

# RISE360 Storyboard Template

## Course settings

**Course title:** *Effectively Interviewing Legally at Krell Technologies*

**Description text:**

*Equip new hiring committee members with tools to conduct legal, fair, and insightful interviews.*

**Learning objectives:**

As a result of this course, learners will be able to:

- Describe the behavioral interview method and its benefits.
- Identify inappropriate interview questions and explain why they're off-limits.
- Apply best practices in a simulated interview scenario.

**Settings:**

Link to cover Photo:

Link to Logo:

Text Contrast	Accent Color (Hex)
10%	4BAAF4
20%	285F9F
30%	7837A8
40%	D84738
50%	FF631E
60%	X 25BB64
70%	Custom (Write below)
80%	3ca95c
90%	

Headings Font		Body Font	
Lato		Lato	
Raleway		Raleway	
Roboto		Roboto	X
Merriweather		Merriweather	
Open Sans		Open Sans	
Lora		Lora	
Roboto Slab	X	Roboto Slab	
Custom (Write below)		Custom (Write below)	

Lesson Count Labels	
On	X
Off	
Sidebar	
Open	X
Closed	
No Sidebar	
Navigation Mode	
Free	
Restricted	X

**Label notes** (highlight any changes to the standard labels here):

Default:	Change to:	Default:	Change to:
<i>i.e. Next</i>	<i>Continue</i>		

# RISE360 Storyboard Template

## Storyboard

Lesson	1: Behavioral Interviewing & the STAR Framework			Block Type	Quote
Block #	1	Title:	For why we use behavioral interviewing:	Style	
Name:	SHRM, Behavioral Interview Guide	Avatar:	Fade-in	A	X
Content:	"The most accurate predictor of future performance is past performance in similar situations."			B	
				C	
				D	
				Quote on image	
				Quote carousel	
				Settings	
				Padding top	
				Padding bottom	
				Background color hex	
				Font size	
	Font color				

Lesson	1: Behavioral Interviewing & the STAR Framework			Block Type:	Text
Block #	2	Title:	Behavioral Interviewing Basics	Style	
Content:	<ul style="list-style-type: none"> <li>- What Is Behavioral Interviewing?</li> <li>- Behavioral interviews focus on what a candidate has done, not on what they say they would do.</li> <li>- These structured, open-ended questions explore real past behavior. Why? Because <b>past behavior is the best predictor of future performance.</b></li> <li>- At Krell Technologies, hiring managers use behavioral interviewing to ensure consistency, reduce bias, and make fair, job-relevant hiring decisions.</li> </ul>			Paragraph	
				Paragraph with subheading	X
				Heading	
				Subheading	
				Two column	
				Table	
				Settings	
				Padding top	
				Padding bottom	
				Background color hex	
	Font size				
	Font color				

Lesson	1: Behavioral Interviewing & the STAR Framework			Block Type:	Audio
Block #	3	Title:	STAR Narration	Settings	

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Caption:	Let's walk through what STAR stands for, how it works, and why it matters.	Padding top	
Audio upload location:	Elevenlabs.io	Padding bottom	
Narration:	Behavioral interviewing helps us evaluate not just what a candidate says, but how they've acted in real situations.	Background color hex	
	One structured approach is the STAR method, which stands for Situation, Task, Action, and Result.		
	First, we ask the candidate to describe the <b>Situation</b> — what was going on at the time.		
	Then the <b>Task</b> — what they were responsible for.		
	Next is the <b>Action</b> — what they actually did.		
	And finally, the <b>Result</b> — what happened as a consequence of their actions.		
	Here's a quick example: "Tell me about a time when you had to meet a tight deadline."		
	A STAR-based response might describe a high-pressure project, their role in managing the timeline, how they prioritized and delegated tasks, and the final outcome — like finishing early or securing a contract.		
	This structure helps hiring teams fairly evaluate job-relevant behavior and gives candidates a clear way to demonstrate their qualifications.		

Lesson	1: Behavioral Interviewing & the STAR Framework		Block Type:	Text
Block #	4	Title:	Meet a STAR Interviewer	
Content:	<ul style="list-style-type: none"> <li>- Confident, focused interviews don't happen by accident—they're the result of structured, equitable preparation.</li> <li>- Through fair, intentional interviewing, this is the level of professionalism we help every hiring committee member at Krell Technologies develop.</li> <li>- An avatar-style image of a confident interviewer (seated, attentive, mid-conversation)</li> <li>- Alt Text: Confident interviewer sitting in modern office, listening to a candidate and taking notes.</li> <li>- Let's take a closer look at how the STAR method helps build this level of confidence.</li> </ul>		Paragraph	
			Paragraph with subheading	X
			Heading	
			Subheading	
			Two column	
			Table	
			Settings	
			Padding top	
			Padding bottom	
			Background color hex	
			Font size	
			Font color	

Lesson	1: Behavioral Interviewing & the STAR Framework		Block Type:	Accordion/Tabs
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Block #	5	Title:	The STAR Method, Step-by-Step	Style		
Item #1	Situation	This sets the stage. Ask the candidate to briefly describe the context: where they were, who was involved, and what was going on.		Accordion	X	
Description	Team members sitting around a table reviewing a project plan displayed on a wall.			Tabs		
Multimedia						
Item #2	Task	What was the candidate's role or responsibility in that situation? This should be specific to their contributions.		Settings		
Description	Individual employee working at a desk, organizing tasks with sticky notes or typing on a laptop.			Padding top		
Multimedia				Padding bottom		
Item #3	Action	What did the candidate personally do? This is the core of their answer and should highlight the steps they took.		Background color hex		
Description	Professional leading a group conversation or engaging in hands-on problem solving with team.			Enable Zoom	Yes / No	
Multimedia				Accordion behavior	Keep open	
Item #4	Result	What happened because of their actions? Look for metrics, outcomes, or changes that show clear impact.			Only one	
Description	Group of colleagues celebrating success by throwing papers in the air, showing positive results.					
Multimedia						

