



WRISC

WORK-RELATED RISK & INTEGRITY SCALE

INTERPRETIVE REPORT - PRACTITIONER

DEVELOPED BY:

CASPER J.J. VAN ZYL (MA) & GIDEON P. DE BRUIN (D.LITT. ET PHIL.)

NAME: Jane Sample
GENDER: Female
REPORT DATE: 26 February 2016

CONFIDENTIAL REPORT

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DESCRIPTIONS OF THE SCALES

Aggression

The extent to which an individual has difficulty managing internal anger which could translate into verbal or physical aggression.

Callous Affect

The degree to which an individual is cold, uncaring and indifferent with respect to other people.

Cynicism

The degree to which an individual believes that other people are dishonest and insincere.

Egotism

The extent to which an individual has an inflated and aggrandising sense of self.

External Locus of Control

The extent to which an individual believes that the outcomes in his/her life are determined through their own actions or by external factors outside of their control.

Impulsivity

The degree to which an individual can delay and resist immediate gratification of physical and emotional impulses.

Low Effortful Control

The degree to which an individual is ill-disciplined, unorganised, non-deliberate and careless in his/her efforts to achieve goals successfully.

Manipulation

The extent to which an individual makes use of manipulative and disingenuous practices.

Negative affect

The tendency to experience negative emotions such as anxiety, sadness, guilt, frustration, and depressed mood.

Pessimism

The extent to which an individual has a negative outlook on life, characterised by a general tendency to expect unfavorable outcomes for life events.

Risk-Taking

The degree to which an individual seeks varied and intense sensations and experiences and is willing to take risks in the pursuit thereof.

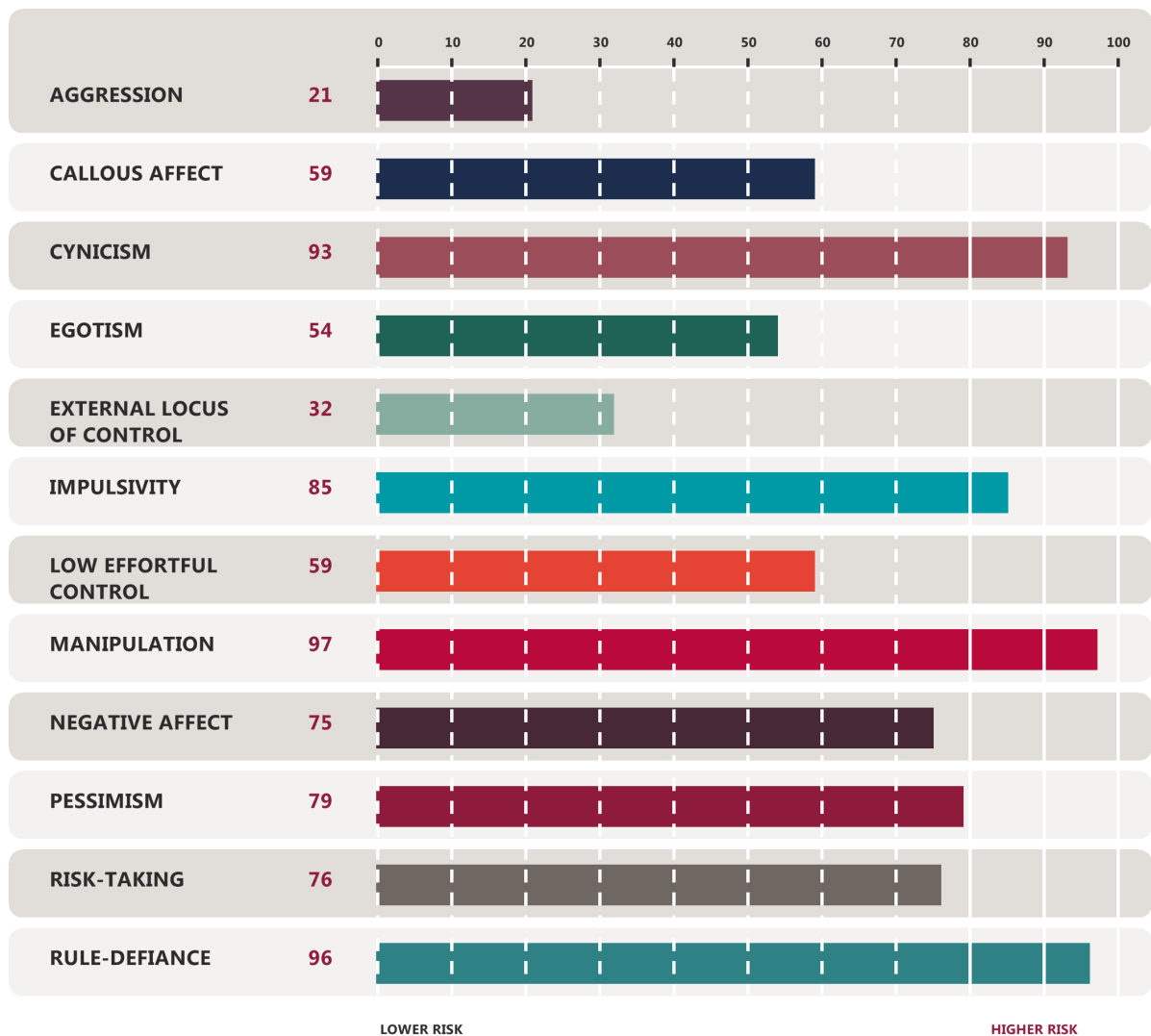
Rule-Defiance

The degree to which an individual is willing to break the rules and challenge authority.



