



Giotto Narrative Interpretation

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GFB

contents of the report



section 1: introduction

This section provides information about the Giotto test and its report.

pg 3

section 2: brief characterisation

This section provides a brief over-view of the candidate's personality traits.

pg 3

section 3: the seven scales

This chart summarises the individual's behaviour based upon seven key scales.

pg 4

section 4: the giotto narrative

This section provides a brief over-view of the candidate's personality traits.

pg 5

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). 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

Slow to anger and calm in the face of adversity.

Balanced and impartial in decision making.

Might ignore the advice of those who know better.

Somewhat pessimistic about the future.

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.

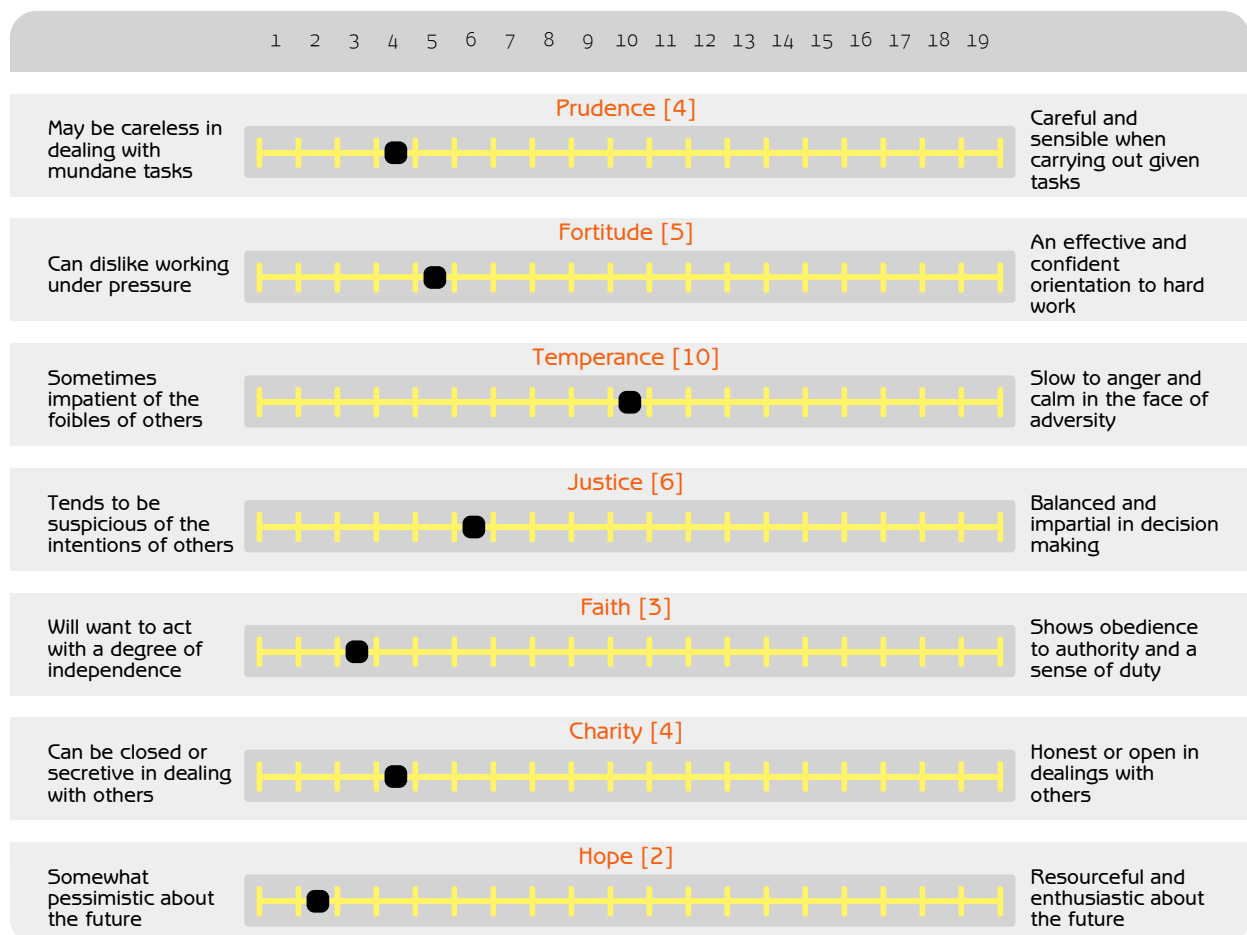
Justice -assesses fairness in judging the actions of others. It is of relevance to environments which are beset with strife.

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: UK Overall

name Sample Person

Page 4

section 4: the giotto narrative



narrative interpretation

- 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 would seem to be slightly more fair-minded and slightly 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.
- Sample seems to have a strong belief in his critical abilities and his powers of judgement, and requires a good case to be made if he is to shift his views. However, he is usually willing to be swayed by a good argument, and will respect those who respect him. Although people who are more willing than him to take things on trust may find him rather arrogant, he can be a good friend and colleague for those who are ready to make the effort.
- An assertive behavioural style should enable him to succeed in achieving his goals, even in the face of disapproval from others. Furthermore, he is likely to have powers of creativity, and can be a good source of new ideas and ways of doing things. This, combined with his critical approach to existing procedures, can often be of considerable benefit to an organisation. Sample is usually able to assert his authority, and can inspire confidence in others, so long as his questioning attitude does not undermine their self-esteem. He is probably best suited to a position that requires him to work independently within a negotiated agenda. He may not be at his best when expected to carry out a great amount of trivial or boring work, and indeed such work would not make the most of his potential.
- Sample tends to feel rather pessimistic about his chances for the future. He may have become disheartened by the many changes that are going on around him and would almost certainly welcome a respite from the unyielding pressures under which he finds himself. While usually willing in the past to accept any changes that were necessary, he finds that today it is all too often change for change's sake. Also, he believes that when he attempts to make a stand his views are not always treated very seriously. He does tend to be rather shy and is unlikely to assert himself if he feels his views may be unpopular.
- It is important that Sample should receive reassurance that his work is truly valued for what it is and that he is not simply a cog in the machine. It is probably counterproductive to place him under any more pressure, and his real strengths should be recognised for what they have always been. With proper encouragement, and a recognition that at the end of the day people are more important than policies, he may gain confidence and begin to find more enjoyment in being a keen and committed member of the workforce.