

EMPLOYEE RISK



REPORT ON THE RESULTS - GENERAL INTEGRITY -

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GENERAL INTEGRITY

The **General Integrity** is a report which supplies information about some risk patterns of the candidate or employee which could harm the interests of his/her employer, both in terms of undesired financial loss and in terms of the detriment to the reputation of the company in the eyes of its clients, customers, business partners, own employees and general public.

In this context, the psychological research refers to the so-called **Counterproductive Work Behaviour** (CWB) which is defined as “any deliberate act of the organization member which is perceived by this organization as an act in variance with its legitimate interests.” This is usually manifested in the following manners of misconduct:



Theft



Abuse of sources or information



Dangerous behaviour



Poor labour attendance



Harm to property



Poor quality of



Consumption of alcohol or drugs



Improper behaviour

These partial manifestations can be distinguished into three basic CWB types:

ORGANIZATIONAL CWB

- *Theft, abuse of resources and information, poor work attendance*

INTERPERSONAL CWB

- *Unsuitable conduct, such as mobbing, intimidation, defamation, physical and/or verbal aggression etc.*

DANGEROUS BEHAVIOUR

- *Behaviour which may lead to accidents and injuries in the workplace*

In terms of CWB prediction and prevention, it is of key importance that **the link between the CWB risk and personality traits has been established.**

The results in this report are based on the conducted meta-analytical studies designed to verify the link between the personality traits and CWB and on the results of the Hogan Personality Inventory (HPI), a valid and reliable tool which predicts the work performance and behaviour with the adult working population.

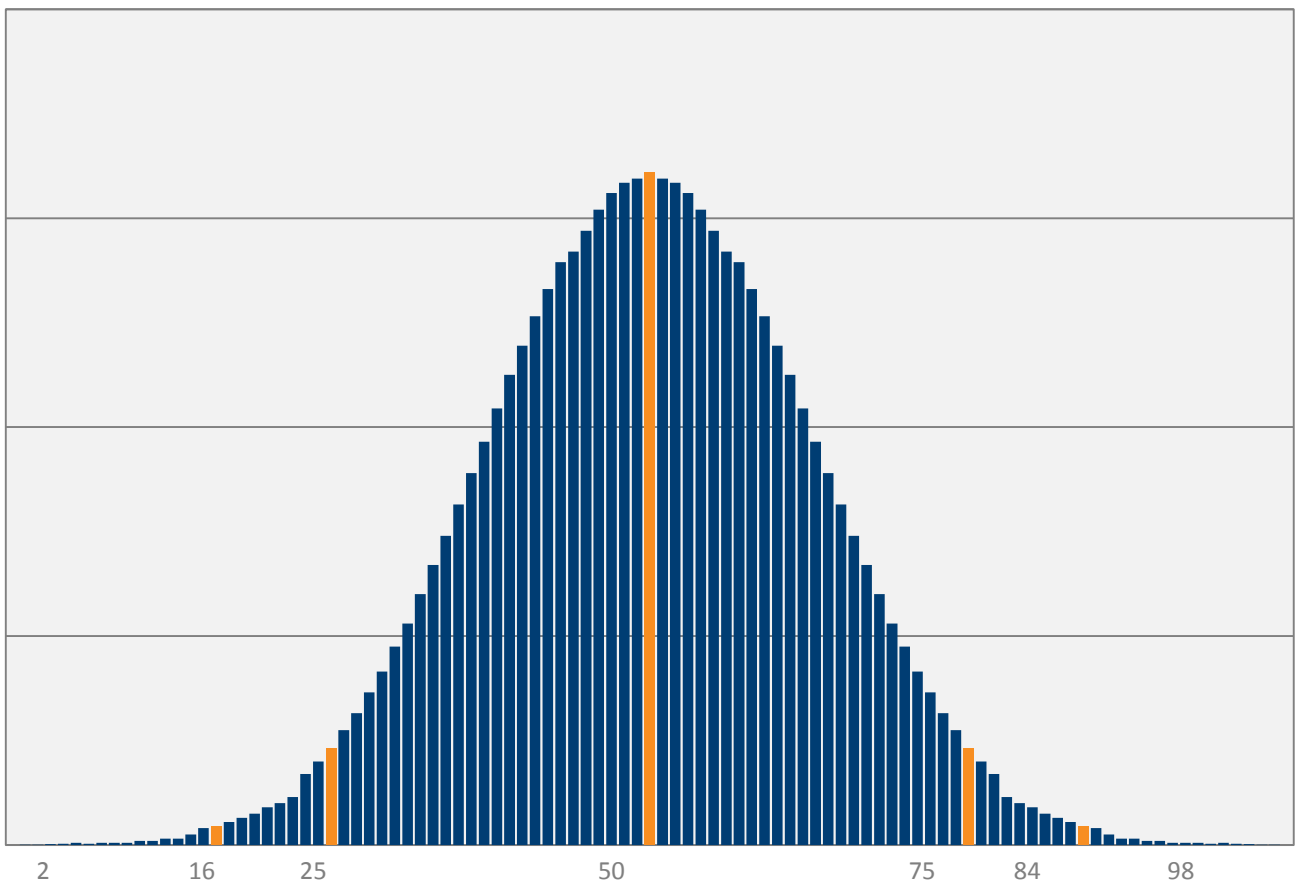
HOW TO READ THE RESULTS

All the results in this report are expressed in the so-called percentile scores which express the percentage of people from the representative sample of the adult working population who have achieved the same or lower result on given scale as the person tested. The general rule applies that **the lower the score, the lower the risk of the CWB in question.**

It is important to note that people in sales and management will tend to receive higher scores on some scales because success in their jobs requires disciplined risk taking, bending the rules, and multi-tasking—all of which produce higher scores on most of the Employee Risk scales.

