

Global Guideline.

https://globalguideline.com/



Evolution Marketing Job Interview Preparation Guide.

Question #1

Do you consider yourself successful?

Answer:-

You should always answer yes to this question. Briefly explain why without going on and on. If you communicate that you're more successful than you really are you may come off as arrogant or unrealistic. A goof explanation is that you have set professional goals and that you have met some of these goals and are on track to meet more in the near future.

Read More Answers.

Question # 2

What motivates you at the work place?

Keep your answer simple, direct and positive. Some good answers may be the ability to achieve, recognition or challenging assignments.

Question #3

Top 17 Behavioral Interview Questions In Evolution Marketing:

Behavioral interviews In Evolution Marketing where popularized by industrial psychologists in the 1970s, and have been used at big companies like AT&T. The idea behind them is that past responses to situations are the best predictor of how candidates will respond in the future.

- 1. Tell me about a time you faced a conflict while working as part of a team.
- 2. Talk about a goal you set for yourself. What did you do to make sure you met the goal?
- 3. Give an example of a time when you had to work with someone with a very different personality from yours.
- 4. Talk about an instance where you wish you'd handled a situation differently with a team member.
- 5. What's the most difficult problem you have had to solve In Evolution Marketing?
- 6. Give an example of how you handled a situation where you needed information from a colleague who wasn't responsive. 7. Talk about a time when you had problems building a relationship with a key team member. What did you do?
- 8. Tell me about an instance when it was important to make a great impression on a client. What did you do?
- 9. Tell me about a situation where you had to work with a difficult client.
- 10. Tell me about a situation where you disappointed a client, and how you tried to fix it.
- 11. Talk about a time when you had to strategize to meet all your obligations.
- 12. Talk about a time when you failed at something. How did you react?
- 13. Talk about a time you took on a leadership role.
- 14. Tell me about a long-term project you oversaw. How did you keep it focused and on schedule?
- 15. Talk about a time when you were under a lot of stress. What caused it, and how did you manage?
- 16. Do you prefer to work alone or with others In Evolution Marketing?
- 17. Tell me about a time when you were overwhelmed by the amount of work on your agenda. How did you handle it?

Read More Answers

Question # 4

What do you see yourself doing within the first 30 days of this job?

Typically the first 30 days are designed for you to learn as much as possible In Evolution Marketing. Work hard to get to know your teammates, how they work together, and how you can make the biggest impact.

Read More Answers

Question # 5

Why do you think you'll do well at this job?

Provide several reasons including skills, experience and interest. If you can show how you've been successful in a similar career field or job position that will go



along way to helping the interviewer believe you'll also be successful at this new job.

Read More Answers.

Question #6

Describe what a "lot of work" looks like to you In Evolution Marketing?

Answer:-

Ideally you'd like to state that you can take on a lot of work - this shows your work ethic, but at the same time it's okay to tell them that you value work and life balance.

Read More Answers

Question #7

What have you done to improve your skills over the past year In Evolution Marketing?

Answer.

You'll want to be prepare with some very specific examples of what you've done over the last year and what you're currently doing to improve your professional knowledge and skill set as well as anything else you're doing the shows self improvement.

Read More Answers.

Question #8

Give me a specific example of a time when you had to conform to a policy with which you did not agree?

Answer:-

You want to first understand why the policy was put into effect. From there, if you truly disagree with it, explain your position to your management. If they don't change it, then you must accept their decision and continue to work or the alternative decision would be to find a new job.

Read More Answers.

Question # 9

Give me an example of how you handled pressure at work In Evolution Marketing?

Answer-

The company is looking to see if you can handle pressure well. Share with them an example where you were able to stay calm during a pressure filled situation (perhaps it was a deadline, or there was an emergency with a customer occurring). Discuss the situation, your reaction and steps you took to resolve it and the outcome.

Read More Answers

Question # 10

If you had enough money to retire would you?

Answer:

Just be honest. If you would retire then say so. But since you can't retire, and the interviewer already knows this, simply answer that since you can't this is type of work you prefer doing. However, if you wouldn't retire if you had the money then explain why. Work is an important element of happiness for most people and many won't retire even when they can.

Read More Answers.

Question # 11

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 Evolution Marketing, 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 # 12

Can you explain why you changed career paths In Evolution Marketing?

