions.

[Read More Answers.](#)

### **Question # 60**

What do you look for in terms of culture -- structured or entrepreneurial?

#### **Answer:-**

A good answer is to discuss the importance of having both elements in a company In Crystal Reports Remote Work. Structure is good to maintain a focus on priorities and making sure people are productive but having an entrepreneurial spirit can help cultivate new ideas that can truly help the company.

[Read More Answers.](#)

### **Question # 61**

What's the least rewarding work you've ever done and why?

#### **Answer:-**

Describe work you've done that you feel doesn't take advantage of your full potential. For example, "I once had to make paper copies for my job and I feel it didn't take full advantage of my skills. However, it did teach me to be humble in my work and to appreciate a good opportunity when it arose to use my skills"

[Read More Answers.](#)

### **Question # 62**

Explain me about a time when you reached a goal within a tight deadline?

#### **Answer:-**

I work well under pressure to meet deadlines without jeopardizing the quality of my work. I have always worked in a fast pace environment where we are constantly under pressure to achieve best results within a time frame.

[Read More Answers.](#)

### **Question # 63**

Do you work well under pressure?

#### **Answer:-**

Yes.. When it comes down to the wire, the best thing I can to remain focused, have some flexibility, and understand priorities.. Giving them attention in the order they are needed.

[Read More Answers.](#)

### **Question # 64**

Do you have any questions for me?

#### **Answer:-**

Good interview questions to ask interviewers at the end of the job interview include questions on the company growth or expansion, questions on personal development and training and questions on company values, staff retention and company achievements.

[Read More Answers.](#)

## **Applications Programs Most Popular Interview Topics.**

- 1 : [MS Excel Frequently Asked Interview Questions and Answers Guide.](#)
- 2 : [AutoCAD Frequently Asked Interview Questions and Answers Guide.](#)
- 3 : [MS Office Frequently Asked Interview Questions and Answers Guide.](#)
- 4 : [MATLAB Frequently Asked Interview Questions and Answers Guide.](#)
- 5 : [MS Word Frequently Asked Interview Questions and Answers Guide.](#)
- 6 : [BEA Weblogic Frequently Asked Interview Questions and Answers Guide.](#)
- 7 : [Microsoft Access Frequently Asked Interview Questions and Answers Guide.](#)
- 8 : [OOAD Frequently Asked Interview Questions and Answers Guide.](#)
- 9 : [SilkTest Frequently Asked Interview Questions and Answers Guide.](#)
- 10 : [Bugzilla Frequently Asked Interview Questions and Answers Guide.](#)

## About Global Guideline.

**Global Guideline** is a platform to develop your own skills with thousands of job interview questions and web tutorials for fresher's and experienced candidates. These interview questions and web tutorials will help you strengthen your technical skills, prepare for the interviews and quickly revise the concepts. Global Guideline invite you to unlock your potentials with thousands of [Interview Questions with Answers](#) or begin a tutorial right away, such as [HTML](#), [XML](#), [XSLT](#), [Cascading Style Sheet \(CSS\)](#), [Search Engine Optimization \(SEO\)](#), [JavaScript](#), [Structure Query Language \(SQL\)](#), [Database Articles](#), [Web Hosting Guide](#) and much more. Learn the most common technologies [Interview Questions and Answers](#). We will help you to explore the resources of the World Wide Web and develop your own skills from the basics to the advanced. Here you will learn anything quite easily and you will really enjoy while learning. Global Guideline will help you to become a professional and Expert, well prepared for the future.

\* This PDF was generated from <https://globalguideline.com> at **June 18th, 2023**

\* If any answer or question is incorrect or inappropriate or you have correct answer or you found any problem in this document then don't hesitate feel free and [e-mail us](#) we will fix it.

You can follow us on FaceBook for latest Jobs, Updates and other interviews material.  
[www.facebook.com/InterviewQuestionsAnswers](http://www.facebook.com/InterviewQuestionsAnswers)

Follow us on Twitter for latest Jobs and interview preparation guides  
<https://twitter.com/InterviewGuide>

Best Of Luck.

Global Guideline Team  
<https://GlobalGuideline.com>  
[Info@globalguideline.com](mailto:Info@globalguideline.com)