



Giotto^{SA} Risk Report

Name: Aphiwe Sikawo

Date: 21 May 2018

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.

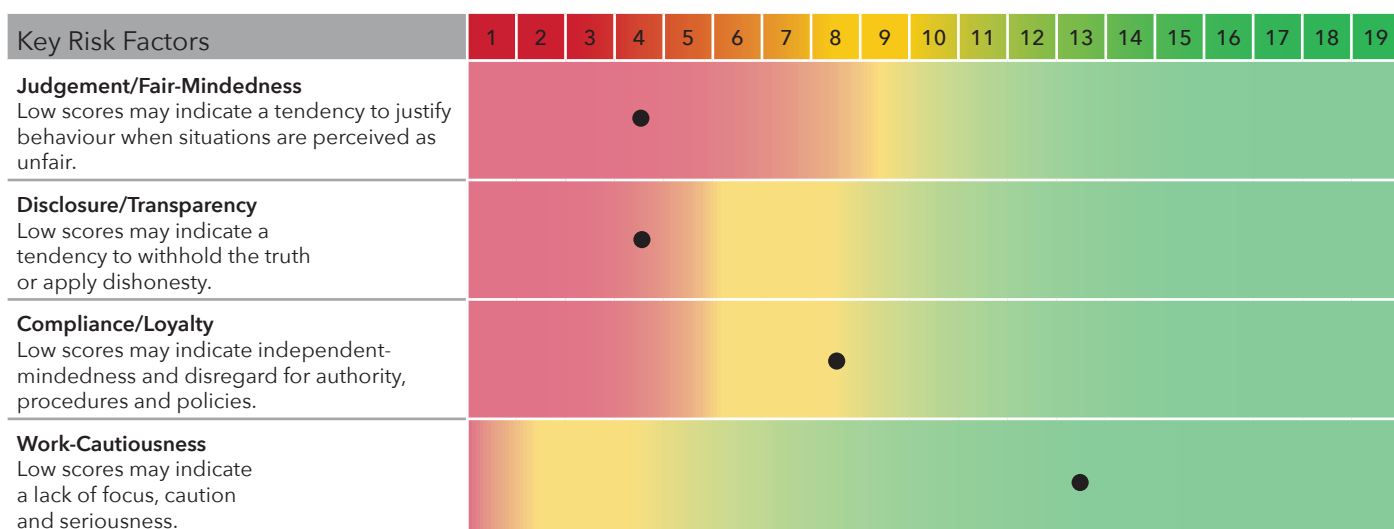
Concern	✗
Question	⚠
Low Risk	✓

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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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Aphiwe scored below average on two of the four main risk-indicator scores.

Based on an orientation towards a subjective approach, Aphiwe 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 Aphiwe'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 Aphiwe's judgement to a degree. While Aphiwe appears about as obedient as most others, the individual seems to prefer autonomy rather than to constantly follow rules, procedures and instructions. Aphiwe may be slightly more opinionated and independent-minded than most others. When the individual's ideas and values differ from that of the organisation, Aphiwe may put matters of respect aside to question authority. It seems as though Aphiwe may have a tendency to withhold or manipulate information. Aphiwe may believe that the way in which things are said is more important than the true message. Aphiwe's interest appears to be mainly on self and close ones rather than the wider community. During a lapse of judgement, Aphiwe may engage in devious behaviour to benefit self or close ones while disregarding the effect it could have on others, the organisation or the environment.

Aphiwe's emotional-control appears to be lower than that of most others. This tendency may indicate that certain afore-mentioned behaviours of concern may be portrayed in an aggressive or uncontrolled manner which can enhance the degree of risk related to such behaviours.

The individual's psychometric profile appears to be skewed. Combined with a tendency to lack optimism, it is likely that Aphiwe is very self-critical which may negatively influence the manner in which the individual responds to psychometric questionnaires. Additional probing may confirm.

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