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	
10%	
20%	
30%	
40%	
50%	
60%	X
70%	
80%	
90%	

Accent Color (Hex)	
4BAAF4	
285F9F	
7837A8	
D84738	
FF631E	
25BB64	
Custom (Write below)	
3ca95c	

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.e. Next	*Continue*		

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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: - What Is Behavioral Interviewing? - Behavioral interviews focus on what a candidate has done, not on what they say they would do. - These structured, open-ended questions explore real past behavior. Why? Because **past behavior is the best predictor of future performance**. - At Krell Technologies, hiring managers use behavioral interviewing to ensure consistency, reduce bias, and make fair, job-relevant hiring decisions.				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. One structured approach is the STAR method, which stands for Situation, Task, Action, and Result. First, we ask the candidate to describe the **Situation** — what was going on at the time. Then the **Task** — what they were responsible for. Next is the **Action** — what they actually did. And finally, the **Result** — 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.		Background color hex	

Lesson	1: Behavioral Interviewing & the STAR Framework			Block Type:	**Text**
Block #	4	Title:	Meet a STAR Interviewer	Style	
Content: - Confident, focused interviews don't happen by accident—they're the result of structured, equitable preparation. - Through fair, intentional interviewing, this is the level of professionalism we help every hiring committee member at Krell Technologies develop. - An avatar-style image of a confident interviewer (seated, attentive, mid-conversation) - Alt Text: Confident interviewer sitting in modern office, listening to a candidate and taking notes. - Let's take a closer look at how the STAR method helps build this level of confidence.				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
Item #1	Situation		
Description	This sets the stage. Ask the candidate to briefly describe the context: where they were, who was involved, and what was going on.		
Multimedia	Team members sitting around a table reviewing a project plan displayed on a wall.		
Item #2	Task		
Description	What was the candidate's role or responsibility in that situation? This should be specific to their contributions.		
Multimedia	Individual employee working at a desk, organizing tasks with sticky notes or typing on a laptop.		
Item #3	Action		
Description	What did the candidate personally do? This is the core of their answer and should highlight the steps they took.		
Multimedia	Professional leading a group conversation or engaging in hands-on problem solving with team.		
Item #4	Result		
Description	What happened because of their actions? Look for metrics, outcomes, or changes that show clear impact.		
Multimedia	Group of colleagues celebrating success by throwing papers in the air, showing positive results.		

Style	
Accordion	X
Tabs	
Settings	
Padding top	
Padding bottom	
Background color hex	
Enable Zoom	**Yes** / No
Accordion behavior	**Keep open**
	Only one

Lesson	1: Behavioral Interviewing & the STAR Framework		
Block #	6	Title:	For advocating structured interviews:
Name:	SHRM, Behavioral Interview Guide	Avatar:	Interview photo
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." Alt Text for Image: Candidate smiling in a professional interview setting, suggesting comfort and fairness in the process.			

Block Type	**Quote**
Style	
A	
B	
C	
D	
Quote on image	X
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**

RISE360 Storyboard Template

Block #	7	Title:	For advocating structured interviews:
Name:	SHRM, Behavioral Interview Guide	Avatar:	
Content: “Structured interviews reduce bias, improve consistency, and can protect organizations in the event of legal scrutiny.”			

Style	
A	X
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 #	8		
Divider type	Divider	X	
	Numbered divider		
	Spacer		

Block Type:	**Divider**
Settings	
Padding top	
Padding bottom	
Background color hex	

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

Block Type:	**Flashcard**
Settings	

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Card 1 Front *(enter text or image description/location. Remove other options.)*		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	
Card 1 Back *(enter text or image description/location. Remove other options.)*		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		
Full card image		Show card flip hint	**Yes** / No
Card 2 Front			
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			
Card 2 Back			
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			
Card 3 Front			
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			
Card 3 Back			
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	
				Padding top	
Divider type	Divider	X		Padding bottom	
	Numbered divider			Background color hex	
	Spacer				

