

Name: Babalwa Mgujulwa

Date: 14 May 2018

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General Risk Prediction	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.

General Risk Indicator	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Research identified 4 main Giotto predictors (Key Risk Factors) which, when combined, warrants concern and further enquiry with regards to economic crime.						•													
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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- 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	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.									•										



otto^{sa} Narrative Risk Interpretation

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

Based on an orientation towards a subjective approach, Babalwa may sometimes tend to rationalise counterproductive behaviour in situations where the consequences thereof may potentially have a negative impact at work. While Babalwa appears about as obedient as most others, the individual seems to prefer autonomy rather than to constantly follow rules, procedures and instructions. Babalwa may be slightly more opinionated and independent-minded than most others. When the individual's ideas and/values differ from that of the organisation, Babalwa may put matters of respect aside to question authority.

Based on Babalwa's 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 Babalwa's judgement to a degree.

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