Lesson	1: Behavioral Interviewing & the STAR Framework			Block Type	Quote
Block #	6	Title:	For advocating structured interviews:	Style	
Name:	SHRM, Behavioral Interview Guide	Avatar:	Interview photo	A	
Content:	"Structured interviewing is not only effective for making a hiring decision—it can be crucial in defending against allegations of discrimination in hiring and selection."			B	
				C	
				D	
Alt Text for Image:				Quote on image	X
Candidate smiling in a professional interview setting, suggesting comfort and fairness in the process.				Quote carousel	
	Settings		Padding top		
			Padding bottom	Minimal	
			Background color hex		
			Font size		
			Font color		

Lesson	1: Behavioral Interviewing & the STAR Framework			Block Type	Quote
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Block #	7	Title:	For advocating structured interviews:	Style				
Name:	SHRM, Behavioral Interview Guide	Avatar:		A	X			
Content:	"Structured interviews reduce bias, improve consistency, and can protect organizations in the event of legal scrutiny."			B				
				C				
				D				
				Quote on image				
				Quote carousel				
				Settings				
				Padding top	Minimal			
				Padding bottom				
				Background color hex				
				Font size				
	Font color							

Lesson	1: Behavioral Interviewing & the STAR Framework			Block Type:	Divider
Block #	8			Settings	
Divider type	Divider	X		Padding top	
	Numbered divider			Padding bottom	
	Spacer			Background color hex	

Lesson	1: Behavioral Interviewing & the STAR Framework			Block Type:	Flashcard
Block #	9	Title:	Practice Prompt: Break It Down with STAR	Settings	

# RISE360 Storyboard Template

<b>Card 1 Front</b> <i>(enter text or image description/location. Remove other options.)</i>		Padding top	
Text:	Tell me about a time you had to resolve a conflict at work.	Padding bottom	
Centered image	Coworkers in suits discussing or debating at a meeting table	Background color hex	
Full card image		Other settings	
<b>Card 1 Back</b> <i>(enter text or image description/location. Remove other options.)</i>		Flashcard grid	
Text:	STAR breakdown — what should be covered in each part. Situation: What was the conflict and who was involved? Task: What was your role or responsibility in resolving it? Action: What specific steps did you take? Result: How was it resolved? What was the outcome?	Flashcard stack	X
Centered image	Coworkers in suits discussing or debating at a meeting table	Show card flip hint	Yes / No
Full card image			
<b>Card 2 Front</b>			
Text:	Give me an example of when you showed leadership.		
Centered image	Woman leading a brainstorming session using sticky notes in a team setting		
Full card image			
<b>Card 2 Back</b>			
Text:	STAR breakdown again. Situation: What was happening that required leadership? Task: What did you need to lead, organize, or decide? Action: What exactly did you do to lead others? Result: What happened as a result of your leadership?		
Centered image	Woman leading a brainstorming session using sticky notes in a team setting		
Full card image			
<b>Card 3 Front</b>			
Text:	Describe a time when you had to meet a tight deadline.		
Centered image	Person working on laptop overlaid on a giant vintage clock graphic		
Full card image			
<b>Card 3 Back</b>			
Text:	STAR breakdown again. Situation: What was the project or task? Task: What made the deadline tight or challenging? Action: How did you manage time, priorities, or resources? Result: What was the final outcome?		
Centered image	Person working on laptop overlaid on a giant vintage clock graphic		
Full card image			

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Lesson	1: Behavioral Interviewing & the STAR Framework		Block Type:		Process
Block #	10	Title:	Walk Through a Sample STAR Answer		
			Settings		
Item #1	Step 1: Situation		Padding top		
Description	Last quarter, I was part of a team preparing a proposal for a new client. Midway through, the client moved up their deadline by a week, cutting our timeline in half.		Padding bottom		
Multimedia	Team looking concerned while reviewing laptop, reacting to sudden change		Background color hex		
Audio	Same as description		Other settings		
Item #2	Step 2: Task		Enable Zoom	Yes / No	
Description	As the project coordinator, I needed to make sure we still met the new deadline without sacrificing quality.		Step label	Shown	
Multimedia	Businesswoman thinking with phone in hand while looking out a window				
Audio	Same as description				
Item #3	Step 3: Action				
Description	I immediately reorganized our task list, prioritized deliverables, and held a short daily stand-up to stay aligned. I also redistributed some research work so the writers could start earlier.				
Multimedia	Team member leading a flip chart meeting while colleagues observe and take notes				
Audio	Same as description				
Item #4	Step 4: Result				
Description	We submitted the proposal a day early, and the client awarded us the contract, noting our professionalism under pressure.				
Multimedia	Team celebrating success, throwing papers in the air				
Audio	Same as description				

Lesson	1: Behavioral Interviewing & the STAR Framework		Block Type:		Divider
Block #	11				
			Settings		
	Divider	X	Padding top		
Divider type	Numbered divider		Padding bottom		
	Spacer		Background color hex		

