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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

Careful and sensible when carrying out given tasks.

Slow to anger and calm in the face of adversity.

Somewhat pessimistic about the future.

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.

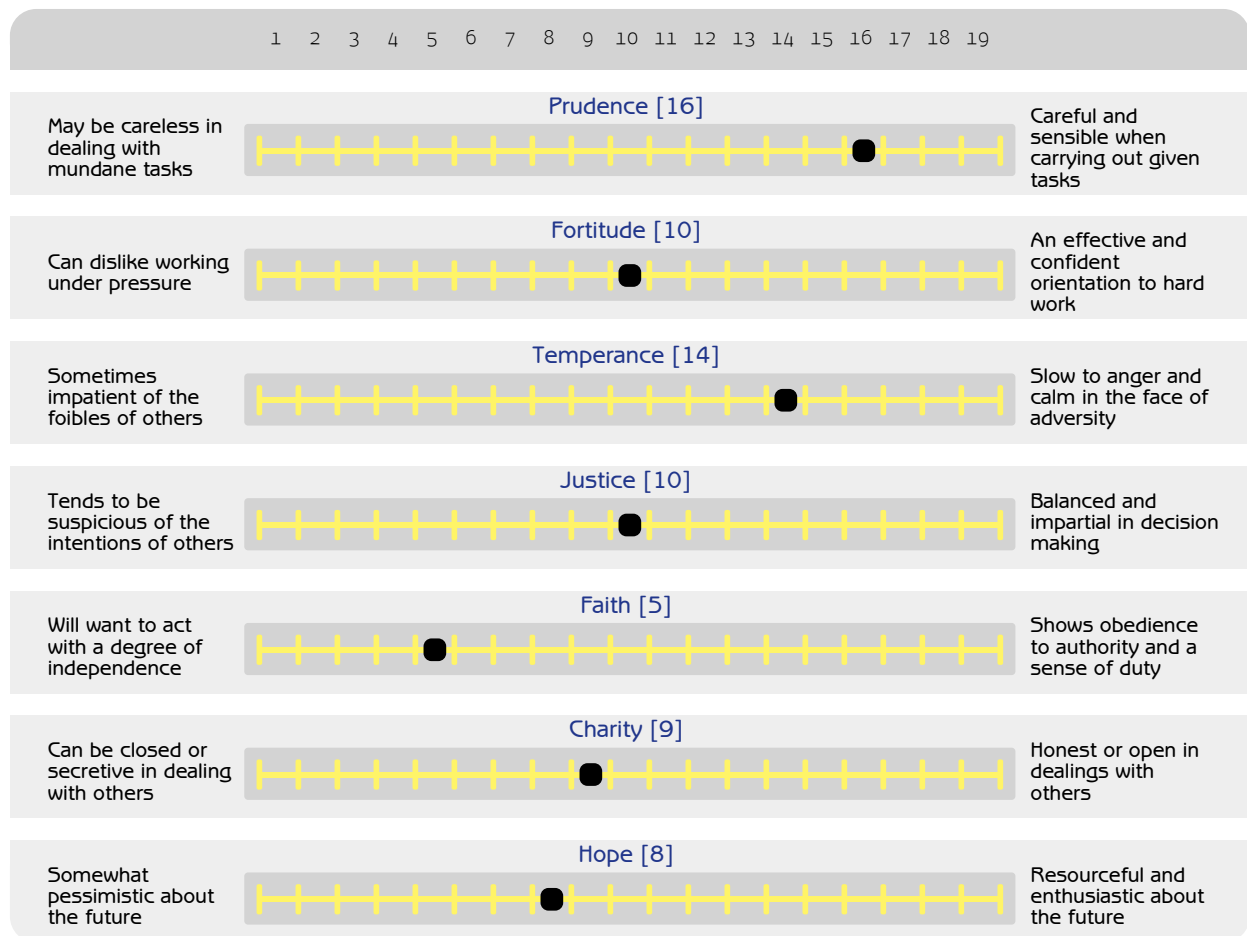
Justice -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

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 **Nomakhaya Sagwityi**

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section 4: the giotto narrative

