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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.

An effective and confident orientation to hard work.

May be careless in dealing with mundane tasks.

Tends to be suspicious of the intentions 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.

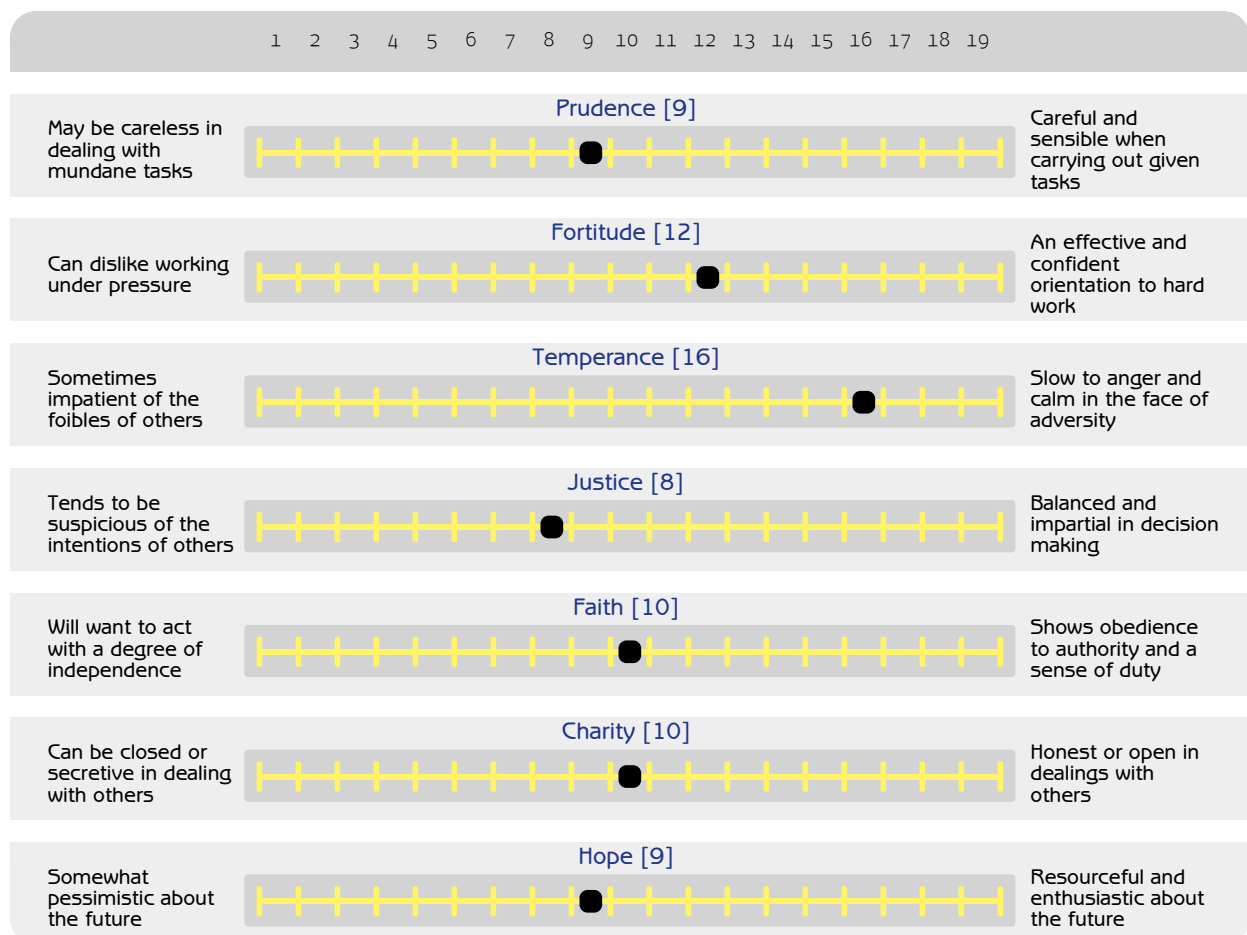
Justice -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

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

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section 4: the giotto narrative

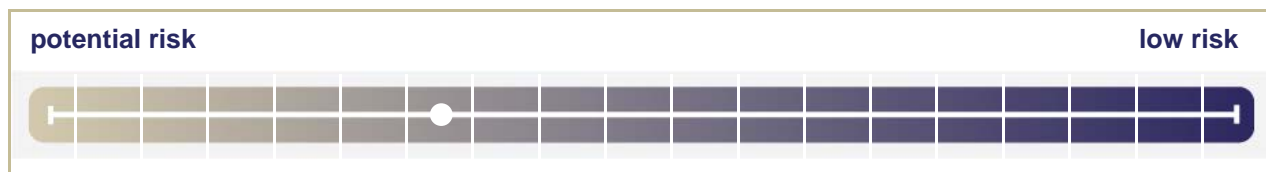
narrative interpretation

- Ntembeko's great strengths appear to be his tolerance and self-control. His self-discipline should enable him to turn the other cheek in the face of offensive behaviour or unwarranted aggression. He is nearly always a non-violent person by nature, and much prefers peaceful solutions to problems whenever possible. These characteristics will be invaluable in team situations in which feelings are running high and a calming influence is required. He will generally want to urge his colleagues to forget their differences and to return instead to a patient and less emotive consideration of the facts. Ntembeko is usually a composed individual and, therefore, well able to tolerate his less temperate colleagues, showing restraint in difficult situations. He is normally a good listener, and is very unlikely to provoke conflict.
- Ntembeko is hardly ever pushy and has a preference for being unobtrusive at work, and therefore his colleagues may mistakenly believe that he lacks assertion. However, simply because he can keep his feelings to himself does not necessarily mean that they are not strongly held. While Ntembeko is not himself likely to be a bully, he is usually able to cope with bullying by defusing the situation and calming down more aggressive workmates. He should be helpful in building a work environment that is free from disruption.
- Ntembeko is a little more resilient than average, and has the capacity to work hard should the occasion demand it. He is able to keep to deadlines where they are important, and is usually able to perform reasonably well under stress. He has sufficient self-confidence on most occasions to enable him to make decisions comfortably, particularly where these are ones that are likely to have an impact on his work. He is able to work independently if this is required, and does not demand constant supervision. He can generally be trusted to get on with his work, and is unlikely to ask for time off without good reason. He might be distressed at the idea of losing friendships if this was the likely outcome of accepting a promotion or new posting. However, if the terms were right he would not let this stand in his way.
- Ntembeko's tendency to act impulsively is slightly higher than average. Although he is not particularly prone to daydreaming, this can sometimes lead to failures of attention, and he is not always as concerned as he might be to remedy these. However, he can normally be counted on to take his work seriously when failure to do so would be likely to have serious consequences. He generally has more sympathy for a light hearted approach to work, although he can be put off by those who take this to extremes. He can sometimes come up spontaneously with interesting new ways of looking at things, but is not always sufficiently organised to make the most of this attribute.
- Ntembeko's belief in fair-play appears to fall within the average range. He is unlikely to take what is said to him on trust unless he already has grounds for confidence in the good intentions of those presenting their case. He is not usually inclined to blame his mistakes on others, although he can do so if he feels under undue pressure. While Ntembeko may not always be a good judge of character, he can usually tell when people are merely acting from a sense of grievance, and is more inclined to reject than accept their arguments. Moreover, if he feels that others are taking advantage of his better nature, he is not inclined to let matters lie. Ntembeko may himself feel a sense of grievance when the circumstances justify it. However, he is usually able to let bygones be bygones once a dispute has been settled.

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.