

- A measure of an individual's "match" to a specific work role
- Looks at habitual styles which can "derail" careers

Giotto is a questionnaire based on a model of personality related to integrity derived from the work of the classic scholar Prudentius who believed that the human character develops through a series of choices that we make throughout our lives. These lead to the development of seven habitual styles of responding that become increasingly ingrained as we mature. Giotto interprets these choices in terms of habitual working styles.

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. Some tests refer to habitual styles

displayed inappropriately or in the wrong context as **derailers**.

Giotto recognises the potential difficulties inherent in the accurate measurement of integrity, especially in a selection context, and is therefore **presented as an ipsative questionnaire. This helps to avoid the contaminating effects of a candidate distorting responses.**

It is important to remember that a perceived weakness in one occupation may be neutral, or even a strength in another and therefore Giotto should only be used where the habitual styles are relevant to a particular work setting. For example, entrepreneurs will often take risks whereas such an approach would not be desirable for an airline pilot. It is important, therefore, to talk about personality and habitual styles in terms of relevance to role and not as good or bad. Desired scores on the dimensions and patterns of scores can be mapped to specific roles.

Integrity defined

The term integrity can be somewhat subjective and can mean different things to different people. Within an occupational or work setting we take it to mean: *"The values, behaviours, attitudes, actions and thoughts which an individual holds and demonstrates compared with those values etc. which an employer expects from an employee within a particular role"*. **The scales of Giotto reflect the habits, attitudes and behaviours which many organisations are keen to measure in their staff. It is for this reason that the test is based on the Prudentius model.**

NB The names of Giotto scales are not as important as the behaviours and habits normally associated with low and high scores and combinations of scores across scales.

When should you use Giotto?

The instrument can be used in both selection and development interventions. The measure is particularly suited for use pre-interview, indicating particular aspects of a candidate's work-based behaviour and attitudes which may benefit from further probing during the selection process e.g. during a competency based interview.

Length of questionnaire and qualifications required

Giotto consists of 101 items in an ipsative questionnaire. Scores are generated over seven scales.

NB To purchase Giotto you need to be BPS Level B qualified and have the Giotto manual.

What does Giotto Measure: the seven scales of Giotto

Giotto Scale	Areas assessed within the context of Giotto	Low scores may indicate:	High scores may indicate:
Prudence	Degree of care demonstrated when carrying out tasks	Prefers to leave mundane tasks to others	Careful when carrying out given tasks
Fortitude	Attitude to work	Likes to keep work in perspective	Driven by a work ethic
Temperance	The ability to control aggression in whatever form	Impatient of the foibles of others	Slow to anger and calm in face of adversity
Justice	The fairness shown in judging the actions of others	Tends to be more emotional or suspicious when making decisions	Balanced, rational and impartial in decision-making
Faith	The sense of obedience to company policy	More likely to lead and innovate than follow rules	Shows obedience to authority and a sense of duty
Charity	The degree of directness, honesty and openness in dealing with others	Closed and secretive about intended actions	Honest and open in dealing with others
Hope	Assesses a sense of purpose and a forward-looking approach	Somewhat traditional and wary of rapid change	Resourceful and enthusiastic about the future

Reports

The questionnaire is available in **online** and **paper** versions.

The online questionnaire generates a **combined profile and narrative report**.

The **paper-based questionnaire is only available for scoring via a bureau service** and a combined profile and narrative report is generated for you.

Construct and Validity

- Giotto is constructed to the highest level of psychometric expertise to maximise independence among scales and to minimise response biases resulting from social desirability, acquiescence and gender.
- The test conforms to BPS and APA guidelines on personality test construction and use.
- State-of-the art psychometric procedures are incorporated in test development and scoring , including neural network based item analysis and adjustment for missing data.
- The Giotto manual has in-depth information about content, concurrent, domain related and criterion-related validity.