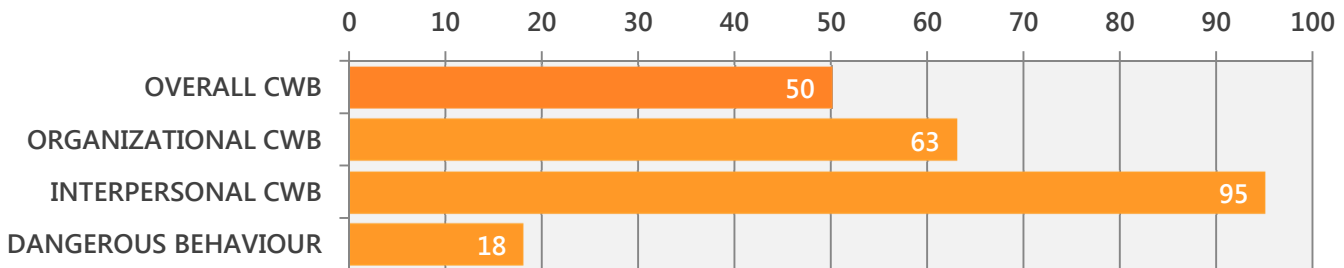
To simplify the interpretation, the test results can be merged into seven percentile bands:

VERY HIGH RISK	98 - 100
HIGH RISK	85 - 97
ABOVE AVERAGE RISK	76 - 84
AVERAGE RISK	25 - 75
BELOW AVERAGE RISK	16 - 24
LOW RISK	3 - 15
VERY LOW RISK	0 - 2



Normal (Gauss) distribution of the test results with marked marginal percentile scores which divide the percentile bands.

RESULTS

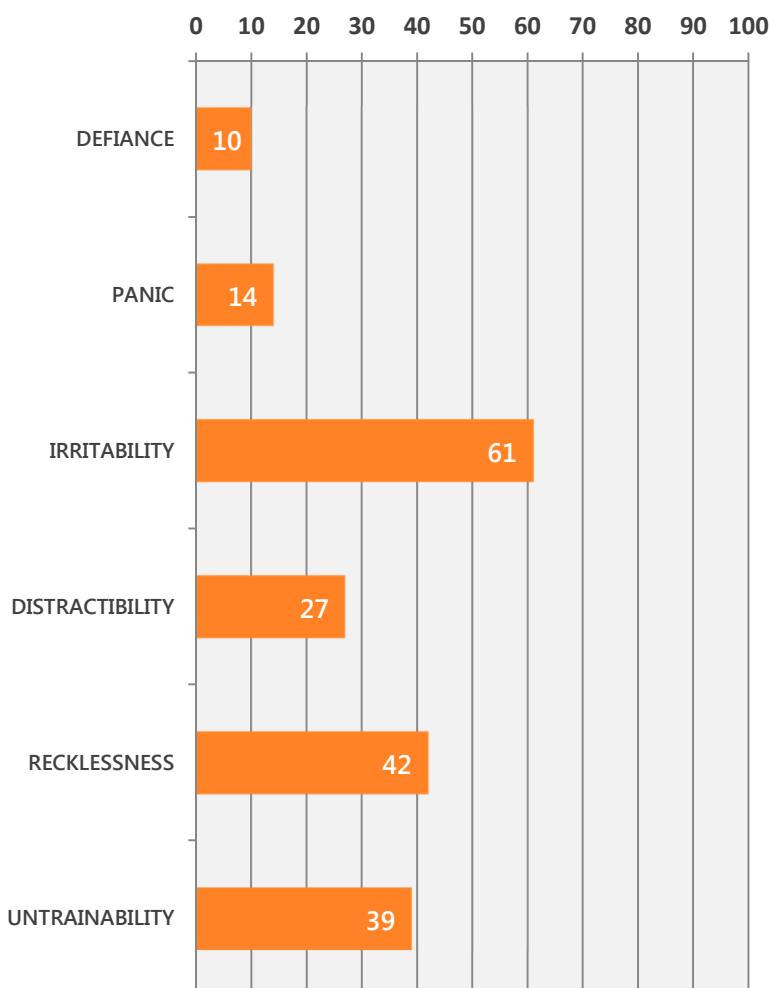


Overall CWB includes all possible types of counterproductive work behaviour.

Organizational CWB includes counterproductive conduct towards the organization as such – for example, theft, information abuse, abuse of time and other resources and/or poor work attendance.

Interpersonal CWB include the counterproductive conduct towards individuals working in this organization – such as improper physical or verbal behaviour, such as mobbing, intimidation, defamation, physical and verbal aggression etc.

Dangerous behaviour involves such counterproductive behaviour at the workplace which leads to accidents and injuries. The probability of these accidents and injuries is increased by the following personality traits:



Defiance: rate of reluctance to comply with the rules. People with low score values gladly conform to the rules; people with high scores may tend to ignore the rules.

Panic: level of ability to cope with stress. People with low scores stay calm even when under stress; people with high scores tend to panic and make mistakes when under pressure.

Irritability: level of the ability to control anger and rage. People with low scores control their emotions; people with high scores easily lose control over their emotions and make mistakes in consequence.

Distractibility: level of ability to focus on given task. People with low scores are capable of focusing well on their task, while people with high scores easily lose concentration and, as a result, make mistakes.

Recklessness: level of the willingness to take risks. People with low scores tend to avoid the risk, while people with high scores tend to run unnecessary risks.

Untrainability: level of willingness to learn and develop further. People with low scores are open to advice and they enjoy learning new things; people with high scores tend to ignore feedback and the possibilities for future training and development.