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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.

An effective and confident orientation to hard work.

Might ignore the advice of those who know better.

Somewhat pessimistic about the future.

## 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.

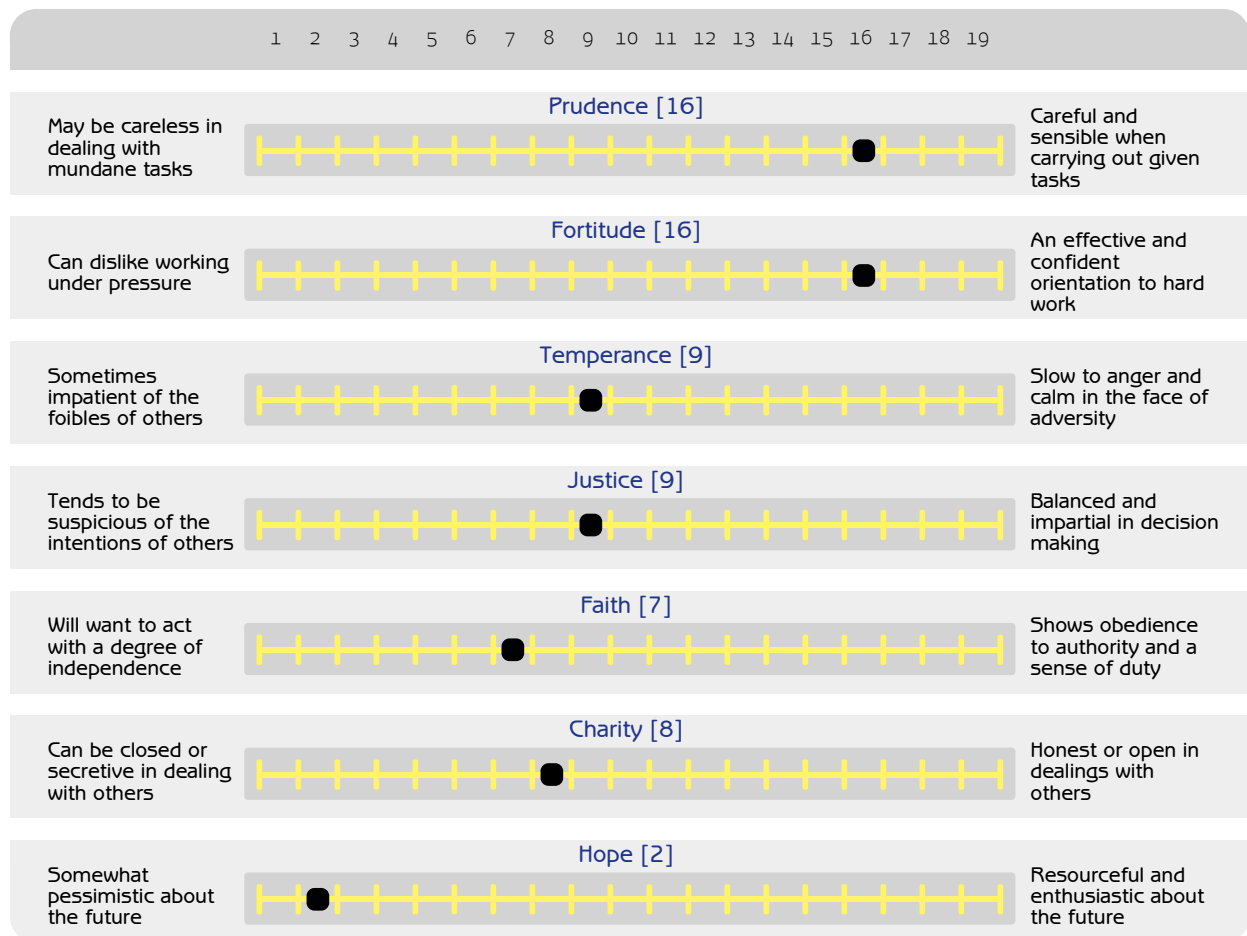
**Justice** -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

**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

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## section 4: the giotto narrative

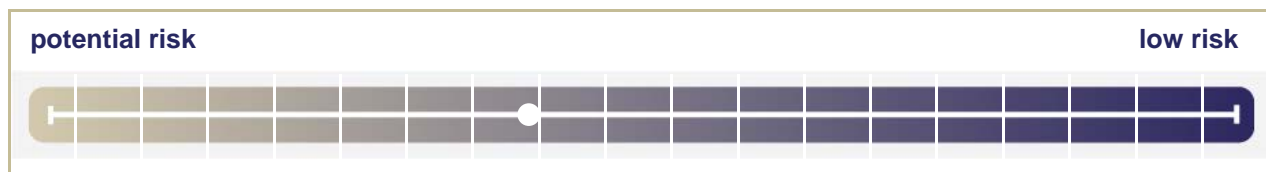
### narrative interpretation

- Thotyelwa 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. Thotyelwa 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. Thotyelwa 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.
- Thotyelwa is likely to show determination when trying to achieve organisational or personal goals. She is usually self-confident and decisive, and should be able to work well without much supervision. She is generally suitable for positions where this is a priority. She also believes in punctuality and is likely to have a good time-keeping record. Thotyelwa is usually fairly thorough in the way she carries out her work duties and can normally be trusted to work independently. She can have a flair for communication and would generally be happy to supervise others should it be necessary.
- Thotyelwa tends to see time-keeping as important and consequently will be less likely to take time off work for no real reason. On the other hand, she may not always be particularly tolerant of those who do not share her attitude to work, and may give short shrift to those who are continually making excuses for poor or slow performance. She is generally a tidy person, believing that other employees should respect any organisational dress codes and other required standards of behaviour. Sometimes her colleagues may see her as rather pushy, although they will generally respect her capacity for work. So long as she is able to effectively communicate her enthusiasm to others, she can be an effective leader. She nearly always enjoys work and can generally be counted on to make an important contribution to her organisation whatever her role.
- Thotyelwa'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.
- Thotyelwa tends to feel rather pessimistic about her chances for the future. She may have become disheartened by the many changes that are going on around her and would almost certainly welcome a respite from the unyielding pressures under which she finds herself. While usually willing in the past to accept any changes that were necessary, she finds that today it is all too often change for change's sake. Also, she believes that when she attempts to make a stand her views are not always treated very seriously. She does tend to be rather shy and is unlikely to assert herself if she feels her views may be unpopular.
- It is important that Thotyelwa should receive reassurance that her work is truly valued for what it is and that she is not simply a cog in the machine. It is probably counterproductive to place her under any more pressure, and her real strengths should be recognised for what they have always been. With proper encouragement, and a recognition that at the end of the day people are more important than policies, she may gain confidence and begin to find more enjoyment in being a keen and committed member of the workforce.

## 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.