

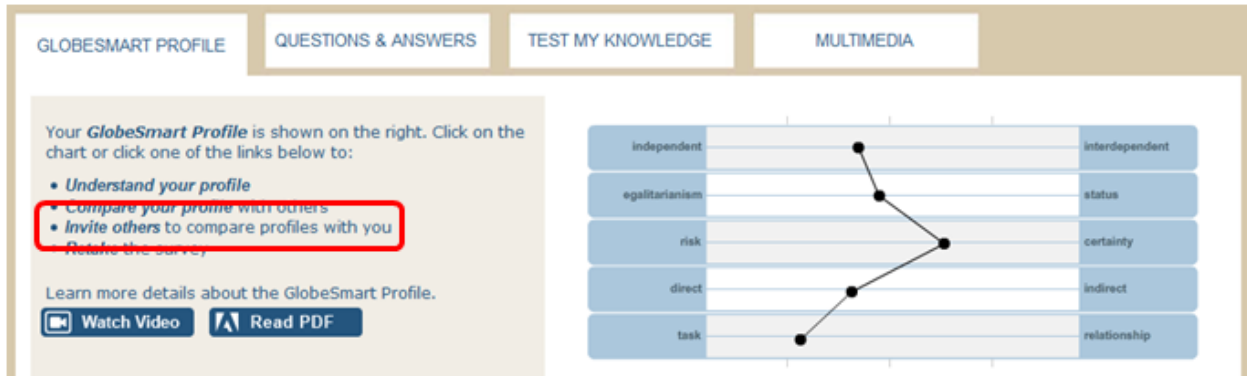
GLOBESMART PROFILESM

Invitation and Team Creation Process

Learn how to compare your GlobeSmart ProfileSM with the average profiles of people from over 95 cultures, as well as colleagues and team members. Discover the differences and learn how to work most effectively together!

Invite Others

From your GlobeSmart home page, select **Invite Others**



The screenshot shows the GlobeSmart Profile interface with four tabs: GLOBESMART PROFILE, QUESTIONS & ANSWERS, TEST MY KNOWLEDGE, and MULTIMEDIA. The 'GLOBESMART PROFILE' tab is active. On the left, a text box contains instructions and a list of options: 'Understand your profile', 'Compare your profile with others', and 'Invite others to compare profiles with you'. The 'Invite others to compare profiles with you' option is highlighted with a red box. Below this are buttons for 'Watch Video' and 'Read PDF'. On the right, a line graph shows a profile across five dimensions: independent vs interdependent, egalitarianism vs status, risk vs certainty, direct vs indirect, and task vs relationship.

Invite Colleagues

Following the tabs from left to right:

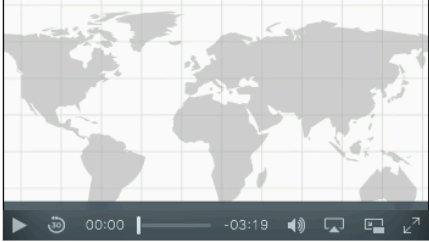
- Confirm your name appears as you would like it to display on the invitation and save it.
- Under the Colleagues tab, enter the email address of the person you would like to invite in the row. Click "Add Row" to invite more people. (You can also delete rows using the "minus" icon next to each row.)
- Select the invitation language for each colleague.
- Click Send All
- An email invitation will be sent to the address you have entered inviting them to use the GlobeSmart Profile and share Profiles with you.

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Inviting Colleagues and Team Members

Your Name Colleagues Teams FAQs

Invite Colleagues



Step One
1
2
3
Invite colleagues and friends to share their GlobeSmart Profiles with you

Step Two
Enter emails and select invitation language on each row, and Send All!

