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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.

Slow to anger and calm in the face of adversity.

Somewhat pessimistic about the future.

Might ignore the advice of those who know better.

## 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.

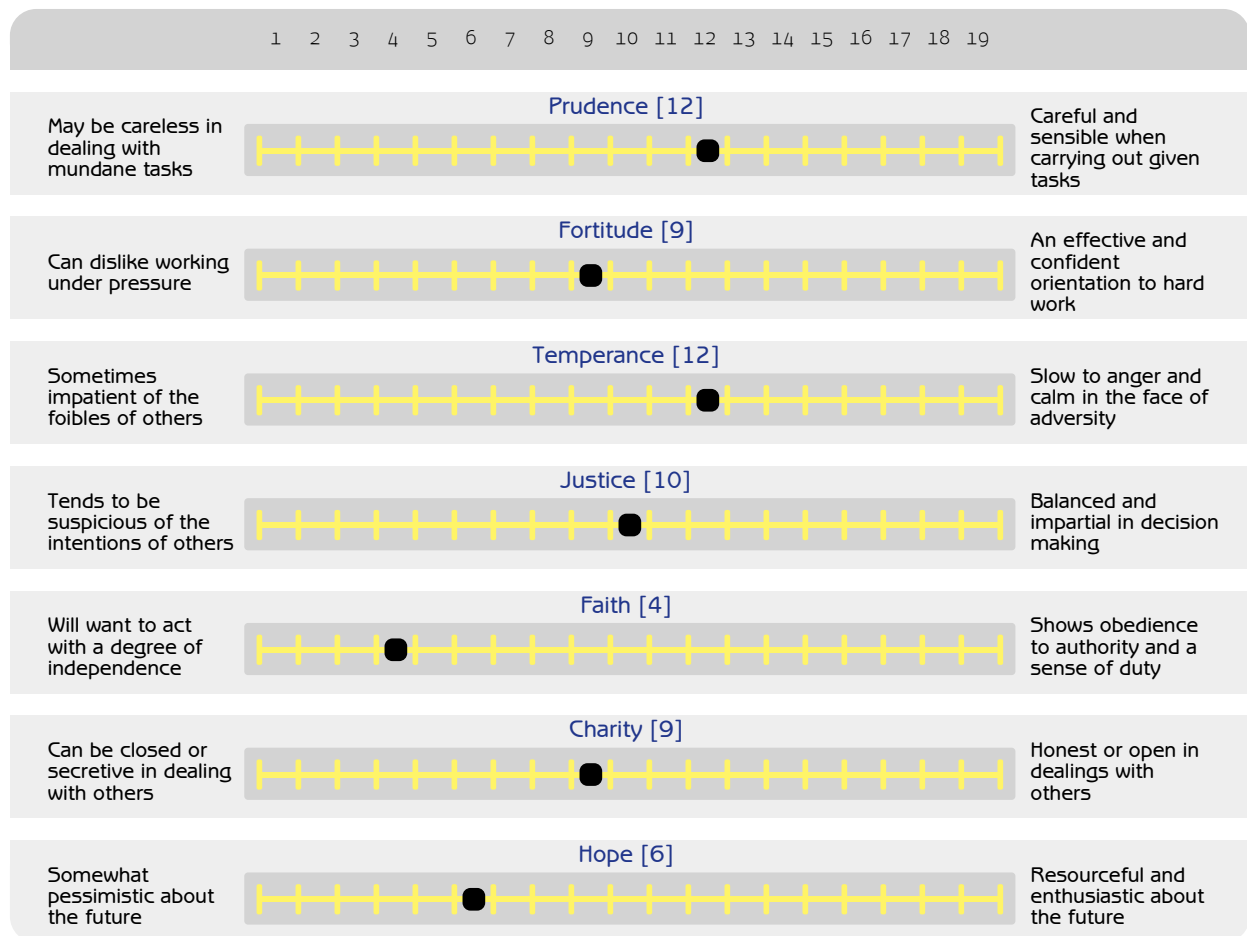
**Justice** -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

**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 **Phumla Ngamtwni**

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## section 4: the giotto narrative

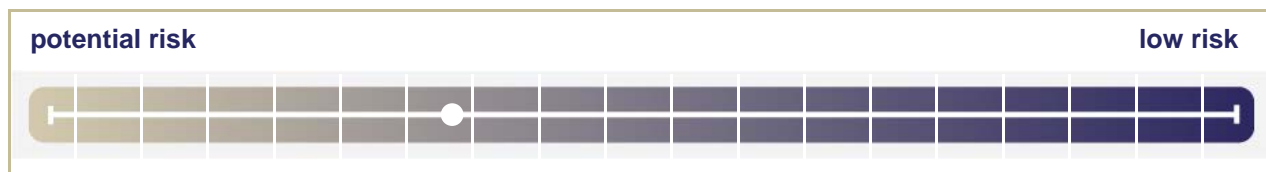
### narrative interpretation

- Phumla'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. Phumla 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.
- Phumla 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.
- Phumla does not take a particularly optimistic view of her chances of further success at work. She no longer finds it easy to be enthusiastic about everything that is going on, and may feel discouraged by recent events. This may have given her a general feeling of anxiety about the way things are moving now, not only at work but also in the world in general.
- She is likely to believe that things used to be better in the past, and that in those days people knew rather more about how things ought to be done. She may have developed a resentment against what she sees as newfangled approaches. Although she might wish the clock could be turned back, she probably does not have the stomach for a fight, knowing in her heart that change is inevitable. At the same time she probably feels that she can not reasonably be expected to encourage this trend. She is likely to be at her best, and shows her strongest qualities, within an organisation that fully respects its well-established reputation, and prides itself on its traditions. While she may not respond well to being asked to do things in new ways, she is delighted when her special skills are called upon, particularly those which are now becoming scarce.
- Phumla would seem to have faith in herself and in her ability to see through falseness and deceit. She may particularly value her independence of thought, and her ability to make policy "on the hoof". While she might have a tendency to break the rules, she is only likely to do so should she believe that this is for the best. She is generally happiest when working with an employer who shares her vision and who values her entrepreneurial skills. She will not usually shine when expected to follow precise instructions, particularly when the reasoning behind these has not been fully explained to her.
- While supervisors may find Phumla's tendency to question irritating, her attitude will often be welcomed and a relief for those who genuinely see the dangers of being surrounded by yes-men. Phumla can sometimes have a tendency to hold on to her beliefs in a headstrong manner. However, this should not be mistaken for stubbornness as she tends to be curious by nature and her views and proposals will normally have been well researched. She may be over-confident in her ideas which can have a distressing effect on work colleagues who can find her arrogant. However, where colleagues are able to stand up for their own position in a conversation they will find that they usually gain her respect and co-operation.

## 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.