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## Giotto SA Narrative Interpretation with PRI

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## section 1: introduction

Giotto is based on a model of personality derived from the work of the classical scholar Prudentius. Prudentius believed that the human character develops through a series of choices that we make throughout our lives. These lay down habitual styles of responding that become increasingly ingrained as we mature. Giotto interprets these choices in terms of habitual working styles.

Thus we may have developed the habit of (A) being prudent or careless in carrying out our tasks; (B) working hard or only as necessary; (C) being prone to settle disputes by reconciliation or by aggression; (D) being trusting or suspicious in our dealings with our colleagues; (E) having faith in our employers or only in ourselves; (F) being open or scheming in our dealings with others; and (G) of welcoming or resisting change at work.

Although Prudentius saw these choices in terms of virtues and vices, he did not believe in the wholly virtuous person. Rather, he saw it as part of the human condition that we each have our own particular strengths and weaknesses. Giotto recognises that each employment setting will require an optimal balance of characteristics among its employees. Ideally we should each seek the type of work that will utilise our strengths and accommodate our weaknesses.

Giotto is designed to assess our primary strengths and weaknesses to enable us to match these to an appropriate choice of work. Given below are 7 scores relating to the characteristics outlined above. Each score is on a scale from 1 to 19. Giotto has been standardised using a representative sample of 1009 working people in South Africa to give a mean score of 10 (S.d.= 4).

Giotto scores should not be interpreted in isolation. Account should be taken of the respondent's work history, social and educational background, present employment, future job aspirations and reasons for taking the test. Other sources of information, such as interview or Curriculum Vitae, should also be considered. Giotto should only be used by a qualified professional.

## section 2: brief characterisation

The box below indicates two key strengths and two key weaknesses of the candidate to give a brief overview of the candidate's character.

### Personality Summary

Shows obedience to authority and a sense of duty.

An effective and confident orientation to hard work.

Sometimes impatient of the foibles of others.

Tends to be suspicious of the intentions of others.

## section 3: the seven scales

### introduction

**Prudence** -assesses degree of care that is likely to be taken in carrying out a task. It is of relevance to occupations in which mistakes can have particularly severe consequences.

**Fortitude** -assesses work ethic and is of relevance to positions where absenteeism may present a problem, or where staff are required to work long hours under duress.

**Temperance** -assesses the ability to control aggression in whatever form. It is of relevance to environments where bullying has been a particular concern.

