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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

Honest and open in dealings with others.

Slow to anger and calm in the face of adversity.

Tends to be suspicious of the intentions of others.

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.

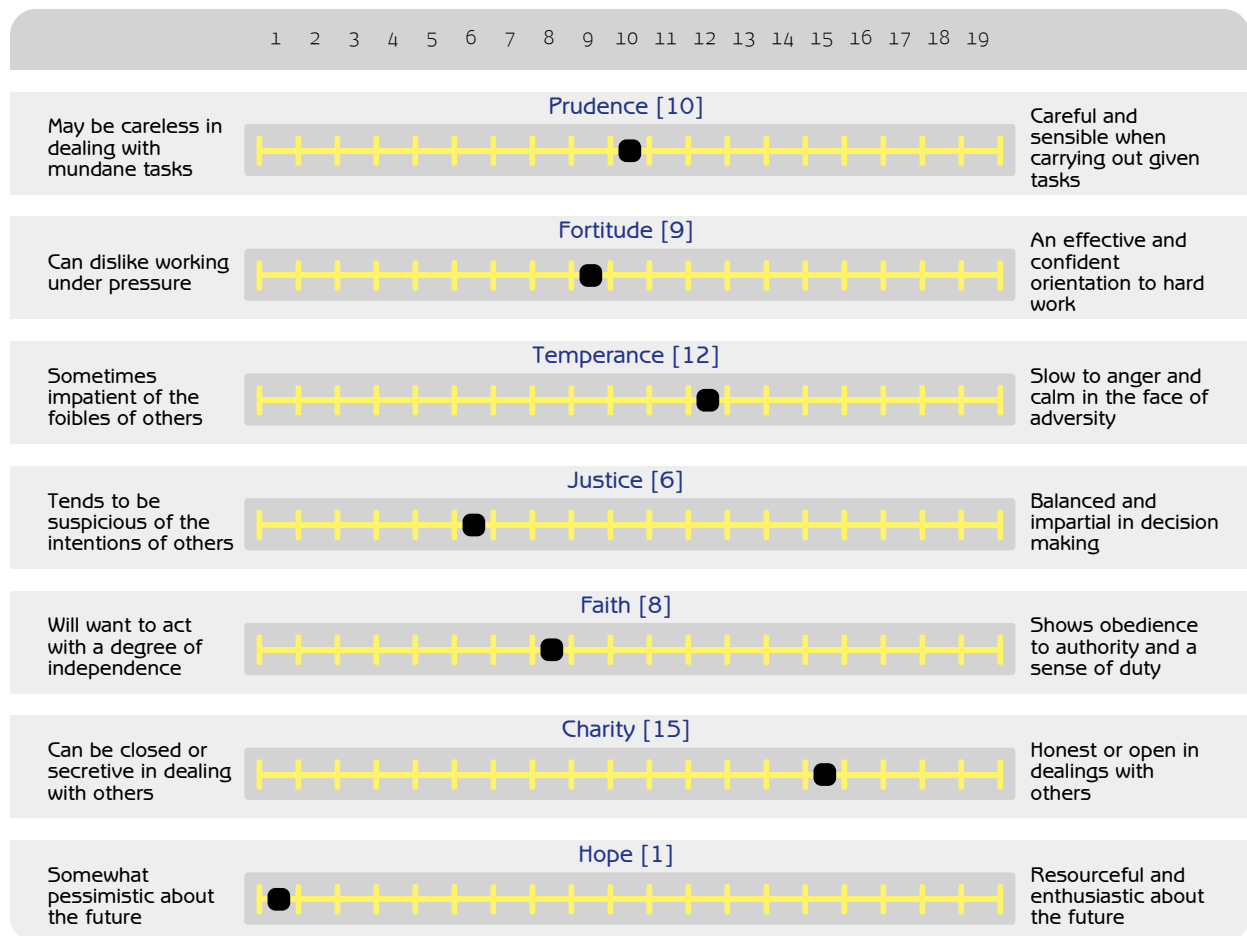
Justice -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

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

name Babalwa Mgujulwa

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section 4: the giotto narrative

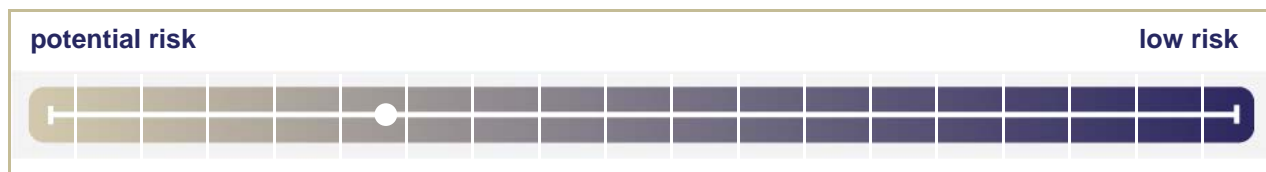
narrative interpretation

- Babalwa tends to be a trustworthy person, and to believe in the value of honesty and integrity in her dealings with others. She usually has little time for manipulation or deceit as a means of achieving her ends and can feel uncomfortable if expected or tempted to tell deliberate lies in order to further her objectives. Babalwa will generally show concern and be considerate towards colleagues, being fair in her dealings with them. Her natural inclination is to be helpful and to do her best to understand their problems in an unselfish way. In a supervisory position, her caring nature would be expected to lead her to exercise authority in a charitable and sympathetic manner.
- Babalwa 's ability to put others before herself means that colleagues may benefit from her supportive nature in the work environment. She is not generally comfortable in the company of those whose careers depends on twisting the truth, and can become confused when confronted with the contradictions inherent in their position. She is probably not suited to a career in some occupations within sales, politics or the law that depend on seeing things from several points of view.
- Babalwa is less likely than most to become angry, and is able to keep her feelings to herself on most occasions. Nevertheless, she is able to let people know when she thinks they are provoking her. She is usually patient, and it is only when she believes an outrage has been committed that she will feel the need to show her disapproval. When she is the target of bullying she is not always able to stand up for herself. Neither is she willing to put up with such behaviour. She will try to avoid confrontation unless pushed into it, and may be rather hesitant about pressing her case, especially if she believes this will lead to unpleasantness.
- Babalwa is hesitant about accepting people's motives at face value, and generally has little time for those who think they can talk her into things against her will. She should be particularly effective in situations that require independent working as she tends to prefer to do things herself rather than take the risks involved in delegating to others. While colleagues may sometimes see her as a little sensitive, this is usually because they fail to recognise the difficulties she encounters. People often find it all too easy to blame her for their own mistakes, and she is not always able to find an adequate avenue of escape when this occurs. Like most people, she wants to receive recognition for her achievements, and she is likely to feel hurt should this not be forthcoming.
- Babalwa is not generally the sort of individual who would appear 'gushing' when she first meets people and would normally think carefully before she accepts them with confidence. She is wary of the dangers of being hoodwinked, and therefore she is unlikely to make any decisions without fully considering the facts of the matter as she sees them.
- Babalwa 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 Babalwa 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)

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.