

Global Guideline.

https://globalguideline.com/



Housekeeping Aide Job Interview Preparation Guide.

Question #1

Tell me about a time when you had to think strategically?

Answer:-

There was a time when I was told I had to get rid of 20% of my people. I had to determine which persons I needed the most by determining who could do what. I had to put aside personal feelings so that I could keep a working crew to handle he same workload with less people.

Read More Answers.

Question # 2

What is the most irritating thing you've experienced about your co-workers?

Answer-

This question is designed to find out if you get along well on team, with other and whether or not you'll be a fit with the interviewer's organization. It's a trap. Think real hard but fail to come up anything that irritated you about your co-workers. A short positive response is best.

Read More Answers

Question #3

What did you like least about your last (or current) job As Housekeeping Aide?

Answer:-

Don't vent or focus on the negative with brutally honest answers such as "My boss was a jerk," or "The company culture was too politically correct," or "They just weren't giving me the opportunity to take my career to the next level." Instead, keep the emphasis on the positive, even though there are sure to be things you weren't happy about.

Read More Answers.

Question #4

Do you think you are overqualified for this position As Housekeeping Aide?

Answer-

No matter your previous job experience or educational background, be sure to tell the interviewer you have the knowledge and skills to successfully execute the job responsibilities.

Read More Answers.

Question # 5

Tell me about a difficult decision you've made in the last year As Housekeeping Aide?

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 # 6

Describe a time when you put your needs aside to help a co-worker understand a task. How did you assist them? What was the result?

Answer:

The key is to show that the mentoring of a co-worker was first a higher priority than the task you had at hand (remember, you want to show that you focus on highest priority tasks first). Then, describe in detail how you helped them not only complete the task but learn to do it on their own. You want to teach them HOW to fish and not to simply fish for them.

Read More Answers.

Question # 7

Tell me about the most fun you have had on the job?



Answer:-

When answering this question, discuss situations where you completed tasks benefitting your previous employers.

Read More Answers.

Question #8

If you were given more initiatives than you could handle, what would you do?

Answer-

First prioritize the important activities that impact the business most. Then discuss the issue of having too many initiatives with the boss so that it can be offloaded. Work harder to get the initiatives done.

Read More Answers.

Question #9

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 # 10

Top 11 Questions to Verify Experience and Credentials As Housekeeping Aide:

Answer:-

Sometimes people want a job a little too bad - and they may fudge their credentials and experience a bit.

If you've run into this problem, are worried about it, or have credentials and experience that are absolutely essential, you may need to ask a few verification questions. If you are a candidate, you should review your resume and make sure you know all the key points, and that nothing has been misconstrued.

- 1. What grades did you get in college?
- 2. What were your responsibilities when you worked in job x?
- 3. How many people were on your team at your last job?
- 4. What will your previous manager/supervisor say when I ask where you needed to improve?
- 5. What was your beginning and ending salary at job x?
- 6. What were your beginning and ending titles at job x?
- 7. Are you eligible for rehire at job x?
- 8. What tools are necessary for performing job x?
- Describe to me how you would perform [x typical job task].
- 10. What was the focus of your thesis?
- 11. When did you leave company x?

Read More Answers.

Question # 11

Tell me about a time you had to fire a friend?

Answer:

Hopefully you've never had to do this, but if you did, talk about how hard it was personally to fire anyone but that you did it objectively.

Read More Answers.

Question # 12

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 # 13

How do you evaluate success As Housekeeping Aide?

Answer:-

I evaluate success As Housekeeping Aide in different ways. At work, it is meeting the goals set by my supervisors and my fellow workers. It is my understanding, from talking to other employees, that the Global Guideline company is recognized for not only rewarding success but giving employees opportunity to grow as well.

Read More Answers.

Question # 14

What type of people do you not work well with?

Answer:-

Be very careful answering this question as most organization employ professionals with an array of personalities and characteristics. You don't want to give the impression that you're going to have problems working with anyone currently employed at the organization. If you through out anything trivial you're going to look like a whiner. Only disloyalty to the organization or lawbreaking should be on your list of personal characteristics of people you can't work with.



Question # 15

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

Anewor.

While your CV will say a lot about your work history As Housekeeping Aide, 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 # 16

Why did you leave your last job As Housekeeping Aide?

Answer:-

Regardless of why you left your last job make sure to stay positive. Always smile and focus on the positive reason such you were seeking the opportunity to expand your career opportunities, your interest in working with a new firm that provided greater opportunity, you desired to work in a new location, etc. Don't reference previous job problems or differences with management that caused you to leave. If you stay positive, your answer may help you. If you're negative, you will likely decrease your chances of getting the job for which you're interviewing.

