



*IMI RISK REPORT

INTEGRITY MEASURING INSTRUMENT : 8 GUIDE RISK REPORT

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

	Elimination	Individual Score	Risk Level	Integrated Guide Score	Risk Level
I. <u>Validity of Test Results</u>	Eliminated			4	Very High
II. <u>Structure of Integrity Profile</u>				9	Very Low
III. <u>Weighted Final Rating</u>					
III.I Integrated Integrity Rating (IIR)		7	Low	6	Medium
III.2 Adapted Integrity Rating (AIR)		5	Medium		
IV. <u>Honesty Orientation</u>					
IV.1 Honesty (H)		10	Very Low	10	Very Low
IV.2 Stealing (Behaviour) (S)		10	Very Low		
V. <u>Work Orientation</u>					
V.1 Work Ethic (WE)		7	Very Low	7	Very Low
V.2 Reliability & Dependability (RD)		7	Very Low		
V.3 Violation of Policy, Rules & Regulations (VI)		8	Very Low		
VI. <u>Devious Orientation</u>					
VI.1 Denial, Projection & Justification (D)		5	High	7	Low
VI.2 Lying (L)		7	Low		
VI.3 Violation of Policy, Rules & Regulations (VI)		8	Very Low		
VI.4 Manipulation (M)		8	Very Low		
VII. <u>Historical</u>				4	Very High
VIII. <u>Integrated Combined Score (ICS)</u>				7	Low

Degree of Risk	Very High	High	Medium	Low	Very Low
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Please Note :

- If an 'ELIMINATION' Risk Level is found on any of Guides I and/or III, the analysis process is by implication stopped.
- The higher the score reported, the better.



Date of Administration : 2015/03/24

Date of Scoring : 2015/03/24