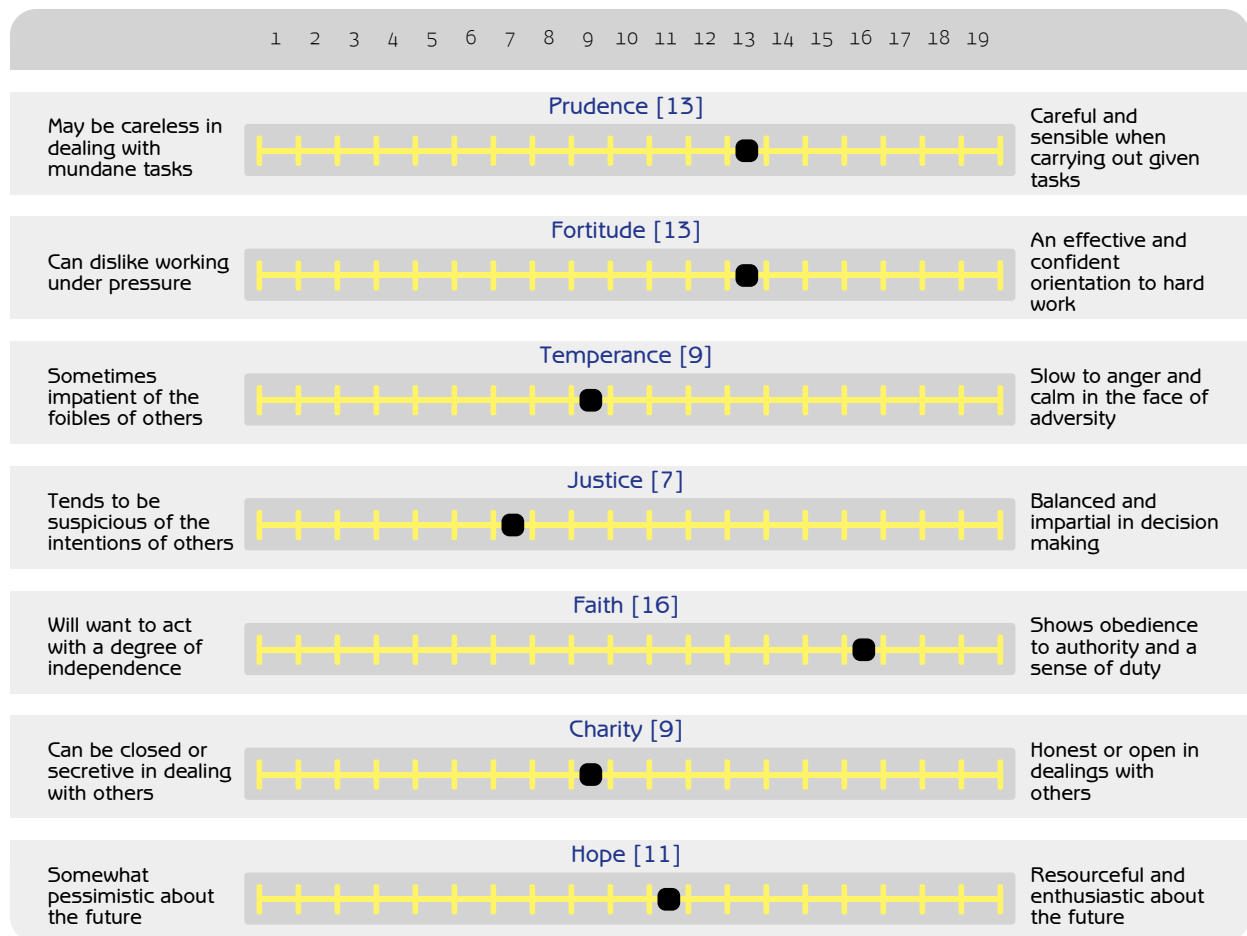
**Justice** -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

**Faith** -assesses the sense of obedience to company policy and is of relevance to work situations that necessitate independent action of staff on the organisation's behalf.

**Charity** -principally composed of social desirability items. Low scores indicate lack of openness in responding. Bear this in mind when interpreting all other scales.

**Hope** -assesses a sense of purpose and forward-looking approach. It is of relevance to organisational settings about to undergo major change.

### chart for seven scales



Norm Group: GiottoSA Norm

name **Sisanda Mkhontwana**

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## section 4: the giotto narrative

