



Giotto^{SA} Risk Report

Name: Lindelwa Harmans

Date: 15 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.

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 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.																			

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Lindelwa did not score significantly lower than most other people on any one of the four main risk-indicator scores.

Due to a slight inclination towards a subjective approach, Lindelwa may occasionally tend to rationalise counterproductive behaviour in situations where the consequences thereof may potentially have a negative impact at work. Lindelwa seems slightly less transparent than most others. In certain situations, the individual may be a bit secretive or withholding. Lindelwa may believe that the way in which things are said is more important than the true message.

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.