Corexcel

EVERYTHING DiSC®

Everything DiSC® Adaptive Testing Information and FAQ's

We're making everything about *Everything DiSC*® better!

It's no secret that technology is getting more sophisticated. We're able to do more, faster, with increasingly personalized user experiences. So our Product Development and IT teams are working together to leverage advancing technology and maximize the *Everything DiSC*® user experience.
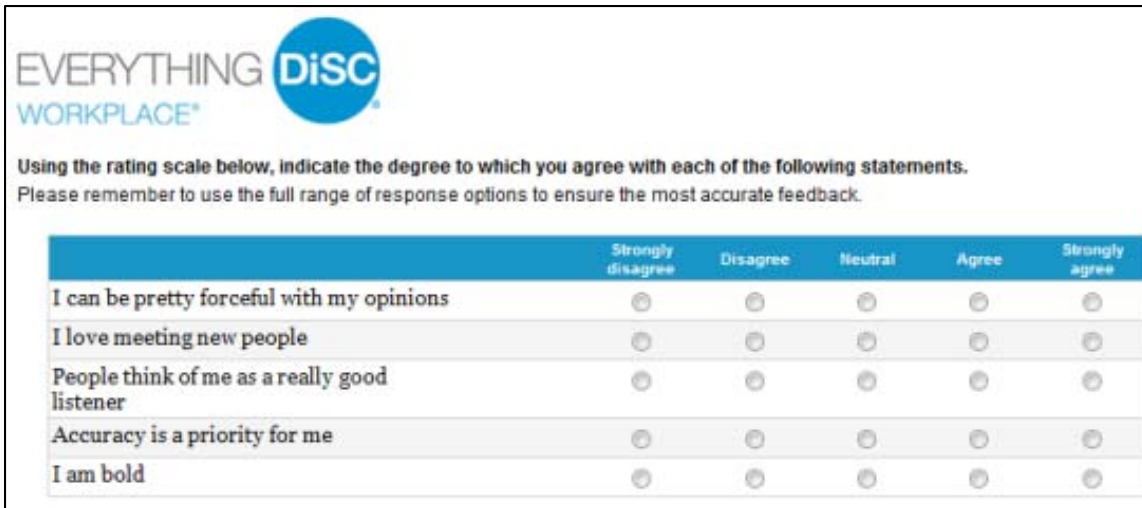
We're excited to announce that the *Everything DiSC* profiles including Workplace, Sales, Management, 363 for Leaders and Work of Leaders will now use adaptive testing (AT) and a new, more sophisticated scoring algorithm to give participants the most precise DiSC® style assignment possible.

AT is more aligned with contemporary psychological testing—it's frequently used in aptitude tests, so you may be familiar with the AT assessment method. With AT, respondents are presented with questions and their responses determine the next questions they're given.

What will the user experience be like after July 21, 2012?
The participant response experience will be different, but the reports will not change at this time. It will be a non-issue for anyone taking *Everything DiSC®* for the first time. Even those who have taken *Everything DiSC* probably won't notice the change! Here are the major differences:

