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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.

Honest and open in dealings with others.

Sometimes impatient of the foibles of others.

Can dislike working under pressure.

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.

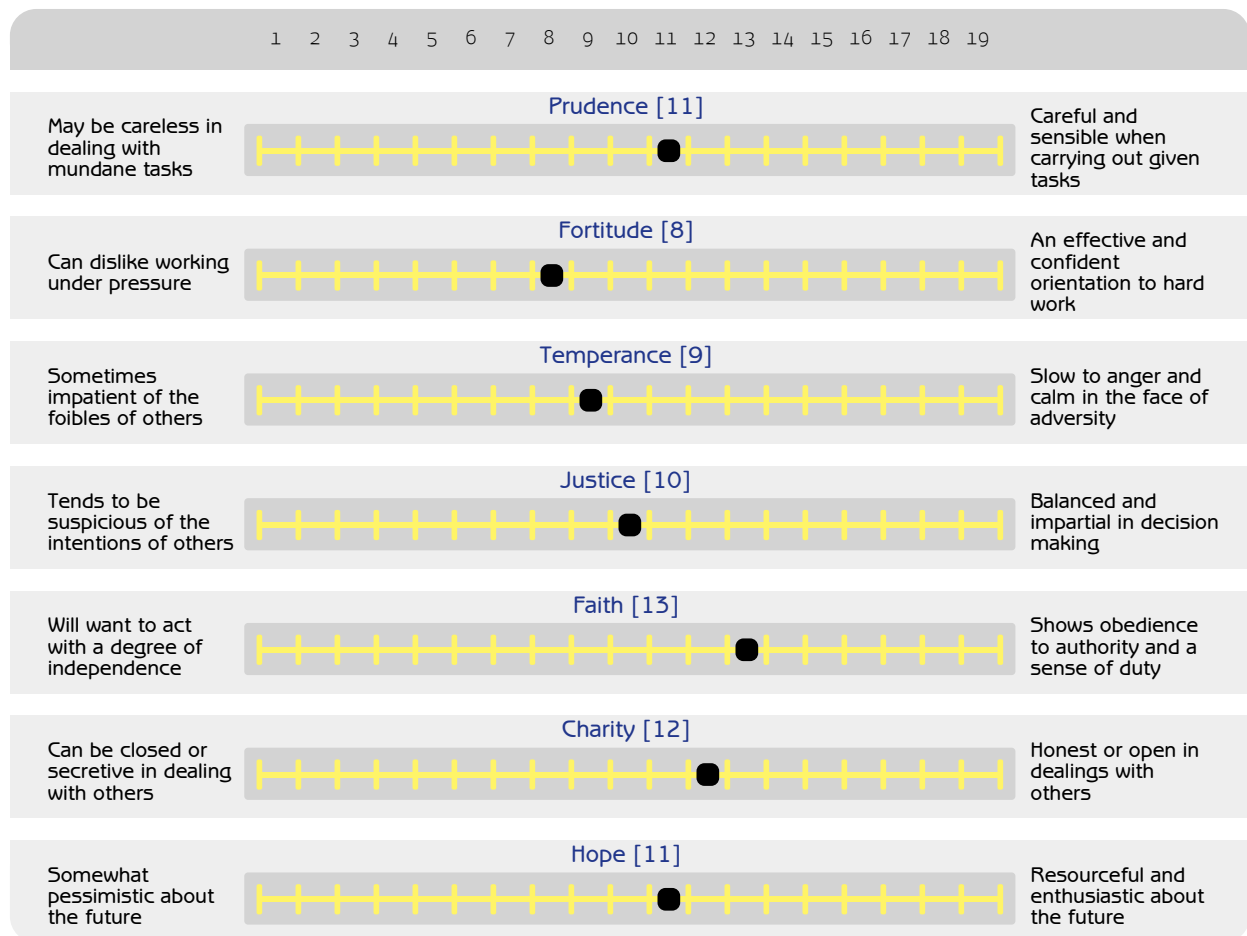
Justice -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

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 Sakiwo Witbooi

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section 4: the giotto narrative

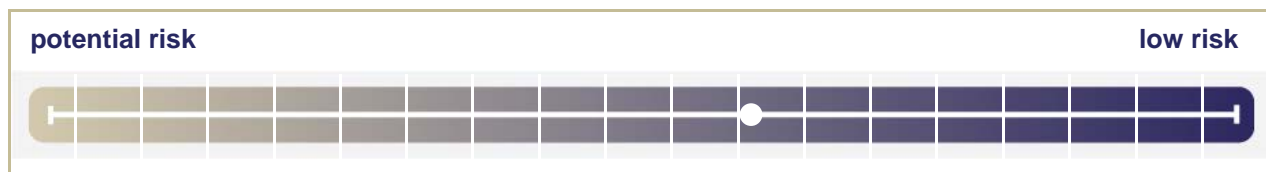
narrative interpretation

- Sakiwo 's sense of loyalty to his employers would appear to be in the high average range. Like most people, he prefers working for a company that is able to take its employees into its confidence. When this happens he is almost always willing to give it his commitment. He is not likely to criticise company policy except in private, and will usually be discreet in what he says to outsiders. He generally feels positive about the organisation's values, and is proud to be part of its programme. Sakiwo may feel uncomfortable if he is expected to take an independent view, and prefer the security of knowing that others agree with him. However, he is normally able to act independently if encouraged to do so.
- Sakiwo 's sense of sympathy with his colleagues is in the high average range. He is usually willing to believe that people are being honest with him, and even when he is uncertain will generally give them the benefit of the doubt. He prefers to work in an environment where colleagues are open with each other, and feels uncomfortable when a situation arises in which this is no longer possible. He is not normally seen as a greedy person, and can usually be trusted to respect other people's property. He may not be particularly effective at telling lies and, knowing this, tries to avoid doing so if at all possible. On the other hand, Sakiwo is fairly realistic in his expectations concerning human behaviour and is not easily hoodwinked.
- Sakiwo appears to be slightly more assertive than most people. He is neither over-tolerant nor particularly likely to become angry. He is usually fairly straightforward in the expression of his feelings, and can normally stand up for himself in an argument. He is discomfited by very aggressive colleagues, feeling the need, but not always having the capacity, to fight back. In many ways he tends to get the worst of both worlds, being neither sufficiently assertive to press his own views on more powerful colleagues, nor having sufficient patience to withstand attempts by them to force their views on him. He is, however, able to encourage others to stand up for themselves if he feels they are being bullied.
- Sakiwo appears to be a little more easy going than average in his attitude to work. He tends to value both his work environment and his social life at home and outside his employment. He is reasonably tolerant concerning other people's styles of working, although he has a preference for those who do not take matters too seriously, liking people who share his own balanced view. Like most people, he is less content when the work environment becomes difficult or when the pressure to perform becomes excessive. He is able to work unsupervised so long as he has been given adequate instructions. Similarly he works best with clear guidelines concerning allowances and time off, and will attempt to keep to these.

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.