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Lesson	1: Behavioral Interviewing & the STAR Framework		Block Type:	MCQ / MRQ
Block #	12	Title:	Let's Check-In: What Have You Learned?	
Question text:			Style	
What is the STAR method used for?			Multiple choice question	X
			Multiple response question	
Option 1:	A personality assessment	Correct/incorrect	Feedback	
Option 2:	Measuring candidate satisfaction	Correct/incorrect		
Option 3:	Structuring responses to behavioral interview questions	Correct/incorrect	Any response	
Option 4:	Rating candidates' emotional intelligence	Correct/incorrect	Correct/Incorrect	X
Multimedia link:	Need a refresher on STAR? <a href="#">Click here to review a sample STAR response.</a> (link to Process Block narration)			
Feedback			By choice	
Correct:				
Incorrect:				
Feedback option 1 :	Not quite! STAR focuses on structured responses, not personality traits.		Settings	
Feedback option 2 :	Not quite! STAR is about behavioral interviews, not how satisfied a candidate is.		Padding top	
Feedback option 3 :	Correct! STAR helps candidates organize their responses by Situation, Task, Action, and Result.		Padding bottom	
Feedback option 4 :	Not quite! That's something an answer might demonstrate, but it's not the focus of the STAR format.		Background color hex	

# RISE360 Storyboard Template

Lesson	1: Behavioral Interviewing & the STAR Framework		Block Type:	MCQ / MRQ
Block #	13	Title:	Let's Check-In: What Have You Learned?	
Question text:			Style	
Why are structured interviews considered more equitable?			Multiple choice question	X
			Multiple response question	
Option 1:	They're faster to complete	Correct/incorrect		
Option 2:	All candidates are asked the same questions and evaluated with the same criteria	Correct/incorrect	Feedback	
Option 3:	They let interviewers skip prep	Correct/incorrect	Any response	
Option 4:	They use personality-based scoring	Correct/incorrect	Correct/Incorrect	X
Multimedia link:	Want to review the benefits of structure? <a href="#">Click here to revisit this quote from SHRM.</a>			
Feedback			By choice	
Correct:			Settings	
Incorrect:			Padding top	
Feedback option 1 :	Not quite! Efficiency is nice, but STAR is valued for fairness, not speed.		Padding bottom	
Feedback option 2 :	Correct! Consistency across candidates helps reduce bias and increase fairness.		Background color hex	
Feedback option 3 :	Not quite! Structured interviews actually require thoughtful planning ahead of time.			
Feedback option 4 :	Not quite! Structured interviews focus on job-related behavior, not personality traits.			

# RISE360 Storyboard Template

Lesson	1: Behavioral Interviewing & the STAR Framework		Block Type:	MCQ / MRQ
Block #	14	Title:	Let's Check-In: What Have You Learned?	
Question text:			Style	
What should you do if a candidate gives a vague answer?			Multiple choice question	X
			Multiple response question	
Option 1:	Ask probing follow-up questions	Correct/incorrect		
Option 2:	Give them hints about what to say	Correct/incorrect	Feedback	
Option 3:	Accept it and move on	Correct/incorrect	Any response	
Option 4:	End the interview	Correct/incorrect	Correct/Incorrect	X
Multimedia link:	Need a reminder on probing? <a href="#">Click here to review the STAR Flashcards block.</a>			
Feedback				
Correct:				
Incorrect:				
Feedback option 1 :	Correct! Probing helps clarify the candidate's answer while staying consistent.			By choice
Feedback option 2 :	Not quite! Hints introduce bias and can lead the candidate unfairly.			Settings
Feedback option 3 :	Not quite! You may miss key information that a follow-up question could reveal.			Padding top
Feedback option 4 :	Not quite! That's a bit extreme, and there is usually a better way to guide the conversation.			Padding bottom
				Background color hex

Lesson	1: Behavioral Interviewing & the STAR Framework		Block Type:	Fill in the blank
Block #	15	Title:	Take a Moment to Reflect	
Question text:			Feedback	
Imagine you're interviewing someone tomorrow. How would you explain the STAR method to a teammate who's unfamiliar with it?			Any response	X
			Correct/Incorrect	
Answer 1:				
Multimedia link:	Still unsure? <a href="#">Click here to review the flashcards to break down STAR piece by piece. (Link to <b>Block 9</b> "Practice Prompt: Break It Down with STAR")</a>			
Feedback				
Correct:				
Incorrect:				
Any response :	Thank you for taking the time to reflect! Reflection helps turn learning into action, and thinking through how you'd explain concepts like STAR out loud helps deepen your understanding and prepares you to support others. Nice job practicing that here!			

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Lesson	1: Behavioral Interviewing & the STAR Framework		Block Type:	<b>Checklist</b>
Block #	16	Title:	Lesson 1 Recap: STAR Mastery Check	
Checklist Item 1	I understand what the STAR method is and how to apply it.		Settings	
Checklist Item 2	I practiced identifying STAR elements in sample questions.		Padding top	
Checklist Item 3	I can spot vague responses and know how to follow up.		Padding bottom	
Checklist Item 4	I feel more confident conducting behavioral interviews fairly.		Background color hex	

Lesson	1: Behavioral Interviewing & the STAR Framework		Block Type:	<b>File attachment</b>
Block #	17	Title:	Optional Download: STAR Interview Rating Template	
URL:			Settings	
Description:	Download a sample rating rubric to help evaluate behavioral interview responses using the STAR method.		Padding top	
			Padding bottom	
			Background color hex	

Lesson	1: Behavioral Interviewing & the STAR Framework		Block Type:	<b>Continue</b>
Block #	18	Title:	Behavioral Interviewing Basics	
Label:	Ready for the next lesson?		Settings	
Completion Type:	None (Always show button)		Padding top	
	Complete block directly above		Padding bottom	
	<b>Complete all blocks above</b>		Background color hex	
Hint text:	Make sure you've clicked through the flashcards and STAR walkthrough before continuing!			