INDIVIDUAL PROFILE REPORT

The profile report indicates how the respondent scored on each of the scales, with high scores considered potentially problematic. These scores highlight an individual's standing on salient attitudes and behaviours that are associated with counterproductive work behaviour (CWB) and criminal tendencies. Note, however, that high scores only reflect an increased potential for CWB. For example, an individual with a high score on the Aggression scale represents potential risk in the workplace, but may have learned to manage and control an aggressive disposition.



INTERPRETATION GUIDELINES

The results are presented as percentile scores. Stanines and T-scores are available on page 15 of the report. Scores falling below the 20th percentile are considered low, scores in the 20th to 35th percentile are considered low average, scores in the 35th to 65th percentile are considered average, scores in the 65th to 80th percentile are considered high average and scores above the 80th percentile are considered high. While higher scores carry an increased risk for counterproductive behaviour, it is important to remember that there are strengths and weaknesses associated with low and high scores, depending on the context. Any score should therefore be interpreted with the relevant context in mind.



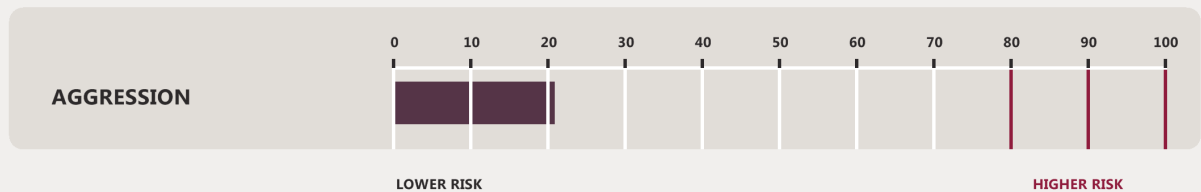
INTERPRETIVE REPORT: JANE SAMPLE

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AGGRESSION

21st percentile

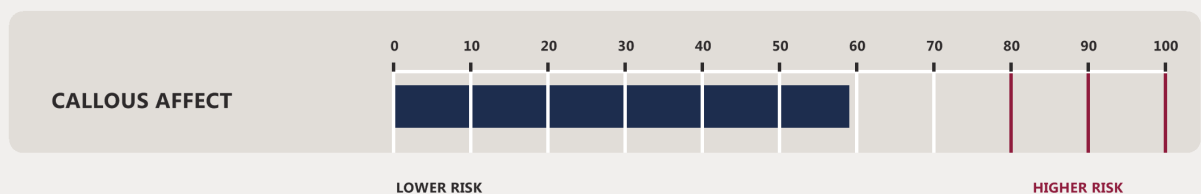


BASIC INTERPRETATION GUIDELINE

High scorers tend to have difficulty managing their own feelings of anger when provoked or frustrated. The inability to effectively manage internal anger states may manifest in verbal or physical aggression when left unchecked. Given the immediate experience of aggressive impulses, their behaviour is more likely to be directed at individuals than at non-human entities such as organisations. **Low scorers** tend to manage their feelings of anger successfully. They tend to employ effective strategies to reduce the impact of internal anger on overt behaviour.

CALLOUS AFFECT

59th percentile



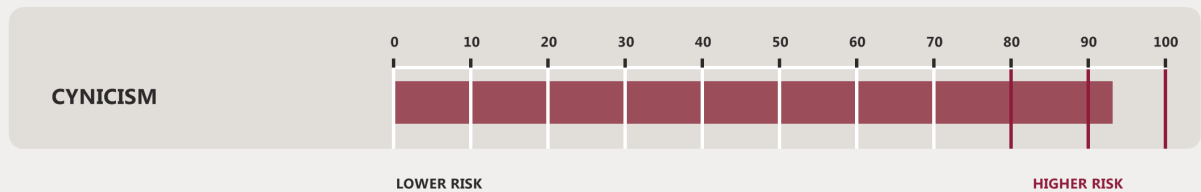
BASIC INTERPRETATION GUIDELINE

High scorers on this scale primarily reflect a lack of empathy. Persons with high scores have a general disregard for the needs and feelings of others and tend to be indifferent to the possibility that their decisions may have adverse consequences for others. They are likely to be perceived as unkind and uncaring, or cold-hearted. **Low scorers** are likely to be warm, empathic individuals, who consider the needs of other people when interacting with them. They tend to have a genuine concern for the well-being of other people and others are likely to perceive them as kind and sympathetic.



