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## Giotto SA Narrative Interpretation with PRI

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date:

15/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.

Careful and sensible when carrying out given tasks.

Can dislike working under pressure.

Prone to elaborate or distort the truth.

## 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.

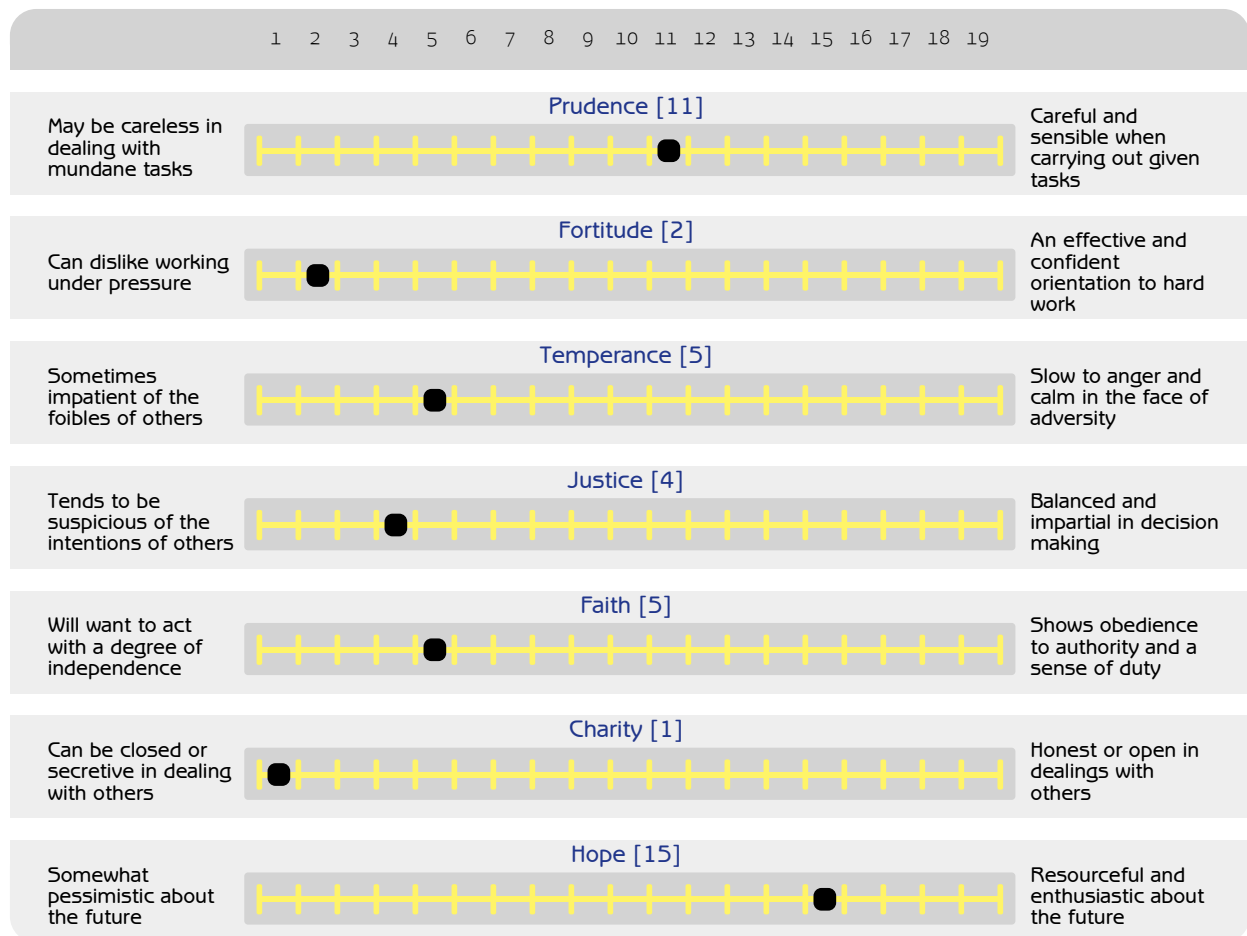
**Justice** -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