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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?		Style	
Question text: What is the STAR method used for?					Multiple choice question	X
					Multiple response question	
Option 1:	A personality assessment			Correct/**incorrect**		
Option 2:	Measuring candidate satisfaction			Correct/**incorrect**	Feedback	
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? 🔗 Click here to review a sample STAR response. (link to Process Block narration)					
Feedback					By choice	
Correct:					Settings	
Incorrect:					Padding top	
Feedback option 1 :	Not quite! STAR focuses on structured responses, not personality traits.				Padding bottom	
Feedback option 2 :	Not quite! STAR is about behavioral interviews, not how satisfied a candidate is.				Background color hex	
Feedback option 3 :	Correct! STAR helps candidates organize their responses by Situation, Task, Action, and Result.					
Feedback option 4 :	Not quite! That's something an answer might demonstrate, but it's not the focus of the STAR format.					

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Lesson	1: Behavioral Interviewing & the STAR Framework				Block Type:	**MCQ / MRQ**
Block #	13	Title:	Let's Check-In: What Have You Learned?		Style	
Question text: 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? 🔗 Click here to revisit this quote from SHRM.					
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.					

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Lesson	1: Behavioral Interviewing & the STAR Framework			Block Type:	**MCQ / MRQ**
Block #	14	Title:	Let's Check-In: What Have You Learned?	Style	
Question text: 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? 🔗 Click here to review the STAR Flashcards block.				
Feedback				By choice	
Correct:				Settings	
Incorrect:				Padding top	
Feedback option 1 :	Correct! Probing helps clarify the candidate's answer while staying consistent.			Padding bottom	
Feedback option 2 :	Not quite! Hints introduce bias and can lead the candidate unfairly.			Background color hex	
Feedback option 3 :	Not quite! You may miss key information that a follow-up question could reveal.				
Feedback option 4 :	Not quite! That's a bit extreme, and there is usually a better way to guide the conversation.				

Lesson	1: Behavioral Interviewing & the STAR Framework			Block Type:	**Fill in the blank**
Block #	15	Title:	Take a Moment to Reflect	Feedback	
Question text: 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:			Correct/incorrect		
Multimedia link:	Still unsure? 🔗 Click here to review the flashcards to break down STAR piece by piece. (Link to **Block 9** "Practice Prompt: Break It Down with STAR")			Padding bottom	
Feedback				Background color hex	
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:	**Checklist**
Block #	16	Title:	Lesson 1 Recap: STAR Mastery Check	Settings	
Checklist Item 1	I understand what the STAR method is and how to apply it.			Padding top	
Checklist Item 2	I practiced identifying STAR elements in sample questions.			Padding bottom	
Checklist Item 3	I can spot vague responses and know how to follow up.			Background color hex	
Checklist Item 4	I feel more confident conducting behavioral interviews fairly.				

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

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

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Lesson	2: Appropriate & Inappropriate Questions			Block Type	**Quote**
Block #	1	Title:		Style	
Name:	SHRM Behavioral Interview Guide	Avatar:	Fade-in	A	X
Content: “It is illegal to ask about certain protected characteristics during an interview, including race or color, sex, national origin, religion, disability, and age.”				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	Under Title VII of the 1964 Civil Rights Act, it's illegal to ask about certain protected characteristics during an interview, including: - Race or color - Sex - National origin - Religion - Pregnancy - Disability - Age - Other characteristics covered by federal or state law ⚠️ 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!				X
				Tabs	

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	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: - "Where are you from originally?" - "Do you have kids?" - "What year did you graduate?" - "Do you go to church?" - "Are you planning to start a family soon?" - "Do you have any disabilities?" 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.	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	Here's the good news: for most inappropriate questions, there's a job-relevant way to get the information you need! For example: • ❌ "How old are you?" → ✅ "Are you of legal age to work?" • ❌ "Are you a US citizen?" → ✅ "Are you authorized to work in the US?" • ❌ "Do you have a disability?" → ✅ "Can you perform the essential duties with or without accommodation?"	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	Settings	
Rename the categories:				Padding top	
✅ **Appropriate and Legal**		🚫 **Inappropriate and Illegal**		Padding bottom	
What hours are you available to work?		Do you have kids?		Background color hex	
Are you authorized to work in the U.S.?		How old are you?			
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?			