CYNICISM

93RD
percentile

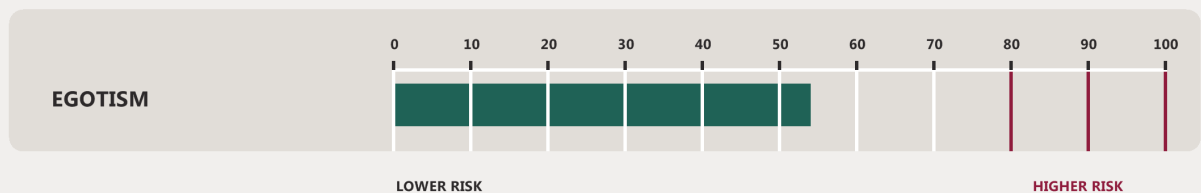


BASIC INTERPRETATION GUIDELINE

High scorers tend to be suspicious of the motives of other people and have a skeptical orientation towards others. They are likely to anticipate hidden agendas and motives in other people's behaviour. Their default approach tends to be one of suspicion when fostering new relationships. **Low scorers** on this scale tend to be trusting and expect the best from people. They tend to perceive others to be honest, fair and benevolent, and anticipate that others will behave in accordance with these expectations.

EGOTISM

54TH
percentile



BASIC INTERPRETATION GUIDELINE

High scorers on this scale tend to have exaggerated positive views of themselves. They might consider themselves to have superior abilities, special talents, or high levels of natural authority. These perceptions are not necessarily shared by other persons. They tend to seek opportunities to maintain and enhance their self-perceptions. They are likely to create situations that allow them to garner admiration from others. **Low scorers** tend to be unassuming and unpretentious in their interactions with others. They are likely to be perceived as modest and humble regarding their achievements.



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EXTERNAL LOCUS OF CONTROL

32ND
percentile

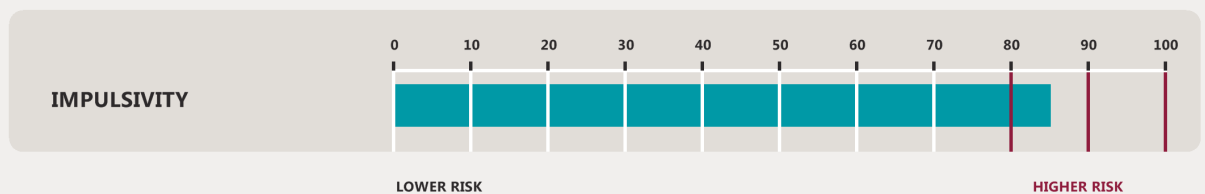


BASIC INTERPRETATION GUIDELINE

High scorers typically attribute causes for negative outcomes to external factors. They believe that many things are beyond their control and that they are powerless against life's stronger forces. They are likely to blame external factors, whether people or situations, when faced with undesirable outcomes. **Low scorers** tend to attribute the outcome of events to their own actions. They believe that they are in control of their lives and attribute both positive and negative outcomes to themselves. They believe that every action has consequences, and have confidence that their efforts will yield positive outcomes. When faced with adversity they seek solutions based on the belief that there are actions within their control that could successfully resolve the situation.

IMPULSIVITY

85TH
percentile



BASIC INTERPRETATION GUIDELINE

High scorers on this scale are likely to do things impulsively. They have difficulty managing their immediate needs and desires, and are likely to succumb to temptation. In general, high scorers on this scale are not effective self-regulators, because they are unable to resist immediate gratification and to wait for delayed rewards. **Low scorers** are likely to be more deliberate and to consider possible consequences before making decisions. They are less likely to succumb to strong physical and emotional impulses.



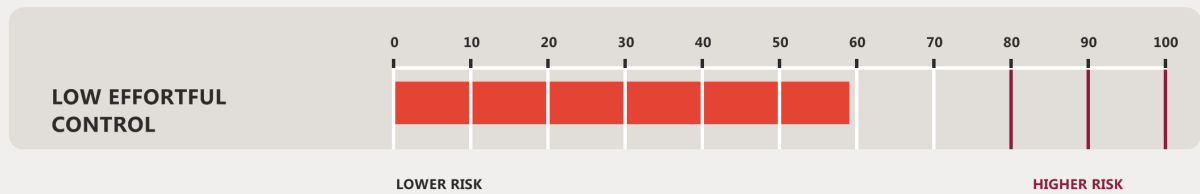
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LOW EFFORTFUL CONTROL

59TH
percentile

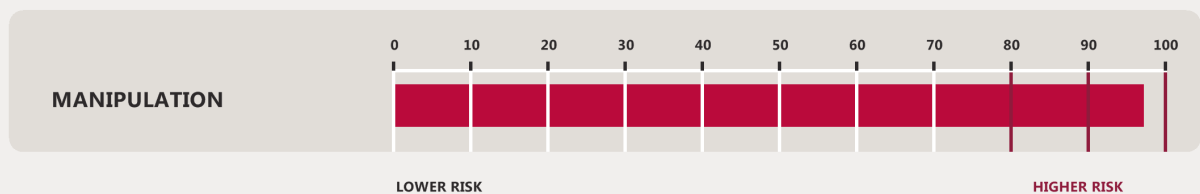


BASIC INTERPRETATION GUIDELINE

High scorers tend to be disorganised and to pursue their goals in an undisciplined way. They tend to be easily distracted from their tasks and objectives. They typically fail to implement focused and systematic strategies to meet their goals, and may lose motivation to persevere when faced with obstacles. Extreme high scorers may employ questionable or socially inappropriate strategies and tactics to complete tasks or to achieve their personal goals. In contrast, **low scorers** are likely to use deliberate and carefully planned strategies and tactics to meet their objectives.

