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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

Shows obedience to authority and a sense of duty.

Careful and sensible when carrying out given tasks.

Prone to elaborate or distort the truth.

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.

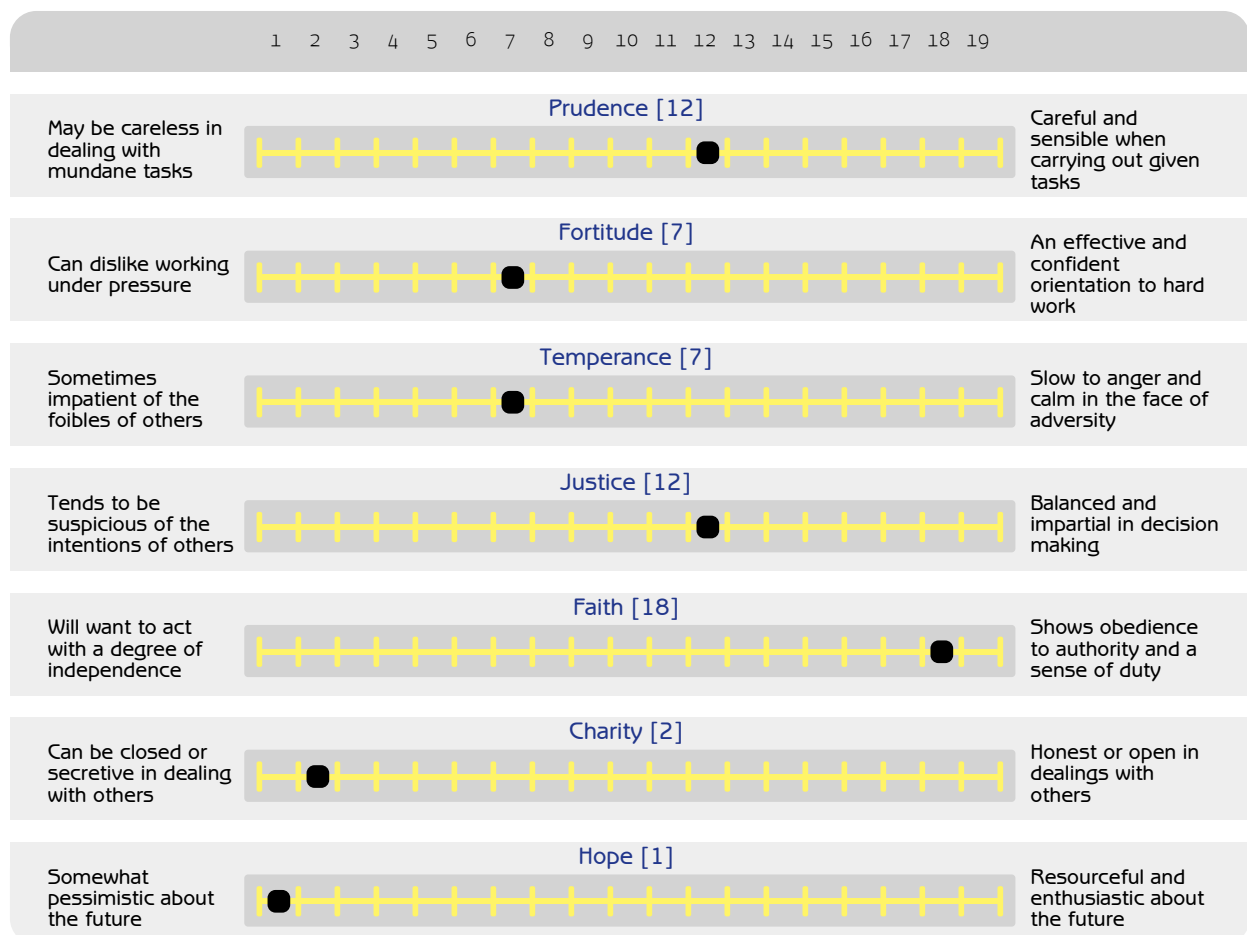
**Justice** -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

**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

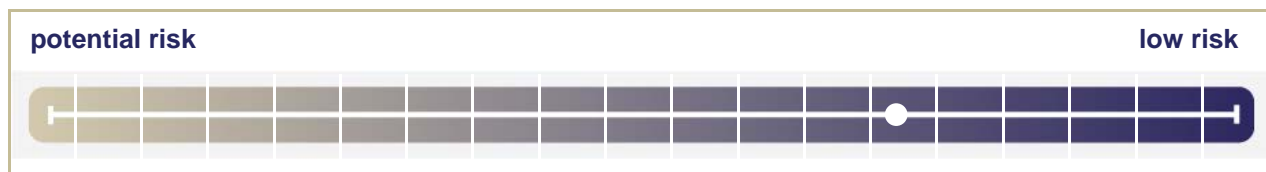
### narrative interpretation

- Nonzaliseko can have a strong sense of loyalty to an organisation and can be expected to see its goals and objectives as her own and to identify with company policy. Nonzaliseko will almost always treat those in authority with due respect and have regard for the rules of the organisation. While her view of the world may tend to be rather traditional, it is this willingness to take matters on trust that can make her a reliable and committed worker. She generally finds it easy to give credit where credit is due and is inclined to listen to, and yield to, the opinions of others, so long as she feels they deserve it. She tends to carry out her work dutifully, and can usually be depended upon, particularly in times of trouble.
- Nonzaliseko 's sense of loyalty is a good indication that she will be discreet and can be trusted with confidential information. However, her respect for company values may sometimes lead her to give excessive weight to the views of those in authority. This can lead her to question the behaviour of colleagues who have a vision for change, or who are out of line with the received view. Thus, while her conventionality will normally be an asset when things are going well, she does have the potential to handicap efforts by colleagues to make changes for the better, misconstruing their good intentions as subversion.
- Nonzaliseko '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. Nonzaliseko 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.
- Nonzaliseko readily recognises that people who believe they can be honest all of the time are simply deluding themselves. She knows that what is considered to be true from one point of view is simply a matter of opinion from another, and that there are many different ways of seeing the world. Her insights are likely to make her an effective manipulator of personal opinions. She may be suited to work in sales, politics or the law where such skills can be viewed as an asset rather than a liability. She probably finds no difficulty in living with uncertainty, and is willing to believe that the ends will often justify the means.
- She is inclined to believe that she should succeed in whatever she desires, and her passion for success, even when she takes a tough line, could gain her the respect of colleagues. Nonzaliseko may sometimes be envious of others and act unsympathetically towards them, particularly if she believes they have more than they really deserve. Others may also, perhaps rather unfairly, see her as crafty and unappreciative. However, such a view fails to do justice to her true nature which is based on the confident belief that she sees the world as it is. Without skills such as hers, an organisation would be much more at the mercy of the underhand strategies likely to be used by competitors.
- Nonzaliseko 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 Nonzaliseko 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)

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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.