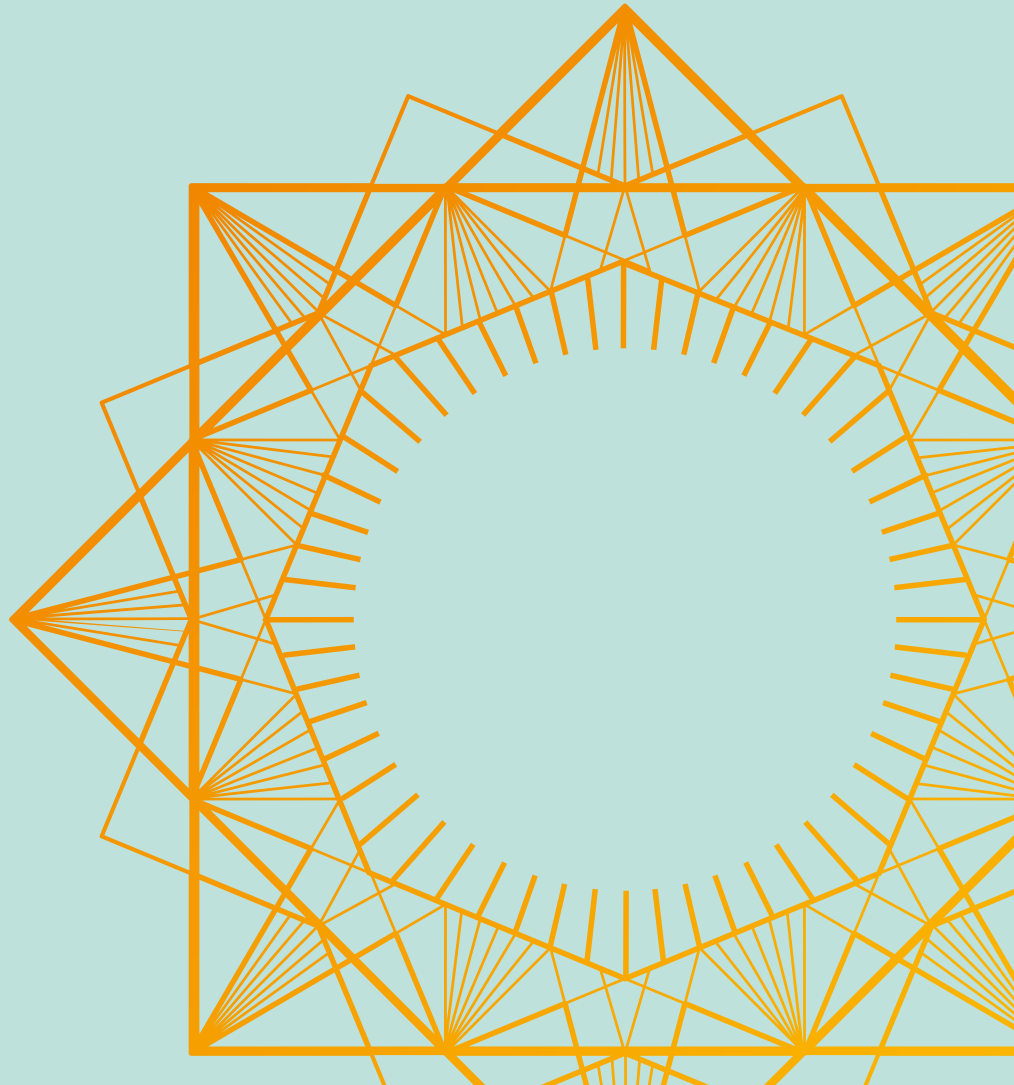


Giotto

A personality measure of the “fit” to role,
derailers and integrity of potential and
current employees

MORE INSIGHT
MORE IMPACT™



Giotto

A personality measure of the “fit” to role, derailers and integrity of potential and current employees

Adults aged 16+ | 20 minutes

Zoom in on:



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

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.

Giotto recognises the potential difficulties inherent in the accurate measurement of integrity and is therefore presented as an ipsative questionnaire.

The questionnaire is available online and in paper versions. The online questionnaire generates a combined profile and narrative report. The paper based questionnaire is available for scoring via a bureau service and an electronic report is generated for you.

Uses: 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.

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 the 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 when dealing with others
Hope	Assesses a sense of purpose and forward-looking approach	Somewhat traditional and wary of rapid change	Resourceful and enthusiastic about the future

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.
- 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.