MANIPULATION

97TH
percentile



BASIC INTERPRETATION GUIDELINE

High scorers on this scale tend to be indirect and devious in their interactions with other people. They have a tendency to manipulate situations in order to achieve desired outcomes. They may view people as controllable through flattery and friendship. Their interactions tend to be calculated to direct the outcome of situations in their favour. However, a high average score does not necessarily indicate a propensity towards malicious manipulation. It may reflect an underlying assumption that being forthright appears cold or unfriendly to others, or, that other people's behaviours are less predictable when they are not carefully managed. However, high levels of this trait could be pernicious, especially, when coupled with a lack of concern for the well-being of others. **Low scorers** on this scale tend to be straightforward and frank in their interactions with others.



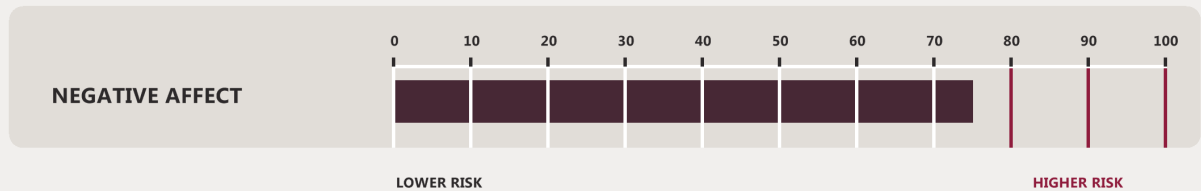
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NEGATIVE AFFECT

75TH
percentile

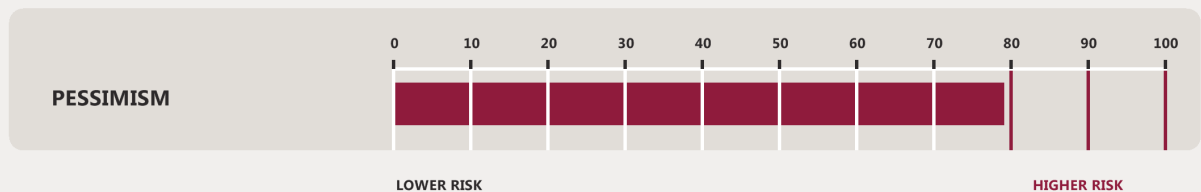


BASIC INTERPRETATION GUIDELINE

High scorers on this scale tend to experience negative affect. This includes an array of negative emotions such as anxiety, sadness, feelings of guilt and hopelessness, fear, and mood swings. They have difficulty managing the impact of negative emotions on their thoughts and behaviours. **Low scorers** tend to be calm and composed. They display an even-tempered disposition even in stressful situations. They cope with everyday frustrations and problems without becoming agitated or anxious.

PESSIMISM

79TH
percentile



BASIC INTERPRETATION GUIDELINE

High scorers tend to focus on the negative aspects of situations and expect the worst to happen. They tend to interpret negative outcomes as more stable and less likely to change for the better in the future. **Low scorers** typically interpret outcomes in a positive light. They extend this view into the future with a hopeful attitude that events will unfold in a good way. When faced with negative outcomes, they are likely to view such situations as temporary or fleeting, expecting the situation to improve as they move into the future.



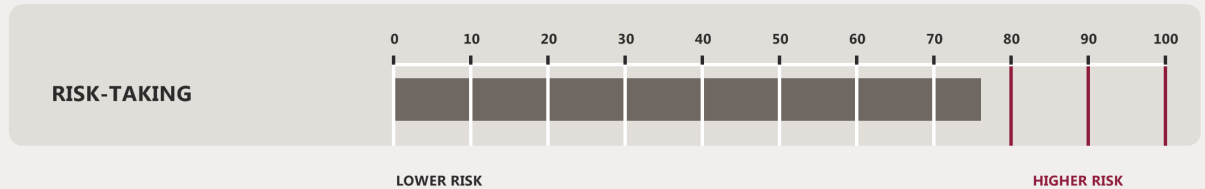
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RISK-TAKING