Read More Answers.

Question # 17

Tell me about a time when you had to use your presentation skills to influence someone's opinion As Housekeeping Aide?

Answer.

Example stories could be a class project, an internal meeting presentation, or a customer facing presentation.

Read More Answers.

Question # 18

Describe your management style?

Answer:-

Try to avoid specific classifications, whatever it may be. Organizations usually prefer managers who can adapt their skills to different situations.

Read More Answers.

Question # 19

What five words would be describe you as Housekeeping Aide?

Answer:

The hiring manager requests this of you because she wants to know more about your individual personality. This list can reveal a lot to her about who you are and how you might fit into the workplace. Your answer also gives the manager an indication of your self-perception, which is a good indicator of the type of employee you will be.

Read More Answers.

Question # 20

Tell me about a time when you had to give someone difficult feedback As Housekeeping Aide?

Answer:

By asking this question, your interviewer hopes to learn whether you can communicate effectively, address issues in the workplace and motivate others during difficult times. Giving negative feedback requires honesty, thoughtfulness and tact. Answering this question well can help show an interviewer that you would be a good fit for a managerial position or a position that involves working closely with others.

Read More Answers.

Question # 21

Explain yourself in one line?

Answer:-

When you respond, keep in mind the type of position you are interviewing for like Housekeeping Aide based job, the company culture, and the work environment. Your answer should help show the interviewer why you're a match for the job and for the company. Sample answers are:

- * I'm a people person. I really enjoy meeting and working with a lot of different people.
- * I'm a perfectionist. I pay attention to all the details, and like to be sure that everything is just right.
- * I'm a creative thinker. I like to explore alternative solutions to problems and have an open mind about what will work best.
- * I'm efficient and highly organized. This enables me to be as productive as possible on the job.
- * I enjoy solving problems, troubleshooting issues, and coming up with solutions in a timely manner.

Read More Answers.

Question # 22

How do you feel about technology at the workplace in general?

Answer-

It's a great enabler for us to collaborate better as a team, for us to reach customers more efficiently and I believe it can help any company become more efficient, leaner, and more productive.



Question # 23

What is your ideal working environment?

Answer-

Describe your ideal working environment. Do you like flexibility with work hours? Do you like working in a cubicle or independently? Do you like to be micro managed or empowered? Do you like to work on your own or in a team? Do you like being driven by metrics in your role? How much responsibility do you want?

Read More Answers.

Question # 24

How has school prepared you for this job role?

Answer:-

Think back to how you've interacted with your peers to develop social skills, how you've worked with classmates on projects to develop teamwork and collaborative skills, how you've developed discipline through studying, how the courses have helped your creativity, and how the classes you've taken have impacted your analytical / problem solving / reasoning skills.

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

What are your presentation skills like As Housekeeping Aide?

Answer:-

Make sure you share a story that demonstrates your presentation skills in front of many people. If you are really brave, offer to give a snippet of that presentation to the interviewer. This will definitely be different from what most people do.

Read More Answers.

Question # 27

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

Answer:-

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.

Question # 28

What is your biggest regret to date and why?

Answer:-

Describe honestly the regretful action / situation you were in but then discuss how you proactively fixed / improved it and how that helped you to improve as a person/worker.

Read More Answers.

Question # 29

What does success mean to you?

Answer:-

I am punctual, I always have excellent attendance on any job As Housekeeping Aide, I have a keen eye for both large and small details, and I am always finding ways to improve a process and shorten the length of time it takes to complete a project.

Read More Answers

Question # 30

Do you value recognition or pay more? Why?

Answer:-

Either preference is fine, but just remember you have to be able to explain why. If you say recognition, then back that up by describing how achievement really carries weight with you and how you like to feel valued in the work that you do because it validates that you're helping your teammates / customers and so forth. If you choose money, you can also explain that is important to you as validation and you can highlight how money is important to you because of your goals (financial security, providing for your family, and so forth). The key is to be authentic with your answer. However, if you say you value pay more because you're greedy - know that doesn't align usually to most company's values/vision.

Read More Answers.

Question # 31

Why are manhole covers round?

Answer:-



This is a classic brainteaser, which was reportedly first asked by a Microsoft interviewer. Here's how to ""solve"" this brainteaser (remember to speak and reason out loud while solving this brainteaser): Why are manhole covers round? Could there be a structural reason? Why aren't manhole covers square? It would make it harder to fit with a cover. You'd have to rotate it exactly the right way.

