**Question prompt shown on screen**

Tell me about a time when you needed to make an ethical decision.

**Feedback**

This candidate showed good empathy and memory of the actions taken. Using the STAR method to organize this response allowed for an organized discussion of the specifics of how this ethical dilemma progressed. The evaluation of perspectives and acknowledgment of the ethical dilemma were other strong components of this answer, as were the self knowledge and maturity demonstrated. In workshopping this answer, I would suggest drawing in more content about the implications of each action; this analysis was quite financially focused, and drawing in the effect of each action on the team environment could strengthen the response overall. This candidate weighed perspectives before acting, took time to review possible actions and select one, and generated solutions to resolve the ethical dilemma.

My biggest recommendation for this candidate is to manage the pacing of speech a bit differently. Speaking a little bit slower overall could even out the faster parts of this response and make it easier for an interviewer to follow and engage with the content.