



WRISC

WORK-RELATED RISK & INTEGRITY SCALE

## INTERPRETIVE REPORT - CANDIDATE

**DEVELOPED BY:**

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

**CONFIDENTIAL REPORT**

The information in this report is confidential and must not be made known to anyone other than authorised personnel, unless released by the expressed written permission of the person taking the assessment. The information should be considered together with all other information gathered in the assessment process.

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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.

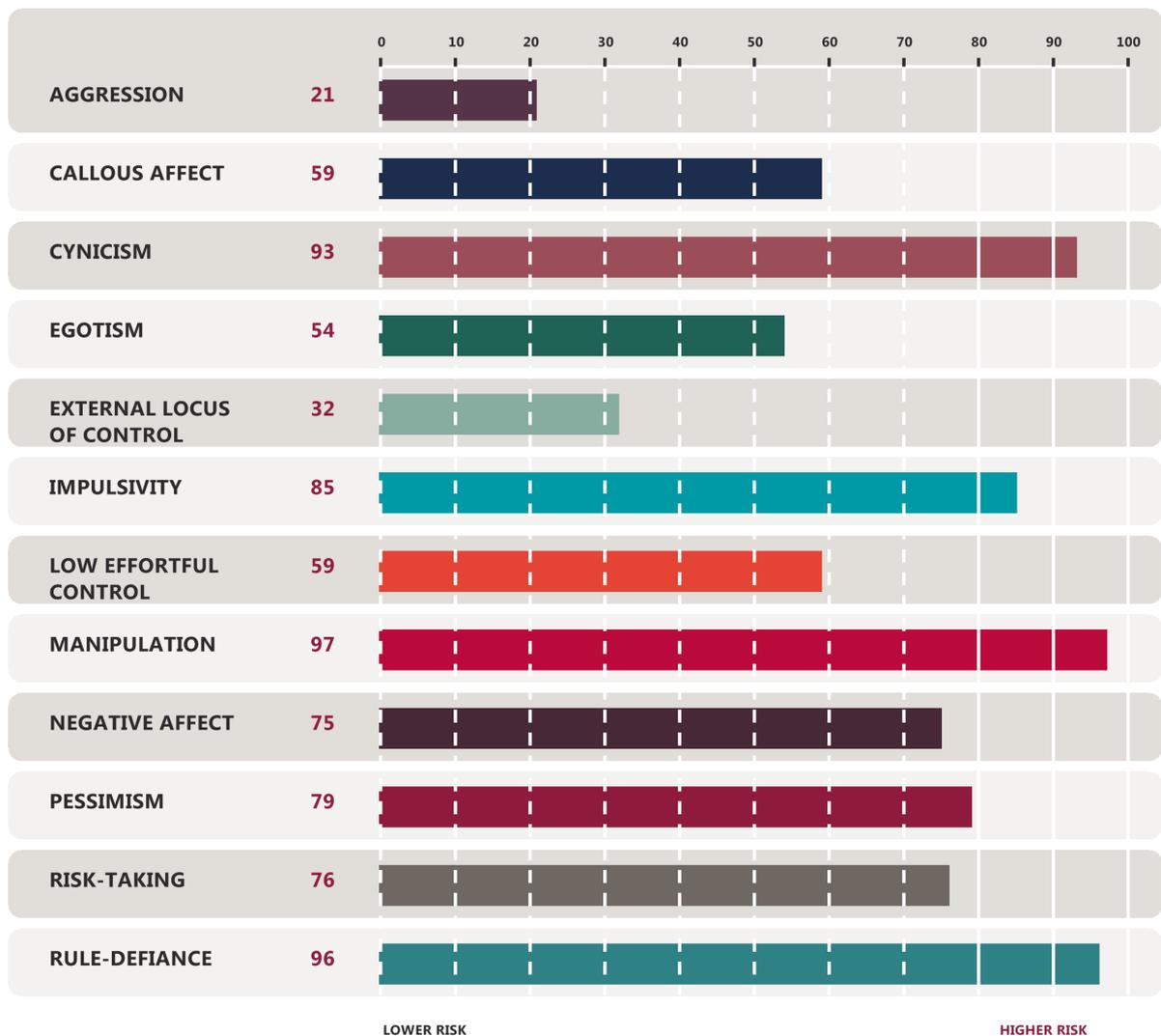
### **Rule-Defiance**

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

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.



