

B. INTEGRITY SCORE AND PROFILE

| TEN SUB-STRUCTURES OF INTEGRITY | |
|---|-----------------------------|
| 1. HONESTY | 1 2 3 4 5 6 7 8 9 10 |
| 2. STEALING/THEFT | 1 2 3 4 5 6 7 8 9 10 |
| 3. VIOLATION of Policy, Rules & Regulations | 1 2 3 4 5 6 7 8 9 10 |
| 4. RELIABILITY & DEPENDABILITY | 1 2 3 4 5 6 7 8 9 10 |
| 5. LYING | 1 2 3 4 5 6 7 8 9 10 |
| 6. DENIAL, Projection & Justification | 1 2 3 4 5 6 7 8 9 10 |
| 7. WORK ETHIC | 1 2 3 4 5 6 7 8 9 10 |
| 8. MANIPULATION | 1 2 3 4 5 6 7 8 9 10 |
| 9. VERIFIABLE ITEMS | 1 2 3 4 5 6 7 8 9 10 |
| 10. MONITOR | 1 2 3 4 5 6 7 8 9 10 |
| 10.1 Lie Detector | 9 |
| 10.2 Consistency | 8 |
| 10.3 Unnatural Exaggeration | 9 |
| C. INTEGRATED INTEGRITY RATING (IIR) | 7 |
| D. ADAPTED INTEGRITY RATING (AIR) | 7 |

Attention: All scores are on a scale of 10; where 10 always represents the 'good' score.

Report Date: 2021-09-28



***IMI**

INTEGRITY MEASURING INSTRUMENT

RISK REPORT

ORG: INTEGRITY INTERNATIONAL
JOB TITLE: PRODUCT CONTROLLER

Assessment Date: 2019-09-02

NAME: Cobe Slanders
ID: 921029xxxxxxx

| | Elimination | Individual Score | Risk Level | Integrated Guide Score | Risk Level |
|--|-------------|------------------|------------|------------------------|------------|
| I. <u>Validity of Test Results</u> | | | | 9 | Very Low |
| II. <u>Structure of Integrity Profile</u> | | | | 7 | Low |
| III. <u>Weighted Final Rating</u> | | | | | |
| III.1 Integrated Integrity Rating (IIR) | | 7 | Low | 7 | Very Low |
| III.2 Adapted Integrity Rating (AIR) | | 7 | Very Low | | |
| IV. <u>Honesty Orientation</u> | | | | | |
| IV.1 Honesty (H) | | 7 | Very Low | 8 | Very Low |
| IV.2 Stealing (Behaviour) (S) | | 9 | Very Low | | |
| V. <u>Work Orientation</u> | | | | | |
| V.1 Work Ethic (WE) | | 8 | Very Low | 7 | Very Low |
| V.2 Reliability & Dependability (RD) | | 6 | Low | | |
| V.3 Violation of Policy, Rules & Regulations (VI) | | 5 | Medium | | |
| VI. <u>Devious Orientation</u> | | | | | |
| VI.1 Denial, Projection & Justification (D) | | 5 | High | 5 | High |
| VI.2 Lying (L) | | 5 | High | | |
| VI.3 Violation of Policy, Rules & Regulations (VI) | | 5 | High | | |
| VI.4 Manipulation (M) | | 4 | Very High | | |
| VII. <u>Historical</u> | | | | 8 | Low |
| *Overall Risk Level | | | | | Low Risk |

Degree of Risk

| | | | | |
|-----------|------|--------|-----|----------|
| Very High | High | Medium | Low | Very Low |
|-----------|------|--------|-----|----------|

Please Note:

- The above risk profile should be interpreted against the requirement-profile of the particular job at hand.
- If an 'ELIMINATION' Risk Level is found on any of Guides I and/or III, the analysis-process is by implication stopped.
- The higher the score reported, the better.

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