



WHAT LIES BENEATH

Knowing the virtues and vices of your staff can affect your bottom line.

Economic crime remains one of the most problematic issues for business in South Africa. While companies continue to develop systems and controls to detect and deter economic crime, these measures alone are not enough. The most serious economic crime is committed internally, which underlines the need to assess the integrity of your workforce.

The **Giotto Integrity Test** addresses the two main categories of workplace dishonesty namely, Property Deviance (theft, fraud, pilferage, corruption, embezzlement) and Performance Deviance (negligence, carelessness, absenteeism, intimidation, mismanagement).

The **Giotto** is a work-based personality questionnaire designed to assess integrity across seven dimensions. High scores in these dimensions may provide protection against:

- carelessness, accident proneness and mindlessness
- lack of commitment, absenteeism and tardiness
- proneness to violence, hostility and intimidation
- disciplinary problems, subversion and intolerance
- disrespect for senior managers, overbearing behaviour and arrogance
- theft of company property, wasteful use of resources and failure to share
- inability to cope with change, or resisting change



Justice – one of the seven virtues, by the renaissance painter Giotto di Bondone. Justice is represented by a queen on a throne. The bottom frieze symbolises life under good government.



Injustice – one of the seven vices, is depicted as a tyrant. The frieze underneath his throne symbolises bad governance, war and crime.

The South African version of **Giotto** is registered as a psychological test with the Health Professions Council of SA, and is invaluable in identifying the strengths, weaknesses and propensities or tendencies of job applicants. A specific combination of these factors could identify a possible risk profile for unethical behaviour manifesting in the work place.

Giotto recognises that each employment setting will require an optimal balance of characteristics among its employees in order to utilise their strengths and accommodate their weaknesses. **Giotto** is therefore intended for a wide use within work settings.

As a pre-interview, selection, promotion, appraisal and staff development tool, **Giotto** is unsurpassed. In South Africa, **Giotto** has been used to great effect by major banks, mining groups, insurance, security and assessment companies.

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