# RISE360 Storyboard Template

Lesson	2: Appropriate & Inappropriate Questions			Block Type	Quote
Block #	1	Title:		Style	
Name:	SHRM Behavioral Interview Guide	Avatar:	Fade-in	A	X
Content:	<p>"It is illegal to ask about certain protected characteristics during an interview, including race or color, sex, national origin, religion, disability, and age."</p>			B	
				C	
				D	
				Quote on image	
				Quote carousel	
				Settings	
				Padding top	
				Padding bottom	
	Background color hex				
	Font size				
	Font color				

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	Accordion/Tabs
Block #	2	Title:	Interview Questions – What NOT to Ask	Style	
Item #1	Protected Classes and Characteristics (Title VII)			Accordion	
Description	<p>Under Title VII of the 1964 Civil Rights Act, it's illegal to ask about certain protected characteristics during an interview, including:</p> <ul style="list-style-type: none"> <li>- Race or color</li> <li>- Sex</li> <li>- National origin</li> <li>- Religion</li> <li>- Pregnancy</li> <li>- Disability</li> <li>- Age</li> <li>- Other characteristics covered by federal or state law</li> </ul> <p>⚠ Other federal laws also prohibit discrimination based on age (40+), disability, genetic information, and citizenship status. Even well-meaning questions (like commenting on hair or accents) can cross the line. So when in doubt, just leave it out!</p>				X
				Tabs	

# RISE360 Storyboard Template

Multimedia	SHRM slide listing protected classes under Title VII and other federal laws, including race, sex, religion, disability, and age.		
Item #2	Common Illegal Questions	Settings	
Description	<p>Even well-meaning interviewers can accidentally cross legal lines because some topics are so commonly misunderstood that they come up all the time. Here are some examples of questions that are typically illegal or inappropriate:</p> <ul style="list-style-type: none"> <li>- “Where are you from originally?”</li> <li>- “Do you have kids?”</li> <li>- “What year did you graduate?”</li> <li>- “Do you go to church?”</li> <li>- “Are you planning to start a family soon?”</li> <li>- “Do you have any disabilities?”</li> </ul> <p>These may feel conversational, but they may reveal protected characteristics which can introduce bias or trigger legal risk and open the company to discrimination claims.</p>	Padding top	Moderate
Multimedia	Illustration of common illegal job interview questions about national origin, disability, religion, and gender or sex.	Padding bottom	Moderate
Item #3	Legal Alternatives	Background color hex	
Description	<p>Here’s the good news: for most inappropriate questions, there’s a job-relevant way to get the information you need! For example:</p> <ul style="list-style-type: none"> <li>• <input checked="" type="checkbox"/> “How old are you?” → <input checked="" type="checkbox"/> “Are you of legal age to work?”</li> <li>• <input checked="" type="checkbox"/> “Are you a US citizen?” → <input checked="" type="checkbox"/> “Are you authorized to work in the US?”</li> <li>• <input checked="" type="checkbox"/> “Do you have a disability?” → <input checked="" type="checkbox"/> “Can you perform the essential duties with or without accommodation?”</li> </ul>	Enable Zoom	Yes / No
Multimedia	Table of “Do Ask” vs “Don’t Ask” examples	Accordion behavior	Keep open Only one

Lesson	2: Appropriate & Inappropriate Questions		Block Type:	Sorting
Block #	3	Title:	Interview Questions – What NOT to Ask	
Rename the categories:			Settings	
<input checked="" type="checkbox"/> <b>Appropriate and Legal</b>		<input checked="" type="checkbox"/> <b>Inappropriate and Illegal</b>		Padding top
What hours are you available to work?	Do you have kids?	Padding bottom		
Are you authorized to work in the U.S.?	How old are you?	Background color hex		
Can you perform the essential duties of this job with or without accommodation?	What country are you from originally?			
Can you work 3 weekends per month?	Do you go to church?			

# RISE360 Storyboard Template

Correct: “Nice work! Knowing what’s off-limits protects both candidates and companies.”	Incorrect: “Try again! If it relates to personal identity, pause and double-check if it’s job-relevant.”		
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Lesson	2: Appropriate & Inappropriate Questions		Block Type:	Audio
Block #	4	Title:	Interview Questions – What NOT to Ask	
Caption:	"Gray area" traps people fall into, like "Where are you from?"			Settings
Audio upload location:				Padding top
Narration:	Let's take a closer look at what we call the gray area, or questions that seem friendly or conversational but can actually reveal protected information. For example, asking 'Where are you from?' might feel like small talk, but it can expose details about someone's race, ethnicity, or national origin—all of which are legally protected. It's a common trap, and easy to fall into without realizing it!			Padding bottom
				Background color hex

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Lesson	2: Appropriate & Inappropriate Questions		Block Type:	Text	
Block #	5	Title:	Why Gray Area Questions Are Risky		
Content:	<ul style="list-style-type: none"> <li>- The “gray area” can get you into trouble.</li> <li>- Questions that seem friendly or conversational, like “Where are you from?”, may accidentally touch on protected characteristics like race, ethnicity, or national origin. These topics are off-limits during interviews. Even well-meaning curiosity can lead to legal risk or bias.</li> <li>- When in doubt, steer the conversation toward job-relevant topics only.</li> </ul>			Style	
				Paragraph	
				Paragraph with subheading	X
				Heading	
				Subheading	
				Two column	
				Table	
				Settings	
				Padding top	
				Padding bottom	
	Background color hex				
	Font size				
	Font color				

Lesson	2: Appropriate & Inappropriate Questions		Block Type:	Divider
Block #	6		Settings	

# RISE360 Storyboard Template

Divider type	Divider	X	Padding top	
	Numbered divider		Padding bottom	
	Spacer		Background color hex	

