

Global Guideline.

https://globalguideline.com/



# Sanitary Napkin Machine Tender Job Interview Preparation Guide.

#### Question #1

How long do you want to work for us if we hire you?

#### Answer:

Here being specific is probably not the best approach. You may consider responding, "I hope a very long time." Or "As long as we're both happy with my performance."

Read More Answers

#### Question # 2

What have you learned from mistakes on the job?

#### Answer:-

Candidates without specific examples often do not seem credible. However, the example shared should be fairly inconsequential, unintentional, and a learned lesson should be gleaned from it. Moving ahead without group assistance while assigned to a group project meant to be collaborative is a good example.

Read More Answers.

# Question #3

What have you done to improve your skills over the past year As Sanitary Napkin Machine Tender?

# 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 # 4

How do you measure success?

# Answer:-

There may be several good answers. Some include: you're able to set realistic, yet aggressive goals that push you and you're able to achieve them, you go the extra mile on all projects, client satisfaction is high, your boss is elated at your performance on all projects, etc.

Read More Answers.

# Question # 5

Tell me about a difficult decision you've made in the last year As Sanitary Napkin Machine Tender?

# 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

What motivates you?

# Answer:

I've always been motivated by the challenge - in my last role, I was responsible for training our new recruits and having a 100% success rate in passing scores. I know that this job is very fast-paced and I'm more than up for the challenge. In fact, I thrive on it.

Read More Answers.

# Question #7

What relevant work experience do you have in this career field As Sanitary Napkin Machine Tender?



#### Answer:-

Talk about specific work related experience for the position you're interviewing for. Make sure the experience is relevant. Don't talk about previous experience that is not related to the position in question. If you don't have specific career related experience speak about prior experience that has helped you develop the specific knowledge and skills required for the position you are applying for.

Read More Answers.

#### Question #8

Can you describe your ideal boss/supervisor?

#### Answer:

During the interview As Sanitary Napkin Machine Tender process employers will want to find out how you respond to supervision. They want to know whether you have any problems with authority, If you can work well as part of a group (see previous question) and if you take instructions well etc.

Never ever ever, criticize a past supervisor or boss. This is a red flag for airlines and your prospective employer will likely assume you are a difficult employee, unable to work in a team or take intruction and side with your former employer.

Read More Answers.

#### Question #9

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 # 10

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 As Sanitary Napkin Machine Tender.

Read More Answers.

# Question # 11

Tell me about a time when you had to make a decision without all the information you needed. How did you handle it As Sanitary Napkin Machine Tender? 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 # 12

Do you have any blind spots?

# Answer:-

This question is often meant to trick candidates since acknowledgment of blind spots would indicate they were aware of them. Also, do not disclose bad habits or other personal concerns. Let the interviewer find out about your personal flaws through the course of the interview without directly stating these flaws.

Read More Answers.

# Question # 13

What do you know about our company?

# Answer:-

You always want to make sure that you're pretty familiar with the company that you're interviewing with. Nothing looks worse than a candidate who knows nothing about the company they say they're interested in working for. Find out everything you can about the company, its culture and its goals. You will also want to know how the company is positioned in its market as well as who its major competitors are.

Read More Answers.

# Question # 14

Why do you want this job As Sanitary Napkin Machine Tender?

# 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 #15

Explain me about a problem or disagreement you had with previous supervisor?

# Answer:-



This question is trap. It is meant to see whether or not you'll speak poorly of an employer. No one wants to hire someone who's going to speak poorly of them down the road. Stay upbeat and positive - and most of all don't say anything negative about a previous employer.

Read More Answers.

#### Question # 16

Give me an example of a time when you were able to successfully communicate with another person even when that individual may not have personally liked you (or vice versa). How did you handle the situation? What obstacles or difficulties did you face? How did you deal with them?

#### Answer-

First, the key is to state the differences in personality to give the interviewer some background. Second, you want to discuss how that was affecting the situation. Third, show how you were able to adapt to the way the person wanted to be communicated with to achieve your goals

Read More Answers.

#### Question #17

Your coworker highlights your mistakes in front of everyone, how do you handle the situation?

