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## Giotto SA Narrative Interpretation with PRI

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17/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.

Shows obedience to authority and a sense of duty.

Can dislike working under pressure.

Sometimes impatient of the foibles of others.

## 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.

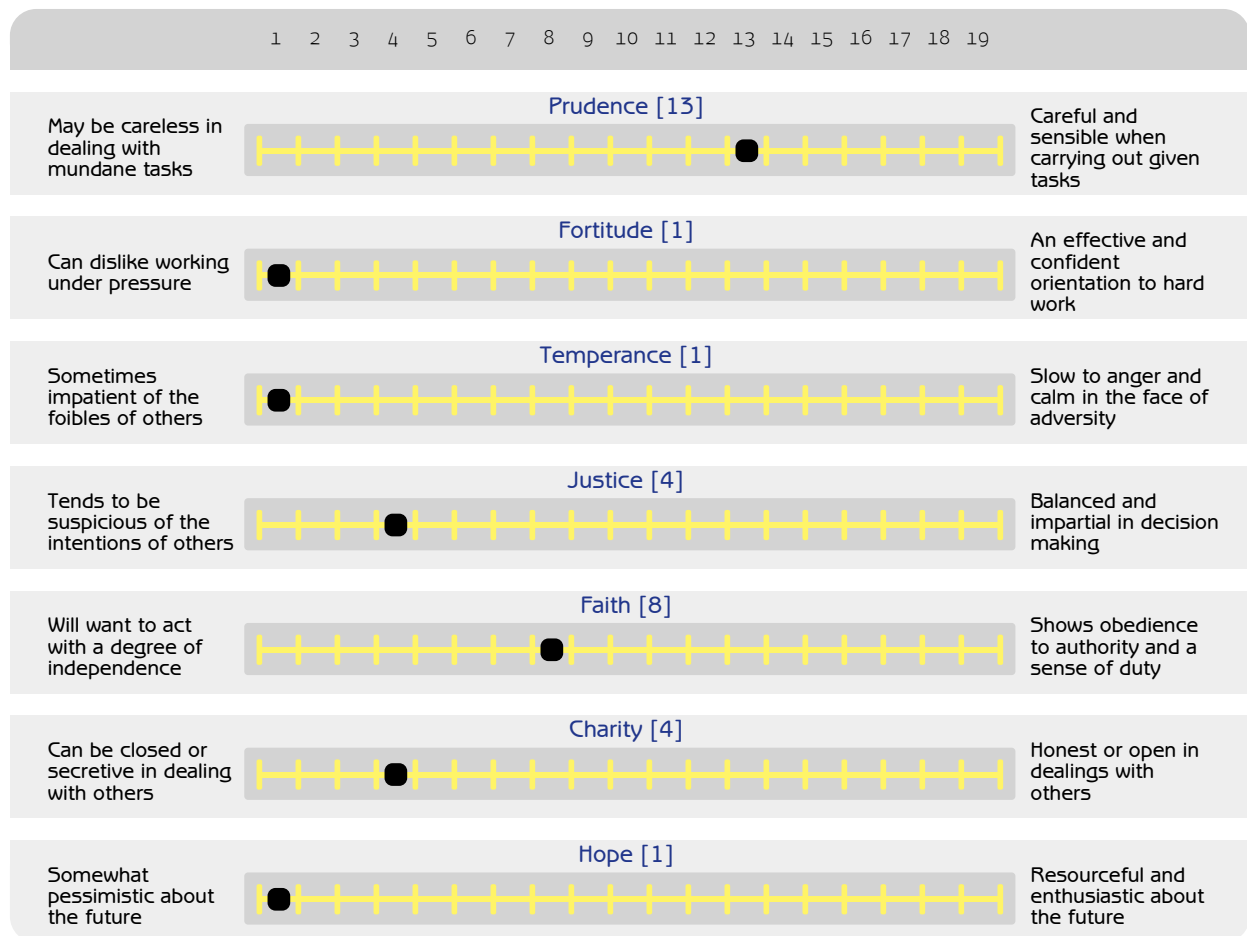
**Justice** -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

**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 **Aphiwe Sikawo**

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## section 4: the giotto narrative

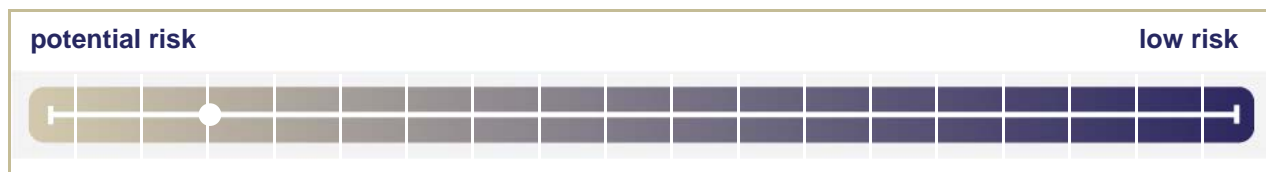
### narrative interpretation

- Aphiwe '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. Aphiwe 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.
- Aphiwe '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. Aphiwe 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.
- Aphiwe tends to be an easy going individual who has interests outside work that are important to him. He sometimes finds it difficult to stand up for himself with people in authority. This is particularly so when they have unrealistic expectations of the extent to which he should sacrifice his home and social life for his career. However, he is likely to be fairly happy with himself the way he is, and to be well suited to positions where promotional prospects are not the top priority. He 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.
- Aphiwe may be a good worker, but does expect to be supervised properly. He can prefer to work for the types of manager who know their own mind and who can state reasonable expectations clearly and unambiguously. He 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, Aphiwe does expect objectives to be realistic, and does not appreciate unnecessary or excessively restrictive policies in things such as dress codes or working style. He tends to see these matters as personal and not within the remit of an employer. He will almost always welcome proper appreciation, especially when this is overtly recognised.
- Aphiwe would seem to take pride in not suffering fools gladly. He is able to assert himself whenever necessary, and will usually not hesitate to let people know how he feels. He generally does not respect those who are unable to stand up for themselves, and enjoys the cut and thrust of a good argument. He tends to believe that having things out in the open is the most effective way of solving disagreements. When he feels that the situation demands it, he is usually willing to take charge and let people know clearly what needs to be done.
- Colleagues may sometimes find Aphiwe 's approach rather overbearing, and may not always fall into line in the way he hopes. They may find his tendency to force things through rather threatening. Consequently he may not be the first person they approach when they want to talk things through in a relaxed manner. However, his assertive nature may be an asset when a degree of ruthlessness is required to break through inertia and get things on the move. His sometimes bullying approach can occasionally be just what is needed when too much is being taken for granted. On the other hand, Aphiwe can have difficulty in exercising tight control over his 'tough' temperament.

## 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.