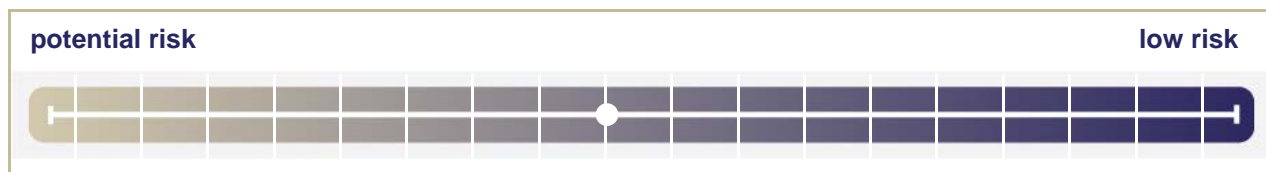
### narrative interpretation

- Sisanda can have a strong sense of loyalty to an organisation and can be expected to see its goals and objectives as her own and to identify with company policy. Sisanda will almost always treat those in authority with due respect and have regard for the rules of the organisation. While her view of the world may tend to be rather traditional, it is this willingness to take matters on trust that can make her a reliable and committed worker. She generally finds it easy to give credit where credit is due and is inclined to listen to, and yield to, the opinions of others, so long as she feels they deserve it. She tends to carry out her work dutifully, and can usually be depended upon, particularly in times of trouble.
- Sisanda 's sense of loyalty is a good indication that she will be discreet and can be trusted with confidential information. However, her respect for company values may sometimes lead her to give excessive weight to the views of those in authority. This can lead her to question the behaviour of colleagues who have a vision for change, or who are out of line with the received view. Thus, while her conventionality will normally be an asset when things are going well, she does have the potential to handicap efforts by colleagues to make changes for the better, misconstruing their good intentions as subversion.
- Sisanda is a little more resilient than average, and has the capacity to work hard should the occasion demand it. She is able to keep to deadlines where they are important, and is usually able to perform reasonably well under stress. She has sufficient self-confidence on most occasions to enable her to make decisions comfortably, particularly where these are ones that are likely to have an impact on her work. She is able to work independently if this is required, and does not demand constant supervision. She can generally be trusted to get on with her work, and is unlikely to ask for time off without good reason. She might be distressed at the idea of losing friendships if this was the likely outcome of accepting a promotion or new posting. However, if the terms were right she would not let this stand in her way.
- Sisanda appears to be slightly more assertive than most people. She is neither over-tolerant nor particularly likely to become angry. She is usually fairly straightforward in the expression of her feelings, and can normally stand up for herself in an argument. She is discomforted by very aggressive colleagues, feeling the need, but not always having the capacity, to fight back. In many ways she tends to get the worst of both worlds, being neither sufficiently assertive to press her own views on more powerful colleagues, nor having sufficient patience to withstand attempts by them to force their views on her. She is, however, able to encourage others to stand up for themselves if she feels they are being bullied.
- Sisanda 's belief in fair-play appears to fall within the average range. She is unlikely to take what is said to her on trust unless she already has grounds for confidence in the good intentions of those presenting their case. She is not usually inclined to blame her mistakes on others, although she can do so if she feels under undue pressure. While Sisanda may not always be a good judge of character, she can usually tell when people are merely acting from a sense of grievance, and is more inclined to reject than accept their arguments. Moreover, if she feels that others are taking advantage of her better nature, she is not inclined to let matters lie. Sisanda may herself feel a sense of grievance when the circumstances justify it. However, she is usually able to let bygones be bygones once a dispute has been settled.

## Potential Risk Indicator (PRI)

CONFIDENTIAL

The Giotto Potential Risk Indicator is a well-researched index enabling a psychologist or HR professional to conduct a risk assessment for a given candidate, bearing in mind that Risk is context specific. A person's behaviour may be seen as a risk in one environment yet as appropriate in another. For example, a trial-and-error approach is likely to be beneficial in an entrepreneurial context, yet yield fatal results in heart or brain surgery. The PRI is especially suitable for the financial and insurance industries, where cautious, loyal and rational decision-making is desirable.



## POTENTIAL CONCERNS

The Giotto identifies four key integrity competencies, as listed below, to help predict potential concerns around economic crime. Potential concerns are context specific and can also be interpreted as areas of development, depending on its immediate importance for the position. A concern is flagged by the symbol 'X' when a candidate scores below average in a given competency. Further enquiry prior to final decision-making is strongly advised when all four potential concerns are flagged.



### Work Cautiousness

A concern in an environment where routine and meticulous attention to detail is required.



### Rational decision-making

A concern in an environment where fair and objective decision-making is crucial.



### Loyalty

A concern in an environment where work tasks require strict rule-following and compliance with instructions.



### Disclosure

A concern in an environment that requires frankness and sharing of information.