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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

Resourceful and enthusiastic about the future.

An effective and confident orientation to hard work.

May be careless in dealing with mundane tasks.

Sometimes impatient of the foibles 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.

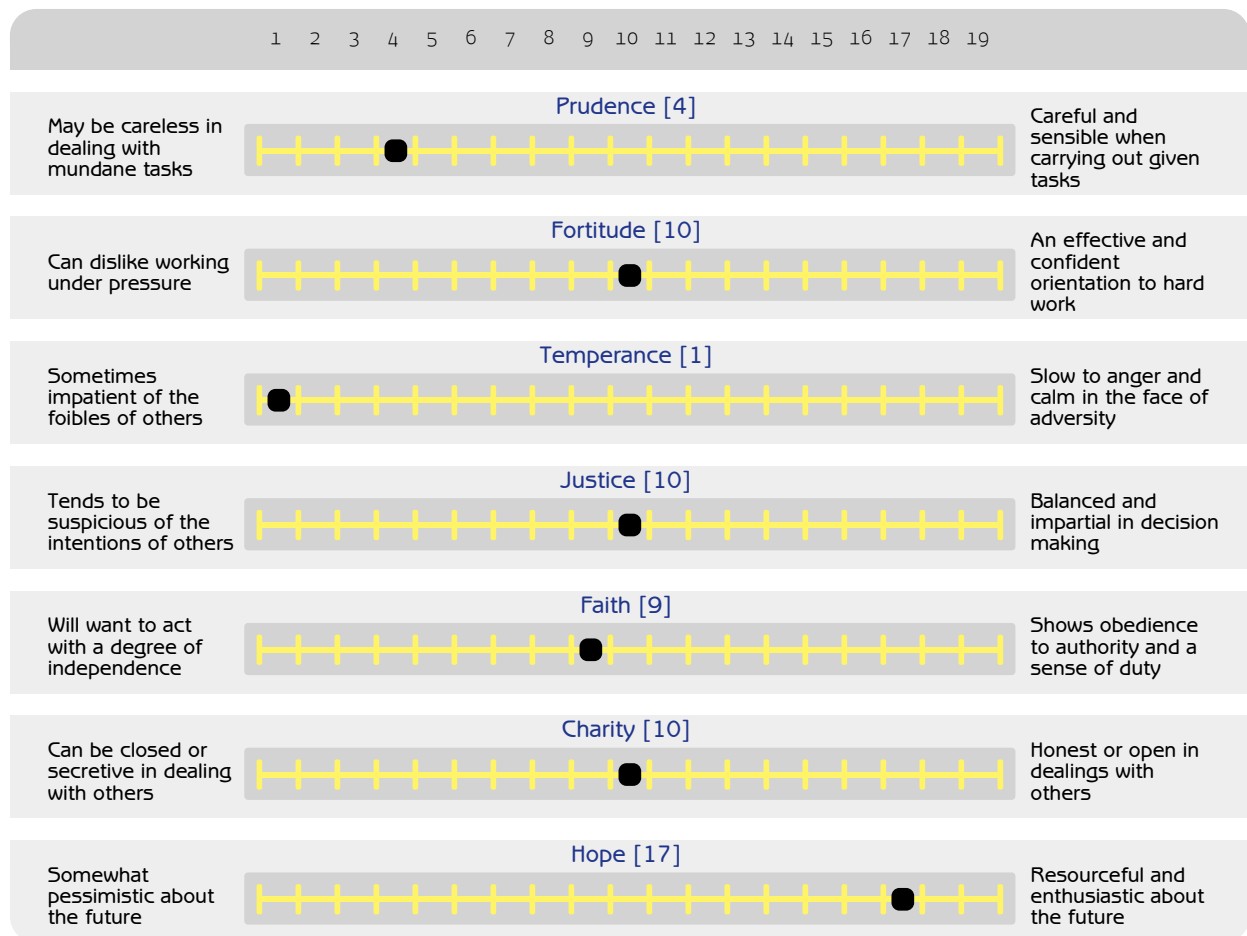
Justice -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

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 amanda suselo

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section 4: the giotto narrative

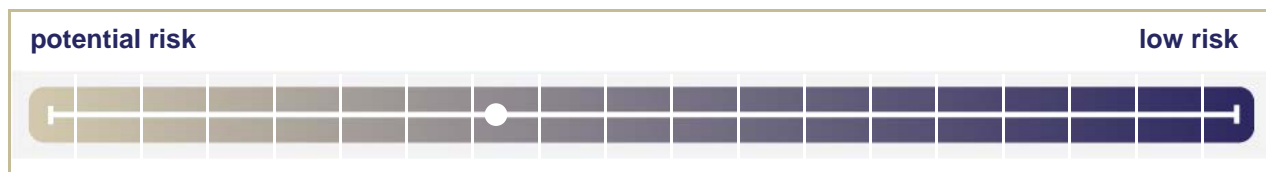
narrative interpretation

- amanda is an optimistic and capable individual who is normally able to cope with change in a flexible manner. She has a tendency to be creative and likes the challenge of new ideas. Such people are generally much sought after in today's rapidly changing world of work, in which reorganisation is both necessary and inevitable as a result of the increasingly competitive market. She is likely to be the type of person who is able to act decisively when putting new ideas into practice. Both her enthusiasm and persuasive manner should have the effect of motivating others.
- amanda is not easily discouraged and focuses on success rather than failure which means that she should be particularly hardy and able to cope with stress at work. However, while her influence will generally be beneficial, it will usually require active support from her supervisors if it is to result in success. Her optimism should inspire confidence, but her capacity to achieve results would be much enhanced in the presence of colleagues of a similar underlying disposition. Many organisations have learnt to their peril that the forces of inertia can be overwhelming, and that managing change requires the introduction of change agents at several levels of management.
- amanda 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.
- amanda does not generally like the sort of work that requires excessive attention to detail, particularly if this has to be maintained for long periods of time. In such situations she may find her mind drifting elsewhere and can therefore be better suited to tasks of a more varied nature and that are sufficiently interesting to hold her attention. On the other hand, amanda can have an ability to see things in a much broader perspective and her capacity to act spontaneously can enable her to seize the initiative when the unexpected occurs. This is likely to be an asset in work situations that are moving so quickly that careful advance planning is not a realistic option. While sometimes being somewhat variable in her mood, amanda's sense of humour often enables her to see things through, even if this may not always be in the most obvious manner.
- While amanda can be impulsive, she tends to have an active imagination that mitigates against a narrow-minded obsessive approach to day-to-day tasks. In a team she can provide a counterbalance to her more seriously minded, but sometimes rather blinkered, colleagues.
- amanda would seem to take pride in not suffering fools gladly. She is able to assert herself whenever necessary, and will usually not hesitate to let people know how she feels. She generally does not respect those who are unable to stand up for themselves, and enjoys the cut and thrust of a good argument. She tends to believe that having things out in the open is the most effective way of solving disagreements. When she feels that the situation demands it, she is usually willing to take charge and let people know clearly what needs to be done.
- Colleagues may sometimes find amanda's approach rather overbearing, and may not always fall into line in the way she hopes. They may find her tendency to force things through rather threatening. Consequently she may not be the first person they approach when they want to talk things through in a relaxed manner. However, her assertive nature may be an asset when a degree of ruthlessness is required to break through inertia and get things on the move. Her sometimes bullying approach can occasionally be just what is needed when too much is being taken for granted. On the other hand, amanda can have difficulty in exercising tight control over her 'tough' temperament.

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.

- X

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.