Answer:-

Don't be thrown off by this question-just take a deep breath and explain to the hiring manager why you've made the career decisions In Evolution Marketing you have. More importantly, give a few examples of how your past experience is transferable to the new role. This doesn't have to be a direct connection; in fact, it's often more impressive when a candidate can make seemingly irrelevant experience seem very relevant to the role.

Read More Answers.

Question # 13

How would your boss and co-workers describe you?

Answer:

First of all, be honest (remember, if you get this job, the hiring manager will be calling your former bosses and co-workers!). Then, try to pull out strengths and traits you haven't discussed in other aspects of the interview In Evolution Marketing, such as your strong work ethic or your willingness to pitch in on other projects when needed.

Read More Answers.



Question # 14

If the company you worked for was doing something unethical or illegal, what would you do?

Answer-

Report it to the leaders within the company. True leaders understand business ethics are important to the company's longevity

Read More Answers.

Question #15

Your client is upset with you for a mistake you made, how do you react?

Answer-

Acknowledge their pain - empathize with them. Then apologize and offer a solution to fix the mistake.

Read More Answers.

Question # 16

Tell me about a time when you had to make a decision without all the information you needed. How did you handle it In Evolution Marketing? Why? Were you happy with the outcome?

Answer:-

In many scenarios, you will not have all the information needed. The key is to make the best possible decision based on what you deem to be a sufficient amount of information.

Read More Answers

Question # 17

How have you made an impact on your team in the past?

Answer-

I would explain and show to him or her best way possible and if they have a better way then I will encourage him or her to let me know then we can see if it works or not In Evolution Marketing.

Read More Answers.

Question # 18

What do you consider to be your greatest achievement so far and why?

Answer:-

Be proud of your achievement, discuss the results, and explain why you feel most proud of this one. Was it the extra work? Was it the leadership you exhibited? Was it the impact it had?

Read More Answers

Question # 19

What's your management style?

Answer:-

The best managers are strong but flexible, and that's exactly what you want to show off in your answer. (Think something like, "While every situation and every team member requires a bit of a different strategy, I tend to approach my employee relationships as a coach...") Then, share a couple of your best managerial moments, like when you grew your team from five to 15 or coached an underperforming employee to become the company's top employee.

Read More Answers

Question # 20

What's the difference between good and exceptionally great?

Answer:-

Being good is getting the job done as promised In Evolution Marketing. Being great is delivering the work in an exceptional way that completely exceeds expectations.

Read More Answers.

Question # 21

Tell me about a difficult decision you've made in the last year In Evolution Marketing?

Answer:-

We all have difficult decisions in our lives. Show how you were able to arrive at it and then how you decisively acted.

Read More Answers.

Question # 22

Tell me about a time when you helped resolve a dispute between others?

Answer:

Be sure to discuss a very specific example. Tell the interviewer what methods you used to solve the problem without focusing on the details of the problem.

Read More Answers.

Question # 23



Why do you want this job In Evolution Marketing?

Answer:

This question typically follows on from the previous one. Here is where your research will come in handy. You may want to say that you want to work for a company that is Global Guideline, (market leader, innovator, provides a vital service, whatever it may be). Put some thought into this beforehand, be specific, and link the company's values and mission statement to your own goals and career plans.

Read More Answers.

Question # 24

Explain what are your strengths In Evolution Marketing?

Answer-

Bad Answer: Candidate is unprepared for question or only gives generic answers.

This is the most common job interview question - everybody should be expecting it. If they don't seem prepared, or give a fairly stock answer, it's probably a bad sign.

Good answer: The consensus is to go for quality, not quantity here. Candidates should give a short list of strengths, and back each one up with examples that illustrate the strength. Also, they should explain how these strengths will be useful in the job you're applying for, and use this question to say something interesting about themselves.

Read More Answers.

Question # 25

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 # 26

If you could do it all over again, how would you plan your academic studies differently?

Answer-

Whatever you do, just don't act bitter. A lot of times we wish we could change the past, but focus on the positive reasons and results of the decisions you already made.

Read More Answers.

Question # 27

Can you perform Internet research? Please describe to me your steps in doing so?

Answer:

Internet research can entail Google searches, industry sites, news articles, social networks and company websites.

Read More Answers.

Question # 28

Do you work well on a team? How would you define teamwork?

