



WRISC

WORK-RELATED RISK AND INTEGRITY SCALE

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INTERPRETIVE REPORT - CANDIDATE

NAME: Jane Sample

REPORT DATE: 23 Feb 2023

CONFIDENTIAL REPORT

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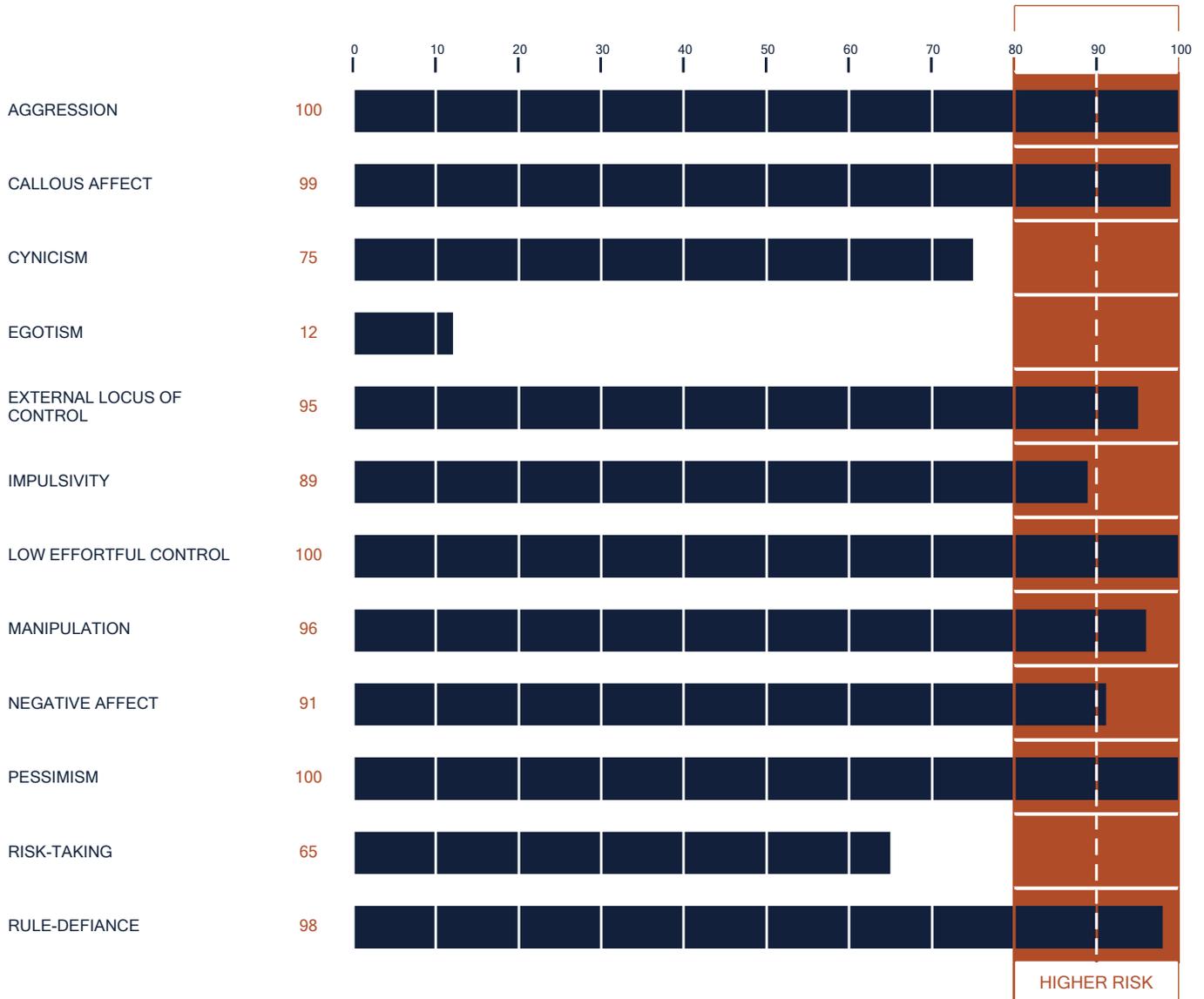
DESCRIPTIONS OF THE SCALES

The 12 scales of the WRISc described below are based on a psychological body of theoretical and empirical research on counterproductive performance. The WRISc provides a measure of an individual's propensity to engage in deviant and risk-taking behaviours.

