



Giotto^{SA} Risk Report

Name: Gladwel Lwamkelo Tyokwana

Date: 28 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.

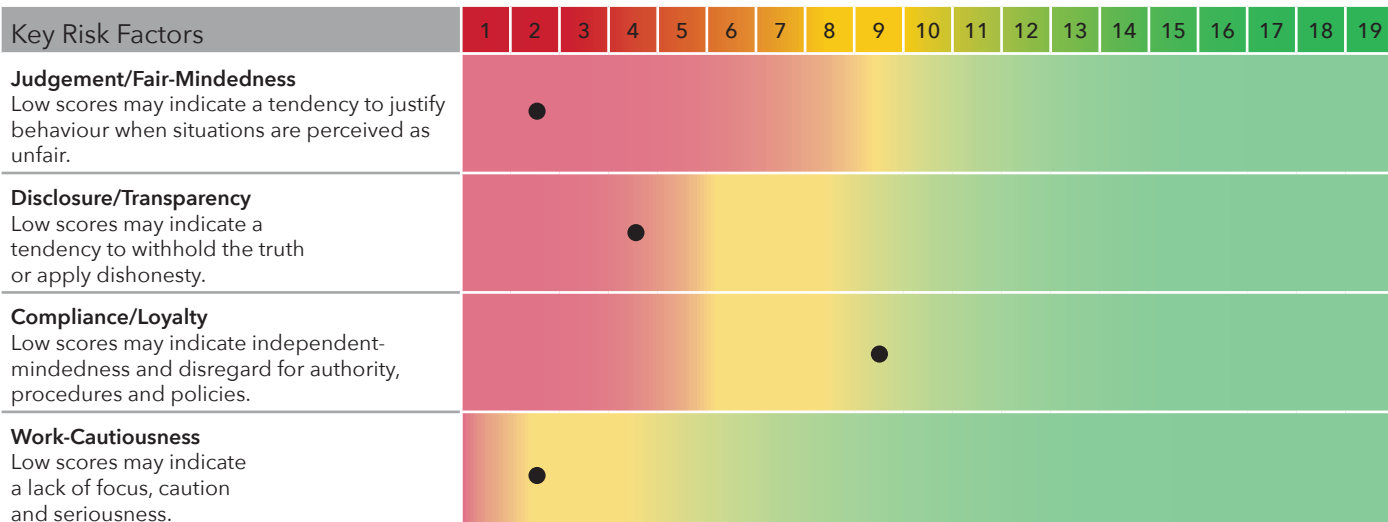
Concern	✗
Question	⚠
Low Risk	✓

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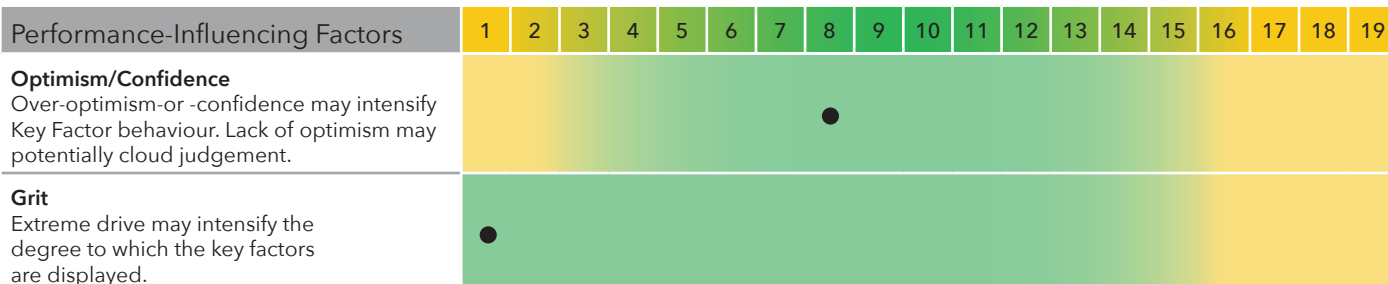
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The Risk Report focuses on the potential character blindspots (counter-productive tendencies) that potentially pose a risk to an organisation. The report serves as a general indication of risk potential based on economic crime research in the South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

Based on an orientation towards a subjective approach, Gladwel seems more likely than most to rationalise counterproductive behaviour in situations where the consequences thereof may potentially have a negative impact at work. Gladwel appears to strongly prefer a big-picture approach to work. The individual may fail to remain focused when tasks require attention which can lead to mistakes. Gladwel appears to prefer a light-hearted approach at work which may limit performance in a serious work-setting. Furthermore, Gladwel appears likely to engage in risk-taking or impulsive behaviour. Gladwel may therefore fit best in a position where caution, care and focus is not key. While Gladwel appears about as obedient as most others, the individual seems to prefer autonomy rather than to constantly follow rules, procedures and instructions. Gladwel may be slightly more opinionated and independent-minded than most others. When the individual's ideas and/values differ from that of the organisation, Gladwel may put matters of respect aside to question authority. It seems as though Gladwel may have a tendency to withhold or manipulate information. Gladwel may believe that the way in which things are said is more important than the true message. Gladwel's interest appears to be mainly on self and close ones rather than the wider community. During a lapse of judgement, Gladwel 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.