

Work- Related Risk & Integrity

Counter Productive Work Behaviour

- A **personality-based integrity measure** designed to minimise behaviours harmful to organisations and their people.
- Measures an individual's **propensity** to engage in **counterproductive** and **risk-taking** behaviours.
- Based on psychological research covering **counterproductive work behaviour, integrity testing, criminal risk** and **normal risk-taking**.

Scale

1. Aggression
2. Callous Affect
3. Cynicism
4. Egotism
5. External Locus of Control
6. Impulsivity
7. Low Effortful Control
8. Manipulation
9. Negative Affect
10. Pessimism
11. Risk-Taking
12. Rule-Defiance

Definition

Extent to which individual has difficulty managing internal anger

Degree to which individual is uncaring and indifferent towards others

Degree to which individual believes that others are insincere

Extent to which individual has inflated and aggrandising sense of self

Extent to which individual believes that life outcomes are controllable

Degree to which individual's behaviour is influenced by impulses

Degree to which individual is ill-disciplined and careless in efforts

Extent to which individual makes use of disingenuous practices

Tendency to experience negative emotions such as guilt and anxiety

Extent to which individual has negative outlook on life

Degree to which individual seeks varied and intense sensations

Degree to which individual is willing to break rules or challenge authority

1/20
employees
engage in CWB
leading to
dismissal

33 - 75
percent of
employees admit
to engaging in
CWB

1x toxic
employee can
negate the impact
of **2x** high
performers

CWB is contagious. It spreads quickly. Screen it out before letting it in.

Untimed but takes around **30min** to complete.

Use for **screening** and **recruitment** decisions.