Step Three
Once your invitation is accepted, compare profiles to learn about your work styles ([Learn more](#))

ADD COLLEAGUES INDIVIDUALLY

Enter email address English

Add Row


or **UPLOAD A LIST OF COLLEAGUES**

Choose File

Please follow the format of this [sample spreadsheet](#)

- If you are sending many invitations, you also have the option to upload a spreadsheet with your list of email addresses.
- The spreadsheet should follow the format of the sample provided (you can use the sample spreadsheet as your template), with a column for email, and a column for invitation language.
- Upon upload, email invitations will be sent automatically to the addresses you have listed.

Invite Colleagues



Step One
1
2
3
Invite colleagues and friends to share their GlobeSmart Profiles with you

Step Two
Enter emails and select invitation language on each row, and Send All!

Step Three
Once your invitation is accepted, compare profiles to learn about your work styles ([Learn more](#))

ADD COLLEAGUES INDIVIDUALLY

Enter email address English

Add Row

or **UPLOAD A LIST OF COLLEAGUES**

Choose File

Please follow the format of this [sample spreadsheet](#)

Invite Teams

Teams allow each team member to view each other's GlobeSmart Profiles. If you would like to create a team:

- Enter a team name. Be sure to pick one that will make sense to the people you will invite!

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- Enter the email address of the team members in the rows. Click "Add Row" to invite more people to the team.
- Select the invitation language for each team member.
- Click Send All
- An email invitation will be sent to the address you have entered inviting them to use the GlobeSmart Profile and share Profiles with you and the other team members.

Inviting Colleagues and Team Members

Your Name Colleagues **Teams** FAQs

Invite a Team

Step One
1 —
2 —
3 —
Invite your team members to share their GlobeSmart Profiles with each other

Step Two
Enter your team name, add members' emails, and Send All!

Step Three
View team members' profiles, the team's average profile, and get advice ([Learn more](#))

ADD TEAM MEMBERS INDIVIDUALLY

Add Team Name

Enter email address	English	—
Enter email address	English	—
Enter email address	English	—

Add Row +

Send All

or UPLOAD LIST OF TEAM MEMBERS ?

Add Team Name

Choose File | no file selected | Upload

Please follow the format of this [sample spreadsheet](#)

- If your team has many members, you also have the option to upload a spreadsheet with your list of team members.
- First, enter a team name.
- The spreadsheet should follow the format of the sample provided, with a column for email, and a column for invitation language.
- Upon upload, email invitations will be sent automatically to the addresses you have listed.

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Invite a Team



Step One



Invite your team members to share their GlobeSmart Profiles with each other

Step Two



Enter your team name, add members' emails, and Send All!

Step Three



View team members' profiles, the team's average profile, and get advice ([Learn more](#))

ADD TEAM MEMBERS INDIVIDUALLY

Add Team Name

Enter email address English

Enter email address English

or UPLOAD LIST OF TEAM MEMBERS ?

Add Team Name

Choose File no file selected

Please follow the format of this [sample spreadsheet](#)

Invitation Status

Status tells you whether a person has accepted your invitation or not.

- "OK" means the invitation has been accepted and you can compare Profiles with that person.
- "Pending" means the invitation has not yet been accepted. You can resend the invitation by clicking the pencil icon, (if it's a team) selecting the person's row, and clicking Update and Resend Invitation. Make sure you don't have any typos in the email address!

Invite a Team

Team Lead: Caroline Henry

Team Name:

Check All <input type="checkbox"/>	Email	Invitation Language	Status	Delete Invitation
<input checked="" type="checkbox"/>	<input type="text" value="teammate6@aperianglobal.com"/>	Japanese	Pending	<input type="button" value="−"/>
<input type="checkbox"/>	<input type="text" value="teammate5@aperianglobal.com"/>	English	Pending	<input type="button" value="−"/>
<input type="checkbox"/>	<input type="text" value="teammate8@aperianglobal.com"/>	Spanish	Pending	<input type="button" value="−"/>
<input type="checkbox"/>	<input type="text" value="teammate7@aperianglobal.com"/>	Russian	Pending	<input type="button" value="−"/>

Add Row