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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

Slow to anger and calm in the face of adversity.

Shows obedience to authority and a sense of duty.

May be careless in dealing with mundane tasks.

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.

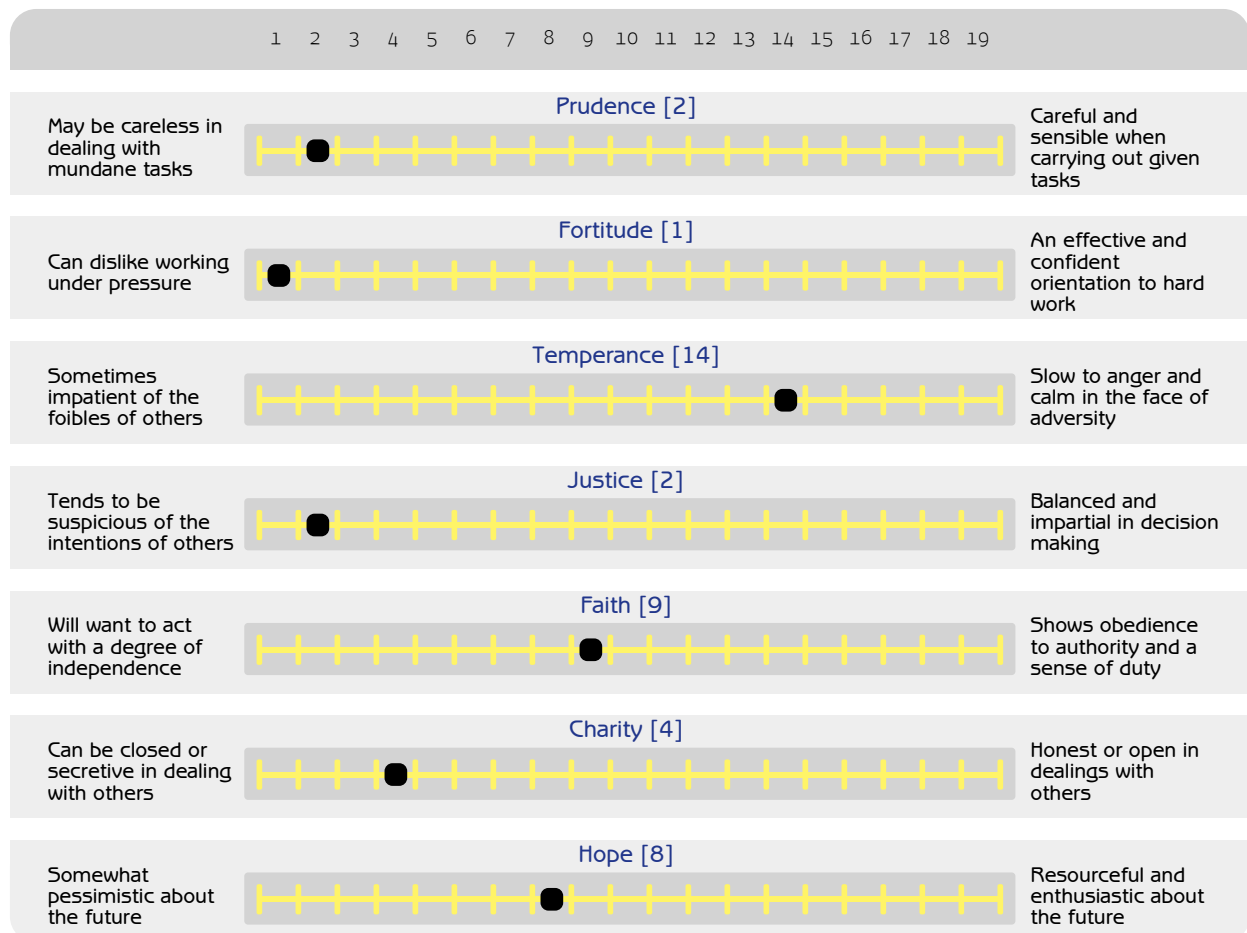
Justice -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