#### Answer:-

Admit to the mistake without being emotional, but then discuss how you are being proactive in getting it fixed. Lastly, pull the co-worker aside later on to tell them that you'd appreciate it if they gave you the feedback 1:1 first before throwing you under the bus.

Read More Answers.

# Question # 18

Can you explain why you changed career paths As Sanitary Napkin Machine Tender?

#### 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 As Sanitary Napkin Machine Tender 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 # 19

You are not given the tools you need to be successful. How would you change that As Sanitary Napkin Machine Tender?

#### Answer:

State a business case to your manager / leader as to why you need the tools and make the request for them.

Read More Answers.

# Question # 20

Tell me about a time when you successfully handled a situation?

# Answer:

For this question, the interviewer wants to know what you do in a situation that doesn't have a clear answer. This will help the interviewer know how you respond to unforeseen challenges.

Read More Answers.

# Question # 21

You notice there are too many non productive internal meetings being held, what do you do?

# Answer:-

Reach out to your boss and let him know that first you value his leadership and organization but that you are being overwhelmed with the amount of non productive internal meetings.

Read More Answers.

# Question # 22

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 # 23

How do you stay up to date with industry?

# Answer:-

Discuss how you stay up to date by reading industry specific sites, magazines, and Google / yahoo news. Also make sure you stay up to date by reading the current news on the company's website.

Read More Answers.

# Question # 24



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.

Read More Answers.

# Question # 25

What other companies are you interviewing at?

#### Answer:-

Be open and share if you are indeed interviewing elsewhere, but do it in a humble way. This way you don't seem arrogant and the interviewer knows your skills are valued by other companies. This also tends to make them want you more as they know they are competing for your services.

Read More Answers

#### Question # 26

Describe your academic achievements?

#### Answer:-

Think of a time where you really stood out and shined within college. It could be a leadership role in a project, it could be your great grades that demonstrate your intelligence and discipline, it could be the fact that you double majored. Where have you shined?

Read More Answers.

#### Question # 27

What have you done to reduce costs, increase revenue, or save time?

#### Answer:-

Even if your only experience is an internship, you have likely created or streamlined a process that has contributed to the earning potential or efficiency of the practice. Choose at least one suitable example and explain how you got the idea, how you implemented the plan, and the benefits to the practice.

Read More Answers.

# Question # 28

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 # 29

Explain me about a challenge or conflict you've faced at work As Sanitary Napkin Machine Tender, and how you dealt with it?

# Answer:-

In asking this interview question, your interviewer wants to get a sense of how you will respond to conflict. Anyone can seem nice and pleasant in a job interview, but what will happen if you're hired? Again, you'll want to use the S-T-A-R method, being sure to focus on how you handled the situation professionally and productively, and ideally closing with a happy ending, like how you came to a resolution or compromise.

Read More Answers.

# Question # 30

How do you deal with pressure or stressful situations?

# Answer:

Choose an answer that shows that you can meet a stressful situation head-on in a productive, positive manner and let nothing stop you from accomplishing your goals. A great approach is to talk through your go-to stress-reduction tactics (making the world's greatest to-do list, stopping to take 10 deep breaths), and then share an example of a stressful situation you navigated with ease.

Read More Answers.

# Question #31

Describe your vision of your perfect dream job?

# Answer:-

Ideally, the role you're applying for either is that dream job or will help you get to it. If it's going to help you get there, describe the elements of that job role that you are passionate about so that it ties to the vision of what your dream job is. Be honest and talk about the type of work environment, management team / leadership, coworkers, culture, vision and products/services you'd like your dream job to entail.

Read More Answers

# Question # 32

What classes did you enjoy most in college and why?

# Answer:

Think back to the classes that either resonated with your passion or truly helped you to develop skills that you believe will help you in your career. Talk about those.



#### Read More Answers.

#### Question #33

Why are you leaving the present company?

#### Answer:

According to me we can not grow in the field without taking more responsibilities and risks and also we can't enhance our team leading capabilities, managerial skills without expose to wide range of people.

Read More Answers.

#### Question # 34

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 interpersonal person because I enjoy working and collaborating with my teammates and clients"

Read More Answers.