The pipes below are also round, so fitting them might be easier, as might be making them. So many manhole covers are round because they don't need to be rotated. There are no corners to deal with. Also, a round manhole cover won't fall into a hole because it was rotated the wrong way, so it's safer. Looking at this, it seems corners are a problem. You can't cut yourself on a round manhole cover. And because it's round, it can be more easily transported. One person can roll it.

Read More Answers.

Question #32

If you look at a clock and the time is 3:15, what's the angle between the hour and the minute hands?

Answer-

Usually, if the answer to a brainteaser seems too easy, chances are the answer's wrong. And in this case, the answer is not zero degrees. The hour hand, remember, moves as well. That is, in addition to the minute hand. And so, at 3:15, the hour hand and the minute hand are not on top of each other. In fact, the hour hand has moved a quarter of the way between the 3 and 4. This means it's moved a quarter of 30 degrees (360 degrees divided by 12 equals 30). So the answer, to be exact, is seven and a half degrees (30 divided by four).

Read More Answers.

Question #33

What differentiates this company from other competitors?

Answer:-

Be positive and nice about their competitors but also discuss how they are better than them and why they are the best choice for the customer. For example: "Company XYZ has a good product, but I truly believe your company has a 3-5 year vision for your customer that aligns to their business needs."

Read More Answers.

Question #34

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 #35

How do you feel about giving back to the community?

Answer:

Describe your charitable activities to showcase that community work is important to you. If you haven't done one yet, go to www.globalguideline.com - charitable work is a great way to learn about other people and it's an important part of society - GET INVOLVED!

Read More Answers.

Question # 36

How would your former employer describe you?

Answer:-

In all likelihood, the interviewer will actually speak with your former employer so honesty is key. Answer as confidently and positively as possible and list all of the positive things your past employer would recognize about you. Do not make the mistake of simply saying you are responsible, organized, and dependable. Instead, include traits that are directly related to your work as a medical assistant, such as the ability to handle stressful situations and difficult patients, the way you kept meticulous records, and more.

Read More Answers.

Question # 37

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

Answer:-

I would define team work as getting the job done As Housekeeping Aide 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 # 38

What are you passionate about?

Answer:

Ask yourself - what are your core passions that you wake up excited to act on each and every day? Ask yourself what makes you happy or drives you - is it helping others? Is it making money? Is it creating something? Is it about changing the world? Etc.

Read More Answers

Question #39

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 # 40

What is it about this position As Housekeeping Aide 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 #41

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 # 42

What is your greatest failure As Housekeeping Aide, and what did you learn from it?

Answer:-

When I was in college, I took an art class to supplement my curriculum. I didn't take it very seriously, and assumed that, compared to my Engineering classes, it would be a walk in the park. My failing grades at midterm showed me otherwise. I'd even jeopardized my scholarship status. I knew I had to get my act together. I spent the rest of the semester making up for it, ended up getting a decent grade in the class. I learned that no matter what I'm doing, I should strive to do it to the best of my ability. Otherwise, it's not worth doing at all.

Read More Answers.

Question # 43

What was the most important task you ever had?

Answer:-

There are two common answers to this question that do little to impress recruiters:

* 'I got a 2.1'

* 'I passed my driving test'

No matter how proud you are of these achievements, they don't say anything exciting about you. When you're going for a graduate job, having a degree is hardly going to make you stand out from the crowd and neither is having a driving licence, which is a requirement of many jobs.

Read More Answers.

Question # 44

Explain me about your experience working in this field As Housekeeping Aide?

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 # 45

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 # 46

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 # 47

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.



Question # 48

What schedule do you hope to work? Are you willing to work extra hours?

Answer-

Be honest. If you really want the job and are willing to work any schedule needed, say so. If, however, you have no intention of working late hours or weekends, simply let the interviewer know the hours that you are available to work. The same applies to extra hours. You are more likely to be hired if you are willing to work any time you are needed. However, saying that you are willing and then complaining about the hours once you start working is a recipe for disaster.

Read More Answers.

Question # 49

Do you have any question regarding this job As Housekeeping Aide?

Answer:-

Never ask Salary, perks, leave, place of posting, etc. regarded questions. Try to ask more about the company to show how early you can make a contribution to your organization like. "Sir, with your kind permission I would like to know more about induction and developmental programs?" OR Sir, I would like to have my feedback, so that I can analyze and improve my strengths and rectify my shortcomings.