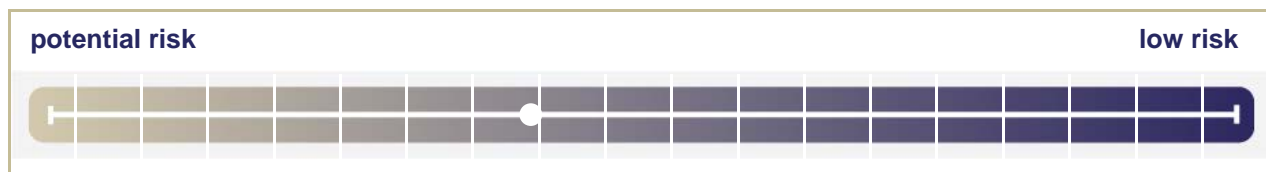
narrative interpretation

- Nomakhaya appears to have a very sensible and organised approach to work. She seems to be naturally cautious with a good ability to concentrate on what she is doing, and can usually anticipate problems and sort them out before they become concerns. This aspect of her personality can make her particularly suited to the type of work where safety is an issue, or where any inaccuracy could have serious consequences. She is normally a steady and reliable person carrying out her duties in a careful manner. In a supervisory role, she will usually consider carefully the consequences of her decisions and be able to exercise foresight when managing both her own work and that of others. Nomakhaya is likely to be consistent in her approach and to take things seriously. Her reasonable nature will also lead her to question impulsive, thoughtless or lackadaisical attitudes in others and to be a steady influence on a team.
- Her particular attention to detail can enable her to maintain a high degree of accuracy when dealing with routine tasks. Nomakhaya would be expected to show wisdom when dealing with financial matters and have the ability to be economical with resources. She will, however, tend to be out of sympathy with those who do not share her careful and considered way of doing things, particularly with colleagues who have a more slap-dash or jovial approach to their work. She may also fail to appreciate the motivations behind erratic or eccentric behaviour in others.
- Nomakhaya is almost always a self-disciplined person and can have an important role to play in situations where a calming influence is necessary. She will generally set a good example to more aggressive colleagues who would often do well to take a more relaxed view. She is normally tolerant and friendly with an ability to listen and to keep her feelings under control, and is therefore likely to be productive when working as part of a team. Nomakhaya will usually not wish to clash with others at work over small matters and has a preference for the peaceful and amicable resolution of disputes. She is nearly always even-tempered and not likely to become annoyed easily or to be forceful unless she feels that others may be taking advantage of her better nature.
- Nomakhaya is generally willing to accept people on their own terms, and is not inclined to push people into doing things against their will. However her patient demeanour should not be taken as a sign of weakness. On most things that are important to her she knows her own mind and is able to follow her own counsel. She does not usually succumb easily to attempts to force her into a position she does not accept.
- Nomakhaya's level of optimism concerning the future appears to be in the low average range. She is not generally averse to change when it is clearly necessary, however she often does need to be convinced that any improvements will be genuine. All things being equal, she would perhaps prefer to stick with tried and tested methods. She can feel slightly anxious that things may be moving too quickly these days, and have concerns about whether she will always be able to keep up with the present pace. Nomakhaya may not be entirely convinced that things are changing for the better, and may tend to believe that too many of the old ways are becoming lost and forgotten. However, she does not normally let these doubts interfere with her work or her sense of commitment to what she has to do on a day-to-day basis.
- Nomakhaya seems to have a strong belief in her critical abilities and her powers of judgement, and requires a good case to be made if she is to shift her views. However, she is usually willing to be swayed by a good argument, and will respect those who respect her. Although people who are more willing than her to take things on trust may find her rather arrogant, she can be a good friend and colleague for those who are ready to make the effort.
- An assertive behavioural style should enable her to succeed in achieving her goals, even in the face of disapproval from others. Furthermore, she is likely to have powers of creativity, and can be a good source of new ideas and ways of doing things. This, combined with her critical approach to existing procedures, can often be of considerable benefit to an organisation. Nomakhaya is usually able to assert her authority, and can inspire confidence in others, so long as her questioning attitude does not undermine their self-esteem. She is probably best suited to a position that requires her to work independently within a negotiated agenda. She may not be at her best when expected to carry out a great amount of trivial or boring work, and indeed such work would not make the most of her potential.

Potential Risk Indicator (PRI)

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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.