

# \*IP-200 VERSION III : REPORT

## Integrity Profiles-200 : Summarised Report

SURNAME: EXAMPLE FIRST NAME: A I.D. : 123456789  
 JOB TITLE: \_\_\_\_\_ ORGANISATION: PHIA HENNING & ASSOCIATES GENDER: MALE

### INTEGRITY PROFILE

TEN SUBSTRUCTURES OF INTEGRITY	SCORE	1	2	3	4	5	6	7	8	9	10	
1. SOCIALISATION	6	[Yellow bar]										
2. TRUSTWORTHINESS	8	[Green bar]										
3. CREDIBILITY	7	[Green bar]										
4. WORK ETHIC	7	[Green bar]										
5. ATTITUDES	9	[Green bar]										
6. BEHAVIOUR	6	[Yellow bar]										
7. MANIPULATION	4	[Yellow bar]										
8. VALUES	8	[Green bar]										
9. CORPORATE & MANAGERIAL INTEGRITY	7	[Green bar]										
10. MONITOR; LIE, CONSISTENCY & EXAGGERATION	9	[Green bar]										
<b>INTEGRATED INTEGRITY RATING (IIR)</b>											<b>7</b>	

1. SOCIALISATION	6
1.1 Social Experience – from family to immediate society.	3
1.2 The Significance of the Role Society Plays.	4
1.3 Organisational Citizenship Behaviour (OCB) – People.	6
1.4 Empathy & Agreeableness.	7
1.5 Organisational Citizenship Behaviour (OCB)–Corporate/Organisation	10

2. TRUSTWORTHINESS	8
2.1 Reliability/Dependability.	4
2.2 Honesty in Practice.	8
2.3 Discretion.	8
2.4 Loyalty.	8
2.5 (Moral) Conscientiousness.	10

3. CREDIBILITY	7
3.1 Predictability – ‘Real Self’.	8
3.2 Consistency & (Emotional) Stability	7
3.3 Capacity.	6
3.4 Legitimacy.	8
3.5 Accountability.	7

4. WORK ETHIC	7
4.1 Perseverance, Commitment and Drive-Initiative.	5
4.2 Self-reliance, Self-Direction & Self-Control.	7
4.3 Co-op, Support & Belief in Work & Leader Legitimacy.	8
4.4 Responsibility and Sense of Duty.	7
4.5 Pride in Work and Organisation.	9

5. ATTITUDES	9
5.1 Attitude to Corporate Property, Image, Management & Goals.	8
5.2 Attitude to Corporate Policy Violations.	10
5.3 Attitude to Rationalisation and Defence Mechanisms.	10
5.4 Attitude to Approval Needs & Group Dependency.	8
5.5 Attitude to Leniency – Tolerating Deviant Behaviour in Other.	10

6. BEHAVIOUR	6
6.1 History of Policy Violations.	6
6.2 History of Dishonesty - including Theft.	7
6.3 Opportunistic Dishonesty.	7
6.4 Impulsivity and Instant Gratification of Needs.	5
6.5 Rule-Boundedness.	7

7. MANIPULATION	4
7.1 Manipulation of Others.	3
7.2 Emotional Attachment/Involvement.	4
7.3 Susceptibility to Pressure.	7
7.4 Transparency.	1
7.5 Self-Centredness.	7

8. VALUES	8
8.1 Honesty; as a Central Guide.	8
8.2 Dependability; as a Central Value.	4
8.3 Fairness.	9
8.4 Respect.	10
8.5 Courage of Conviction.	10

9. CORPORATE & MANAGERIAL INTEGRITY	7
<b>9 (a) Corporate Integrity</b>	<b>7</b>
9.1 Participation and Empowerment.	7
9.2 Employment Conditions and Practice.	5
9.3 Recognition and Reward.	3
9.4 Furthering Life Style Aspiration and Development of Staff.	6
9.5 Counterproductive Work Behaviour (CWB).	10

9 (b) Management Integrity	7
9.6 Trustworthiness of Management.	6
9.7 Credibility of Management.	6
9.8 Manipulative Abuse of Power by Management.	8
<b>10. MONITOR</b>	<b>9</b>
10.1 Lie-Detector.	9
10.2 Consistency Factor.	8
10.3 Unnatural Exaggeration.	10

Please Note : The higher the 'score', the better.

Date of Administration : 2015/03/24

Date of Scoring : 2015/03/24

DEVELOPER : DR. LOUIS J. FICK

CONFIDENTIAL

\*REGISTERED TRADE MARK