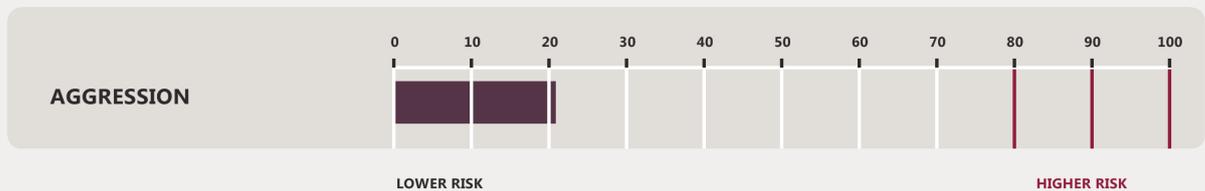
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# AGGRESSION

21<sup>st</sup> percentile

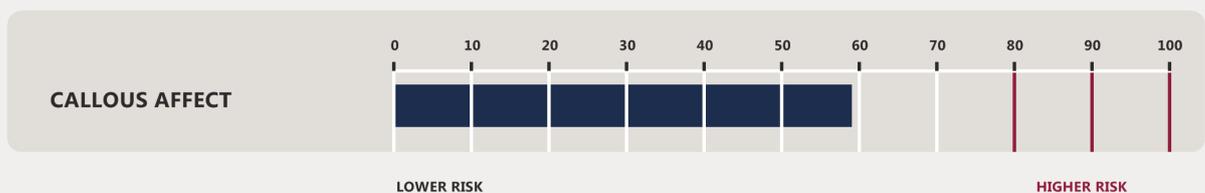


## BASIC INTERPRETATION GUIDELINE

**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

59<sup>th</sup> 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.



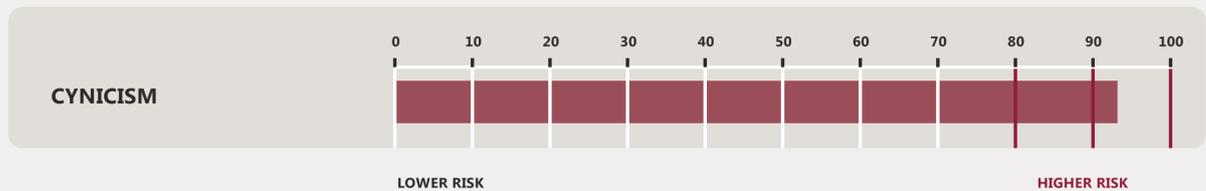
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## CYNICISM

93<sup>RD</sup>  
percentile

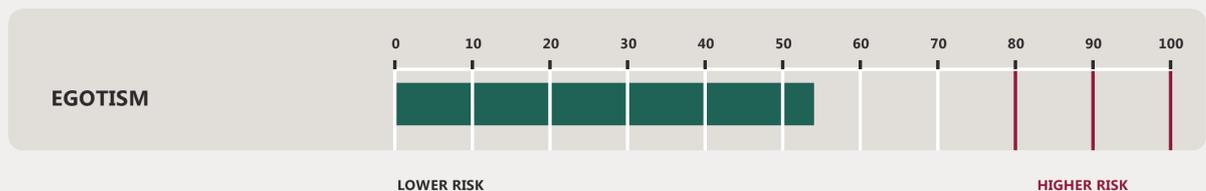


### BASIC INTERPRETATION GUIDELINE

**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

54<sup>TH</sup>  
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.



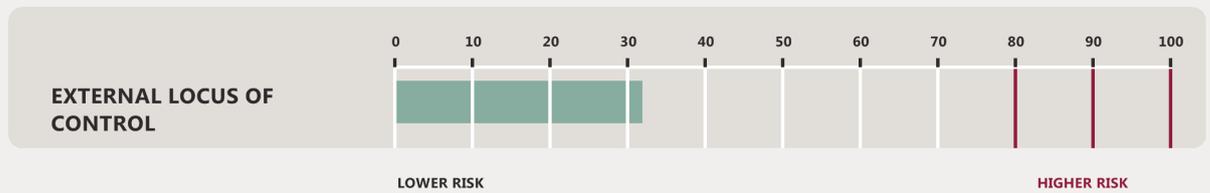
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## EXTERNAL LOCUS OF CONTROL

