

Work-related Risk and Integrity Scale (WRISc)

Authors: Casper van Zyl and Gideon P. De Bruin, DLitt et Phil

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
READING/EDUCATIONAL LEVEL	Grade 10
ADMINISTRATION TIME	30 minutes
SCORING OPTIONS	JvR Online/Hand-scoring by Client Services
PUBLICATION DATE	Revised 2016
HPCSA	Submitted
TRAINING	Compulsory accreditation 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 counterproductive work and risk-taking behaviours.



ASSESSMENT SCALES

The WRISc assessment includes the following 12 scales:

Aggression
Callous Affect
Cynicism
Egotistic
External Locus of Control
Impulsivity
Low Effortful Control
Manipulation
Negative Affect
Pessimism
Risk-Taking Behaviours
Rule-Defiance

AREAS OF APPLICATION

The WRISc can be used for the following purposes:

- Screening
- Recruitment and selection
- Research

REPORT OPTIONS

The WRISc has the following software reports available:

- **Interpretive Report:** Candidate and Practitioner Reports
The candidate report indicates how the respondent scored on each of the 12 primary scales, with high scores considered potentially problematic, while the practitioner's report contains both the candidate and practitioner parts and reports on six multidimensional indices giving the practitioner an indication of possible risk associated with counterproductive work behaviour (CWB) and criminal tendencies.