76TH
percentile

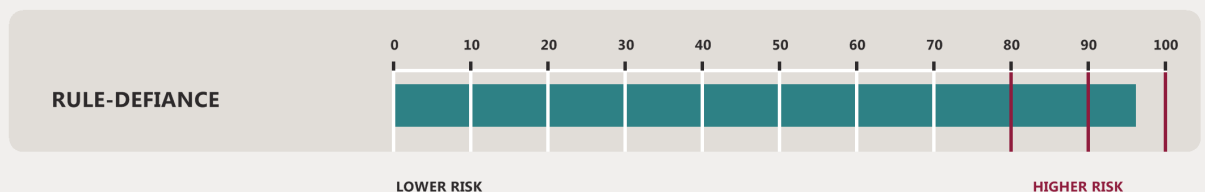


BASIC INTERPRETATION GUIDELINE

High scorers are likely to enjoy situations that are risky or somewhat dangerous. They engage in risky behaviour because they anticipate that the benefits of the behaviour will outweigh any negative consequences they may encounter. They tend to get bored easily and thus pursue activities for the positive sensations they derive from them. They are also likely to enjoy activities and situations that have unpredictable outcomes. **Low scorers** tend to avoid risky situations with unpredictable outcomes. Their decisions tend to favour options with safe outcomes. In general, they prefer to avoid unnecessary risk.

RULE-DEFIANCE

96TH
percentile



BASIC INTERPRETATION GUIDELINE

High scorers tend to see rules as negotiable and interpretable rather than fixed. They are likely to challenge authority and question decisions, and to violate rules that they do not agree with or that interfere with their objectives. However, the degree to which such behaviour should be considered problematic is dependent on the context in which it takes place. **Low scorers** on this scale are likely to comply with rules and regulations. They tend to consider rules to exist for good reasons such as creating and keeping order, and ensuring safety.



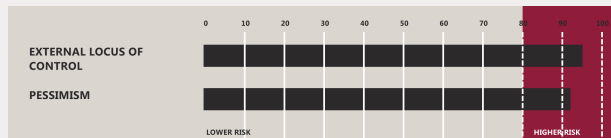
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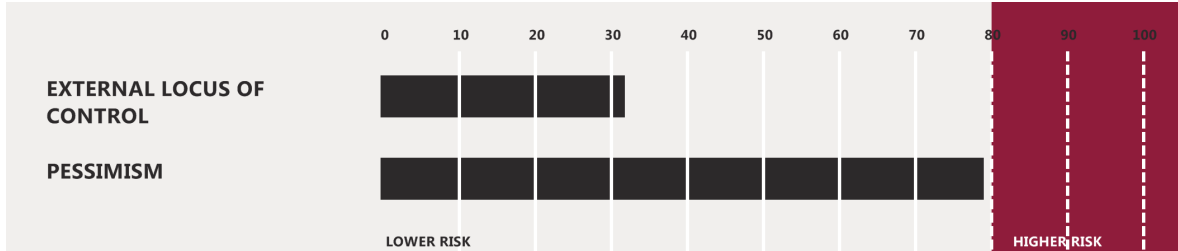
ATTRIBUTION STYLE INDEX

Example of a prototypical scoring pattern on the Attribution Style Index



High scores on External Locus of Control and Pessimism indicate an increased likelihood of a negative attribution style. A person's attribution style reflects their dispositional way of interpreting life events. In the workplace, an individual's attribution style will reflect his or her characteristic way of interpreting negative outcomes. Stated simply, this refers to how people apportion blame when things go wrong. When individuals with this type of scoring pattern are faced with negative outcomes in the workplace they are likely to attribute the cause of the outcome as external to themselves. They are therefore unlikely to take responsibility for their own contribution to the situation, and to feel that the situation is unfair or undeserved. They are likely to feel powerless to control or otherwise influence undesirable situations, and will tend to expect the situation to persist in future.

Jane Sample's scoring pattern on the Attribution Style Index



The figure above shows **Jane Sample's** results on the Attribution Style Index. It is important to note that high scores (above the 80th percentile) on both constructs are required before the behavioural description can be expected to apply. An extreme score on a single construct should be considered an area requiring further investigation (during an interview or the feedback process).

MULTIDIMENSIONAL INDICES

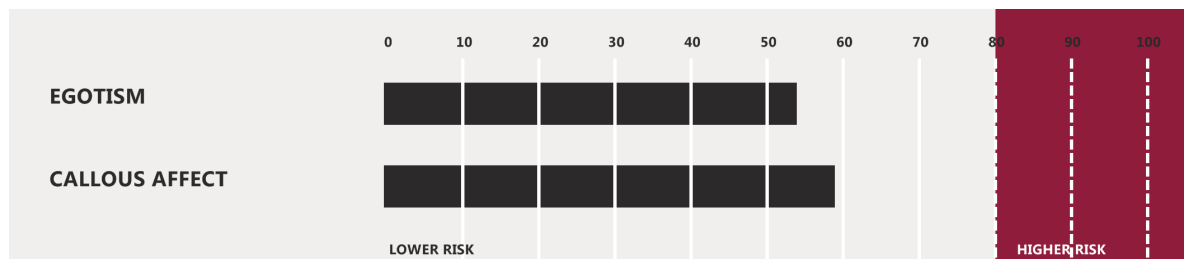
NARCISSISTIC INDEX

Example of a prototypical scoring pattern on the Narcissistic Index



High scores on **Egotism** and **Callous Affect** indicate an increased likelihood of a Narcissistic personality. Narcissistic individuals tend to have a self-enhancing interpersonal style, which means that they are likely to use every opportunity to shift attention to themselves while interacting with others with the aim of maintaining and enhancing their self-esteem. They also have a tendency to interpret ambiguous information and remember past experiences in a way that is biased in favour of an exaggerated self-view. Narcissistic individuals are vigilant regarding anything that might threaten their inflated self-views and may react with hostility and/or anger when faced with such situations. In general, they tend to have little concern for the impact of their behaviour on others.