Read More Answers.

Question # 50

How many square feet of pizza are eaten in the United States each month?

Answer:-

This is a classic guesstimate question where you need to think aloud. And so first off you round the U.S. population to 300 million people (it's actually about 315 million but rounding will be much easier and your interviewer will not score you lower for rounding). Then estimate how many people eat pizza. A decent educated guess is two out of every three people, or 200 million. Now let's say the average pizza-eating person eats pizza twice a month, and eats two slices at a time. That's four slices a month. If the average slice of pizza is perhaps six inches at the base and 10 inches long, then the slice is 30 square inches of pizza. So, four pizza slices would be 120 square inches (30 times 4).

Since one square foot equals 144 square inches (12 times 12), let's assume that each person who eats pizza eats one square foot per month. Since there are 200 million pizza-eating Americans, 200 million square feet of pizza are consumed in the U.S. each month. To summarize: 300 million people in America, 200 million eat pizza, average slice of pizza is six inches at the base and 10 inches long or 30 square inches, average American eats four slices of pizza a month, four pieces times 30 square inches equals 120 square inches (one square foot is 144 square inches), so let's assume one square foot per person, and thus one square foot times 200 million people equals 200 million square feet of pizza a month.

Read More Answers.

Question #51

Where do you see yourself professionally five years from now As Housekeeping Aide?

Answer:-

Demonstrate both loyalty and ambition in the answer to this question. After sharing your personal ambition, it may be a good time to ask the interviewer if your ambitions match those of the company.

Read More Answers

Question # 52

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 #53

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 # 54

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 # 55

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 #56

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 # 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

What is your desired salary As Housekeeping Aide?

Answer:-

Bad Answer: Candidates who are unable to answer the question, or give an answer that is far above market. Shows that they have not done research on the market rate, or have unreasonable expectations.

Good answer: A number or range that falls within the market rate and matches their level of mastery of skills required to do the job.

Read More Answers

Question #59

What's your salary history?

Answer:

When you are interviewing for a new job, it is common practice for the company to ask you about your salary history. I typically want to know what the candidate's base salary is, if they receive any bonus, the average bonus amount, and any additional compensation or perks, such as 500k matching, stock grants or stock options, paid time off and how much they are required to pay towards their medical premiums.

Read More Answers.

Question # 60

Describe to me the position As Housekeeping Aide 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 # 61

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 # 62

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 # 63

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 # 64

Are you planning to continue your studies and training As Housekeeping Aide?

If asked about plans for continued education, companies typically look for applicants to tie independent goals with the aims of the employer. Interviewers consistently want to see motivation to learn and improve. Continuing education shows such desires, especially when potentials display interests in academia potentially benefiting

Answering in terms of "I plan on continuing my studies in the technology field," when offered a question from a technology firm makes sense. Tailor answers about continued studies specific to desired job fields. Show interest in the industry and a desire to work long-term in said industry. Keep answers short and to the point, avoiding diatribes causing candidates to appear insincere.

Read More Answers.

Question # 65

What would your first 30, 60, or 90 days look like in this role As Housekeeping Aide?

Start by explaining what you'd need to do to get ramped up. What information would you need? What parts of the company would you need to familiarize yourself with? What other employees would you want to sit down with? Next, choose a couple of areas where you think you can make meaningful contributions right away. (e.g., "I think a great starter project would be diving into your email marketing campaigns and setting up a tracking system for them.") Sure, if you get the job, you (or your new employer) might decide there's a better starting place, but having an answer prepared will show the interviewer where you can add immediate impact-and that you're excited to get started.

Finance and Accounts Most Popular Interview Topics.

- 1: MBA Finance Frequently Asked Interview Questions and Answers Guide.
- 2 : Capital Market Frequently Asked Interview Questions and Answers Guide.
- 3: Bank Reconciliation Frequently Asked Interview Questions and Answers Guide.
- 4: Profit And Loss Frequently Asked Interview Questions and Answers Guide.
- 5: Balance Sheet Frequently Asked Interview Questions and Answers Guide.
- 6: Basic Accounting Frequently Asked Interview Questions and Answers Guide.
- 7 : Depreciation Frequently Asked Interview Questions and Answers Guide.
- 8 : <u>Capital Structure Frequently Asked Interview Questions and Answers Guide.</u>
- 9: Accounting And Finance Frequently Asked Interview Questions and Answers Guide.
- 10: Budgetary Control 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, <a href="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 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

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