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 Gladwel Lwamkelo Tyokwana

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section 4: the giotto narrative

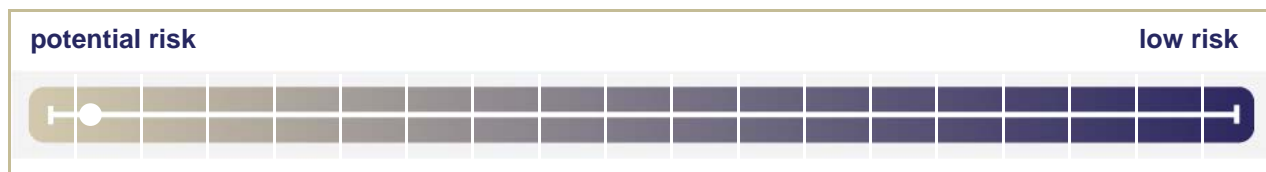
narrative interpretation

- Gladwel Lwamkelo is almost always a self-disciplined person and can have an important role to play in situations where a calming influence is necessary. He will generally set a good example to more aggressive colleagues who would often do well to take a more relaxed view. He is normally tolerant and friendly with an ability to listen and to keep his feelings under control, and is therefore likely to be productive when working as part of a team. Gladwel Lwamkelo will usually not wish to clash with others at work over small matters and has a preference for the peaceful and amicable resolution of disputes. He is nearly always even-tempered and not likely to become annoyed easily or to be forceful unless he feels that others may be taking advantage of his better nature.
- Gladwel Lwamkelo is generally willing to accept people on their own terms, and is not inclined to push people into doing things against their will. However his patient demeanour should not be taken as a sign of weakness. On most things that are important to him he knows his own mind and is able to follow his own counsel. He does not usually succumb easily to attempts to force him into a position he does not accept.
- Gladwel Lwamkelo'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. Gladwel Lwamkelo 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.
- Gladwel Lwamkelo does not generally like the sort of work that requires excessive attention to detail, particularly if this has to be maintained for long periods of time. In such situations he may find his mind drifting elsewhere and can therefore be better suited to tasks of a more varied nature and that are sufficiently interesting to hold his attention. On the other hand, Gladwel Lwamkelo can have an ability to see things in a much broader perspective and his capacity to act spontaneously can enable him to seize the initiative when the unexpected occurs. This is likely to be an asset in work situations that are moving so quickly that careful advance planning is not a realistic option. While sometimes being somewhat variable in his mood, Gladwel Lwamkelo's sense of humour often enables him to see things through, even if this may not always be in the most obvious manner.
- While Gladwel Lwamkelo can be impulsive, he tends to have an active imagination that mitigates against a narrow-minded obsessive approach to day-to-day tasks. In a team he can provide a counterbalance to his more seriously minded, but sometimes rather blinkered, colleagues.
- Gladwel Lwamkelo welcomes a relaxed atmosphere at work. He generally values his role and appreciates the many opportunities it presents him. However, he probably does not see work as the most important aspect of his life. His preferred job environment is normally one that compliments his activities outside the workplace and does not interfere too much with his social life. He does not like being placed under excessive pressure to perform, particular by his supervisors, but is usually willing to help if asked in the right way. He generally knows his place, and expects his managers to manage. If this is performed effectively he can be a very productive worker.
- At times, Gladwel Lwamkelo may present himself as being rather unsteady and too laid back, so that colleagues may feel that he could show more commitment. However, while he may not always be motivated by work-related ambitions, he is quite usually capable of meeting targets that are clearly set. Indeed, because he may not believe that it is necessary for him to strive for promotion, he is likely to be comfortable with his current position. Consequently, he may well enhance the social environment in the workplace, particularly where there are a number of more competitive colleagues. His normally carefree nature may occasionally mean that he can be casual or disorganised and not always aware of time. However, he will usually respond well when he feels he is being fully appreciated.

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.

- X

Work Cautiousness

A concern in an environment where routine and meticulous attention to detail is required.
- X

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.
- X

Disclosure

A concern in an environment that requires frankness and sharing of information.