



Withdrawal. Harassment. Sabotage.  
Fraud. Theft. Absenteeism.

What if you could find the **bad apple** before they get into the barrel?

**78%**

of fraud is committed internally by senior and middle management.<sup>1</sup>

**6%**

Economic crimes increased 6% in the UK from 2018.<sup>2</sup>

**TOP 10**

The UK is ranked in the top 10 countries in terms of economic crimes.<sup>2</sup>



No one wants a bad apple on their team intentionally causing harm to their colleagues or the organisation. Another problem with bad apples is that their behaviour can give others tacit permission to also behave like bad apples – thereby spoiling the whole barrel! The solution is to screen out the bad apples with a reliable and valid measure during the hiring process.

## Introducing the **Work-related Risk and Integrity Scale (WRISc)**.

The **WRISc** is a **covert assessment** of Counterproductive Work Behaviour (CWB). It doesn't ask the prospective employee about deviant behaviours directly (which can lead to faking) but uses personality data to predict deviant behaviour in the workplace.

### **THE WRISc IS:**

**Non-threatening - measures normal personality**

**Widely applicable - from entry level to leadership positions**

**Based on sound research - developed using state of the art and updated statistical research with ongoing research support**

### **STUDIES WHERE THE WRISc HAS MADE AN IMPACT**

**ROAD SAFETY - HIGH SCORES ON THE WRISc HAVE BEEN LINKED TO RISK-TAKING VIOLATION.**

Using the WRISc in selection assisted in cutting down on not only recruitment costs but also costs associated with damages done and lawsuits due to risk-taking driving behaviour.

**SECURITY INDUSTRY—THE WRISc HAS BEEN USED AS AN EFFECTIVE SCREENING TOOL.**

Using an ideal candidate profile benchmark, the number of applicants was reduced by almost 70% (from thousands of candidates). The WRISc allowed identification of an ideal profile of employees less likely to display counterproductive work behaviour (CWB).

**PROFESSIONAL SERVICES INDUSTRY - CREATING THE OPTIMUM ENVIRONMENT FOR ENTREPRENEURIAL TALENT TO FLOURISH.**

The WRISc worked well in recruiting entrepreneurial talent by identifying individuals aligned with work-related integrity, as well as a good degree of risk-taking. Behaviours measured by WRISc scales, such as being optimistic, emotionally stable, and taking risks were strongly related to entrepreneurial potential.

Start assessing prospective employees  
with the **WRISc** today:

Contact [info@jvrafrica.co.za](mailto:info@jvrafrica.co.za), or +27 11 781 3705 to get started.

**JVR**  
PSYCHOMETRICS

1. PricewaterhouseCoopers. (2020). 2020: UK findings. Fraud and Economic Crime – an evolving challenge. *PwC's Global Economic Crime and Fraud Survey*. <https://www.pwc.co.uk/services/forensic-services/insights/global-economic-crime-survey-2020.html>

2. PricewaterhouseCoopers. (2020). *Global economic crime and fraud survey 2020 South Africa. Economic crime: When the boardroom becomes the battlefield*. <https://www.pwc.co.za/en/publications/global-economic-crime-survey.html>