32<sup>ND</sup>  
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

85<sup>TH</sup>  
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

**59<sup>TH</sup>**  
percentile

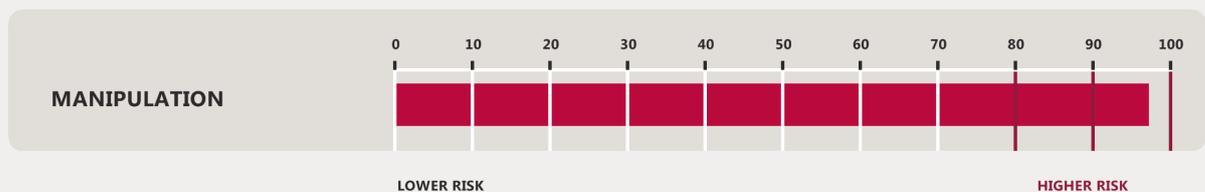


### BASIC INTERPRETATION GUIDELINE

**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

**97<sup>TH</sup>**  
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.



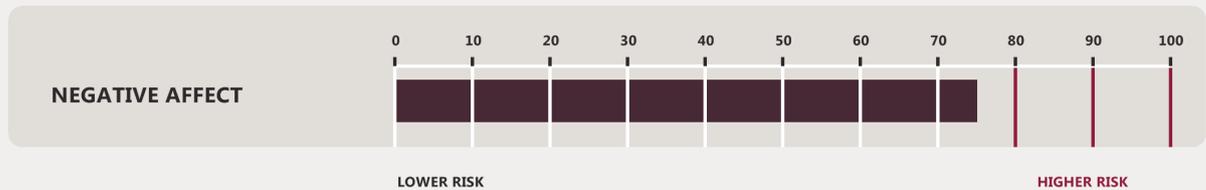
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## NEGATIVE AFFECT

**75<sup>TH</sup>**  
percentile

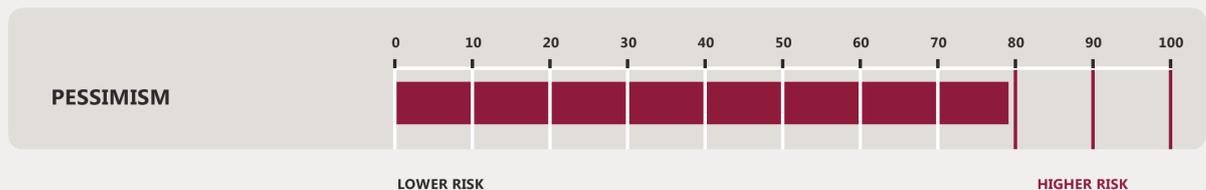


### BASIC INTERPRETATION GUIDELINE

**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

**79<sup>TH</sup>**  
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.



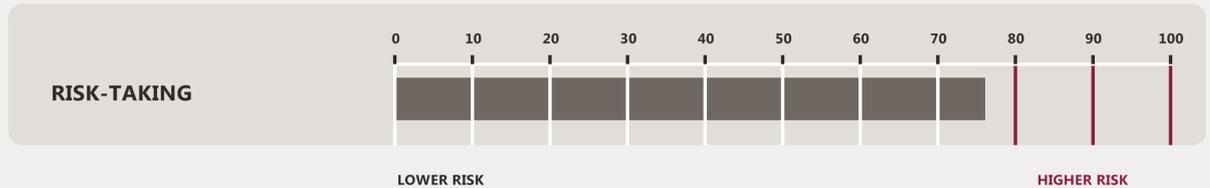
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## RISK-TAKING

76<sup>TH</sup>  
percentile

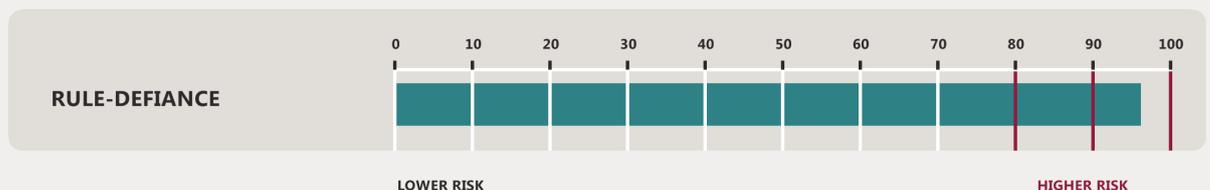


### BASIC INTERPRETATION GUIDELINE

**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

96<sup>TH</sup>  
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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