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	Scenario
Block #	7	Scene:	1.0	Title:	Let's conduct an interview!
Background Image: Narrate the scenario intro and choices				Clothing	Business Casual Casual <b>Corporate</b> Industry Medical
Scenario overview: You're conducting an interview for a new manager position at your site. Listen closely and decide which questions are appropriate or if they might cross a legal line.				Gender	<b>Male</b> Female
				Age	<b>20s – 30s</b> 40s – 50s 60s+
				Settings	
				Padding top	
				Padding bottom	
				Background color hex	

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	Scenario
Block #	8	Scene:	2.0	Title:	Let's conduct an interview!
Explanation text: Manager: "So, where are you from originally?"				Dialogue	
Response 1				Settings	
Response	A) Appropriate – This helps break the ice.			Initial character state	Happy
Character state	Uncomfortable				
Feedback from character	Not quite! This question could reveal national origin, which is a protected class under Title VII. It's best to avoid.				
Goto:	Next in scene / New Content / End scenario / Scene x.x / <b>Try again</b>				
Response 2					
Response	B) Inappropriate – Could reveal national origin or ethnicity.				

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Character state	Happy		
Feedback from character	Correct! Even casual questions like this may unintentionally expose protected characteristics.		
Goto:	<b>Next in scene</b> / New Content / End scenario / Scene x.x / Try again		

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	Scenario
Block #	9	Scene:	3.0	Title:	Let's conduct an interview!
Explanation text:					Dialogue
Manager: "Do you have kids? We've had trouble with people calling out for childcare."					
Response 1					Settings
Response	A) Appropriate – It's relevant to reliability.				Initial character state
Character state	Uncomfortable				Happy
Feedback from character	Not quite! This question can lead to discrimination claims tied to family or caregiver status.				
Goto:	Next in scene / New Content / End scenario / Scene x.x / <b>Try again</b>				
Response 2					
Response	B) Inappropriate – This reveals marital or parental status.				
Character state	Happy				
Feedback from character	Correct! Questions about family status are off-limits. Focus on job expectations instead				
Goto:	<b>Next in scene</b> / New Content / End scenario / Scene x.x / Try again				

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	Scenario
Block #	10	Scene:	4.0	Title:	Let's conduct an interview!
Explanation text:					Dialogue
Manager: "Are you able to work 3 weekends per month?"					
Response 1					Settings
Response	A) Appropriate – This is job-relevant.				Initial character state
Character state	Happy				Happy
Feedback from character	Correct! Asking about availability is valid <i>as long as</i> it's framed around job expectations.				
Goto:	Next in scene / New Content / End scenario / Scene x.x / <b>Try again</b>				
Response 2					
Response	B) Inappropriate – Might hint at religion or availability.				
Character state	Confused				



# RISE360 Storyboard Template

Lesson	2: Appropriate & Inappropriate Questions		Block Type:	<b>MCQ / MRQ</b>
Block #	13	Title:	Let's Check-In: What Have You Learned?	
Question text:			Style	
Which of these is considered an illegal interview question under U.S. law?			Multiple choice question	X
			Multiple response question	
Option 1:	Are you authorized to work in the U.S.?	Correct/incorrect	Feedback	
Option 2:	Can you perform the essential duties of this role with accommodation?	Correct/incorrect		
Option 3:	Are you able to work the required schedule, including weekends?	Correct/incorrect		
Option 4:	What are your childcare arrangements during the workweek?	<b>Correct/incorrect</b>		
Multimedia link:	Need a refresher? <a href="#">🔗</a> Scroll up to the sorting activity and scenario block!		Any response	
Feedback			Correct/Incorrect	X
Correct:			By choice	
Incorrect:			Settings	
Feedback option 1 :	Not quite! This question is legal because it is a neutral, appropriate way to ask about employment eligibility.		Padding top	
Feedback option 2 :	Not quite! This is a legal and appropriate way to ask about job-related capabilities, especially when phrased <b>with accommodation</b> .		Padding bottom	
Feedback option 3 :	Not quite! Questions about availability are legal, <i>as long as</i> they focus on job expectations and not personal details.		Background color hex	
Feedback option 4 :	Correct! It's illegal to ask about someone's childcare setup, as it may reveal family status or caregiver obligations which are both risky under discrimination laws, and therefore protected and off-limits in interviews.			

# RISE360 Storyboard Template

Lesson	2: Appropriate & Inappropriate Questions		Block Type:	<b>MCQ / MRQ</b>
Block #	14	Title:	Let's Check-In: What Have You Learned?	
Question text:			Style	
Why is it risky to ask about personal topics like family or religion during an interview?			Multiple choice question	X
			Multiple response question	
Option 1:	They might lead to small talk and take up too much time.	Correct/incorrect	Feedback	
Option 2:	They may reveal protected characteristics, which could lead to legal risk.	Correct/incorrect		
Option 3:	They make the candidate uncomfortable, even if they're job-related.	Correct/incorrect		
Option 4:	They distract from the interviewer's checklist.	Correct/incorrect		
Multimedia link:	Need to review? <a href="#">🔗</a> Scroll up to the scenario block if you need a reminder!		Any response	
Feedback			Correct/Incorrect	X
Correct:			By choice	
Incorrect:			Settings	
Feedback option 1 :	Not quite! Time management is important, but the bigger issue is legal risk tied to protected topics.		Padding top	
Feedback option 2 :	Correct! Even well-meaning personal questions can reveal protected information and lead to discrimination risk.		Padding bottom	
Feedback option 3 :	Not quite! Discomfort can happen, but legal risk comes from crossing boundaries around protected characteristics.		Background color hex	
Feedback option 4 :	Not quite! Staying on task is helpful, but legality and fairness are the real concerns.			

