

## INTEGRITY PROFILES 200 SUMMARIZED REPORT

Assessment Date: 2020-03-10

NAME: Joe Cabu  
ID: 620512xxxxxxx

TEN SUB-STRUCTURES OF INTEGRITY	INTEGRITY PROFILE									
1. SOCIALISATION	1	2	3	4	5	6	7	8	9	10
2. TRUSTWORTHINESS	1	2	3	4	5	6	7	8	9	10
3. CREDIBILITY	1	2	3	4	5	6	7	8	9	10
4. WORK ETHIC	1	2	3	4	5	6	7	8	9	10
5. ATTITUDES	1	2	3	4	5	6	7	8	9	10
6. BEHAVIOUR	1	2	3	4	5	6	7	8	9	10
7. MANIPULATION	1	2	3	4	5	6	7	8	9	10
8. VALUES	1	2	3	4	5	6	7	8	9	10
9. CORPORATE & MANAGERIAL INTEGRITY	1	2	3	4	5	6	7	8	9	10
10. MONITOR; LIE, CONSISTENCY & EXAGGERATION	1	2	3	4	5	6	7	8	9	10
<b>INTEGRATED INTEGRITY RATING (IIR)</b>										<b>7</b>
<b>ADAPTED INTEGRITY RATING (AIR)</b>										<b>7</b>

<b>1. SOCIALISATION</b>	<b>6</b>	<b>2. TRUSTWORTHINESS</b>	<b>6</b>
1.1 Social Experience – from family to immediate society.	8	2.1 Reliability/Dependability.	5
1.2 The Significance of the Role Society Plays.	7	2.2 Honesty in Practice.	5
1.3 Organisational Citizenship Behaviour (OCB)- People.	6	2.3 Discretion.	7
1.4 Empathy & Agreeableness.	4	2.4 Loyalty.	7
1.5 Organisational Citizenship Behaviour (OCB)- Corporate.	7	2.5 (Moral) Conscientiousness.	8
<b>3. CREDIBILITY</b>	<b>8</b>	<b>4. WORK ETHIC</b>	<b>8</b>
3.1 Predictability – ‘Real Self’.	6	4.1 Perseverance, Commitment and Drive-Initiative.	9
3.2 Consistency & (Emotional) Stability.	8	4.2 Self-reliance, Self-Direction & Self-Control.	9
3.3 Capacity.	9	4.3 Co-op, Support & Belief in Work & Leader Legitimacy.	6
3.4 Legitimacy.	9	4.4 Responsibility and Sense of Duty.	9
3.5 Accountability.	7	4.5 Pride in Work and Organisation.	9
<b>5. ATTITUDES</b>	<b>7</b>	<b>6. BEHAVIOUR</b>	<b>5</b>
5.1 Attitude to Corporate Property, Image, Management & Goals.	9	6.1 History of Policy Violations.	4
5.2 Attitude to Corporate Policy Violations.	7	6.2 History of Dishonesty - including Theft.	6
5.3 Attitude to Rationalisation and Defence Mechanisms.	5	6.3 Opportunistic Dishonesty.	5
5.4 Attitude to Approval Needs & Group Dependency.	4	6.4 Impulsivity and Instant Gratification of Needs.	7
5.5 Attitude to Leniency - Tolerating Deviant Behaviour in Others.	9	6.5 Rule-Boundedness.	5
<b>7. MANIPULATION</b>	<b>4</b>	<b>8. VALUES</b>	<b>6</b>
7.1 Manipulation of Others.	3	8.1 Honesty; as a Central Guide.	4
7.2 Emotional Attachment/Involvement.	8	8.2 Dependability; as a Central Value.	6
7.3 Susceptibility to Pressure.	5	8.3 Fairness.	3
7.4 Transparency.	1	8.4 Respect.	10
7.5 Self-Centredness.	4	8.5 Courage of Conviction.	7
<b>9. CORPORATE &amp; MANAGERIAL INTEGRITY</b>	<b>7</b>	<b>9 (b) Management Integrity</b>	<b>6</b>
<b>9 (a) Corporate Integrity</b>	<b>7</b>	9.6 Trustworthiness of Management.	6
9.1 Participation and Empowerment.	9	9.7 Credibility of Management.	5
9.2 Employment Conditions and Practice.	6	9.8 Manipulative Abuse of Power by Management.	5
9.3 Recognition and Reward.	3	<b>10. MONITOR</b>	<b>10</b>
9.4 Furthering Lifestyle Aspiration and Development of Staff.	6	10.1 Lie-Detector.	10
9.5 Counterproductive Work Behaviour (CWB).	9	10.2 Consistency Factor.	10
<b>Report Date: 2021-09-28</b>		10.3 Unnatural Exaggeration.	9

Integrated Labour Turnover Score (ILTS)

8

Adapted Labour Turnover Score (ALTS)

8

Please note: A score lower than 5 on the Lie-Detector is considered a knock-out.



