



www.giottosa.com | christine@giottosa.com | + 27 82 824 0194

Giotto SA Narrative Interpretation with PRI

name:

Yonela Zazela

email:

zazelayonela71@gmail.com

date:

21/May/2018



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.

Slow to anger and calm in the face of adversity.

Tends to be suspicious of the intentions of others.

Might ignore the advice of those who know better.

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.

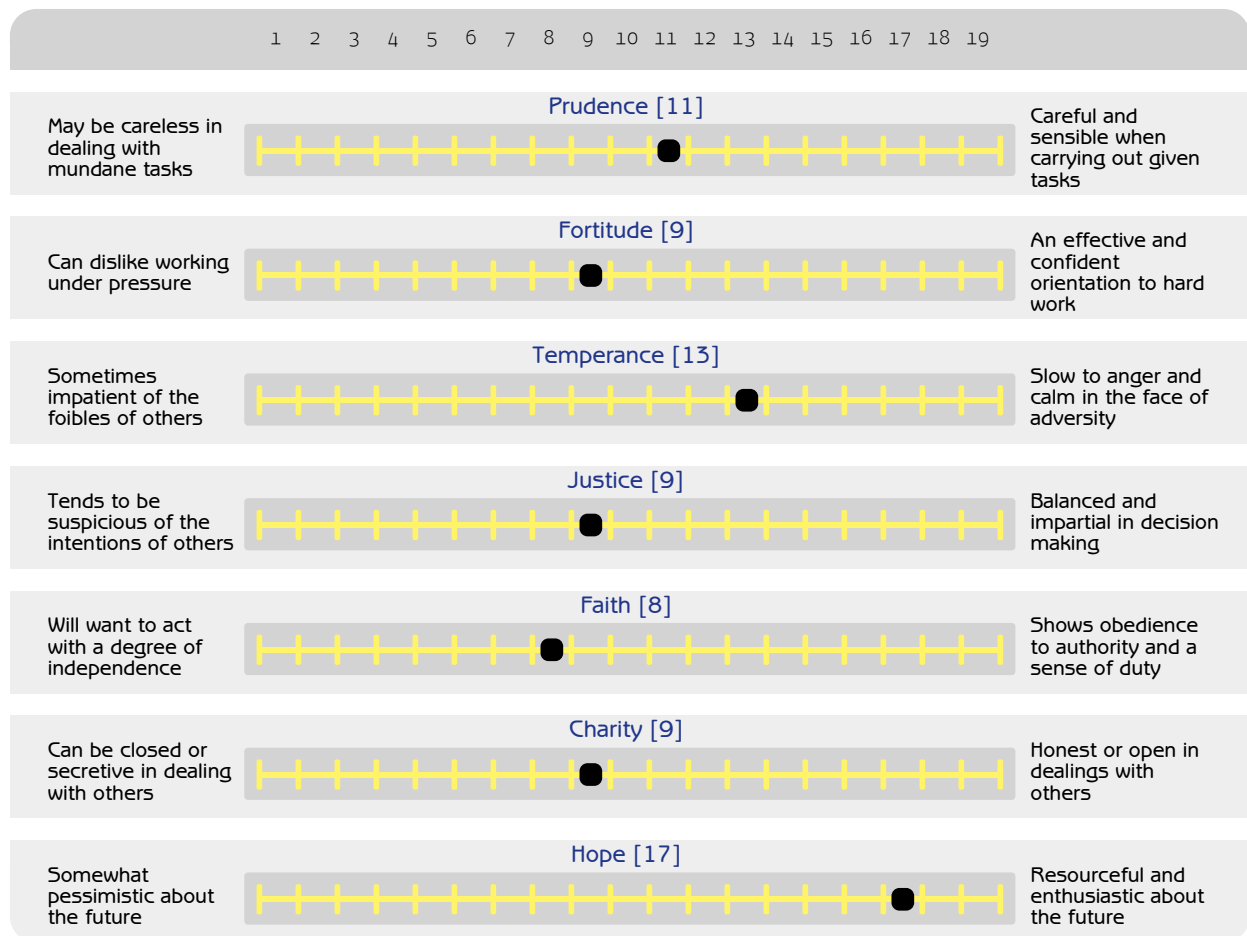
Justice -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

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 Yonela Zazela

Page 3

section 4: the giotto narrative

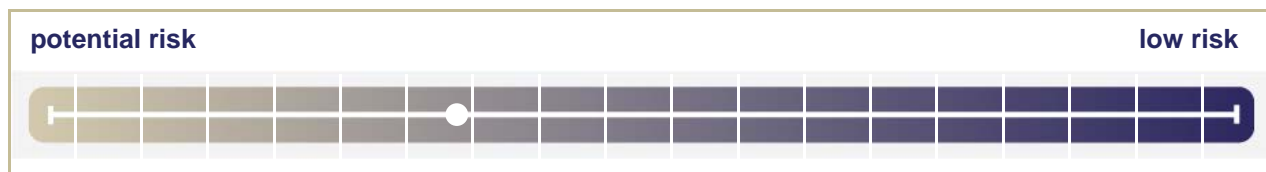
narrative interpretation

- Yonela 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.
- Yonela 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.
- Yonela is less likely than most to become angry, and is able to keep her feelings to herself on most occasions. Nevertheless, she is able to let people know when she thinks they are provoking her. She is usually patient, and it is only when she believes an outrage has been committed that she will feel the need to show her disapproval. When she is the target of bullying she is not always able to stand up for herself. Neither is she willing to put up with such behaviour. She will try to avoid confrontation unless pushed into it, and may be rather hesitant about pressing her case, especially if she believes this will lead to unpleasantness.
- Yonela'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 Yonela 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. Yonela 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.
- Yonela's critical skills appear to be in the high average range for the working population. She tends to be quite independent and usually prefers to make up her own mind rather than have it made for her. On the other hand, she can be expected to be loyal to organisational values when she agrees with them. She will normally thrive in an atmosphere in which her own ideas and those of the company coincide. She is usually able to act on her own initiative and will take pride in her position, especially if her supervisors have been able to show that they have confidence in her. She may sometimes be inclined to question the justification for certain aspects of policy, but this will normally be done constructively.

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.