#### Question #35

What do you aspire to be?

#### Answer:-

Discuss your aspirations for the near, immediate and long term. You want to show them you are thinking of making an impact now as well as the future.

Read More Answers.

#### Question # 36

What do you know about our competition?

#### Answer:-

Make sure you do your research on their competitors. You can find this by going to yahoo finance and click on their competitors (if they are public). From there research the news on them and go to their websites to understand their positioning on solutions and vision. You can also research local regional companies that are their competition (if it's a smaller private company on a regional scale) by simply typing in similar product offerings in the Google search followed by the city. Make sure you know their competitor's vision, products, culture, and how they are differentiated against their competition (and if they're not, how they could be)

Read More Answers.

# Question # 37

What challenges are you looking for in this position?

# Answer:

A typical interview question to determine what you are looking for your in next job, and whether you would be a good fit for the position being hired for, is "What challenges are you looking for in a position As Sanitary Napkin Machine Tender?" The best way to answer questions about the challenges you are seeking is to discuss how you would like to be able to effectively utilize your skills and experience if you were hired for the job. You can also mention that you are motivated by challenges, have the ability to effectively meet challenges, and have the flexibility and skills necessary to handle a challenging job. You can continue by describing specific examples of challenges you have met and goals you have achieved in the past.

Read More Answers.

# Question # 38

What motivates you to succeed?

# Answer:-

Your interviewer will likely want to know the reasons why you will remain motivated to do your best during your employment with the company As Sanitary Napkin Machine Tender. Perhaps you are interested in being challenged, but you may also have interest in being recognized for your hard work in the form of the number of sales you can attain. A great example answer for this question is "I always do my best in everything, including my job. I take pride in my success, and I also want the company for which I work to be successful. Being affiliated with a company that is known for its excellence is very important to me."

Read More Answers.

# Question #39

What qualities do you believe are important to have as a manager?

# Answer:

Great managers tend to empower their employees to be successful through strong coaching. They understand how to manage relationships - this is commonly referred to emotional intelligence. They have to be able to handle both client and staff situations that require them to be calm under pressure to clearly think of solutions to complex problems. Most importantly they must be able to articulate the vision to the team and inspire them to work together to collectively achieve that goal

Read More Answers.

# Question # 40

What other companies are you interviewing with?

# Answer:

Companies ask this for a number of reasons, from wanting to see what the competition is for you to sniffing out whether you're serious about the industry. "Often the best approach is to mention that you are exploring a number of other similar options in the company's industry,". It can be helpful to mention that a common



characteristic of all the jobs you are applying to is the opportunity to apply some critical abilities and skills that you possess. For example, you might say 'I am applying for several positions with IT consulting firms where I can analyze client needs and translate them to development teams in order to find solutions to technology problems.'

Read More Answers.

#### Question #41

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 # 42

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 #43

Are you planning to continue your studies and training As Sanitary Napkin Machine Tender?

#### Answer:-

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 the company.

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 # 44

What's a time you exercised leadership?

# Answer:-

Depending on what's more important for the role, you'll want to choose an example that showcases your project management skills (spearheading a project from end to end, juggling multiple moving parts) or one that shows your ability to confidently and effectively rally a team. And remember: "The best stories include enough detail to be believable and memorable,". Show how you were a leader in this situation and how it represents your overall leadership experience and potential.

Read More Answers.

# Question # 45

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 # 46

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 # 47

Why are you leaving your current job?

# Answer:-

This is a toughie, but one you can be sure you'll be asked. Definitely keep things positive-you have nothing to gain by being negative about your past employers. Instead, frame things in a way that shows that you're eager to take on new opportunities and that the role you're interviewing for is a better fit for you than your current or last position. For example, "I'd really love to be part of product development from beginning to end, and I know I'd have that opportunity here." And if you were let go? Keep it simple: "Unfortunately, I was let go," is a totally OK answer.

Read More Answers.

# Question # 48

Do you have good computer skills?

# Answer:

It is becoming increasingly important for medical assistants to be knowledgeable about computers. If you are a long-time computer user with experience with different software applications, mention it. It is also a good idea to mention any other computer skills you have, such as a high typing rate, website creation, and more.



