



Giotto^{SA} Risk Report

Name: Bulelwa Ngamthini

Date: 16 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.

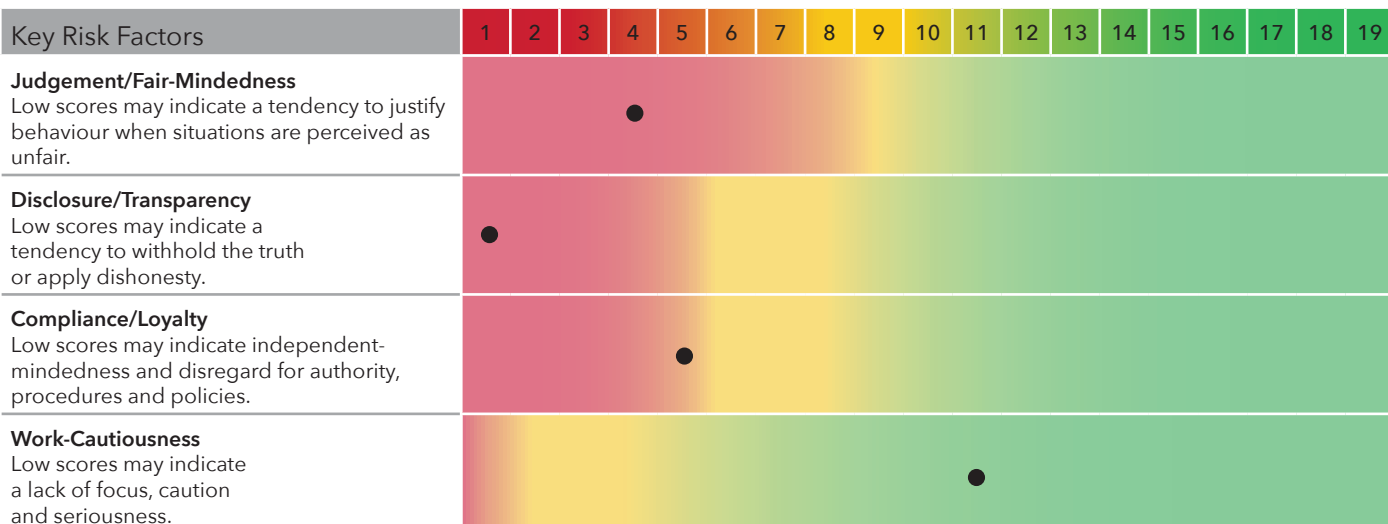
Concern	✗
Question	⚠
Low Risk	✓

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

Based on an orientation towards a subjective approach, Bulelwa seems more likely than most to rationalise counterproductive behaviour in situations where the consequences thereof may potentially have a negative impact at work. Bulelwa'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. Bulelwa 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, Bulelwa may tend to be perceived as quite rebellious and sometimes even arrogant. It seems as though Bulelwa may have a tendency to withhold or manipulate information. Bulelwa may believe that the way in which things are said is more important than the true message. Bulelwa's interest appears to be mainly on self and close ones rather than the wider community. During a lapse of judgement, Bulelwa 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.

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