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.”		

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	**Audio**
Block #	4	Title:	Interview Questions – What NOT to Ask	Settings	
Caption:	"Gray area" traps people fall into, like “Where are you from?”			Padding top	
Audio upload location:				Padding bottom	
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!				Background color hex	

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Lesson	2: Appropriate & Inappropriate Questions			Block Type:	**Text**
Block #	5	Title:	Why Gray Area Questions Are Risky	Style	
Content: - The “gray area” can get you into trouble. - 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. - When in doubt, steer the conversation toward job-relevant topics only.				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	

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

Lesson	2: Appropriate & Inappropriate Questions					Block Type:	**Scenario**
Block #	7	Scene:	1.0	Title:	Let's conduct an interview!	Character	
Background Image:						Clothing	Business Casual
Narrate the scenario intro and choices							Casual
							Corporate
							Industry
Scenario overview:							Medical
You're conducting an interview for a new manager position at your site.						Gender	**Male**
Listen closely and decide which questions are appropriate or if they might cross a legal line.							Female
						Age	**20s – 30s**
							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!	Style	
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 / **Try again**						
Response 2							
Response	B) Inappropriate – Could reveal national origin or ethnicity.						

Character state	Happy		
Feedback from character	Correct! Even casual questions like this may unintentionally expose protected characteristics.		
Goto:	**Next in scene** / 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!	Style	
Explanation text: Manager: "Do you have kids? We've had trouble with people calling out for childcare."						Dialogue	
Response 1						Settings	
Response	A) Appropriate – It's relevant to reliability.					Initial character state	Happy
Character state	Uncomfortable						
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 / **Try again**						
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:	**Next in scene** / 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!	Style	
Explanation text: Manager: "Are you able to work 3 weekends per month?"						Dialogue	
Response 1						Settings	
Response	A) Appropriate – This is job-relevant.					Initial character state	Happy
Character state	Happy						
Feedback from character	Correct! Asking about availability is valid *as long as* it's framed around job expectations.						
Goto:	Next in scene / New Content / End scenario / Scene x.x / **Try again**						
Response 2							
Response	B) Inappropriate – Might hint at religion or availability.						
Character state	Confused						

Feedback from character	Not quite! Asking about availability is legal, *as long as* it doesn't single out religion or protected reasons.		
Goto:	**Next in scene** / New Content / End scenario / Scene x.x **/ Try again**		

Lesson	2: Appropriate & Inappropriate Questions					Block Type:	**Scenario**
Block #	11	Scene:	5.0	Title:	Let's conduct an interview!	Style	
End text: Congratulations! The interview went well, and they accepted the position offer.						End scenario	
						Settings	
						Character state	Happy
						Hide character?	Yes / **No**
Response 1							
Response	Even seasoned managers can slip into risky territory. Remember, when in doubt, focus on job-related expectations and steer clear of anything personal.						
Character state	Happy					Navigation	
Feedback from character						Go to:	Next in scene
Goto:	New Content / **End scenario** / Scene x.x						New Content
							End scenario
							Scene x.x

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	**Divider**
Block #	12			Settings	
				Padding top	
Divider type	Divider	X		Padding bottom	
	Numbered divider			Background color hex	
	Spacer				

