



GIOTTO



Technical Report for John Sample

Giotto administered on 07 October 2001

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 changes 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. The left box gives 7 scores relating to the characteristics outlined above. Each score is on a scale of 1 to 19. Giotto has been standardised using a representative sample of 700 working people in the UK to give a mean score of 10 (s.d.=4). The right box shows 2 key strengths and 2 key weaknesses for each respondent.

Giotto scores

Scale A (Prudence)	6
Scale B (Fortitude)	8
Scale C (Temperance)	13
Scale D (Justice)	11
Scale E (Faith)	1
Scale F (Charity)	6
Scale G (Hope)	17

Brief characterisation

Resourceful and enthusiastic about the future.
Slow to anger and calm in the face of adversity.
Might ignore the advice of those who know better.
May be careless in dealing with mundane tasks.

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.



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INTERPRETATION

John is an optimistic and capable individual who is normally able to cope with change in a flexible manner. He has a tendency to be creative and likes the challenge of new ideas. Such people are generally much sought after in today's rapidly changing world of work, in which reorganisation is both necessary and inevitable as a result of the increasingly competitive market. He is likely to be the type of person who is able to act decisively when putting new ideas into practice. Both his enthusiasm and persuasive manner should have the effect of motivating others.

John is not easily discouraged and focuses on success rather than failure which means that he should be particularly hardy and able to cope with stress at work. However, while his influence will generally be beneficial, it will usually require active support from his supervisors if it is to result in success. His optimism should inspire confidence, but his capacity to achieve results would be much enhanced in the presence of colleagues of a similar underlying disposition. Many organisations have learnt to their peril that the forces of inertia can be overwhelming, and that managing change requires the introduction of change agents at several levels of management.

John is less likely than most to become angry, and is able to keep his feelings to himself on most occasions. Nevertheless, he is able to let people know when he thinks they are provoking him. He is usually patient, and it is only when he believes an outrage has been committed that he will feel the need to show his disapproval. When he is the target of bullying he is not always able to stand up for himself. Neither is he willing to put up with such behaviour. He will try to avoid confrontation unless pushed into it, and may be rather hesitant about pressing his case, especially if he believes this will lead to unpleasantness.

John does not generally like the sort of work that requires excessive attention to detail, particularly if this has to be maintained for long periods of time. In such situations he may find his mind drifting elsewhere and can therefore be better suited to tasks of a more varied nature and that are sufficiently interesting to hold his attention. On the other hand, John can have an ability to see things in a much broader perspective and his capacity to act spontaneously can enable him to seize the initiative when the unexpected occurs. This is likely to be an asset in work situations that are moving so quickly that careful advance planning is not a realistic option. While sometimes being somewhat variable in his mood, John's sense of humour often enables him to see things through, even if this may not always be in the most obvious manner.

While John can be impulsive, he tends to have an active imagination that mitigates against a narrow-minded obsessive approach to day-to-day tasks. In a team he can provide a counterbalance to his more seriously minded, but sometimes rather blinkered, colleagues.

John would seem to have faith in himself and in his ability to see through falseness and deceit. He may particularly value his independence of thought, and his ability to make policy "on the hoof". While he might have a tendency to break the rules, he is only likely to do so should he believe that this is for the best. He is generally happiest when working with an employer who shares his vision and who values his entrepreneurial skills. He will not usually shine when expected to follow precise instructions, particularly when the reasoning behind these has not been fully explained to him.



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While supervisors may find John's tendency to question irritating, his attitude will often be welcomed and a relief for those who genuinely see the dangers of being surrounded by yes-men. John can sometimes have a tendency to hold on to his beliefs in a headstrong manner. However, this should not be mistaken for stubbornness as he tends to be curious by nature and his views and proposals will normally have been well researched. He may be over-confident in his ideas, which can have a distressing effect on work colleagues who can find him arrogant. However, where colleagues are able to stand up for their own position in a conversation they will find that they usually gain his respect and co-operation.