

Name: Siphamandla Vazi

Date: 17 May 2018

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General Risk Predictio	n
Concern	X
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.

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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.

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General Risk indicator	'		3	-+	3	U	′	0	,	10		12	13	14	13	10	17	10	1.7
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	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
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-																			

* 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	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Temperance When combined with a risk profile, low scores may enhance the intensity with which certain key factors are displayed.								•											

Performance-Influencing Factors	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
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.							•												

mindedness and disregard for authority,

procedures and policies. Work-Cautiousness Low scores may indicate a lack of focus, caution and seriousness.



otto^{sa} Narrative Risk Interpretation

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

Based on an orientation towards a subjective approach, Siphamandla seems more likely than most to rationalise counterproductive behaviour in situations where the consequences thereof may potentially have a negative impact at work. Siphamandla appears to slightly prefer a big-picture approach rather than repetitive-or detail-tasks. Although the individual may often portray the ability to perform tedious tasks, mistakes may occasionally be made when having to concentrate continuously for a while. Furthermore, Siphamandla appears slightly more likely than others to engage in risk-taking or impulsive behaviour. Siphamandla's loyalty and respect for authority may largely depend on the extent to which the organisation's reward (financial and non-financial) is perceived to match the individual's effort and/or desirable outcome. Siphamandla may tend to be quite opinionated and even self-righteous at times. The individual is likely to question and challenge rules, regulations and instructions when the purpose is unclear or contradicting own ideas. When in an environment or position where obedience, respect or collaboration is key, Siphamandla may tend to be perceived as quite rebellious and sometimes even arrogant. Siphamandla seems slightly less transparent than most others. In certain situations, the individual may be a bit secretive or withholding. Siphamandla may believe that the way in which things are said is more important than the true message.

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