RISE360 Storyboard Template

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	**MCQ / MRQ**
Block #	13	Title:	Let's Check-In: What Have You Learned?	Style	
Question text: 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**		
Option 2:	Can you perform the essential duties of this role with accommodation?		Correct/**incorrect**	Feedback	
Option 3:	Are you able to work the required schedule, including weekends?		Correct/**incorrect**	Any response	
Option 4:	What are your childcare arrangements during the workweek?		**Correct**/incorrect	Correct/Incorrect	X
Multimedia link:	Need a refresher? 📎 Scroll up to the sorting activity and scenario block!				
Feedback				By choice	
Correct:				Settings	
Incorrect:				Padding top	
Feedback option 1 :	Not quite! This question is legal because it is a neutral, appropriate way to ask about employment eligibility.			Padding bottom	
Feedback option 2 :	Not quite! This is a legal and appropriate way to ask about job-related capabilities, especially when phrased **with accommodation**.			Background color hex	
Feedback option 3 :	Not quite! Questions about availability are legal, *as long as* they focus on job expectations and not personal details.				
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:	**MCQ / MRQ**
Block #	14	Title:	Let's Check-In: What Have You Learned?	Style	
Question text: 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**		
Option 2:	They may reveal protected characteristics, which could lead to legal risk.		**Correct**/incorrect	Feedback	
Option 3:	They make the candidate uncomfortable, even if they're job-related.		Correct/**incorrect**	Any response	
Option 4:	They distract from the interviewer's checklist.		Correct/**incorrect**	Correct/Incorrect	X
Multimedia link:	Need to review? 📎 Scroll up to the scenario block if you need a reminder!				
Feedback				By choice	
Correct:				Settings	
Incorrect:				Padding top	
Feedback option 1 :	Not quite! Time management is important, but the bigger issue is legal risk tied to protected topics.			Padding bottom	
Feedback option 2 :	Correct! Even well-meaning personal questions can reveal protected information and lead to discrimination risk.			Background color hex	
Feedback option 3 :	Not quite! Discomfort can happen, but legal risk comes from crossing boundaries around protected characteristics.				
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:	**MCQ / MRQ**
Block #	15	Title:	Let's Check-In: What Have You Learned?	Style	
Question text: 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.?"		**Correct**/incorrect		
Option 2:	"Are you a U.S. citizen?"		Correct/**incorrect**	Feedback	
Option 3:	"What's your visa type?"		Correct/**incorrect**	Any response	
Option 4:	"Do you have a green card?"		Correct/**incorrect**	Correct/Incorrect	X
Multimedia link:	Need to review? 🔗 Click here to revisit the Do Ask vs Don't Ask section!				
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:	**Fill in the blank**
Block #	16	Title:	Take a Moment to Reflect	Feedback	
Question text: What's one question you've heard or asked in interviews that might be inappropriate?				Any response	X
				Correct/Incorrect	
Answer 1:			Correct/incorrect		
Multimedia link:	Need inspiration? 🔗 Click here to review the sorting and scenario blocks for real examples of what not to ask.			Padding bottom	
Feedback				Background color hex	
Correct:					
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:	**Divider**
Block #	17			Settings	
				Padding top	
Divider type	Divider	X		Padding bottom	
	Numbered divider			Background color hex	
	Spacer				

Lesson	2: Appropriate & Inappropriate Questions			Block Type:	**Checklist**
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:	**File attachment**
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:	**Continue**
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	
	Complete all blocks above		
Hint text:			

Lesson	3: Conclusion			Block Type:	**Text**
Block #	1	Title:	What You're Taking With You	Style	
Content: - Nice work! You've taken meaningful steps to strengthen your interviewing skills and protect against bias. Let's recap what you've learned: o ✅ How to spot illegal or inappropriate interview questions o 🔄 How to rephrase questions to stay job-related o 🧠 How to avoid unintentional bias during interviews o 💬 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 check your phrasing against what you've learned today. - You're helping create a better candidate experience and a stronger team!				Paragraph	
				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:	Conclusion	Settings	
Caption:		What You're Taking With You		Padding top	
Audio upload location:				Padding bottom	
Narration: Nice work! You've taken meaningful steps to strengthen your interviewing skills and protect against bias. Let's recap what you've learned: - How to spot illegal or inappropriate interview questions - How to rephrase questions to stay job-relevant				Background color hex	