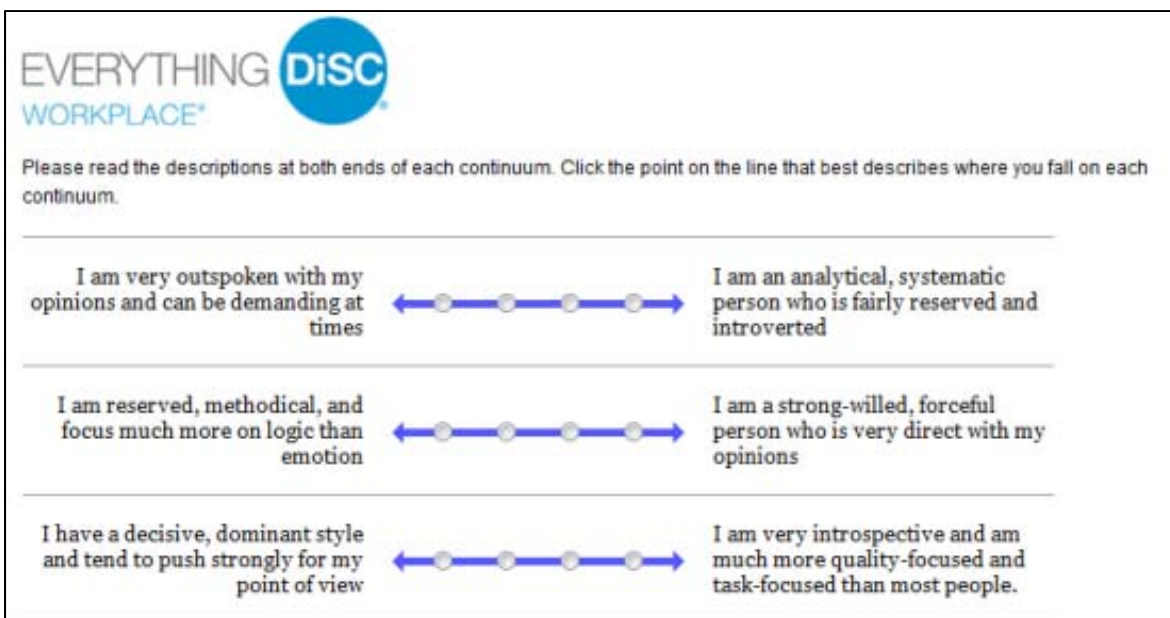1) **Phrases instead of adjectives** will be used to gather responses, eliminating the need to define the adjectives.

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**, more questions will be given to determine if one of the styles is stronger.

Everything DiSC® **Adaptive Testing Information and FAQ's**

How is the *Everything DiSC*® AT assessment better than the 79-item assessment?

In addition to thorough beta testing of the *Everything DiSC*® AT measurement, 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:
- People who responded inconsistently averaged 35% improvement on scale reliability
- The AT measurement is 12% more accurate than the 79-item assessment
- The AT measurement is 32% more accurate than DiSC® Classic

How many questions are there?

It depends! AT starts with a pool of questions. As a person responds, EPIC 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 will it take?

15 to 20 minutes—about the same amount of time it took to complete the 79-item DiSC assessment.

What if I want someone to take the 79-item assessment after July 21?

After July 21, all *Everything DiSC* assessments will use the AT measurement. There will be no way to issue the 79-item assessment.

When will the updated profile and facilitation kit be ready?

We are committed to making this transition seamless for you. Once beta testing is complete, we'll begin working on changes to the Workplace facilitation kit. We'll notify all registered *Everything DiSC Workplace*® *Facilitation Kit* users of the update a month before the profile changes. Registered *Everything DiSC Facilitation Kit* users will be able to download any updates online. **Make sure that your kits are registered** now to save you time later!

When the updated profiles are launched, you'll be able to send a new access code to anyone who previously took the 79-item *Everything DiSC* assessment or an updated profile to anyone who took an AT *Everything DiSC* assessment for FREE! Details will be available prior to the launch of the new profile.

And while this sounds like a major change, remember that DiSC is still DiSC. In fact, classroom beta testing was done with the 79-item *Everything DiSC* profile AND the AT *Everything DiSC* profile in the same classroom. Even without updating the facilitation materials, it was a non-issue. Fear not!

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

No. The participant will have to respond to the AT assessment.

Can I use the data from an AT *Everything DiSC* profile to create another AT *Everything DiSC* profile?

Kind of. The base assessment data can be used, but because each product will now include additional application-specific questions, each participant will need to respond to an additional set of questions.

**Will this affect my ability to generate group reports?**

Hakuna matata! 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?

Access codes sent prior to July 21 that haven't been completed will automatically be directed to the AT assessment. You won't need to reissue these access codes.

