



***BIP**

BASIC INTEGRITY PROFILE

SUMMARIZED REPORT

A. IDENTIFICATION

Name of Candidate : LOUISIANE FRICK

Organisation : INTEGRITY INTERNATIONAL Date : 2020-04-02

Job Title : _____ I.D. Number : 4505055021088

B. PSYCHOMETRIC ASSESSMENT/FACTORS

	Range:	Poor	/Ave to Adequate/	Good	to Excellent
		0 1 2 3	4 5 6	7 8	9 10
1. Honesty	5				
2. Dependability & Reliability	6				
3. Work Ethic	5				
4. Orient. to Corp. Environ & Auth./Man.	7				
5. Behavioural Disposition	2				

C. VERIFIABLE FACTORS

1. Stability	10				
2. Education	6				
3. Career Growth/ Experience	4				
4. Financial History – e.g. Blacklisting	8				
5. Deviant/Misconduct Behaviour	9				

D. MONITOR

1. Lie Detector	7				
2. Consistency	7				
3. Unnatural Exaggeration	8				

E. Integrated Integrity Rating (IIR)



F. Adapted Integrity Rating (AIR) *



IIR : Consists of Honesty, Dependability, Work Ethic, Orientation to Corporate Environment & Authority, Behavioural Disposition, Verifiable Factors & Monitor – i.e., Seven ‘Scores’ in one.

*AIR : Represents the adapted IIR according to the degree of Lying – refer to Lie-Detector

INTEG

Developer : Dr Louis J. Fick

The higher the ‘score’, the better.

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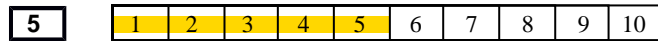
Scoring Date: 2020-04-03



BIP – EXTENDED DEFINED REPORT

Candidate : LOUISIANE FRICK

B. PSYCHOMETRIC FACTORS ASSESSMENT



This integrated score is indicative of the candidate's honesty, reliability and work-orientation; being willing and able to function effectively in a corporate environment, to respond positively to authority and perform well in a motivated, co-operative and responsible manner.

B1. Honesty



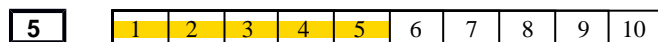
This area assesses the candidate's orientation to truthfulness and sincerity as a typical behavioural disposition – not deviating from the norms and standards of righteousness and the sanctity of ownership; e.g., never stealing, lying, etc. irrespective of the situation, circumstances or conditions.

B2. Dependability and Reliability



This area assesses the candidate's orientation to acting in a predictable and expected way – being trustworthy, on time, stable and honouring his word, undertakings, etc., irrespective of the circumstances and conditions.

B3. Work Ethic



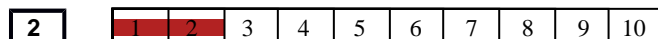
This area assesses the candidate's orientation of being dedicated and committed to work as an integral part of life, is motivated to perform well, to walk the extra mile, be self-controlled, to accept responsibility, to cooperate and be accountable for his own shortcomings, etc. in his work/job.

B4. Orientation to Corporate Environment & Authority/Management



This area assesses the candidate's perception as to how well the workplace and management life up to (in the past or presently) to provide (as can be rightfully expected) an effective (work/group) environment for all – especially for himself. A particular low score may be indicative of a person who finds it difficult to adapt to a structured corporate environment and/or submit to authority.

B5. Behavioural Disposition



This area assesses the candidate's historical, present and projected typical future behavioural inclination – good and bad. This is not a 'once-off' behaviour, but a behaviour pattern that acquired a degree of permanency, influencing his present and future perception and behaviour.

Candidate : LOUISIANE FRICK

C. VERIFIABLE FACTORS ASSESSMENT

7	1	2	3	4	5	6	7	8	9	10
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This composite area assesses in a more objective tangible and verifiable way, the influence that historical events and experience (like early life experience, stability, education, work, finance and misconduct), may have on the candidate’s orientation and behaviour. In this case, attitude and general orientation to each factor is not being assessed, but rather ‘recorded’ history of stability, deviance and misbehaviour related to each of the above.

C1. Stability

10	1	2	3	4	5	6	7	8	9	10
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This area assesses the *stability* that physical environment (like changes in the person’s ‘address’ over his life span) may have on the candidate’s orientation and behaviour – the more stable the candidate’s physical environment is/was, the higher the assessment.

C2. Education

6	1	2	3	4	5	6	7	8	9	10
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This area assesses the influence that the level of *education* may have on the candidate’s orientation and behaviour – the higher the level of education the candidate has, the higher the assessment.

C3. Career Growth/Experience

4	1	2	3	4	5	6	7	8	9	10
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This area assesses the influence that *career-growth/experience* may have on the candidate’s orientation and behaviour – the better the candidate’s work experience and growth, the higher the assessment.

C4. Financial History

8	1	2	3	4	5	6	7	8	9	10
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This area assesses the influence that candidate’s *financial history* may have of his orientation and behaviour – the better is ability to work with money and honour his financial obligations in the past, the higher the assessment.

C5. Deviant/Misconduct Behaviour

9	1	2	3	4	5	6	7	8	9	10
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This area assesses the influence that any *historical deviant behaviour* may have on the candidate’s orientation and behaviour – the lower the frequency and degree of deviant behaviour in the past, the higher his assessment.

Candidate : LOUISIANE FRICK

D. MONITOR ASSESSMENT

7

1	2	3	4	5	6	7	8	9	10
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This composite area assesses the degree of objectivity, open-mindedness, accuracy and truthfulness with which the candidate completed the instrument.

D1. Lie Detector

7

1	2	3	4	5	6	7	8	9	10
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This area assesses the degree to which the candidate completed the BIP honestly, objectively and openly; presenting a true and honest picture of himself. This Lie Detector score is by implication also indicative of the candidate's inherent orientation to honesty, basic trustworthiness and accountability. A Low-Score is a strong indication of a *dishonest orientation* on the part of the candidate, considering the fact that the testees are warned against misrepresenting themselves during the completion of the questionnaire. A score below '4' is considered to be a knock-out in that the user of the test cannot rely on the truthfulness of the information supplied by the candidate.

D2. Consistency

7

1	2	3	4	5	6	7	8	9	10
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This area assesses the extent to which the candidate *understood* the items the test consists of and the language used as well as the purpose the test serves.

D3. Unnatural Exaggeration

8

1	2	3	4	5	6	7	8	9	10
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This area assesses the candidate's tendency to typically *inflate* his responses on the test items.

E. INTEGRATED INTEGRITY RATING (IIR)

5

1	2	3	4	5	6	7	8	9	10
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This composite scale best represents all above areas of integrity assessment as a single weighted integrated score.

F. ADAPTED INTEGRITY RATING (AIR)

4

1	2	3	4	5	6	7	8	9	10
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This scale represents an assessment of the candidate's integrity score by adjusting his IIR to the degree he *'lied'* in completing the test.