



# Giotto<sup>SA</sup> Risk Report

Name: Nomakhaya Sagwityi

Date: 18 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.*

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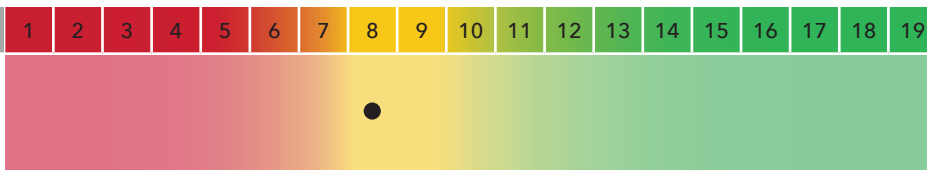
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The Risk Report focuses on the potential character blindspots (counter-productive tendencies) that potentially pose a risk to an organisation. The report serves as a general indication of risk potential based on economic crime research in the South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

## General Risk Indicator

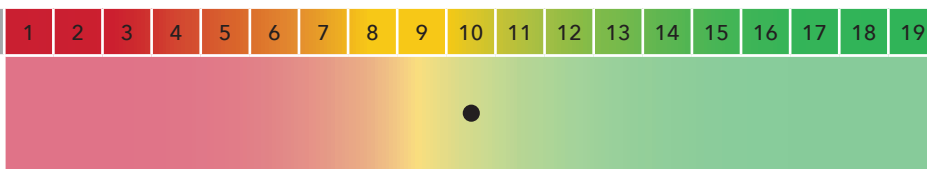
Research identified 4 main Giotto predictors (Key Risk Factors) which, when combined, warrants concern and further enquiry with regards to economic crime.



## Key Risk Factors

### 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

### Temperance

When combined with a risk profile, low scores may enhance the intensity with which certain key factors are displayed.



## Performance-Influencing Factors

### 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.



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

Due to a moderate orientation towards good judgement, it is quite unlikely that Nomakhaya will deliberately behave in a manner that could yield negative consequences for the organisation. Nomakhaya's loyalty and respect for authority may sometimes 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. Nomakhaya may tend to be somewhat opinionated and even a bit self-righteous at times. The individual is likely to sometimes 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, Nomakhaya may tend to be perceived as a bit rebellious. This tendency may however be displayed as a strength in situations or positions where guidance is minimal and ambiguity needs to be dealt with independently. Nomakhaya seems slightly less transparent than most others. In certain situations, the individual may be a bit secretive or withholding. Nomakhaya may believe that the way in which things are said is more important than the true message. This tendency may be utilised as a strength in situations or positions where selling and negotiating is required.

Based on the particular combination of characteristics related to economic crime risk, further investigation is suggested which may include background checks, reference checks and additional probing or assessment.