Jane Sample's scoring pattern on the Narcissism Style Index



The figure above shows **Jane Sample's** results on the Narcissistic Index. It is important to note that high scores (above the 80th percentile) on both constructs are required before the behavioural description can be expected to apply. An extreme score on a single construct should be considered an area requiring further investigation (during an interview or the feedback process).



MULTIDIMENSIONAL INDICES

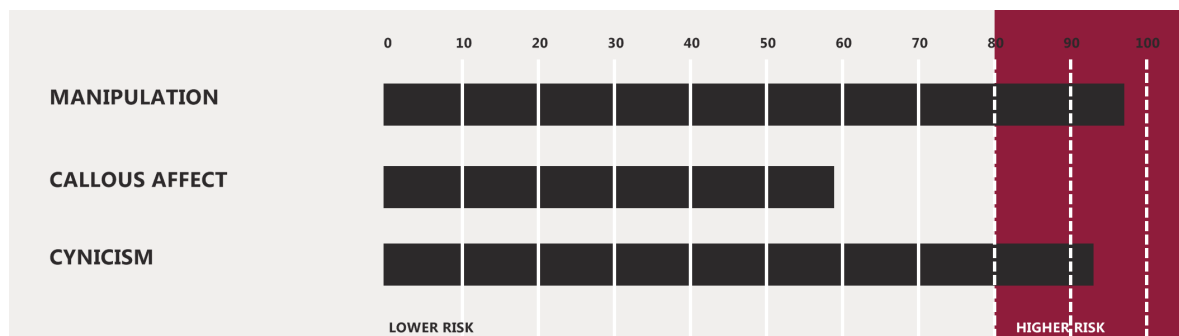
MACHIAVELLIAN INDEX

Example of a prototypical scoring pattern on the Machiavellian Index.



High scores on **Manipulation**, **Callos Affect** and **Cynicism** indicate a greater likelihood of a Machiavellian personality. Key dispositional elements of a Machiavellian personality include the use of manipulative tactics when dealing with people, having a cynical outlook on life, and a general disregard for the feelings of others. The prototypical characteristic of Machiavellianism is interpersonal manipulation, which can take multiple forms such as ingratiation, self-disclosure, deceit, friendliness, flattery, and inducing guilt along with many other emotionally coercive tactics. The goal of these disingenuous interpersonal strategies is to influence the thoughts, feelings and behaviours of other people, usually for a particular purpose.

Jane Sample's scoring pattern on the Machiavellian Style Index



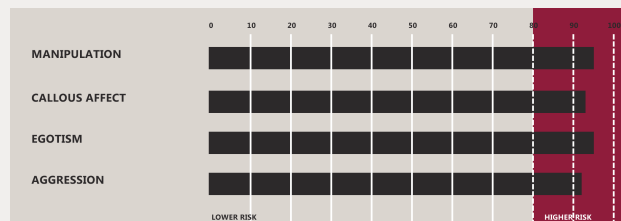
The figure above shows **Jane Sample's** results on the Machiavellian Index. It is important to note that high scores (above the 80th percentile) on all constructs are required before the behavioural description can be expected to apply. Random high scores should be investigated individually during an interview or during the feedback process.