**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 Bulelwa Ngamthini

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## section 4: the giotto narrative

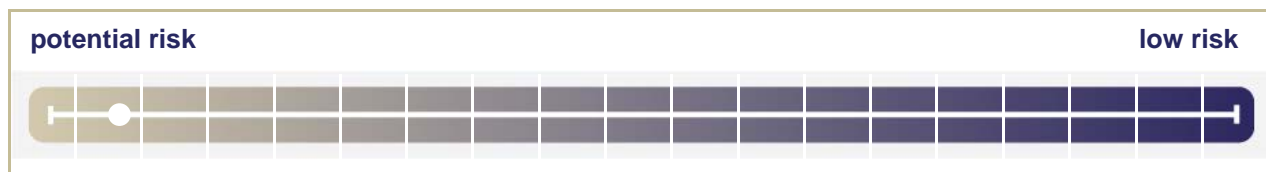
### narrative interpretation

- Bulelwa will nearly always respond to change positively and embrace opportunities enthusiastically for advancement. She is generally prepared to act decisively in order to create new ways of doing things, and to engage others in these developments. She normally views matters positively, and is reluctant to concede defeat even when the odds are against her.
- Bulelwa is rarely discouraged and enjoys a challenge, and is able to cope with a moderate amount of stress in the workplace. She generally likes to be involved in a whole project, helping to create the big picture as well as implementing details. Bulelwa 's enthusiasm may not always be well received by her colleagues although it will generally be popular with management. She may be seen as creating yet more unnecessary work, and it is possible that misguided attempts may be made to undermine her position. However, with the support of her supervisors she should be able to overcome such opposition and provide an active, dynamic and forward-looking environment. As a result her organisation will be better placed to meet the challenges of the future.
- Bulelwa 's attention to detail appears to fall within the high average range. While she is usually a steady individual she does occasionally have lapses of attention. She does not particularly enjoy carrying out repetitive work, although when it is needed can usually perform it at more than the required standard. She has reasonably good concentration, and is less likely to become bored than most other individuals. While she can sometimes act impulsively, she does not generally take particular pride in this, and will probably do her best to correct any errors that have been made as a result. Bulelwa can show more common sense in the planning of her work than most people. She is not always serious, and from time to time can enjoy the company of people who are able to let themselves go.
- Bulelwa tends to be an easy going individual who has interests outside work that are important to her. She sometimes finds it difficult to stand up for herself with people in authority. This is particularly so when they have unrealistic expectations of the extent to which she should sacrifice her home and social life for her career. However, she is likely to be fairly happy with herself the way she is, and to be well suited to positions where promotional prospects are not the top priority. She generally performs best in a work environment that is enjoyable and free from competition, particularly in settings in which camaraderie and mutual support between colleagues are the norm.
- Bulelwa may be a good worker, but does expect to be supervised properly. She can prefer to work for the types of manager who know their own mind and who can state reasonable expectations clearly and unambiguously. She particularly appreciates clarity on matters such as time keeping and can become annoyed when priorities concerning deadlines have not been made clear. On the other hand, Bulelwa does expect objectives to be realistic, and does not appreciate unnecessary or excessively restrictive policies in things such as dress codes or working style. She tends to see these matters as personal and not within the remit of an employer. She will almost always welcome proper appreciation, especially when this is overtly recognised.
- Bulelwa is likely to be good at using and manipulating information, a skill that can be useful in certain occupations where this is a priority. She is generally aware that it is how things are said rather than what is said that is important, and can use this knowledge for her own ends. In all probability, she also recognises the necessity of being able to massage the truth so that a favourable case can be made for a particular strategy. While she may be seen by colleagues as rather uncharitable, particularly in regard to her views on other people's intentions, her insights will lead her to recognise fraudulent or dishonest behaviour in others, although she may not always report it.
- Bulelwa would like to be regarded as successful, and will generally tend to take a fairly tough line in order to achieve this. She may be suited to work in a sales or similar environment, particularly where this involves convincing others in challenging circumstances. She will nearly always put her own or his family's interests ahead of those of the wider community.

## 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.