Will the *Everything DiSC®* profiles change?

 The only profiles that will be different on July 21 are the *Everything DiSC® Supplements for Facilitators.* The adaptive testing data allows us to include additional information to help the facilitator better understand when participants have atypical profile results.
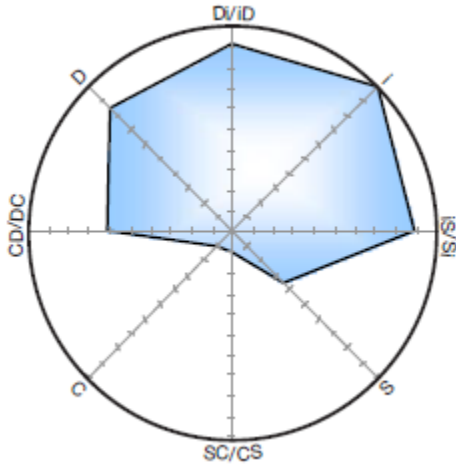
The *Everything DiSC Supplement for Facilitators* will now include an "umbrella graph" (left) that is used to calculate DiSC style and dot placement.

Two other new 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 **extra priorities**. While the majority of respondents will still have only three priorities, our improved measurement allows us to show up to two extra priorities. The extra 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 extra priority (Results) shown by the striped shading on the circular map.
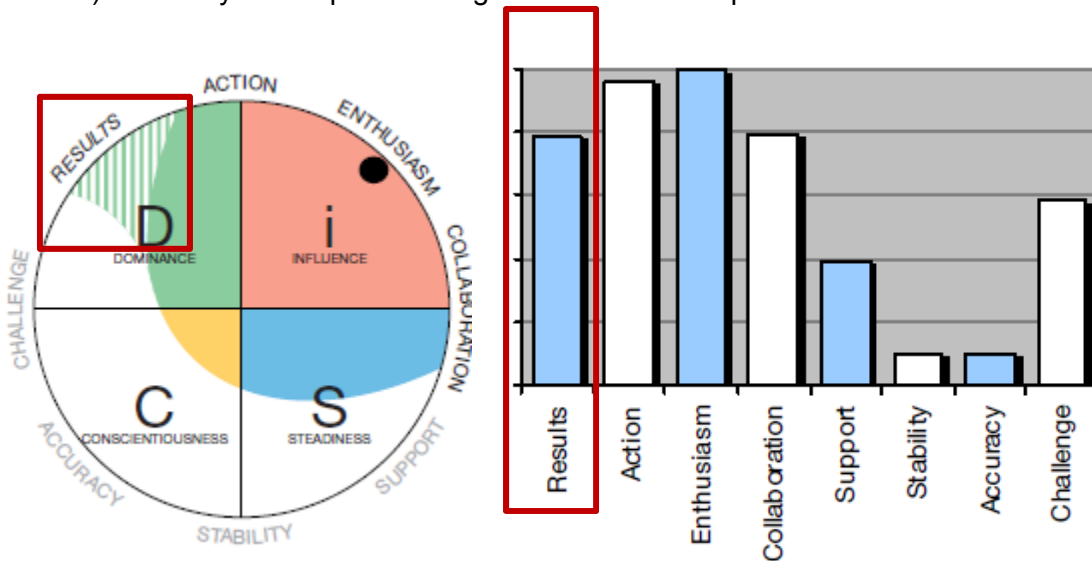
Also, since participants will be responding to product-specific questions, a unique *Supplement for Facilitators* will be generated for each *Everything DiSC* product using data and priorities specific to the product. So, it's possible to have a high priority subscale in one product but not another, depending on the responses to the application-specific questions.

Otherwise, nothing will change in the profiles at this time—more data means a participant's dot placement will become even more precise, though this isn't something the average participant will notice. If you have any questions about Everything DiSC or any other product, please contact us at learn@corexcel.com or 1-888-658-6641 (Monday - Friday, 9am - 5:30pm ET).