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 their life are determined through their own actions or by external factors outside of their control.
IMPULSIVITY	The degree to which an individual's behaviour is influenced by strong physical and emotional impulses.
LOW EFFORTFUL CONTROL	The degree to which an individual is ill-disciplined, unorganised, non-deliberate and careless in their 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 unfavourable 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

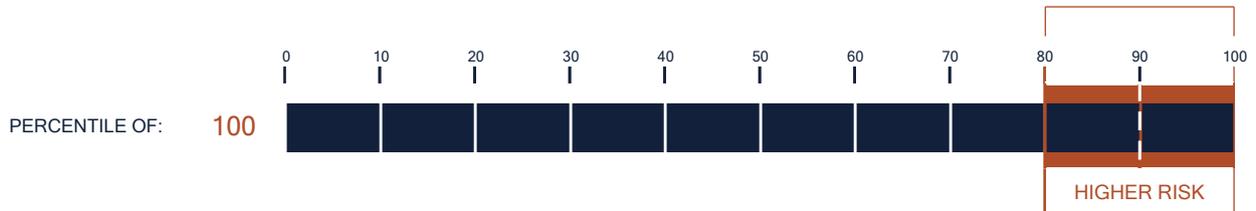
The profile report indicates how the respondent scored on each of the scales, with high scores considered potentially problematic. These scores highlight an individual's standing on salient attitudes and behaviours that are associated with counterproductive work behaviour (CWB) and criminal tendencies. 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. 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.

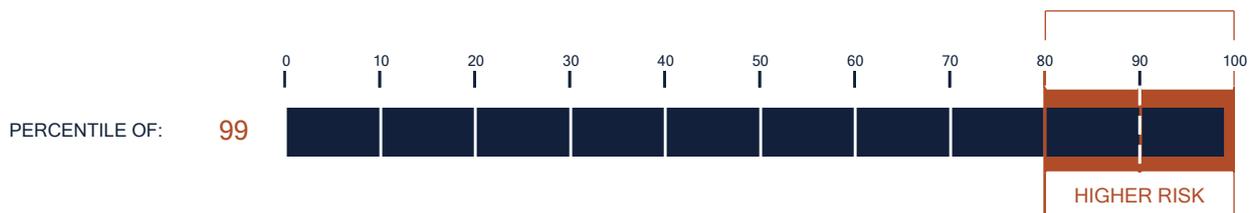
AGGRESSION



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.

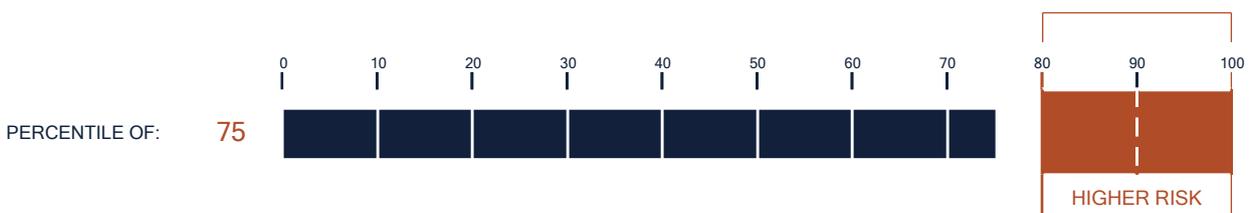
CALLOUS AFFECT



BASIC INTERPRETATION GUIDELINE

High scores 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.

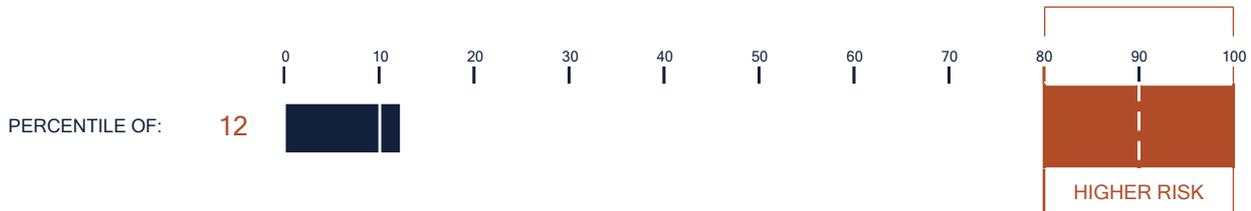
CYNICISM



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.

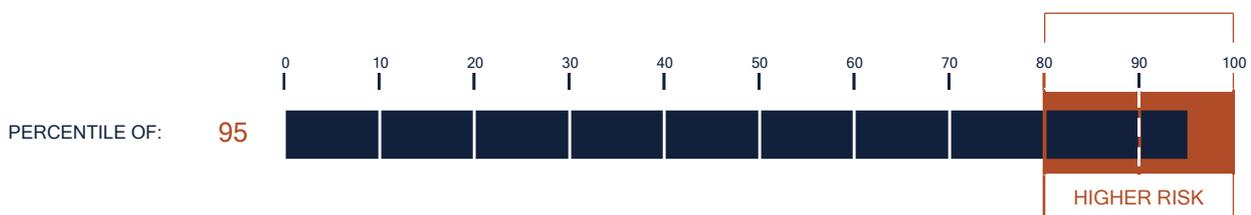
EGOTISM



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.