Answer:

I would define team work as getting the job done In Evolution Marketing whether that means if I have to do more then the guy next to me as long as the work gets finished

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

How do you prioritize your work initiatives In Evolution Marketing?

Answer.

Discuss how you prioritize your work initiatives based on the company initiatives. For example, if you're in customer service discuss how you're focused on providing the best customer experience.

Read More Answers.

Question #31

What is it about this position In Evolution Marketing that attracts you the most?

Answer:-

Use your knowledge of the job description to demonstrate how you are a suitable match for the role.



Read More Answers

Question # 32

Who was your favorite manager and why?

Describe the attributes you liked about your favorite manager, typically attributes discussed are: Great at coaching, inspiring, motivating, empowering, trusting, delegating, leading, etc.

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 have you done to prepare yourself to be a supervisor?

Answer:-

- 1. Learn from current supervisors (best practices)
- Mentor others
- 3. Be exceptionally good at your current job so that it builds your credibility
- 4. Have a high emotional IQ

Read More Answers.

Question #35

What do you already know about our company?

Answer:-

Good reputation of a large home grown company that has various departments and product.

Read More Answers.

Question #36

Tell me an occasion when you needed to persuade someone to do something?

Interpersonal relationships are a very important part of being a successful care assistant. This question is seeking a solid example of how you have used powers of persuasion to achieve a positive outcome in a professional task or situation. The answer should include specific details.

Read More Answers.

Question # 37

What is the most important quality a supervisor should have?

The ability to inspire / lead a team towards one common vision.

Read More Answers.

Question # 38

Why should we select you not others?

Answer:-

Here you need to give strong reasons to your interviewer to select you not others. Sell yourself to your interviewer in interview in every possible best way. You may say like I think I am really qualified for the position. I am a hard worker and a fast learner, and though I may not have all of the qualifications that you need, I know I can learn the job and do it well.'

Read More Answers

Question #39

What are ideas or initiatives you've led and what was the outcome?

Describe your most unique ideas and initiatives that had the best results for the company. Make sure you highlight your creativity, your results, your diligence and your ability to execute.

Read More Answers

What was the most difficult employee situation you found yourself In Evolution Marketing? How did you overcome the problem?



Answer:-

One of employees was conflicting with other and colleague who was prove his was wrong hi denied and was invite union to defend him but we have prove his wrong and I was facing disciplinary action.

Read More Answers.

Question #41

If you could offer suggestions on how to improve our company, what would you say?

Answer:-

Examine the trends of the company and also where there may be some weaknesses (news articles often document this on public companies or look at their competitors to see how they're positioning it against them.) Then, once you have that knowledge, think creatively on how you could improve upon that weakness for them.

Read More Answers.

Question # 42

What is your biggest fear?

Answer:-

Don't try to sugarcoat the answer by listing something ambitious as a fear, unless you truly mean it (for example: I fear being a great leader) - Share your real fears but discuss how you would overcome them.

Read More Answers.

Question # 43

Describe a time when you've been overwhelmed with work?

Answer:-

Show how you were able to over the "overwhelmed" feeling - by delegating tasks, getting people on your team to help you out, or by prioritizing your work and focusing on the most important issues first In Evolution Marketing.

Read More Answers.

Question # 44

Where do you see yourself in five years In Evolution Marketing?

Answer:-

If asked this question, be honest and specific about your future goals, but consider this:

A hiring manager wants to know

- * a) if you've set realistic expectations for your career,
- * b) if you have ambition (a.k.a., this interview isn't the first time you're considering the question), and
- * c) if the position aligns with your goals and growth. Your best bet is to think realistically about where this position could take you and answer along those lines. And if the position isn't necessarily a one-way ticket to your aspirations?

It's OK to say that you're not quite sure what the future holds, but that you see this experience playing an important role in helping you make that decision.

Read More Answers.

Question # 45

How did you find out about this job In Evolution Marketing? What do you know about the job?

Answer:-

Possible ways to find out about the job:

Online website listing, friend, professional referral, mentor, career fairs, networking events. You should know about the roles and responsibilities of the job and what they're looking for. Make sure you read up on that online beforehand or ask the person that referred you.

Read More Answers.

Question # 46

Would you describe yourself as more analytical or interpersonal?

Answer:-

If you answer either, just make sure you explain why. For example, "I would consider myself to be more analytical because I'm good at examining a data set and then understanding how to interpret it in a business environment." or "I'm more of interpresonal person because I enjoy working and collaborating with my teammates and clients"

Read More Answers.

