**Question prompt shown on screen**

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

**Candidate response**

I had to make an ethical decision when I was working at a grocery store last year. I worked there as a cashier and had been there for three years at the time. I worked with a very good friend of mine who was also a cashier. This friend told me that they were struggling to pay for gas and groceries for her car. Over lunch one day, she nonchalantly mentions that she’s been stealing from work. She said that she’d been taking $20 here and there, and no-one had noticed. She had been entering returns on her till during downtime, and pocketing the money. I wasn’t sure what to make of the situation, and just asked if it was really necessary to be stealing from work. I told her that the risk was not worth the punishment. She laughed it off and we went back to work. For a few days, I sat on it, not sure what to do. I had a decision to make about how I was going to handle the situation, as I could not ignore theft happening in my workplace. I considered many of the issues the situation raised. She is stealing money from the workplace and that could affect profits. Profit loss could result in someone being let go because of costs, and the store not being able to order the correct inventory. She is only stealing about $20 at a time, so how much could it really be helping her? On the other hand, she told me that she is struggling financially. Taking money from the store – taking money that is not earned is wrong. It is unfair that she is making more money for the same amount of work as everyone else. On the other hand, this person is a good friend of mine, and she has confided in me that she is struggling with money. What she is doing is illegal, and if the grocery store were to find out, she could be in real trouble. After weighing different perspectives, I knew that I could not leave this alone and I needed to talk to her about her actions. I confronted her one day and explained that I was feeling in an awkward situation because I felt sympathy for her, but I knew that the right thing to do was to come clean about the money. I explained that if she got caught, at the very least she would lose her job. I told her that she should be honest about stealing. She was hesitant, but I explained that perhaps she could work with management to pay back what she owed and talk to them about getting more hours because of her situation. I felt good about the conversation that we had. She had a meeting with management the next day. She was suspended for a week, and they worked out a plan for her to gradually pay back what she owed. She had to complete modules on ethics in the workplace and take a quiz before coming back from her suspension. Because of her honesty and situation, management agreed to give her more hours. I was able to help her come to do the right thing by creating a relaxing environment and providing a different perspective on the situation. I helped her to understand why it was important to come, to be upfront about, um, stealing. In the end, she faced consequences, but they were much less severe than being fired or fined for stealing.