



*BIP

BASIC **I**NTEGRITY **P**ROFILE

REPORT

Louise-Jean Fricket

ID: 810505xxxxxxx

Assessment Date: 2019-11-14



COURIER SERVICES

Group Supervisor

Report date: 2021-06-29



*BIP

BASIC INTEGRITY PROFILE SUMMARIZED REPORT

Assessment Date: 2019-11-14

ORG: COURIER SERVICES
JOB TITLE: GROUP SUPERVISOR

NAME: Louise-Jean Fricket
ID: 810505xxxxxxx

| PROFILE OF THE BIP | | Poor | Average | Adequate | Good | Excellent | | | | | | |
|---|----|----------|---------|----------|------|-----------|---|---|---|---|----|----|
| B. Psychometric Assessment Factors | | 9 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1. Honesty | 10 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 2. Dependability & Reliability | 10 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 3. Work Ethic | 9 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | | |
| 4. Orientation to Corp. Environ & Auth./Man. | 7 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | | | | |
| 5. Behavioural Disposition | 8 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | |
| C. Verifiable Factors | | 8 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1. Stability | 10 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 2. Education | 6 | 1 | 2 | 3 | 4 | 5 | 6 | | | | | |
| 3. Career Growth/Experience | 9 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | | |
| 4. Financial History – e.g Blacklisting | 8 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | |
| 5. Deviant/Misconduct Behaviour | 9 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | | |
| D. MONITOR | | 7 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1. Lie Detector | 4 | 1 | 2 | 3 | 4 | | | | | | | |
| 2. Consistency | 8 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | |
| 3. Unnatural Exaggeration | 8 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | |
| E. INTEGRATED INTEGRITY RATING (IIR)[#] | | 8 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| F. ADAPTED INTEGRITY RATING (AIR)[*] | | 5 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Report Date: 2021-06-29

IIR : Consists of Honesty, Dependability, Work Ethic, Orientation to Corporate Environment & Authority, Behavioural Disposition, Verifiable Factors & Monitor – i.e., Seven 'Scores' in one.

***AIR**: Represents the adapted IIR according to the degree of Lying – refer to Lie-Detector

B. PSYCHOMETRIC FACTORS ASSESSMENT



This integrated score is indicative of the candidate's honesty, reliability and work-orientation; being willing and able to function effectively in a corporate environment, to respond positively to authority and perform well in a motivated, co-operative and responsible manner.

B1. Honesty



This area assesses the candidate's orientation to truthfulness and sincerity as a typical behavioural disposition – not deviating from the norms and standards of righteousness and the sanctity of ownership; e.g., never stealing, lying, etc. irrespective of the situation, circumstances or conditions.

B2. Dependability and Reliability



This area assesses the candidate's orientation to acting in a predictable and expected way – being trustworthy, on time, stable and honouring his word, undertakings, etc., irrespective of the circumstances and conditions.

B3. Work Ethic



This area assesses the candidate's orientation of being dedicated and committed to work as an integral part of life, is motivated to perform well, to walk the extra mile, be self-controlled, to accept responsibility, to cooperate and be accountable for his own shortcomings, etc. in his work/job.

B4. Orientation to Corporate Environment & Authority/Management



This area assesses the candidate's perception as to how well the workplace and management life up to (in the past or presently) to provide (as can be rightfully expected) an effective (work/group) environment for all – especially for himself. A particular low score may be indicative of a person who finds it difficult to adapt to a structured corporate environment and/or submit to authority.

B5. Behavioural Disposition



This area assesses the candidate's historical, present, and projected typical future behavioural inclination – good and bad. This is not a 'once-off' behaviour, but a behaviour pattern that acquired a degree of permanency, influencing his present and future perception and behaviour.

Please Note : For the ease of reading, the *male gender* is used in this document, but also refers in all instances to the *female gender*.

C. VERIFIABLE FACTORS ASSESSMENT



This composite area assesses in a more objective tangible and verifiable way, the influence that historical events and experience (like early life experience, stability, education, work, finance and misconduct), may have on the candidate's orientation and behaviour. In this case, attitude and general orientation to each factor is not being assessed, but rather 'recorded' history of stability, deviance and misbehaviour related to each of the above.

C1. Stability



This area assesses the **stability** that the physical environment (like changes in the person's 'address' over his life span) may have on the candidate's orientation and behaviour – the more stable the candidate's physical environment is/was, the higher the assessment score.

C2. Education



This area assesses the influence that the level of **education** may have on the candidate's orientation and behaviour – the higher the level of education the candidate has, the higher the assessment score.

C3. Career Growth/Experience



This area assesses the influence that **career-growth/experience** may have on the candidate's orientation and behaviour – the better the candidate's work experience and growth, the higher the assessment score.

C4. Financial History



This area assesses the influence that candidate's **financial history** may have of his orientation and behaviour – the better is ability to work with money and honour his financial obligations in the past, the higher the assessment score.

C5. Deviant/Misconduct Behaviour



This area assesses the influence that any **historical deviant behaviour** may have on the candidate's orientation and behaviour – the lower the frequency and degree of deviant behaviour in the past, the higher his assessment score.

D. MONITOR ASSESSMENT



This composite area assesses the degree of objectivity, open-mindedness, accuracy and truthfulness with which the candidate completed the instrument.

D1. Lie Detector



This area assesses the degree to which the candidate completed the BIP honestly, objectively and openly; presenting a true and honest picture of himself. This Lie Detector score is by implication also indicative of the candidate's inherent orientation to honesty, basic trustworthiness and accountability. A Low-Score is a strong indication of a *dishonest orientation* on the part of the candidate, considering the fact that the testees are warned against misrepresenting themselves during the completion of the questionnaire. A score below '4' is considered to be a knock-out in that the user of the test cannot rely on the truthfulness of the information supplied by the candidate.

D2. Consistency



This area assesses the extent to which the candidate **understood** the items the test consists of and the language used as well as the purpose the test serves.

D3. Unnatural Exaggeration



This area assesses the candidate's tendency to typically **inflate** his responses on the test items.

INTEGRATED INTEGRITY RATING (IIR)



This composite scale best represents all above areas of integrity assessment as a single weighted integrated score.

ADAPTED INTEGRITY RATING (AIR)



This scale represents an assessment of the candidate's integrity score by adjusting his IIR to the degree he 'lied' in completing the test.