Question # 47

How many basketballs would fit in this room?

Answer:-

One. You did not ask what is the maximum number of basketballs you can fit in the room.

Read More Answers.

Question # 48

Did you get on well with your last manager?

Answer:-



A dreaded question for many! When answering this question never give a negative answer. "I did not get on with my manager" or "The management did not run the business well" will show you in a negative light and reduce your chance of a job offer. Answer the question positively, emphasizing that you have been looking for a career progression. Start by telling the interviewer what you gained from your last job In Evolution Marketing

Read More Answers.

Question # 49

Why should I hire you In Evolution Marketing?

Answer-

To close the deal on a job offer, you MUST be prepared with a concise summary of the top reasons to choose you. Even if your interviewer doesn't ask one of these question in so many words, you should have an answer prepared and be looking for ways to communicate your top reasons throughout the interview process.

Read More Answers.

Question #50

How open are you to relocation?

Answer:-

If you're not, then say you're not. Don't lie about it just to get the job. There's no point if you won't move for the job anyway and lying is unethical. If you are open to relocation In Evolution Marketing, let them know which areas you'd be willing to relocate to.

Read More Answers.

Question #51

Tell me about a time when you were held accountable for a problem that you hadn't caused?

Answer:-

If someone puts the blame on you (incorrectly), the best thing you can do is NOT to retaliate. You want to make it known that you were not to blame (explain all the facts) and then focus on fixing the problem in the best way possible.

Read More Answers

Question # 52

What are your personal skills which make you a candidate for the position In Evolution Marketing?

Answer-

The list of crucial character traits includes patience, tact, and poise, with personal and cultural sensitivity. One needs the ability to work long hours, with much walking and some physical tasks. But the most important trait of all is to love people and to have the desire to care for them.

Read More Answers.

Question #53

Describe to me the position In Evolution Marketing you're applying for?

Answer:-

This is a "homework" question, too, but it also gives some clues as to the perspective the person brings to the table. The best preparation you can do is to read the job description and repeat it to yourself in your own words so that you can do this smoothly at the interview.

Read More Answers.

Question # 54

Do you think you have enough experience In Evolution Marketing?

Answer:-

If you do not have the experience they need, you need to show the employer that you have the skills, qualities and knowledge that will make you equal to people with experience but not necessary the skills. It is also good to add how quick you can pick up the routine of a new job role.

Read More Answers.

Question # 55

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 # 56

How do you plan to go by an example for your subordinates?

Answer:-

Sticking to the rules by yourself, working hard and not mind participating on basic tasks is a good answer.

Read More Answers.

Question # 57

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 #58

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 Evolution Marketing - 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 # 59

What problems have you encountered at work?

Answer:-

Wow, do we have problems! Where do I begin? Well, most of the problems are internal, just people not working well with each other. I have one person on our team who is a real problem, but it seems like management is afraid to do anything about it. So we all end up having to do extra work to cover for this person, who just doesn't work. We all say that he's retired in place. I think he's just holding on until retirement in a couple years. But he's a real problem. I complain about it--a lot--but nothing ever seems to get done. I've even written negative reviews about the person, hoping he will get canned, but it doesn't happen. I can't wait for him to retire.

Read More Answers.

Question # 60

Does your boss know you're here today?

Answer:

Usually, you probably haven't told your boss for obvious reasons. So it's ok to say that they do not. You don't want to upset the balance at your current job after all and nothing is guaranteed in an interview. The interviewer should understand this stance.

Read More Answers.

Question # 61

What techniques and tools do you use to keep yourself organized In Evolution Marketing?

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 # 62

Explain me about your experience working in this field In Evolution Marketing?

Answer:-

I am dedicated, hardworking and great team player for the common goal of the company I work with. I am fast learner and quickly adopt to fast pace and dynamic area. I am well organized, detail oriented and punctual person.

Read More Answers.

Question # 63

Tell me one thing about yourself you wouldn't want me to know?

Answer:-

Talk about a trait that you would consider a weakness. No need to talk about your deepest darkest secrets here.

Read More Answers.

Question # 64

What types of personalities do you work with best?

Answer:

In the past, I have found it difficult to work with others who see themselves as better than others, who can take criticism, and who refuse to work with others. I have found it challenging to work with them b/c I am a team oriented person who feels the importance of working together over the needs of the individual especially in a learning environment.

