

Work-related Risk and Integrity Scale (WRISc)

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PURPOSE	To determine an individual's propensity for risk-taking behaviour and relative likelihood to engage in counterproductive work behaviour
ADMINISTER TO	Individuals 18 years and older
EDUCATIONAL LEVEL	Grade 10
ADMINISTRATION TIME	30 minutes
SCORING OPTIONS	JvR Online/Data Capturing by Client Services
PUBLICATION DATE	Revised 2016
HPCSA	Classified
TRAINING	Compulsory online webinar training
LANGUAGES	English
SA NORMS	Yes

The WRISc is a covert, or personality-based integrity measure developed with the specific aim of minimising a range of negative behaviours that can cause harm to an organisation, or individuals within an organisation. Such behaviours are collectively known as counterproductive work behaviours (CWB).

The scales of the WRISc are based on a psychological body of empirical and theoretical research on counterproductive work behaviour, integrity testing, criminal risk and normal risk-taking. Thus,



the assessment provides a measure of an individual's propensity to engage in counterproductive work and risk-taking behaviours.

ASSESSMENT SCALES

The WRISc assessment includes the following 12 scales:

- *Aggression* - Extent to which individual has difficulty managing internal anger
- *Callous Affect* - Degree to which individual is uncaring and indifferent towards others
- *Cynicism* - Degree to which individual believes that others are insincere
- *Egotism* - Extent to which individual has inflated and aggrandizing sense of self
- *External Locus of Control* - Extent to which individual believes that life outcomes are controllable
- *Impulsivity* - Degree to which individual's behaviour is influenced by impulses
- *Low Effortful Control* - Degree to which individual is ill-disciplined and careless in efforts
- *Manipulation* - Extent to which individual makes use of disingenuous practices
- *Negative Affect* - Tendency to experience negative emotions such as guilt and anxiety
- *Pessimism* - Extent to which individual has negative outlook on life
- *Risk-Taking Behaviours* - Degree to which individual seeks varied and intense sensations
- *Rule-Defiance* - Degree to which individual is willing to break rules or challenge authority.

AREAS OF APPLICATION

The WRISc can be used to predict counter-productive work behaviours aiding screening, selection and recruitment decisions.

REPORT OPTIONS

Interpretive Candidate Report: indicates how the respondent scored on each of the 12 primary scales, with high scores considered potentially problematic

Interpretive Practitioner Report: contains the candidate report as well as a report on six multidimensional indices, providing the practitioner an indication of possible risk associated with counterproductive work behaviour (CWB) and criminal tendencies.

SOUTH AFRICAN RESEARCH

The WRISc is a South African-developed product, and was normed within organisations in South Africa. JvR Psychometrics welcomes the opportunity to partner with clients in conducting further research studies in their organisations.