# RISE360 Storyboard Template

Lesson	2: Appropriate & Inappropriate Questions		Block Type:	<b>MCQ / MRQ</b>
Block #	15	Title:	Let's Check-In: What Have You Learned?	
Question text:			Style	
Which is the best way to ask about work eligibility?			Multiple choice question	X
			Multiple response question	
Option 1:	"Are you authorized to work in the U.S.?"		Feedback	
		<b>Correct/incorrect</b>		
Option 2:	"Are you a U.S. citizen?"			
		<b>Correct/incorrect</b>		
Option 3:	"What's your visa type?"		Any response	
		<b>Correct/incorrect</b>		
Option 4:	"Do you have a green card?"		Correct/Incorrect	
		<b>Correct/incorrect</b>	X	
Multimedia link:	Need to review? <a href="#">Click here to revisit the Do Ask vs Don't Ask section!</a>			
Feedback			By choice	
Correct:			Settings	
Incorrect:			Padding top	
Feedback option 1 :	Correct! This is a neutral, job-relevant way to ask about work eligibility.		Padding bottom	
Feedback option 2 :	Not quite! Citizenship status is not required unless legally mandated.		Background color hex	
Feedback option 3 :	Not quite! Avoid questions that reveal immigration status unless required.			
Feedback option 4 :	Not quite! This may lead to legal risk around discrimination.			

Lesson	2: Appropriate & Inappropriate Questions		Block Type:	<b>Fill in the blank</b>
Block #	16	Title:	Take a Moment to Reflect	
Question text:			Feedback	
What's one question you've heard or asked in interviews that might be inappropriate?			Any response	X
			Correct/Incorrect	
Answer 1:				
			<b>Correct/incorrect</b>	
Multimedia link:	Need inspiration? <a href="#">Click here to review the sorting and scenario blocks for real examples of what not to ask.</a>			
Feedback			Padding bottom	
Correct:			Background color hex	
Incorrect:				
Any response :	Thank you for taking the time to reflect! Recognizing risky or inappropriate questions helps protect both the company and the candidate, and it's a sign of strong interviewing awareness.			

# RISE360 Storyboard Template

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	<b>Divider</b>
Block #	17				Settings
Divider type	Divider	X		Padding top	
	Numbered divider			Padding bottom	
	Spacer			Background color hex	





Lesson	2: Appropriate & Inappropriate Questions			Block Type:	<b>Checklist</b>
Block #	18	Title:	Lesson 2 Recap: Appropriate Questions Mastery Check	Settings	
Checklist Item 1	I can identify illegal vs. legal questions.			Padding top	
Checklist Item 2	I understand how to rephrase questions to stay job-relevant.			Padding bottom	
Checklist Item 3	I feel more confident avoiding unconscious bias in interviews.			Background color hex	
Checklist Item 4	I know how to steer conversations away from risky topics and toward job expectations.				

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	<b>File attachment</b>
Block #	19	Title:	Optional Download: Appropriate/Inappropriate Interview Questions by UC Berkeley	Settings	
URL:				Padding top	
Description:	Download Appropriate/Inappropriate Interview Questions by UC Berkeley.			Padding bottom	
				Background color hex	

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	<b>Continue</b>
Block #	20				Settings
Label:	Ready for the next lesson?			Padding top	

# RISE360 Storyboard Template

Completion Type:	None (Always show button)	Padding bottom
	Complete block directly above	Background color hex
	<b>Complete all blocks above</b>	
Hint text:		

Lesson	3: Conclusion		Block Type:	Text
Block #	1	Title:	Style	
			Paragraph	
Content:	<p>What You're Taking With You</p> <p>Content:</p> <ul style="list-style-type: none"> <li>- Nice work! You've taken meaningful steps to strengthen your interviewing skills and protect against bias. Let's recap what you've learned: <ul style="list-style-type: none"> <li>o  How to spot illegal or inappropriate interview questions</li> <li>o  How to rephrase questions to stay job-related</li> <li>o  How to avoid unintentional bias during interviews</li> <li>o  Why even "small talk" can sometimes cross legal lines</li> </ul> </li> <li>- Use these tools to help ensure your hiring process is consistent, fair, and legally compliant.</li> <li>- Next time you're preparing interview questions, revisit the STAR method and check your phrasing against what you've learned today.</li> <li>- You're helping create a better candidate experience and a stronger team!</li> </ul>		Paragraph with subheading	X
			Heading	
			Subheading	
			Two column	
			Table	
			Settings	
			Padding top	
			Padding bottom	
			Background color hex	
			Font size	
	Font color			

Lesson	3: Conclusion		Block Type:	Audio
Block #	2	Title:	Settings	
Caption:	What You're Taking With You		Padding top	
Audio upload location:			Padding bottom	
Narration:	<p>Nice work! You've taken meaningful steps to strengthen your interviewing skills and protect against bias. Let's recap what you've learned:</p> <ul style="list-style-type: none"> <li>- How to spot illegal or inappropriate interview questions</li> <li>- How to rephrase questions to stay job-relevant</li> </ul>		Background color hex	

# RISE360 Storyboard Template

- How to avoid unintentional bias during interviews
- Why even “small talk” can sometimes cross legal lines

Use these tools to help ensure your hiring process is consistent, fair, and legally compliant. Next time you're preparing interview questions, revisit the STAR method and double-check your phrasing. You're helping create a better candidate experience and a stronger team!

