



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

Name: Nonzalisko Kwelitana

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Date: 21 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.*



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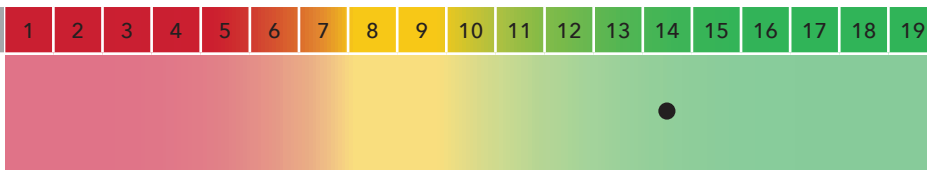
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The Risk Report focuses on the potential character blindspots (counter-productive tendencies) that potentially pose a risk to an organisation. The report serves as a general indication of risk potential based on economic crime research in the South 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.

## General Risk Indicator

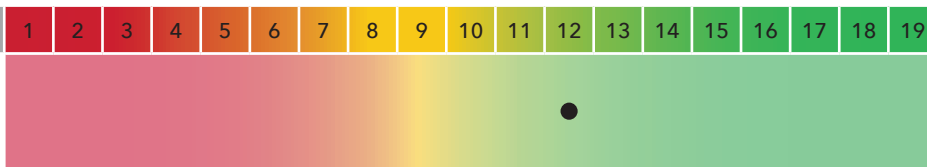
Research identified 4 main Giotto predictors (Key Risk Factors) which, when combined, warrants concern and further enquiry with regards to economic crime.



## Key Risk Factors

### Judgement/Fair-Mindedness

Low scores may indicate a tendency to justify behaviour when situations are perceived as unfair.



### Disclosure/Transparency

Low scores may indicate a tendency to withhold the truth or apply dishonesty.



### Compliance/Loyalty

Low scores may indicate independent-mindedness and disregard for authority, procedures and policies.



### Work-Cautiousness

Low scores may indicate a lack of focus, caution and seriousness.



\* 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.

## Self-Control Factor

### Temperance

When combined with a risk profile, low scores may enhance the intensity with which certain key factors are displayed.



## Performance-Influencing Factors

### Optimism/Confidence

Over-optimism or -confidence may intensify Key Factor behaviour. Lack of optimism may potentially cloud judgement.



### Grit

Extreme drive may intensify the degree to which the key factors are displayed.



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Nonzaliseko scored below average on one of the four main risk-indicator scores.

Due to an above-average orientation towards good judgement, it is likely that Nonzaliseko will first evaluate the potential consequences of an action in order to avoid causing harm to the organisation, others or self. Nonzaliseko's orientation towards rational, ethical reasoning may also enable the individual to take accountability for actions and seek for situations to appropriately apply behavioural tendencies to the benefit of the organisation. Based on Nonzaliseko's profile, it appears as though the individual may be disheartened by circumstances at work or home. Nonzaliseko's state of mood may potentially cloud the individual's moral judgement in the long run. Further probing is therefore suggested in order to intervene appropriately to optimise Candidate's circumstances, satisfaction and hence maintain the individual's moral approach. It seems as though Nonzaliseko may have a tendency to withhold or manipulate information. Nonzaliseko may believe that the way in which things are said is more important than the true message. Nonzaliseko's interest appears to be mainly on self and close ones rather than the wider community. While Nonzaliseko may engage in behaviour to benefit self or close ones, the individual is unlikely to do so when it can harm others, the organisation or the environment.

The individual's particular combination of characteristics indicates a tendency to portray integrity at work. The individual is therefore accepted as safe to employ in high-risk positions.