# \*IP-200 version III

## INTEGRITY PROFILES 200

### RISK REPORT

ORG: INTEGRITY INTERNATIONAL  
JOB TITLE: DISTRIBUTION MANAGER

NAME: Joe Cabu  
ID: 620512xxxxxxx

Assessment Date: 2020-03-10

#### I. Integrity Profile & Integrated Integrity Rating

	Elimination	Individual Score	Risk Level	Integrated Guide Score	Risk Level
I.1 Integrity Profile - Consistency		6	Medium	7	Low
I.2 Integrated Profile – Block Formation		9	Very Low		
I.3 Integrated Integrity Rating		7	Medium		

#### II. Monitor Substructure

	Elimination	Individual Score	Risk Level	Integrated Guide Score	Risk Level
II.1 Lie Detector		10	Very Low	10	Very Low
II.2 Consistency		10	Very Low		
II.3 Unnatural Exaggeration		9	Very Low		

#### III. Honesty Pattern (HP)

Support Scales	Individual Score	Risk Level	Integrated Guide Score	Risk Level
4 Support Scales { 8.1 Honesty; as a Central Guide. 2.2 Honesty in Practice. 6.2 History of Dishonesty. 6.3 Future Opportunistic Dishonesty			5	High

#### IV. High Risk Square (HRS)

Support Scales	Individual Score	Risk Level	Integrated Guide Score	Risk Level
6 Support Scales { 9.5 Counterproductive Work Behaviour. 5.3 Rationalization. 5.5 Leniency. 5.2, 6.1 & 6.5 Rules & Policies.			7	Low

#### V. Internalized Strength (IS)

	Support Scales	Individual Score	Risk Level	Integrated Guide Score	Risk Level
V.1 Internal Locus of Control (ILC)	5 Support Scales	7	Low	7	Low
V.2 Vulnerability to Influence (VI)	5 Support Scales	6	Medium		
V.3 Drive Orientation (DO)	7 Support Scales	8	Very Low		

#### VI. Higher Order (Personality) Factor (HOF)

	Support Scales	Individual Score	Risk Level	Integrated Guide Score	Risk Level
VI.1 Conscientiousness (C)	3 Support Scales	7	Low	7	Low
VI.2 Agreeableness (A)	4 Support Scales	6	Low		
VI.3 Stability (S)	4 Support Scales	7	Very Low		
VI.4 Socialized Control (SC)	5 Support Scales	7	Low		

#### VII. Devious Disposition (DD)

Support Scales	Individual Score	Risk Level	Integrated Guide Score	Risk Level
5 Support Scales { 7.1 Manipulation. 5.3 Rationalization. III Honesty. 3.1 & 7.4 Secretiveness.			4	High

#### VIII. Organizational Citizenship Behaviour (OCB)

Support Scales	Individual Score	Risk Level	Integrated Guide Score	Risk Level
4 Support Scales { 1.3 OCB People. 1.5 OCB Corporate/Organization. 4.3 & 7.5 Cooperation & Assistance.			6	Low

#### IX. Managerial Triangle (MT)

Support Scales	Individual Score	Risk Level	Integrated Guide Score	Risk Level
4 Support Scales { 4.2 Self-Reliance, -Direction & -Control. 4.4 Responsibility. 2.1 & 8.2 Reliability & Dependability.			8	Very Low

#### X. Corporate & Managerial Integrity (CMI)

	Support Scales	Individual Score	Risk Level	Integrated Guide Score	Risk Level
X.1 Corporate Integrity (CI)	5 Support Scales	7	Very Low	7	Very Low
X.2 Management Integrity (MI)	3 Support Scales	6	Low		

Degree of Risk	Very High	High	Medium	Low	Very Low
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**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 the first two Guides, the analysis-process is by implication stopped.
- The higher the score reported, the better.



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# MID

ORG: INTEGRITY INTERNATIONAL  
JOB TITLE: DISTRIBUTION MANAGER

## MANAGERIAL & INTEGRITY DISPOSITION

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#### B. SUBSTRUCTURES AND PROFILE

Four Substructures of MI		Poor	Average	Adequate	Good	Excellent					
1. INTERNALIZED STRENGTH & CONTROL	7	1	2	3	4	5	6	7	8	9	10
2. WORK PERFORMANCE ORIENTATION	8	1	2	3	4	5	6	7	8	9	10
3. HUMAN RELATION ORIENTATION	5	1	2	3	4	5	6	7	8	9	10
4. CORPORATE ORIENTATION	6	1	2	3	4	5	6	7	8	9	10
<b>INTEGRATED MANAGERIAL &amp; INTEGRITY DISPOSITION</b>										<b>7</b>	

#### C. SUB & SUPPORT STRUCTURES

<b>1. INTERNALIZED STRENGTH &amp; CONTROL</b>	<b>7</b>	<b>3. HUMAN RELATIONS ORIENTATION</b>	<b>5</b>
1.1 Accountability	7	3.1 Organisational Citizenship Behaviour (OCB)- People	6
1.2 Attitude to Approval Needs & Group Dependency	4	3.2 Empathy & Agreeableness	4
1.3 Attitude to Leniency–Tolerating Deviant Behaviour in Others	9	3.3 Honesty – Integrated as per Risk Report	5
1.4 Impulsivity & Instant Gratification of Needs	7	3.4 Fairness	3
1.5 Self-Reliance, Self-Direction & Self-Control	9	3.5 Respect	10
1.6 Susceptibility to Pressure	5	3.6 Self-Centeredness	4
<b>2. WORK PERFORMANCE ORIENTATION</b>	<b>8</b>	<b>4. CORPORATE ORIENTATION</b>	<b>6</b>
2.1 Reliability/Dependability (2.1 - 5) & (8.2 - 5)	5	4.1 Organisational Citizenship Behaviour (OCB) – Corporate	6
2.2 Conscientiousness	8	4.2 Loyalty	7
2.3 Perseverance, Commitment & Drive-Initiative	9	4.3 Pride in Work and Organisation.	9
2.4 Responsibility and Sense of Duty	9	4.4 Attitude to Corporate Property, Image, Managerial & Goals	9
2.5 Courage of Conviction	7	4.5 Rule-Boundedness	5
2.6 Consistency & Stability	8	4.6 Transparency	1

IP200 v III ADAPTED INTEGRITY RATING (AIR)

**7**

Composed from the IP200 v III.

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