- 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:	**Buttons**
Block #	2	Title:	External links to EEOC guidance + SHRM Competency Model	Style	
Button #1 Label	Explore *Beware Hiring managers: 51 illegal interview questions to avoid* by iMocha			Single	
Destination (circle)	**URL** / Email / Exit course / Location in course			Stack	X
Location 1 (specify):	https://blog.imocha.io/beware-hiring-managers-51-illegal-interview-questions-to-avoid				
Button #2 Label	Explore the SHRM Competency Model Overview			Settings	
Destination (circle)	**URL** / Email / Exit course / Location in course			Padding top	
Location 2 (specify):	https://www.shrm.org/learningandcareer/competency-model/Pages/default.aspx			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):	https://www.eeoc.gov/laws/guidance/pre-employment-inquiries-and-job-applications				

Lesson	3: Conclusion			Block Type:	**Continue**
Block #	3			Settings	
Label:	Course Complete			Padding top	
Completion Type:	None (Always show button)			Padding bottom	
	Complete block directly above			Background color hex	
	Complete all blocks above				
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:		A	
Content:				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						
Value 3					Settings	
Item 4					Padding top	
Value 4					Padding bottom	
Item 5					Background color hex	
Value 5					Chart color hex	

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	
Image 1				Four column grid	
Caption 1				Settings	
Image 2				Padding top	
Caption 2				Padding bottom	
Image 3				Background color hex	
Caption 3				Enable Zoom	Yes / No
Image 4				Image position	Left / Right
Caption 4				Image size %	25 / 50 / 75

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				Settings	
Image 5				Padding top	
Caption 5				Padding bottom	
Image 6				Background color hex	
Caption 6				Enable Zoom	Yes / No
Image 7					
Caption 7					

RISE360 Storyboard Template

Lesson				Block Type:	**Audio**
Block #		Title:		Settings	
Caption:				Padding top	
Audio upload location:				Padding bottom	
Narration:				Background color hex	

Lesson				Block Type:	**Video**
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:	**Embed**
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:	**File attachment**
Block #		Title:		Settings	
URL:				Padding top	
Description:				Padding bottom	

RISE360 Storyboard Template

		Background color hex	

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

RISE360 Storyboard Template

Divider blocks

Lesson				Block Type:	**Continue**
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:	**Divider**
Block #				Settings	
				Padding top	
Divider type	Divider			Padding bottom	
	Numbered divider			Background color hex	
	Spacer				

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		
Option 2:			Correct/incorrect	Feedback	
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		
Answer 2:			Correct/incorrect	Settings	
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:				Settings	
Choice 3:				Padding top	
Choice 4:				Padding bottom	
Multimedia link:				Background color hex	
Feedback					
Correct:					
Incorrect:					
Any response :					

RISE360 Storyboard Template

Interactive

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

Lesson				Block Type:	**Labeled Graphic**
Block #		Title:		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	
Rename the categories:				Padding top	
Category 1	Category 2	Category 3		Padding bottom	
				Background color hex	

RISE360 Storyboard Template

Lesson				Block Type:	**Flashcard**
Block #		Title:		Settings	
Card 1 Front *(enter text or image description/location. Remove other options.)*				Padding top	
Text:				Padding bottom	
Centered image				Background color hex	
Full card image				Other settings	
Card 1 Back *(enter text or image description/location. Remove other options.)*				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:	**Storyline**
Block #		Title:		Settings	
URL:				Padding top	
Notes:				Padding bottom	
				Background color hex	
				Storyline width	Small
					Medium
					Full

Scenario

Lesson					Block Type:	**Scenario**
Block #		Scene:	1.0	Title:	Character	
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						Settings	
Response						Initial character state	
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						Navigation	
Feedback from character						Go to:	Next in scene
Goto:	New Content / End scenario / Scene x.x						New Content
							End scenario
							Scene x.x