MULTIDIMENSIONAL INDICES

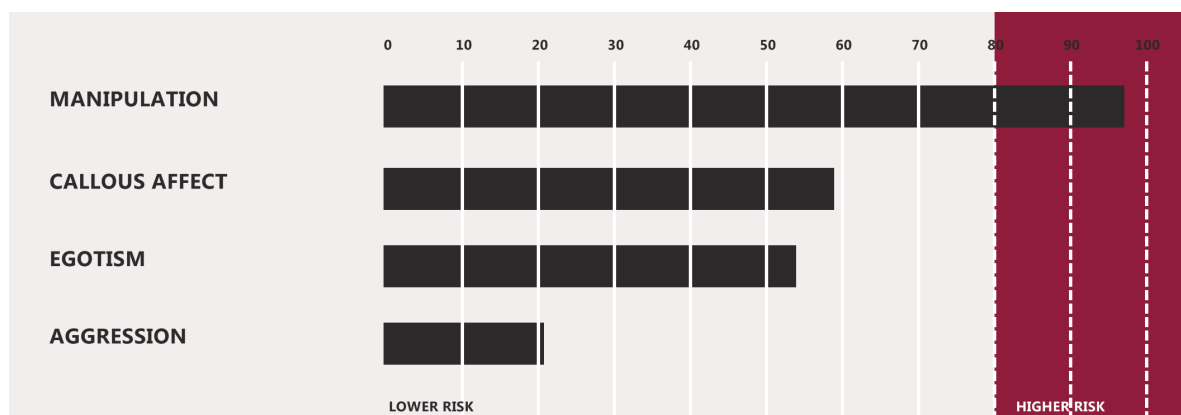
CALLOUS INTERACTION INDEX

Example of a prototypical scoring pattern on the Callous Interaction Index



High scores on Manipulation, Callous Affect, Egotism and Aggression indicate a higher likelihood of a disposition characterised by callous interactions with others. These individuals consider themselves superior to others, and have a grandiose, exaggerated sense of self-worth. They tend to view most things in life as opportunities for self-advancement. They may come across as confident, engaging, charming and persuasive. In social settings they are thus likely to project a highly competent and charismatic public image. They are likely to manipulate others with great ease, which could vary in seriousness from subtle and relatively harmless strategies like flattery, to harmful forms of lying and deceit. With regards to other people's well-being, the absence of affect is likely to translate into indifference. They are unlikely to be concerned about the effect of their behaviour on others as they consider their behaviour to be normal and appropriate. At worst, this type of disposition might result in extremely undesirable and destructive behaviours that these individuals would simply consider to be suitable survival strategies rather than inappropriate or unacceptable conduct. When their goals become frustrated or their self-view threatened these individuals are likely to respond with anger culminating in a variety of possible hostile and aggressive actions.

Jane Sample's scoring pattern on the Callous Interaction Index



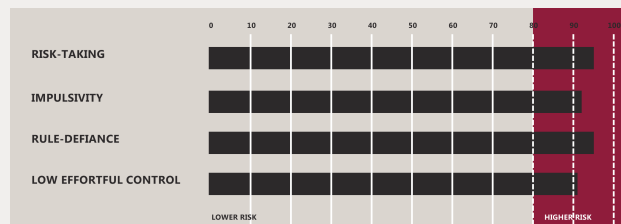
The figure above shows **Jane Sample's** results on the Callous Interaction Index. It is important to note that high scores (above the 80th percentile) on all constructs are required before the behavioural description can be expected to apply. Random high scores should be investigated individually during an interview or during the feedback process.



MULTIDIMENSIONAL INDICES

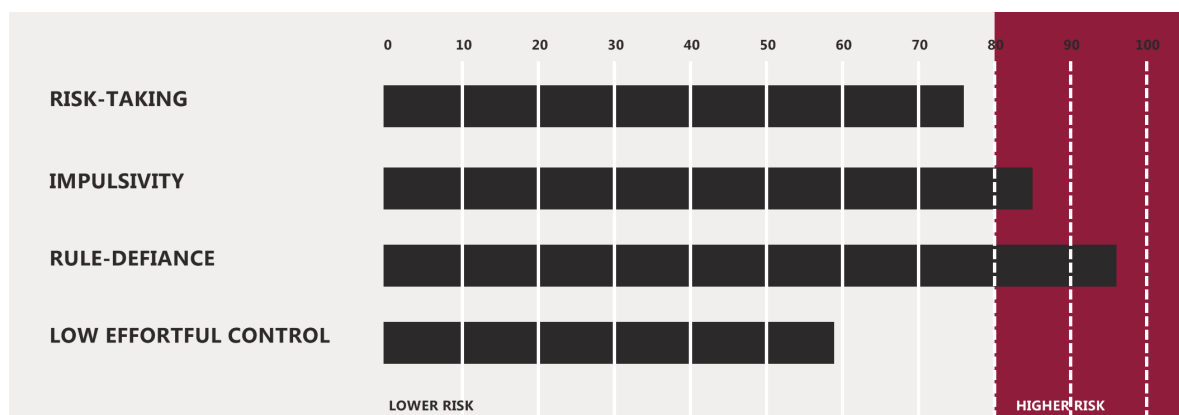
ERRATIC LIFESTYLE INDEX

Example of a prototypical scoring pattern on the Erratic Lifestyle Index



High scores on Risk Taking, Impulsivity, Rule Defiance and Low Effortful Control indicate the likely presence of an erratic lifestyle. These individuals tend to be unstructured, spontaneous, impulsive and driven by egocentric gratification. They are likely to have a strong aversion to boredom and constantly seek situations that offer stimulation, thrill and excitement. They prefer to live according to their own rules, and become irritated and frustrated when forced to abide by other forms of structure, rules and standards. They are likely to view such rules as unnecessary constraints being placed on their behaviour. This may result in irresponsible and unreliable behaviour in many settings. For example, things such as fulfilling promises and obligations, or keeping their end of bargains and social commitments, will likely be set aside when considered boring or if a more exciting alternative is offered. Such impulsive and irresponsible behaviours would typically make it difficult for these individuals to plan and commit to long-term goals.

