

Name: Bulelwa Ngamthini

Date: 16 May 2018

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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.



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.		•																	
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 fact Key Factors in combination with one or more other b																	y of th	е	
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					•														

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.		•											Ī						
Grit Extreme drive may intensify the degree to which the key factors are displayed.															•				



## otto<sup>sa</sup> Narrative Risk Interpretation

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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.