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## Giotto SA Narrative Interpretation with PRI

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16/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

Careful and sensible when carrying out given tasks.

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.

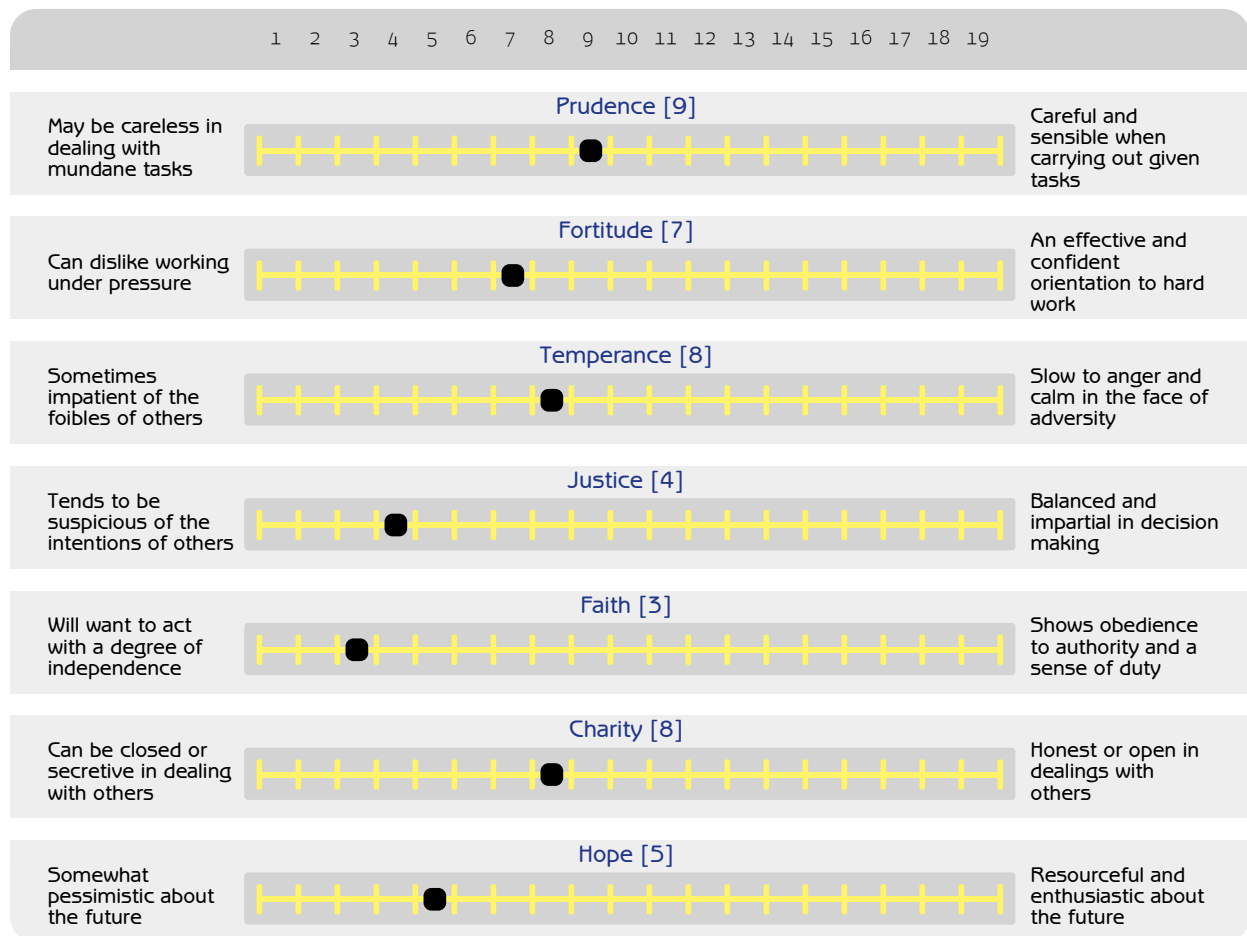
**Justice** -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