Read More Answers.

Question # 65

How would you motivate your team members to produce the best possible results?

Answer:

Trying to create competitive atmosphere, trying to motivate the team as a whole, organizing team building activities, building good relationships amongst people.

Read More Answers.



Question # 66

Give me an example of an emergency situation that you faced. How did you handle it?

Answer-

There was a time when one of my employers faced the quitting of a manager in another country. I was asked to go fill in for him while they found a replacement and stay to train that person. I would be at least 30 days. I quickly accepted because I knew that my department couldn't function without me.

Read More Answers.

Question # 67

What do you expect to be earning in 5 years In Evolution Marketing?

Answer:-

Discuss how you expect yourself to be excellent at your job. Thus, it would be reasonable to expect pay that is based on the merit of your work.

Read More Answers.

Question # 68

When was the last time something upset you at work? What did you do?

Answer:-

Almost everyone has an emotional moment related to work at some point - you're not alone. The key is to learn why you reacted that way and to focus not on the problem but HOW to resolve it. Another key component is to be aware of your emotional response so that you can learn to control it in the future in a calm way.

Read More Answers.

Question # 69

How have you changed in the last five years?

Answer:-

All in a nutshell. But I think I've attained a level of personal comfort in many ways and although I will change even more in the next 5-6 years I'm content with the past 6 and what has come of them.

Read More Answers.

Question # 70

How do you handle stressful situations?

Answer:-

By remaining calm, weighing out all my options and executing a plan to get the situation resolve .

Read More Answers.

Question #71

What do you know about the company?

Answer:

Any candidate can read and regurgitate the company's "About" page. So, when interviewers ask this, they aren't necessarily trying to gauge whether you understand the mission-they want to know whether you care about it. Start with one line that shows you understand the company's goals, using a couple key words and phrases from the website, but then go on to make it personal. Say, "I'm personally drawn to this mission because..." or "I really believe in this approach because..." and share a personal example or two.

Read More Answers.

Question #72

How would you observe the level of motivation of your subordinates?

Answer:

Choosing the right metrics and comparing productivity of everyone on daily basis is a good answer, doesn't matter in which company you apply for a supervisory role.

Read More Answers.

Question #73

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 # 74

What was the biggest professional risk you have taken and what was the outcome?

Answer:

First discuss how you weighed the pros and cons of the risk and the results you'd believe you could achieve. Then discuss the action plan you put into place for it and outline that step by step. Then discuss the outcome and if it wasn't optimal talk about what you would do differently in hindsight.

Read More Answers.



Question #75

If I were to give you this salary you requested but let you write your job description for the next year, what would it say?

Answer:-

It should say the same thing - after all - if you think this salary is fair then it should suit the responsibilities!

Read More Answers.

Question #76

What is your biggest achievement?

Answer-

Quality work to be is about doing work to the require or set standard, which is very important when it comes to warehouse operations.

Read More Answers.

Question #77

What does quality work mean to you?

Answer:-

Quality work to be is about doing work to the require or set standard, which is very important when it comes to warehouse operations.

Read More Answers.

Question #78

What aspect of supervision do you find the most difficult?

Answer:

Managing different personalities and keeping them focused on the goal at hand.

Read More Answers.

Question #79

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.

Marketing Most Popular Interview Topics.

- 1: Marketing Frequently Asked Interview Questions and Answers Guide.
- 2: Telemarketing Frequently Asked Interview Questions and Answers Guide.
- 3 : <u>Advertising Frequently Asked Interview Questions and Answers Guide.</u>
- 4 : <u>Search Engine Marketing (SEM) Frequently Asked Interview Questions and Answers Guide.</u>
- 5: Internet Marketing Frequently Asked Interview Questions and Answers Guide.
- 6: Strategic Marketing Frequently Asked Interview Questions and Answers Guide.
- 7 : <u>Share Market Frequently Asked Interview Questions and Answers Guide.</u>
- 8: <u>Marketing-Competitive Strategy Frequently Asked Interview Questions and Answers Guide.</u>
- 9: Web Marketing Frequently Asked Interview Questions and Answers Guide.
- 10: Marketing Internship 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, <a href="Cascading Style Sheet (CSS), Search Engine Optimization (SEO), JavaScript, <a href="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 19th, 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

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