As the reading suggested, the first step in the decision-making process to Develop a problem statement. The problem statement is: “My good friend, who helped got me this job, offered to give me excellence performance review if I would do the same for him. His performance has often been below minimum which could affect the team’s overall performance, but at the same time, I don’t want to disappoint him.” The second step is to Identify alternatives: 1) I talk directly to my friend about the problem, or 2) I talk to my teammates about it. This leads to the third step - Evaluate and choose an alternative, and I will take the Utilitarian approach to deal with the ethical issues. The reason I picked this approach is because of our relationship. I think it’s best to have an outcome that produces the greatest excess of benefits over harm, plus since I won’t have to lie, my performance will still reflect how my friend works. For the first alternative, I could offer my friend that we can highlight each other strengths but we won’t lie about other things. Talking to my friend alone won’t embarrass him compare to going to my teammates, thus, I will choose this alternative. After evaluating the alternatives, step four is Implementing the decision. I will most likely talk to him after lunch break, when he’s full, rested, and is probably happy with his coffee. It’s crucial to explain to him I choose to go this way because of our relationship and what he has done to me. I don’t want to lie in the performance as it might bring trouble to both of us keep other teammates do not do the same, plus, if he’s a good friend to me, he’d know I don’t like doing that. The benefits of this approach are we both get good reviews, but at the same time we won’t have to lie, and whatever goes in the review is honest reflection of our work ethics.

The last step is to Evaluate the results, I will need to see how my friend’s reaction to my proposal. If he reacts positively, we proceed; else, I will tell him how I value our friendship and what he has done for me, but I will not betray myself. He may write what he wants to in his review, and I’ll write what I think is right.