Pearson
Talent Solutions

BEHAVIOURAL &
PERSONALITY ASSESSMENTS

Giotto



Help your organisation understand behaviour, reduce risk, and build stronger teams

In today's workplace, success depends on more than skills alone. How people approach their work, interact with others and make decisions has a direct impact on performance, culture and long-term success. Giotto gives you the insight to identify strengths, uncover risks and support better outcomes across your organisation.

Giotto helps you understand how individuals think, behave and respond at work. It provides a clear, practical view of how closely someone aligns with role expectations, so you can make confident decisions about hiring, development and progression.

Giotto
Benefits

- **Short** – approximately 20 minutes to complete, making it easy to integrate into selection processes
- **Measures behavioural fit** – evaluates how closely an individual's habits, attitudes and behaviours align with a specific role
- **Highlights potential risk indicators** – identifies behavioural patterns and potential risk indicators that may warrant further exploration
- **Explores integrity in context** – assesses how values and behaviours compare with organisational expectations
- **Supports better hiring decisions** – provides targeted insights to guide structured interviews and deeper evaluation
- **Flexible delivery** – available online and paper-based, with narrative reports generated for easy interpretation
- **Reliable and robust design** – built using advanced psychometric techniques to reduce bias and improve accuracy

Our Giotto assessment measures the following:

1 **Prudence**
The level of care and attention individuals apply when completing tasks.

2 **Fortitude**
Attitude to work, including drive, persistence and commitment.

3 **Temperance**
The ability to manage emotions and respond constructively under pressure.

4 **Justice**
Fairness, balance and objectivity in judgement and decision-making.

5 **Faith**
Alignment with organisational expectations, structure and ways of working.

6 **Charity**
Openness, honesty and transparency in interactions with others.

7 **Hope**
Outlook on the future, adaptability and willingness to embrace change.



Assessment details

Format
Online questionnaire with combined profile and narrative report

Use cases
Selection and development; particularly effective pre-interview to highlight behaviours that benefit from further exploration

Audience
Individuals aged **16+**

Languages
English

Norms
Giotto is provided with a working adult norm.

Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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