Lesson	3: Conclusion		Block Type:	<b>Buttons</b>
Block #	2	Title:	External links to EEOC guidance + SHRM Competency Model	
Button #1 Label	Explore <i>Beware Hiring managers: 51 illegal interview questions to avoid</i> by iMocha		Single	X
Destination (circle)	URL / Email / Exit course / Location in course		Stack	
Location 1 (specify):	<a href="https://blog.imocha.io/beware-hiring-managers-51-illegal-interview-questions-to-avoid">https://blog.imocha.io/beware-hiring-managers-51-illegal-interview-questions-to-avoid</a>			
Button #2 Label	Explore the SHRM Competency Model Overview		Settings	
Destination (circle)	URL / Email / Exit course / Location in course		Padding top	
Location 2 (specify):	<a href="https://www.shrm.org/learningandcareer/competency-model/Pages/default.aspx">https://www.shrm.org/learningandcareer/competency-model/Pages/default.aspx</a>		Padding bottom	
Button #3 Label	Explore EEOC's Interview Do's and Don'ts		Background color hex	
Destination (circle)	URL / Email / Exit course / Location in course		Button color hex	
Location 3 (specify):	<a href="https://www.eeoc.gov/laws/guidance/pre-employment-inquiries-and-job-applications">https://www.eeoc.gov/laws/guidance/pre-employment-inquiries-and-job-applications</a>			

Lesson	3: Conclusion		Block Type:	<b>Continue</b>
Block #	3		Settings	
Label:	Course Complete		Padding top	
	None (Always show button)		Padding bottom	
Completion Type:	Complete block directly above		Background color hex	
	<b>Complete all blocks above</b>			
Hint text:				

# RISE360 Storyboard Template

## Block templates

Copy and paste these tables into your storyboard. Amend as necessary.

### Content blocks

Lesson				Block Type:	Statement		
Block #	Title:			Style			
Content:				A			
				B			
				C			
				D			
				Note			
				Settings			
				Padding top			
Padding bottom							
Background color hex							
Font size							
Font color							

Lesson				Block Type	Quote
Block #	Title:			Style	
Name:	Avatar:				
Content:				A	
				B	
				C	
				D	

# RISE360 Storyboard Template

	Quote on image	
	Quote carousel	
	Settings	
	Padding top	
	Padding bottom	
	Background color hex	
	Font size	
Font color		

Lesson				Block Type:	Chart
Block #	Title:			Style	
Items label				Bar	
Values label				Line	
Item 1		Pie chart color		Pie (mmmm...Pie!)	
Value 1					
Item 2				Line graph only – Line type	Curved
Value 2					Straight
Item 3				Settings	
Value 3				Padding top	
Item 4				Padding bottom	
Value 4				Background color hex	
Item 5				Chart color hex	
Value 5					

# RISE360 Storyboard Template

## Multimedia blocks

Lesson			Block Type:	Image
Block #	Title:		Style	
Text:			Centered	
			Full width	
			Image and text	
			Image on text	
			Two column grid	
			Three column grid	
			Four column grid	
Image 1			Settings	
Caption 1			Padding top	
Image 2			Padding bottom	
Caption 2			Background color hex	
Image 3			Enable Zoom	Yes / No
Caption 3			Image position	Left / Right
Image 4			Image size %	25 / 50 / 75
Caption 4				

Lesson			Block Type:	Gallery
Block #	Title:		Style	
Image 1			Carousel	
Caption 1			Two column grid	
Image 2			Three column grid	
Caption 2			Four column grid	
Image 3				
Caption 3				
Image 4				
Caption 4				
Image 5			Settings	
Caption 5			Padding top	
Image 6			Padding bottom	
Caption 6			Background color hex	
Image 7			Enable Zoom	Yes / No
Caption 7				

# RISE360 Storyboard Template

Lesson			Block Type:		<b>Audio</b>
Block #		Title:	Settings		
Caption:			Padding top		
Audio upload location:			Padding bottom		
Narration:			Background color hex		

Lesson			Block Type:		<b>Video</b>	
Block #		Title:	Settings			
Caption:			Padding top			
Video upload location:			Padding bottom			
Narration:			Background color hex			
			Video width			Small
						Medium
						Full
			Allow forward seeking?	Y / N		

Lesson			Block Type:		<b>Embed</b>	
Block #		Title:	Settings			
URL:			Padding top			
Show metadata?	Yes / No		Padding bottom			
Notes:			Background color hex			
			Video width			Small
						Medium
						Full
			Show border?	Y / N		

Lesson			Block Type:		<b>File attachment</b>
Block #		Title:	Settings		
URL:			Padding top		
Description:			Padding bottom		

# RISE360 Storyboard Template

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	Background color hex
--	----------------------

Lesson	Block Type:	Code Snippet
Block #	Settings	
Title:	Padding top	
Caption:	Padding bottom	
Code:	Background color hex	
	Snippet b'ground color hex	

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# RISE360 Storyboard Template

## Divider blocks

Lesson		Block Type:	<b>Continue</b>
Block #		Settings	
Label:		Padding top	
Completion Type:	None (Always show button)	Padding bottom	
	Complete block directly above	Background color hex	
	Complete all blocks above		
Hint text:			

Lesson		Block Type:	<b>Divider</b>
Block #		Settings	
Divider type	Divider	Padding top	
	Numbered divider	Padding bottom	
	Spacer	Background color hex	

# RISE360 Storyboard Template

## Knowledge Check

Lesson			Block Type:	MCQ / MRQ
Block #	Title:		Style	
Question text:			Multiple choice question	
			Multiple response question	
Option 1:		Correct/incorrect	Feedback	
Option 2:		Correct/incorrect		
Option 3:		Correct/incorrect	Any response	
Option 4:		Correct/incorrect	Correct/Incorrect	
Multimedia link:				
Feedback			By choice	
Correct:			Settings	
Incorrect:			Padding top	
Feedback option 1 :			Padding bottom	
Feedback option 2 :			Background color hex	
Feedback option 3 :				
Feedback option 4 :				

