



name:

Sample Person

email:

sample.example@getfeedback.net

date:

2/Nov/2007

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: giotto narrative

The narrative provides analysis and discussion based upon the individuals scores.

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).

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

Careful and sensible when carrying out given tasks.

An effective and confident orientation to hard work.

Might ignore the advice of those who know better.

Prone to elaborate or distort the truth.

section 3: the seven scales

introduction

Prudence -Assesses care in detailed tasks, versus a trial and error approach.

Fortitude -Assesses belief in hard work, versus a belief in work-life balance.

Temperence -Assesses calm and patience, versus competitive aggression.

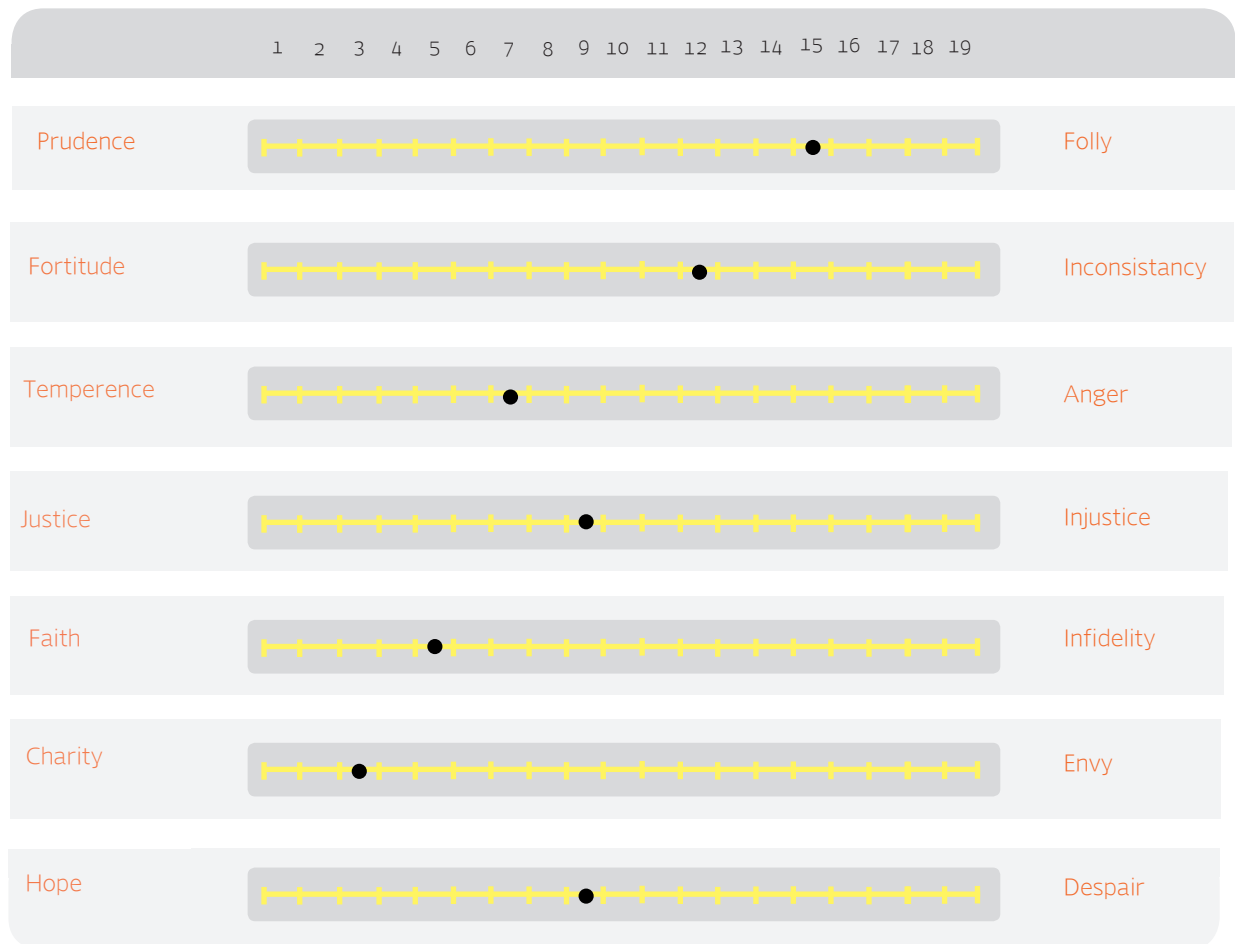
Justice -Assesses a rational approach versus an emotional approach.

Faith -Assesses a desire to follow, versus a desire to lead.

Charity -Assesses being truly open, versus “playing one’s cards close to one’s chest”.

Hope -Assesses enjoyment of rapid change, versus the valuing of tradition.

chart for seven scales



section 4: the giotto narrative

narrative description

- Sample is unlikely to overlook matters of detail, either in his own work or when supervising others, and he will generally be cautious when interpreting important information. He will usually be steady and thoughtful and tends to prefer the type of work that requires proper planning and organisation. He tends to pride himself on his ability to check things carefully and can work to a high level of precision when the task requires it. He is also likely to be a vigilant individual who is mindful of trouble ahead. He will usually show common sense when dealing with financial matters and exercise discretion when using company funds. Sample is often alert to danger and is unlikely to take risks by acting impulsively. He can usually be considered trustworthy when being asked to take responsibility for the safety of others or for the security of his employer's assets.
- Sample is likely to give proper consideration to the consequences of any decisions he is required to make. He tends to be quite a serious person, and to be out of sympathy with people he considers to be thoughtless in their attitude to others or reckless in their behaviour.
- Sample is a little more resilient than average, and has the capacity to work hard should the occasion demand it. He is able to keep to deadlines where they are important, and is usually able to perform reasonably well under stress. He has sufficient self-confidence on most occasions to enable him to make decisions comfortably, particularly where these are ones that are likely to have an impact on his work. He is able to work independently if this is required, and does not demand constant supervision. He can generally be trusted to get on with his work, and is unlikely to ask for time off without good reason. He might be distressed at the idea of losing friendships if this was the likely outcome of accepting a promotion or new posting. However, if the terms were right he would not let this stand in his way.
- 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 is likely to be good at using and manipulating information, a skill that can be useful in certain occupations where this is a priority. He is generally aware that it is how things are said rather than what is said that is important, and can use this knowledge for his own ends. In all probability, he also recognises the necessity of being able to massage the truth so that a favourable case can be made for a particular strategy. While he may be seen by colleagues as rather uncharitable, particularly in regard to his views on other people's intentions, his insights will lead him to recognise fraudulent or dishonest behaviour in others, although he may not always report it.
- Sample would like to be regarded as successful, and will generally tend to take a fairly tough line in order to achieve this. He may be suited to work in a sales or similar environment, particularly where this involves convincing others in challenging circumstances. He will nearly always put his own or his family's interests ahead of those of the wider community.