

Background check: Psychological risk diagnosis



Generally, preventive compliance and security measures include mainly technical and organizational approaches as well as register checks. However, true human risks are usually invisible. In order to identify them and make statements on destructive work habits or even damaging behavioral tendencies, sound psychological methods with corresponding know-how must be applied. This is why KPMG works closely with the IAP Institute of Applied Psychology (IAP), which offers a broad range of products that provide exactly what is needed.

Reliability Check

The concept of Reliability Checks consists first of all in identifying protection factors that have a positive impact (e.g. integrity, conscientiousness, impulse control and compatibility). These are then compared with rather destructive work habits as well as potentially damaging behavioral tendencies (e.g. conscious or unconscious violations of rules or standards). The result clearly shows the extent of the risk potential.



ONLINE Reliability Check

Focus: Risk potential

Target group: Employees and key individuals with specific responsibilities (security, data access, finances)

Procedure: Conduct of 3-4 psychological tests, duration ca. 1.5 hours

Result: 1-page report with traffic light assessment and expert appraisal



TRIMODAL Reliability Check

Basis: ONLINE Reliability Check

Focus: Risk potential and resistance to influence

Target group: Key individuals with specific responsibilities (security, data access, finances) and managers

Procedure: Participation in a face-to-face assessment, duration ca. 2.5 hours

Result: 2-page report with traffic light assessment and comprehensive expert appraisal



LEADER Reliability Check

Basis: ONLINE Reliability Check

Focus: Risk potential, resistance to influence and destructive management behavior Managers

Target group: Executives

Procedure: Participation in an in-depth face-to-face assessment, duration ca. 5.5 hours

Result: 4-page report with traffic light assessment, detailed analysis and comprehensive expert appraisal

Result

The complex dynamics of supportive and harmful traits of character are presented in a comprehensible manner in the reports, where their risk potential is appraised by recognized experts (multiple-control principle). Here a distinction is made as to whether significant risks (green), only certain risks (yellow) or even clear signs of risk (red) can be identified.

In collaboration with:



The IAP Institute for Applied Psychology is a university institute of the Zurich University of Applied Sciences (ZHAW) and ensures the transfer of knowledge and practice in the areas of further education and services.

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