Lesson			Block Type:	Fill in the blank
Block #	Title:		Feedback	
Question text:			Any response	
			Correct/Incorrect	
Answer 1:		Correct/incorrect	Settings	
Answer 2:		Correct/incorrect		
Answer 3:		Correct/incorrect	Case sensitive?	Yes / No
Answer 4:		Correct/incorrect	Padding top	
Multimedia link:			Padding bottom	
Feedback			Background color hex	
Correct:				
Incorrect:				
Any response :				

# RISE360 Storyboard Template

Lesson			Block Type:	Matching
Block #	Title:		Feedback	
Question text:			Any response	
			Correct/Incorrect	
	Choice		Match	
Choice 1:				
Choice 2:				
Choice 3:				
Choice 4:				
Multimedia link:			Settings	
			Padding top	
			Padding bottom	
			Background color hex	
Feedback				
Correct:				
Incorrect:				
Any response :				

# RISE360 Storyboard Template

## Interactive

Lesson	Block #	Title:	Block Type:	Accordion/Tabs
			Style	
Item #1			Accordion	
Description			Tabs	
Multimedia			Settings	
Item #1			Padding top	
Description			Padding bottom	
Multimedia			Background color hex	
Item #1			Enable Zoom	Yes / No
Description			Accordion behavior	Keep open
Multimedia				Only one
Item #1				
Description				
Multimedia				

Lesson	Block #	Title:	Block Type:	Labeled Graphic
			Image width	
Item #1			Small	
Description			Medium	
Marker style			Full width	
Multimedia			Settings	
Audio			Padding top	
Item #2			Padding bottom	
Description			Background color hex	
Marker style				
Multimedia				
Audio				
Item #3				
Description				
Marker style				
Multimedia				
Audio				

# RISE360 Storyboard Template

Lesson		Block Type:	Process
Block #	Title:	Settings	
Item #1		Padding top	
Description		Padding bottom	
Multimedia		Background color hex	
Audio		Other settings	
Item #2		Enable Zoom	Yes / No
Description		Step label	
Multimedia			
Audio			
Item #3			
Description			
Multimedia			
Audio			

Lesson		Block Type:	Sorting
Block #	Title:	Settings	
<i>Rename the categories:</i>			
Category 1	Category 2	Category 3	

# RISE360 Storyboard Template

Lesson			Block Type:	Flashcard
Block #	Title:		Settings	
Card 1 Front <i>(enter text or image description/location. Remove other options.)</i>			Padding top	
Text:			Padding bottom	
Centered image			Background color hex	
Full card image			Other settings	
Card 1 Back <i>(enter text or image description/location. Remove other options.)</i>			Flashcard grid	
Text:			Flashcard stack	
Centered image				
Full card image			Show card flip hint	Yes / No
Card 2 Front				
Text:				
Centered image				
Full card image				
Card 2 Back				
Text:				
Centered image				
Full card image				
Card 3 Front				
Text:				
Centered image				
Full card image				
Card 3 Back				
Text:				
Centered image				
Full card image				

# RISE360 Storyboard Template

Lesson		Block Type:	Buttons
Block #	Title:	Style	
Button #1 Label		Single	
Destination (circle)	URL / Email / Exit course / Location in course	Stack	
Location 1 (specify):			
Button #2 Label		Settings	
Destination (circle)	URL / Email / Exit course / Location in course	Padding top	
Location 2 (specify):		Padding bottom	
Button #3 Label		Background color hex	
Destination (circle)	URL / Email / Exit course / Location in course	Button color hex	
Location 3 (specify):			
Button #4 Label			
Destination (circle)	URL / Email / Exit course / Location in course		
Location 4 (specify):			

Lesson		Block Type:	Timeline
Block #	Title:	Settings	
Date 1		Padding top	
Event 1 title		Padding bottom	
Content		Background color hex	
Multimedia			
Audio			
Date 2			
Event 2 title			
Content			
Multimedia			
Audio			
Date 3			
Event 3 title			
Content			
Multimedia			
Audio			

# RISE360 Storyboard Template

Lesson				Block Type:	<b>Storyline</b>
Block #		Title:		Settings	
URL:				Padding top	
Notes:				Padding bottom	
				Background color hex	
				Storyline width	Small
					Medium
					Full

## Scenario

Lesson				Block Type:	<b>Scenario</b>
Block #		Scene:	1.0	Title:	
Background Image:				Clothing	Business Casual
					Casual
					Corporate
					Industry
Scenario overview:					Medical
				Gender	Male
					Female
				Age	20s – 30s
					40s – 50s
					60s+
				Settings	
				Padding top	
				Padding bottom	
				Background color hex	

# RISE360 Storyboard Template

Lesson					Block Type:	Scenario
Block #	Scene:	x.x	Title:		Style	
Explanation text:					Text only response	
					Settings	
					Character state	
					Hide character?	Yes / No
					Navigation	
					Go to:	Next in scene
						New Content
						End scenario
						Scene x.x

Lesson					Block Type:	Scenario	
Block #	Scene:	x.x	Title:		Style		
Explanation text:					Dialogue		
					Response 1		
					Response	Settings	
					Character state	Initial character state	
					Feedback from character		
					Goto:	Next in scene / New Content / End scenario / Scene x.x / Try again	
					Response 2		
					Response		
					Character state		
					Feedback from character		
Goto:	Next in scene / New Content / End scenario / Scene x.x / Try again						
Response 3							
Response							
Character state							
Feedback from character							
Goto:	Next in scene / New Content / End scenario / Scene x.x / Try again						

# RISE360 Storyboard Template

Lesson				Block Type:	Scenario
Block #	Scene: x.x	Title:		Style	
End text:				End scenario	
				Settings	
				Character state	
				Hide character?	Yes / No
Response 1					
Response					
Character state					
Feedback from character					
Goto:	New Content / End scenario / Scene x.x				
				Navigation	
				Go to:	Next in scene
					New Content
					End scenario
					Scene x.x