Everything DiSC® Adaptive Testing Information and FAQs

Everything DiSC assessments began using adaptive testing (AT) and a new, more sophisticated scoring algorithm to give participants the most precise DiSC® style assignment possible on July 21, 2012. The AT updates to the Everything DiSC family of reports were completed between July 2012 and April 2014, as indicated below.

<table>
<thead>
<tr>
<th>Report</th>
<th>Updated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Everything DiSC® Supplement for Facilitators</td>
<td>July, 2012</td>
</tr>
<tr>
<td>Everything DiSC Workplace</td>
<td>October, 2012</td>
</tr>
<tr>
<td>Everything DiSC Comparison Report</td>
<td>October, 2012</td>
</tr>
<tr>
<td>Everything DiSC Work of Leaders</td>
<td>January, 2013</td>
</tr>
<tr>
<td>Everything DiSC® Management</td>
<td>October, 2013</td>
</tr>
<tr>
<td>Everything DiSC® Sales</td>
<td>April, 2014</td>
</tr>
</tbody>
</table>
Why make this change? How is the AT assessment better than the 79-item assessment?

We initiated this change to better align with the standards established by the psychological assessment community. AT produces more precise results, which in turn provides a better experience for the user.

The AT assessment data is currently being used in all Everything DiSC profiles to provide even more precise dot placement on a participant’s Everything DiSC map.

The biggest benefit of AT is a more precise measurement—an increased personalization based on this greater precision and accuracy leads to a more accurate profile and more satisfied customers. Respondents will see all of their priorities reflected in their DiSC feedback, even if they prioritize things that aren’t typical for their styles. For example, if someone has a high-i style but their assessment results also indicate that they prioritize Accuracy (typically a C priority), they’ll be able to see this additional priority reflected in their profile. Using AT, respondents can have three, four, or even five priorities. This is a level of precision we simply couldn’t capture before. And it’s this precision in measurement and increased personalization in reporting that equals a better participant experience. Or, as one high-i who prioritizes Accuracy said during beta testing, “I feel validated.”

Soon, all Everything DiSC profiles will be given the more visible “AT treatment.”

Here’s more detail on the benefits of AT:

- **It’s more precise:** We improved the measurement technology. The AT measurement is more aligned with the standards of the psychological community, it has been thoroughly beta tested, and the precision of the measurement has increased while assessment-taking time has decreased.
- **It’s been thoroughly proven:** We hired two independent agencies to perform multiple rounds of analysis focused on construct validity. Two of the most well-respected academic assessments in the psychological community were used to establish construct validity of the Everything DiSC AT assessment: NEO PI-R™ and 16PF®. The agencies also compared the construct validity of the Everything DiSC AT assessment to the Everything DiSC 79-item assessment and the DiSC Classic 28-item assessment.
  - Here’s what we learned:
    - The AT measurement is 12% more accurate than the 79-item assessment.
    - The AT measurement is 32% more accurate than DiSC Classic.
- **It provides a superior user experience:** Increased personalization results in a more satisfying participant experience. Beta testing feedback was overwhelmingly positive.
  - We asked beta testers to compare their Everything DiSC Workplace AT profiles with other DiSC profiles they have taken, including the Everything DiSC 79-Item and DiSC Classic 28-item profiles. Beta testers overwhelmingly felt that the AT profile feedback was superior, with 90% saying it was a better overall profile.
  - In addition, we asked beta testers to rate the fit of their dot placement, shading, and personalized narrative feedback in their Everything DiSC Workplace AT profiles. Again, over 90% of respondents rated the fit as “good” to “excellent.”

What’s the bottom line?

- **It’s more precise:** We improved the measurement technology.
- **It’s been thoroughly proven:** We conducted the most extensive validation research in our company’s history.
- **It provides a superior user experience:** Increased personalization results in a more satisfying participant experience.
FAQs for all Everything DiSC® assessments beginning July 21, 2012

What does the AT user assessment experience look like?

1) Phrases instead of adjectives are now used to gather responses, eliminating the need to define the adjectives.

![Image](image1.png)

2) If a person’s responses are inconsistent on a specific scale (e.g., rating some C items high and some C items low), they’ll receive additional questions to reveal their true score. Or, if their responses indicate they have two equally strong styles, they’ll receive more questions to determine if one of the styles is stronger.

![Image](image2.png)

How many questions are there?
It depends! AT starts with a pool of questions. As a person responds, our EPIC system will adapt the questions given to the respondent based on his or her answers to previous questions. So the number of questions will be different for each person based on how they respond.

How long does it take to complete?
15 to 20 minutes—about the same amount of time it took to complete the 79-item DiSC assessment.
Can I use the data from one AT Everything DiSC profile (like *Workplace*) to create another AT Everything DiSC profile (such as *Management*)?

The base Everything DiSC AT assessment data can be pulled into another *Everything DiSC Profile*, so the participant will not need to go through the whole assessment again. However, participants will always be sent an access code to complete product-specific questions. These additional questions allow for greater personalization. It will only take participants about five minutes to respond to these additional questions.

Can I still use the data from a 79-item Everything DiSC® profile to create another Everything DiSC profile?

No. The participant has to respond to the AT assessment.

Will this affect my ability to generate group reports?

You’ll be able to create *Comparison*, *Group*, *Facilitator*, and *Team View Reports* using data from both 79-item Everything DiSC® assessments and AT Everything DiSC assessments.

What about pending access codes?

Pending access codes sent prior to July 21, 2012 have automatically been changed to the AT assessment. You don’t need to reissue these access codes.

What process was followed for changing the products?

It’s important to note the difference between the assessment and profile. The assessment is the access code and questions that a participant responds to. The profile is the actual tangible report a participant receives after taking the assessment.

The assessment changed for all Everything DiSC products at the same time (July 21, 2012). The profiles changed gradually over time to incorporate the additional data and feedback. The profiles for *Everything DiSC Workplace*, *Work of Leaders*, *Management*, and *Sales* have now all been updated, and the new data is incorporated into not just dot placement, but also into assigning additional shading and priorities on the Everything DiSC map when necessary—respondents are able to see all of their priorities reflected in their feedback, even if they prioritize things that aren’t typical for their styles! (You can see an example of this in the Everything DiSC map shown here, to the right.) The new data is also integrated into the personalized feedback in all *Everything DiSC Profiles*. 
**Everything DiSC® Supplement for Facilitators**

The adaptive testing data allows us to include additional information to help the facilitator better understand when participants have atypical profile results.

The *Everything DiSC Supplement for Facilitators* now includes an “umbrella graph” (right) that is used to calculate DiSC style and dot placement.

Two other graphs (below) show scores on the Priority Subscales for the eight priorities (subscales) specific to the *Everything DiSC* product taken.

These subscales indicate whether the respondent has any **additional priorities**. While the majority of respondents will still have only three priorities, our improved measurement allows us to show up to two additional priorities. The additional priorities will be shown using **advanced shading**. In the examples below, there are four priorities: the three typically associated with the i style (Action, Enthusiasm, and Collaboration), as well as one additional priority (Results), shown by the striped shading on the circular map.

Also, since participants are responding to product-specific questions, a unique *Supplement for Facilitators* report is generated for each *Everything DiSC* product using data and priorities specific to the product. So, it’s possible to have a high priority subscale in one product but not another, depending on the responses to the product-specific questions.