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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

Resourceful and enthusiastic about the future.

Shows obedience to authority and a sense of duty.

Tends to be suspicious of the intentions of others.

May be careless in dealing with mundane tasks.

## 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.

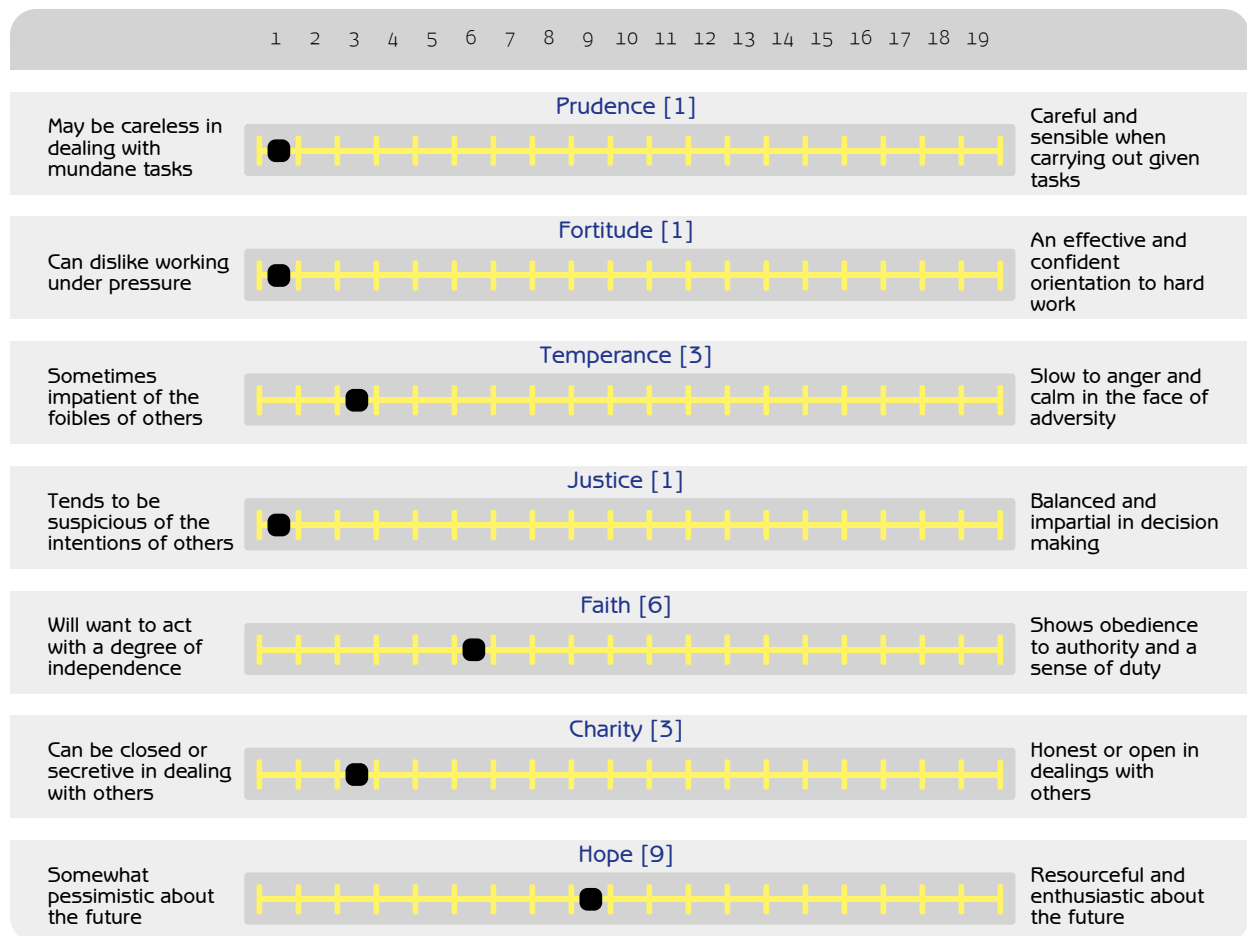
**Justice** -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

**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 **Eliza Matiso**

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## section 4: the giotto narrative

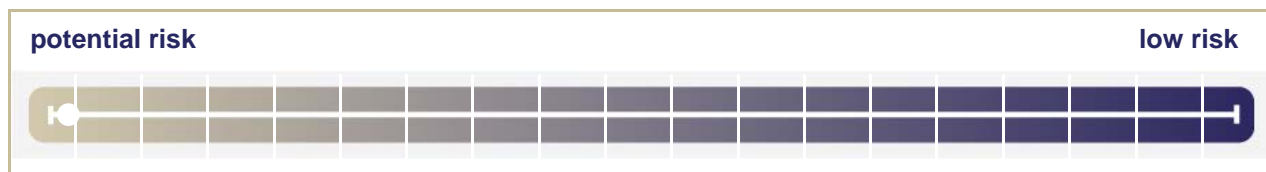
### narrative interpretation

- Eliza 's level of optimism concerning the future appears to be in the high average range. She is usually positive about change, and recognises that it is a natural part of today's rapidly moving world. She generally prefers to look on the bright side of things and has a reasonable level of confidence that things will turn out right. She is normally willing to go along with proposals for trying out new ways of doing things, and maintains a curiosity about how they will turn out. She is not often shy, and is usually willing to engage in the process of planning change. However, she may also think that sometimes the more traditional ways of doing things might actually have been better, especially where this can be supported by evidence.
- Eliza 's sense of loyalty to her employers would appear to be in the high average range. Like most people, she prefers working for a company that is able to take its employees into its confidence. When this happens she is almost always willing to give it her commitment. She is not likely to criticise company policy except in private, and will usually be discreet in what she says to outsiders. She generally feels positive about the organisation's values, and is proud to be part of its programme. Eliza may feel uncomfortable if she is expected to take an independent view, and prefer the security of knowing that others agree with her. However, she is normally able to act independently if encouraged to do so.
- Eliza 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.
- Eliza 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.
- Eliza generally accepts that she can sometimes be rather impulsive, and has probably come to terms with her tendency to daydream and to be absentminded at times. However, this is partly because she is aware that there are more important things in life than the day-to-day routine, and she probably values her ability to see the wider picture without becoming absorbed in unnecessary detail. Indeed it is likely that her tendency to act spontaneously has frequently led her to explore new ideas or avenues of experience. Many of the skills she has at work may have come about as a result of her special form of creativity. On the other hand, Eliza can have a tendency to become distracted when carrying out continuous work of a repetitive nature.
- Eliza can easily become bored and may not be suited to positions that involve large amounts of tedious or mundane activity. However, in work that requires an ability to live with uncertainty and to recognise novelty she should be in her element. She will tend to be out of sympathy with those who do not share her acceptance of the unexpected, seeing them as humourless and unnecessarily serious. Her preference when working in a team would generally be involvement in the discussion of ideas rather than in their implementation.

## 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.

- 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.
- X

**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.