**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 Siphamandla Vazi

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## section 4: the giotto narrative

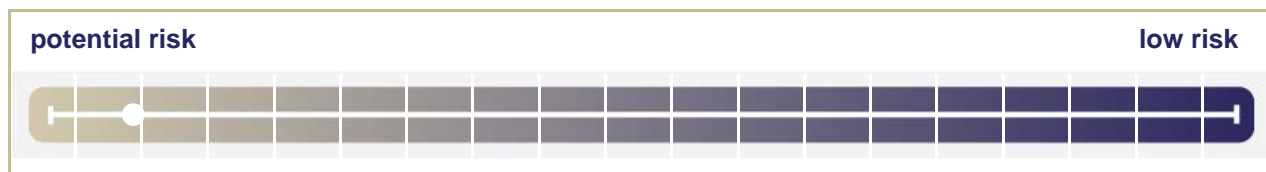
### narrative interpretation

- Siphamandla's attention to detail appears to fall within the high average range. While he is usually a steady individual he does occasionally have lapses of attention. He does not particularly enjoy carrying out repetitive work, although when it is needed can usually perform it at more than the required standard. He has reasonably good concentration, and is less likely to become bored than most other individuals. While he can sometimes act impulsively, he does not generally take particular pride in this, and will probably do his best to correct any errors that have been made as a result. Siphamandla can show more common sense in the planning of his work than most people. He is not always serious, and from time to time can enjoy the company of people who are able to let themselves go.
- Siphamandla is less likely than most to become angry, and is able to keep his feelings to himself on most occasions. Nevertheless, he is able to let people know when he thinks they are provoking him. He is usually patient, and it is only when he believes an outrage has been committed that he will feel the need to show his disapproval. When he is the target of bullying he is not always able to stand up for himself. Neither is he willing to put up with such behaviour. He will try to avoid confrontation unless pushed into it, and may be rather hesitant about pressing his case, especially if he believes this will lead to unpleasantness.
- Siphamandla is hesitant about accepting people's motives at face value, and generally has little time for those who think they can talk him into things against his will. He should be particularly effective in situations that require independent working as he tends to prefer to do things himself rather than take the risks involved in delegating to others. While colleagues may sometimes see him as a little sensitive, this is usually because they fail to recognise the difficulties he encounters. People often find it all too easy to blame him for their own mistakes, and he is not always able to find an adequate avenue of escape when this occurs. Like most people, he wants to receive recognition for his achievements, and he is likely to feel hurt should this not be forthcoming.
- Siphamandla is not generally the sort of individual who would appear 'gushing' when he first meets people and would normally think carefully before he accepts them with confidence. He is wary of the dangers of being hoodwinked, and therefore he is unlikely to make any decisions without fully considering the facts of the matter as he sees them.
- Siphamandla would seem to have faith in himself and in his ability to see through falseness and deceit. He may particularly value his independence of thought, and his ability to make policy "on the hoof". While he might have a tendency to break the rules, he is only likely to do so should he believe that this is for the best. He is generally happiest when working with an employer who shares his vision and who values his entrepreneurial skills. He will not usually shine when expected to follow precise instructions, particularly when the reasoning behind these has not been fully explained to him.
- While supervisors may find Siphamandla's tendency to question irritating, his attitude will often be welcomed and a relief for those who genuinely see the dangers of being surrounded by yes-men. Siphamandla can sometimes have a tendency to hold on to his beliefs in a headstrong manner. However, this should not be mistaken for stubbornness as he tends to be curious by nature and his views and proposals will normally have been well researched. He may be over-confident in his ideas which can have a distressing effect on work colleagues who can find him arrogant. However, where colleagues are able to stand up for their own position in a conversation they will find that they usually gain his respect and co-operation.

## 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.