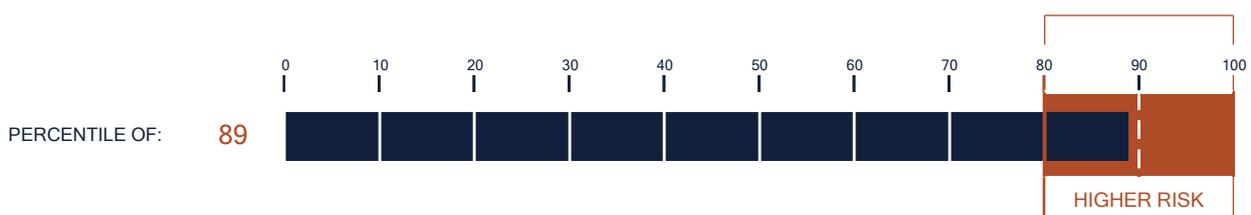
EXTERNAL LOCUS OF CONTROL



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



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.

LOW EFFORTFUL CONTROL



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.

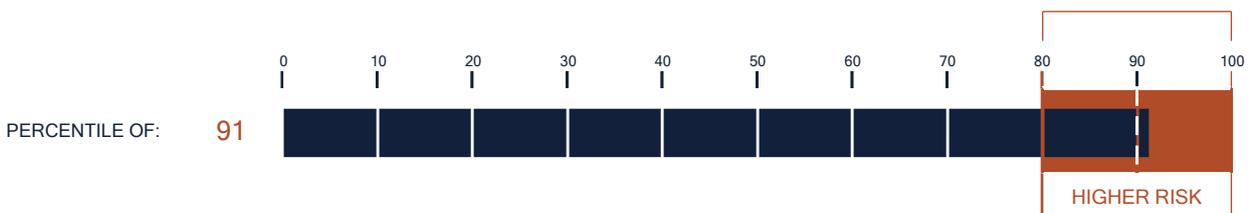
MANIPULATION



BASIC INTERPRETATION GUIDELINE

High scorers tend to communicate indirectly with colleagues, viewing others as controllable through flattery and friendship, and may manipulate situations to achieve desired outcomes. 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 but may reflect an underlying assumption that being forthright appears cold or unfriendly to others, or that other people should be carefully managed. Nevertheless, high manipulation scores, especially, when coupled with a lack of concern for others could be harmful. **Low scorers** tend to be straightforward and frank in their interactions with others.

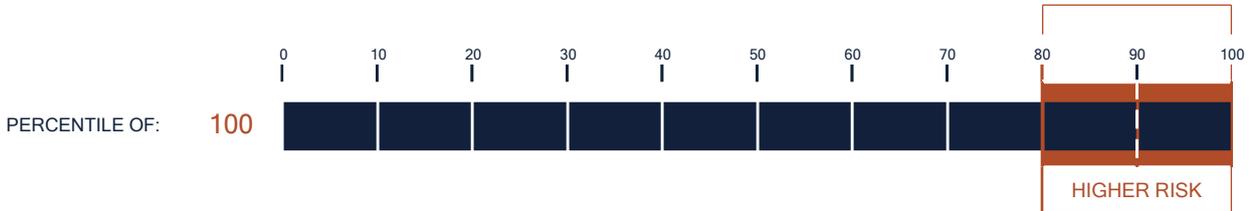
NEGATIVE AFFECT



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.

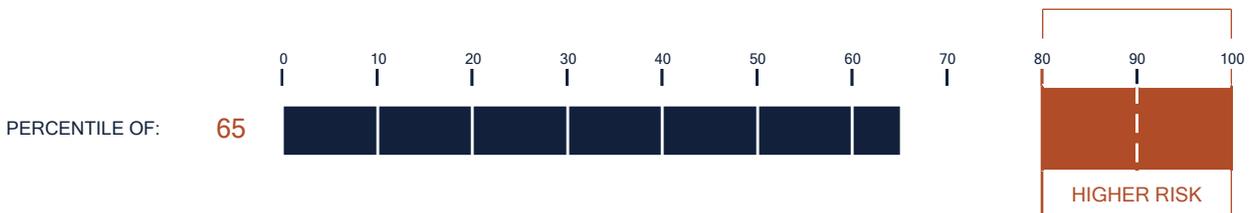
PESSIMISM



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.

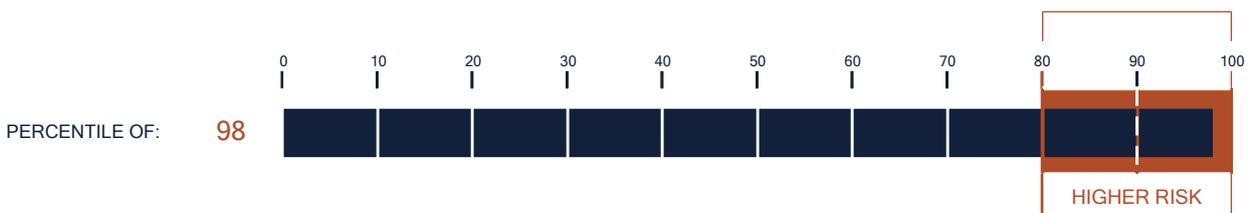
RISK-TAKING



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



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.