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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

Balanced and impartial in decision making.

Resourceful and enthusiastic about the future.

Sometimes impatient of the foibles of others.

Prone to elaborate or distort the truth.

## 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.

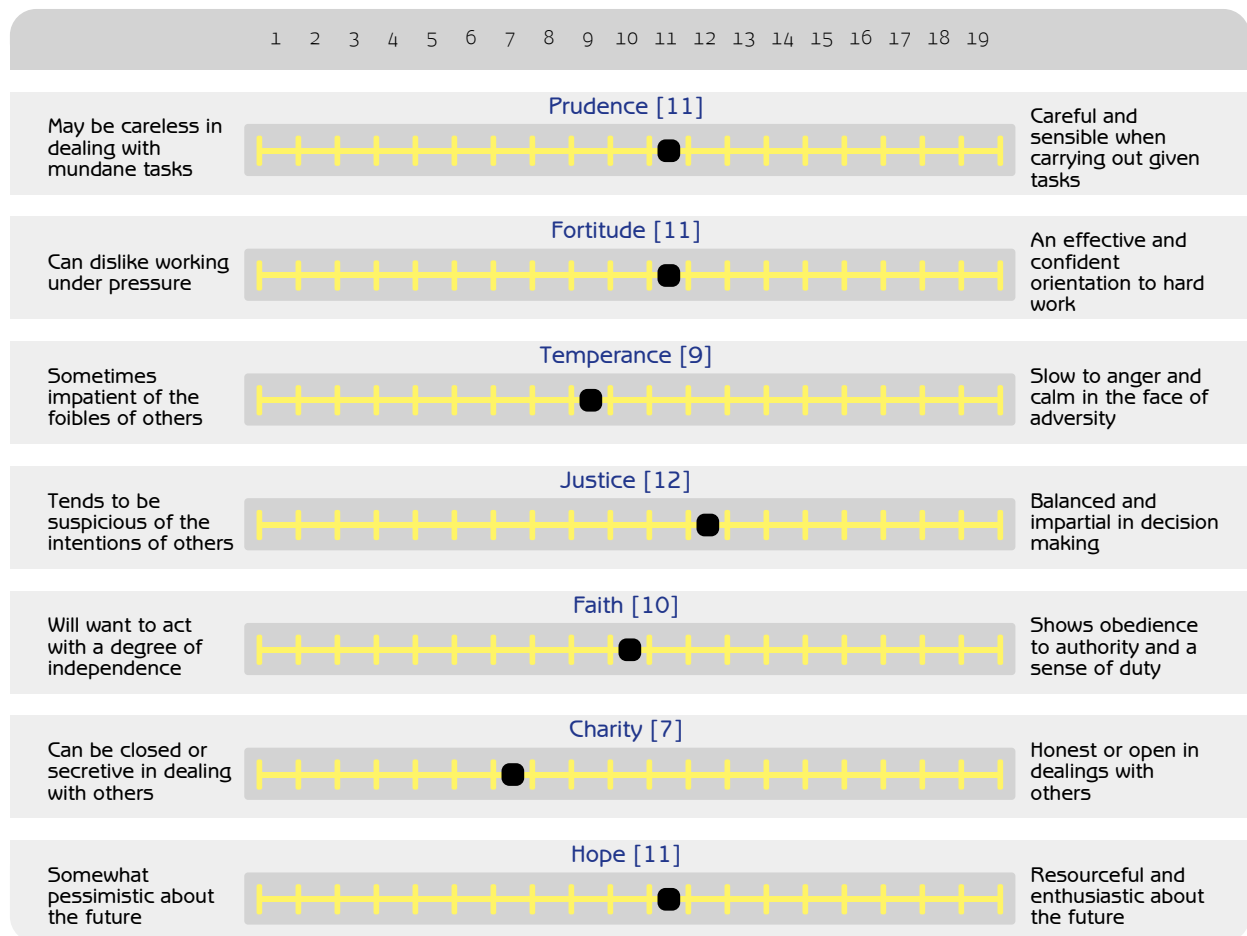
**Justice** -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

**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 Banele busakwe

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## section 4: the giotto narrative

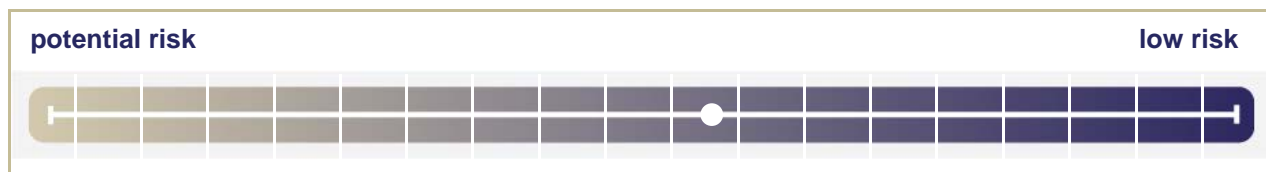
### narrative interpretation

- Banele would seem to be slightly more fair-minded and slight less suspicious than average. He will usually be able to find ways to engage others in discussions about the rights and wrongs of a particular situation. However, he is not always willing to take things on trust and will want to be sure that people's underlying intentions are honourable. He generally believes in negotiated settlements wherever possible, but recognises that these do demand a willingness from both sides to reach a compromise. He is usually able to give advice when asked, and his natural inclination is to think the best of people unless there is clear evidence that that this is misguided.
- Banele's level of optimism concerning the future appears to be in the high average range. He is usually positive about change, and recognises that it is a natural part of today's rapidly moving world. He generally prefers to look on the bright side of things and has a reasonable level of confidence that things will turn out right. He 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. He is not often shy, and is usually willing to engage in the process of planning change. However, he 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.
- Banele appears to be slightly more assertive than most people. He is neither over-tolerant nor particularly likely to become angry. He is usually fairly straightforward in the expression of his feelings, and can normally stand up for himself in an argument. He is discomforted by very aggressive colleagues, feeling the need, but not always having the capacity, to fight back. In many ways he tends to get the worst of both worlds, being neither sufficiently assertive to press his own views on more powerful colleagues, nor having sufficient patience to withstand attempts by them to force their views on him. He is, however, able to encourage others to stand up for themselves if he feels they are being bullied.
- Banele's realism concerning human nature appears to be in the high average range. He does not accept everything that people tell him at face value, and he is able to maintain a healthy scepticism in the face of barefaced dishonesty. At the same time he may not be above telling the occasional untruth himself, recognising that white lies are necessary if we are to live a normal life. Like most people, he can sometimes fall for a very convincing tall story, but he is probably less likely to do this than most of his colleagues. He may be seen by some as being too keen on worldly possessions, although he can generally be trusted to respect the property of others. However, he may put the interests of himself, his family and friends above those of the wider community.

## 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.