#### Read More Answers

#### Question # 49

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 # 50

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 #51

What kind of salary do you need As Sanitary Napkin Machine Tender?

#### Answer:-

This is a loaded question and a nasty little game that you will probably lose if you answer first. So, do not answer it. Instead, say something like, that's a tough question. Can you tell me the range for this position? In most cases, the interviewer, taken off guard, will tell you. If not, say that it can depend on the details of the job. Then give a wide range.

Read More Answers.

# Question # 52

What is your desired salary As Sanitary Napkin Machine Tender?

#### 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 # 53

Do you have any question regarding this job As Sanitary Napkin Machine Tender?

# 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 # 54

How would you define success?

# Anewor.

Success is defined differently for everybody. Just make sure the parameters are defined by you with regards to work life balance, financial gain, career growth, achievements, creating meaningful work / products and so forth. If you can clearly articulate what it means to you that is a strong answer.

Read More Answers.

# Question # 55

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 #56

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 # 57

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 # 58

What is your greatest weakness As Sanitary Napkin Machine Tender? What are you doing to improve it?

#### Answer:-

I believe my biggest weakness As Sanitary Napkin Machine Tender is wanting to help anyone I can help. What I mean is I am willing to take on task that are not my job. I want to learn all I can. However, that has helped me get promoted or even asked to help in times of need in other department. I have been know as the "go to person" when help is needed.

Read More Answers.

#### Question # 59

Do you think you have enough experience As Sanitary Napkin Machine Tender?

#### 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 # 60

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 # 61

Describe a typical work week for this position As Sanitary Napkin Machine Tender?

#### Answer-

Interviewers expect a candidate for employment to discuss what they do while they are working in detail. Before you answer, consider the position As Sanitary Napkin Machine Tender you are applying for and how your current or past positions relate to it. The more you can connect your past experience with the job opening, the more successful you will be at answering the questions.

Read More Answers.

# Question # 62

Give an example of a time you successfully worked As Sanitary Napkin Machine Tender 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 # 63

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 # 64

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 #65

Where do you see yourself professionally five years from now As Sanitary Napkin Machine Tender?

on in.

y. 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.

# **Community Most Popular Interview Topics.**

- 1 : Translator Frequently Asked Interview Questions and Answers Guide.
- 2: Funeral Director Frequently Asked Interview Questions and Answers Guide.
- 3 : <u>Community Manager Frequently Asked Interview Questions and Answers Guide.</u>
- 4 : Speech Pathologist Frequently Asked Interview Questions and Answers Guide.
- 5 : Fire Fighting Instructor Frequently Asked Interview Questions and Answers Guide.
- 6: Museum Interpreter Frequently Asked Interview Questions and Answers Guide.
- 7 : <u>Car Washer Frequently Asked Interview Questions and Answers Guide.</u>
- 8: Firefighter Specialist Frequently Asked Interview Questions and Answers Guide.
- 9: Day Care Assistant Frequently Asked Interview Questions and Answers Guide.
- 10: Daycare Worker 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 <a href="Interview Questions with Answers">Interview Questions with Answers</a> or begin a tutorial right away, such as <a href="HTML">HTML</a>, <a href="XML">XML</a>, <a href="XSLT">XSLT</a>, <a href="Cascading Style Sheet (CSS)</a>, <a href="Search Engine Optimization (SEO)">Search Engine Optimization (SEO)</a>, <a href="JavaScript">JavaScript</a>, <a href="Structure Query Language (SQL)</a>, <a href="Database Articles">Database Articles</a>, <a href="Web Hosting Guide">Web Hosting Guide</a> and much more. Learn the most common technologies <a href="Interview Questions and Answers">Interview Questions and Answers</a>. 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 <a href="https://globalguideline.com">https://globalguideline.com</a> 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 <a href="https://twitter.com/InterviewGuide">https://twitter.com/InterviewGuide</a>

Best Of Luck.

Global Guideline Team <a href="https://GlobalGuideline.com">https://GlobalGuideline.com</a> Info@globalguideline.com