



# Giotto<sup>SA</sup> Risk Report

Name: Nomsa Zilwa

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Date: 23 May 2018

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## Confidentiality Disclaimer

*This report may only be handled by authorised personnel and not shared without the permission of the applicant who completed the assessment. The risk report should never be used in isolation but rather in combination with information obtained from various other screening/selection methods. The Risk report focuses merely on Risk and is not intended for applicant feedback or development. It also does not provide an overview of strengths and overall integrity. Please enquire with GiottoSA if aforementioned solutions are required.*

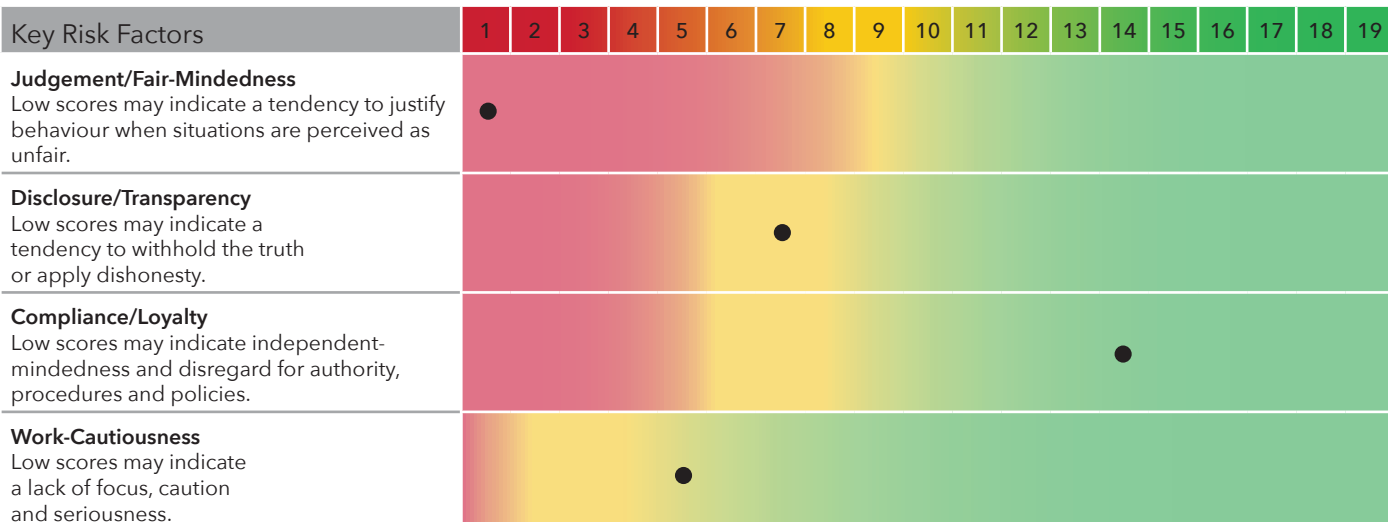
Concern	✗
Question	⚠
Low Risk	✓

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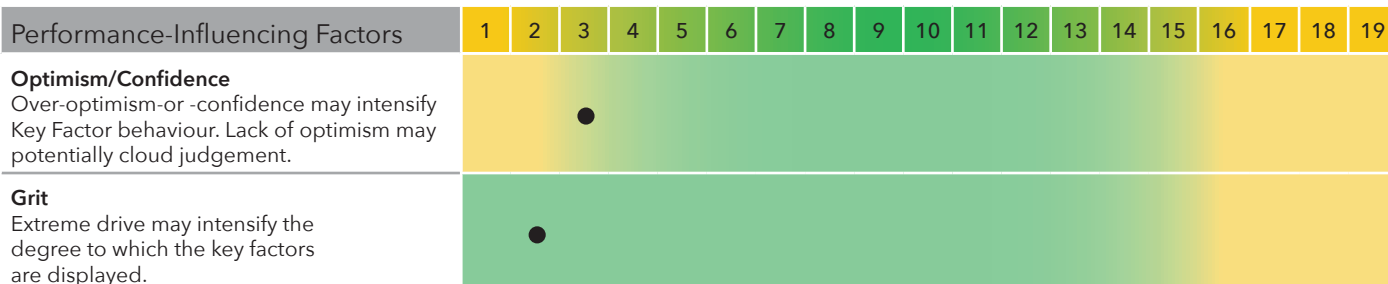
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The Risk Report focuses on the potential character blindspots (counter-productive tendencies) that potentially pose a risk to an organisation. The report serves as a general indication of risk potential based on economic crime research in the South African financial industry and seven dimensions relating to integrity at work. As no human is wholly virtuous, each person exposes an organisation to some extent of risk. Risk, however, is context specific.

A Financial Controller, for example, should be risk averse, yet a degree of risk-taking may be tolerated in a Strategic Leadership position. To inform your decision regarding the degree of acceptable risk, it is therefore advised to apply these risk indicators in relation to the organisation's risk culture, the given position's risk-tolerance and the rest of the behavioural information in this integrated report.



\* Note that when in the green zone, the particular factor in isolation does not pose a significant risk i.t.o. economic crime. A score of below 10 on any of the Key Factors in combination with one or more other below-average Key scores may however contribute towards a greater economic crime risk.



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Nomsa scored below average on three of the four main risk-indicator scores.

Based on an orientation towards a subjective approach, Nomsa seems more likely than most to rationalise counterproductive behaviour in situations where the consequences thereof may potentially have a negative impact at work. Based on Nomsa's below-average level of optimism, it appears as though the individual's moral judgement may currently be clouded as a result of personal-or work-related circumstances. Additional probing may confirm. Subsequently, appropriate intervention may enhance Nomsa's judgement to a degree. Nomsa appears to prefer a big-picture approach to work. The individual may sometimes fail to remain focused when tasks require attention which can lead to occasional mistakes. Nomsa appears to prefer a light-hearted approach at work which may limit performance in a serious work-setting. Furthermore, Nomsa appears somewhat more likely than most others to engage in risk-taking or impulsive behaviour. It seems as though Nomsa may have a tendency to withhold or manipulate information. Nomsa may believe that the way in which things are said is more important than the true message. A lack of judgement may occasionally lead to counterproductive behaviour to benefit self or close ones.

Based on the particular combination of characteristics, the individual seems more likely than most others to portray behaviour related to high economic crime risk.