

Peer Review

Review of: "When Ambition Overshadows Patients: Reflections on Three Pharmaceutical Leadership Personas and the Role of Integrity"

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The paper offers a valuable reflection on pharmaceutical leadership, with the three archetypes ringing true and the concept of "convenient integrity" providing a useful insight for understanding how ethical standards slip in practice.

My main concern is length and repetition. The same observations about ambition, image management, and trust erosion resurface across multiple sections, and the abstract runs longer than necessary. The whole piece would land with more force if it were more brief.

The Insights Discovery color framework is an interesting addition, though it perhaps sits slightly apart from the more traditional theoretical material. With some further development, it could be integrated more smoothly. Similarly, the practical recommendations around Integrity Councils are promising but arrive quite late; expanding on these earlier might strengthen their impact.

Finally, the paper frequently calls for future empirical research, which is understandable given its reflective nature. However, identifying one or two specific hypotheses might give readers a clearer sense of where this work could lead next.

Declarations

Potential competing interests: No potential competing interests to declare.