

# ETHICAL INTERVIEW

## QUESTION TIPS

### Ethical Interview Questions

Ethical interview questions are questions about ethics, ethical dilemmas, and other situations involving morality. They are typically asked by an interviewer to uncover the moral standards of the interviewee. The values and moral standards of the interviewee are compared to the mission and values of the organization or field to see if they align. Answers to ethical questions give the interviewer a preview of how the interviewee would handle ethical dilemmas in the workplace.

### Industries Using Ethical Interview Questions

Ethical interview questions are particularly popular in the fields of medicine and business. Medical schools and other healthcare-related graduate schools rely heavily on ethical interview questions in order to discover caring professionals that possess the moral values important in the practice of medical care. Business fields also ask ethical interview questions in order to predict how a potential employee will handle ethical situations in the workplace. Ethics play a large role in fair business practices and liability can be created for the business if ethical practices, are not followed.

### *Types of Ethical Interview Questions*

<b>Specific</b>	Specific ethical interview questions require an interviewee to describe explicit ethical qualities or behaviors. Examples of these questions include: <ul style="list-style-type: none"><li>• What do you consider to be your most ethical qualities?</li><li>• What are examples of ethical and unethical behaviors in the workplace?</li><li>• What ethical qualities and behaviors do you feel are essential in this industry?</li></ul>
<b>Behavioral</b>	Behavioral ethical interview questions require an interviewee to recall a specific time in which they faced an ethical dilemma and explain how they handled the situation. Examples of these questions include: <ul style="list-style-type: none"><li>• Tell me about a time you faced an ethical dilemma.</li><li>• When you've had ethical issues arise at work, whom did you consult?</li><li>• Describe a specific instance where you were asked to do something unethical or advised to lie about something. Elaborate on how you handled the situation and why you responded the way you did.</li></ul>
<b>Situational</b>	Situational ethical interview questions are hypothetical questions that ask the interviewee how they would handle ethical situations. Examples of these questions include: <ul style="list-style-type: none"><li>• Suppose you caught your friend cheating on an exam. What would you do?</li><li>• If you were in a situation where a coworker was doing something illegal or against company policy, what would you do?</li><li>• A child needs a blood transfusion, but his parents' religion prohibits it. The boy will die without the transfusion. What do you do?</li></ul>

## **How to Answer Ethical Interview Questions**

The general rule of thumb behind answering ethical interview questions is to emphasize the importance of ethics and morals. It is essential to include reasons why ethics are important in every answer given and to avoid saying that you have never experienced an ethical dilemma. We all have had our moral standards challenged at some point, so it is important to convey both the situations and how it was handled to the interviewer in the most compelling way possible.

### **Tips on Answering Specific Ethical Interview Questions**

- Research the mission and ethical values of the company or program and include references to these in your answers. This will show the interviewer how you fit in with their values.
- Incorporate examples from your own experience to strengthen your answers. Be sure that these examples are from your academic and professional career rather than your personal life.
- Include reasons why ethics are important in your answer. In other words, be sure explain why the ethical qualities you listed are important to have in the workplace or field.

### **Tips on Answering Behavioral Ethical Interview Questions**

- Isolate a specific instance in which your ethics were challenged and be able to explain the situation, your task, your actions taken, and the end result. Review the STAR Method on page 9 of the Center for Career Development's Professional Interviewing Guide for more information on answering behavioral interview questions.
- Choose a specific instance from your professional career. Avoid using personal examples of ethical situations involving family, friends, etc. Do not name past employers in your answer.
- Describe the problem solving abilities you used to make the judgment call on ethics, if applicable. Explaining how you came to choose what you determined to be the correct moral route will give the interviewer a sense of your problem solving abilities, which are important to have in any position.

### **Tips on Answering Situational Ethical Interview Questions**

- Put yourself in the hypothetical situation and explain the problem solving abilities you would use to make a judgment call.
- When answering questions about ethical dilemmas, it is important to acknowledge both points of view. However, be sure to decisively choose one point of view that you support and explain why you chose that path. This is another way problem solving abilities and decision making skills can be incorporated into an answer. If there are any legal issues involved in the decision, be sure to address those as well.
- Showcase important moral and ethical values you possess that are relevant to the hypothetical situation. It might be beneficial to include some of the company or program's values and their importance within your answers.
- If you are asked what you would do if your friend cheated on an exam, it is recommended that you say you would report the student to the professor. This is especially important in the field of medicine, as the field relies on competent professionals to care for patients. By reporting the student, you are stopping the problem and preventing a person from potentially harming future patients. This is also important for business fields, as failure to follow ethical standards in business can lead to liability for the company, whether that be in the form of reputational, financial,