



Giotto Narrative Interpretation

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Sample Report

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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 700 working people in the UK 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.

Slow to anger and calm in the face of adversity.

Tends to be suspicious of the intentions of others.

Can dislike working under pressure.

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.

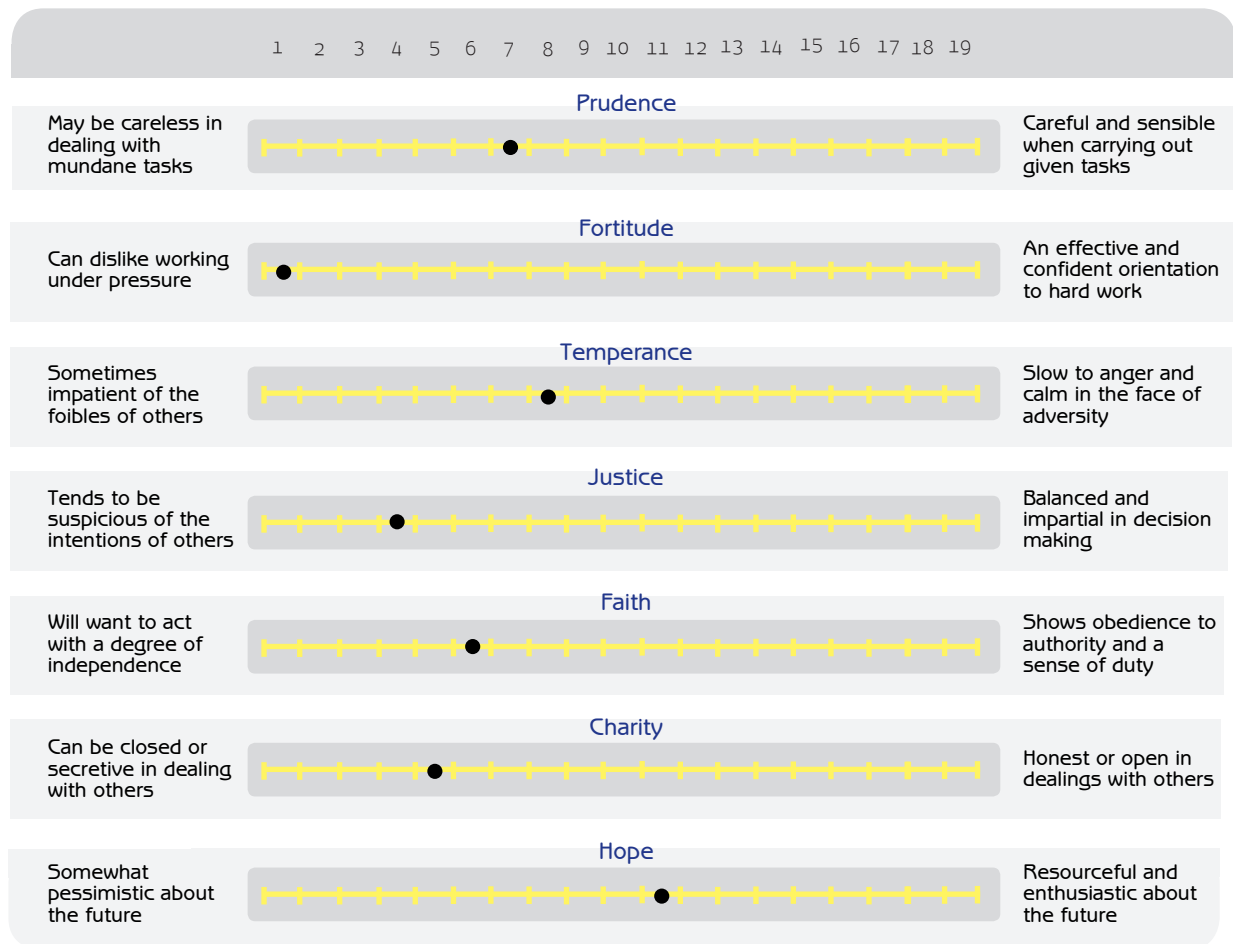
Justice -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

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



section 4: the giotto narrative

narrative interpretation

- Sample'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.
- Sample 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.
- Sample is hesitant about accepting people's motives at face value, and generally has little time for those who think they can talk him into things against his will. He should be particularly effective in situations that require independent working as he tends to prefer to do things himself rather than take the risks involved in delegating to others. While colleagues may sometimes see him as a little sensitive, this is usually because they fail to recognise the difficulties he encounters. People often find it all too easy to blame him for their own mistakes, and he is not always able to find an adequate avenue of escape when this occurs. Like most people, he wants to receive recognition for his achievements, and he is likely to feel hurt should this not be forthcoming.
- Sample is not generally the sort of individual who would appear 'gushing' when he first meets people and would normally think carefully before he accepts them with confidence. He is wary of the dangers of being hoodwinked, and therefore he is unlikely to make any decisions without fully considering the facts of the matter as he sees them.
- Sample welcomes a relaxed atmosphere at work. He generally values his role and appreciates the many opportunities it presents him. However, he probably does not see work as the most important aspect of his life. His preferred job environment is normally one that compliments his activities outside the workplace and does not interfere too much with his social life. He does not like being placed under excessive pressure to perform, particular by his supervisors, but is usually willing to help if asked in the right way. He generally knows his place, and expects his managers to manage. If this is performed effectively he can be a very productive worker.
- At times, Sample may present himself as being rather unsteady and too laid back, so that colleagues may feel that he could show more commitment. However, while he may not always be motivated by work-related ambitions, he is quite usually capable of meeting targets that are clearly set. Indeed, because he may not believe that it is necessary for him to strive for promotion, he is likely to be comfortable with his current position. Consequently, he may well enhance the social environment in the workplace, particularly where there are a number of more competitive colleagues. His normally carefree nature may occasionally mean that he can be casual or disorganised and not always aware of time. However, he will usually respond well when he feels he is being fully appreciated.