Jane Sample's scoring pattern on the Erratic Lifestyle Style Index



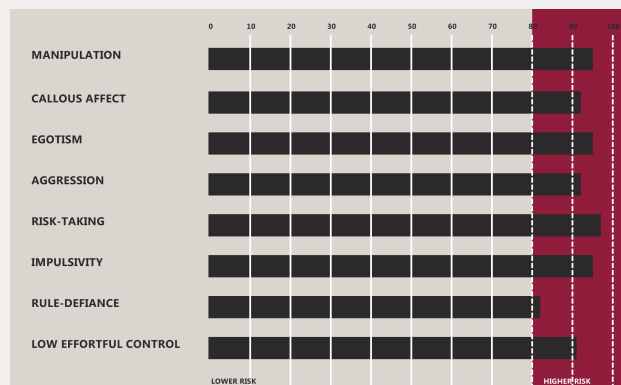
The figure above shows **Jane Sample's** results on the Erratic Lifestyle Index. It is important to note that high scores (above the 80th percentile) on all constructs are required before the behavioural description can be expected to apply. Random high scores should be investigated individually during an interview or during the feedback process.



MULTIDIMENSIONAL INDICES

DISPOSITIONAL DEVIANCE INDEX

Example of a prototypical scoring pattern on the Dispositional Deviance Index



This index is based on the **combination** of traits included in the **Callous Interaction** and **Erratic Lifestyle Indices**. The Dispositional Deviance Index represents a potentially toxic disposition based on extreme scores on this combination of traits. Although each trait might be undesirable or possibly harmful in its own right, the disposition becomes increasingly toxic when high scores on these salient traits appear together. Individuals with this type of scoring pattern could potentially have a devastating impact on the organisations in which they are employed; or on individuals within the organisation. It is the sheer volume of dysfunctional thoughts, behaviours and cognitions resulting from this array that makes it such a destructive personality profile. It is therefore, the concurrent nature of this trait combination that renders it potentially toxic.

Jane Sample's scoring pattern on the Dispositional Deviance Index



CONFIDENTIAL REPORT

NAME: Jane Sample
GENDER: Female
REPORT DATE: 26 February 2016

The table below contains both stanines and McCall's T-scores, which provides an indication of the respondent's standing on each of the WRISC scales. Stanines of 4 to 6 and T-scores of 40 to 60 are within the average range.

SCALE	STANINE	T-SCORE	PERCENTILE
EXTERNAL LOCUS OF CONTROL	4	45	32
PESSIMISM	7	58	79
IMPULSIVITY	7	60	85
CYNICISM	8	64	93
NEGATIVE AFFECT	6	57	75
LOW EFFORTFUL CONTROL	6	52	59
RULE-DEFIANCE	8	68	96
RISK-TAKING	6	57	76
AGGRESSION	3	42	21
MANIPULATION	9	68	97
CALLOUS AFFECT	6	52	59
EGOTISM	5	51	54



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ITEM RESPONSES

QUESTION NUMBER	ANSWER	QUESTION NUMBER	ANSWER	QUESTION NUMBER	ANSWER	QUESTION NUMBER	ANSWER
1.	A	38.	S	75.	A	112.	D
2.	A	39.	S	76.	A	113.	SA
3.	D	40.	S	77.	A	114.	A
4.	A	41.	SA	78.	D	115.	SA
5.	SD	42.	SD	79.	S	116.	A
6.	A	43.	SA	80.	D	117.	SD
7.	SD	44.	A	81.	D	118.	D
8.	S	45.	D	82.	A	119.	D
9.	D	46.	A	83.	SA	120.	D
10.	A	47.	A	84.	SD	121.	D
11.	A	48.	A	85.	SA	122.	S
12.	SD	49.	S	86.	SD	123.	A
13.	A	50.	D	87.	A	124.	A
14.	S	51.	A	88.	A	125.	D
15.	D	52.	A	89.	SD	126.	D
16.	D	53.	D	90.	A	127.	SD
17.	D	54.	A	91.	A	128.	A
18.	SA	55.	A	92.	D	129.	A
19.	SA	56.	SD	93.	A	130.	A
20.	S	57.	A	94.	D	131.	S
21.	A	58.	A	95.	S	132.	D
22.	S	59.	S	96.	D	133.	A
23.	A	60.	D	97.	A	134.	A
24.	A	61.	SD	98.	A	135.	D
25.	A	62.	D	99.	A	136.	SD
26.	SD	63.	A	100.	S	137.	SD
27.	SA	64.	A	101.	D	138.	D
28.	D	65.	D	102.	A	139.	A
29.	A	66.	A	103.	A	140.	D
30.	A	67.	A	104.	A	141.	D
31.	S	68.	D	105.	A	142.	A
32.	A	69.	A	106.	D	143.	A
33.	A	70.	S	107.	D	144.	SD
34.	D	71.	A	108.	D	145.	SA
35.	D	72.	SD	109.	S	146.	D
36.	A	73.	SA	110.	A	147.	A
37.	A	74.	S	111.	A	148.	D

10%	RESPONSE	SD	Strongly Disagree
25%	RESPONSE	D	Disagree
12%	RESPONSE	S	Sometimes Agree and Sometimes Disagree
44%	RESPONSE	A	Agree
7%	RESPONSE	SA	Strongly Agree

