



***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.

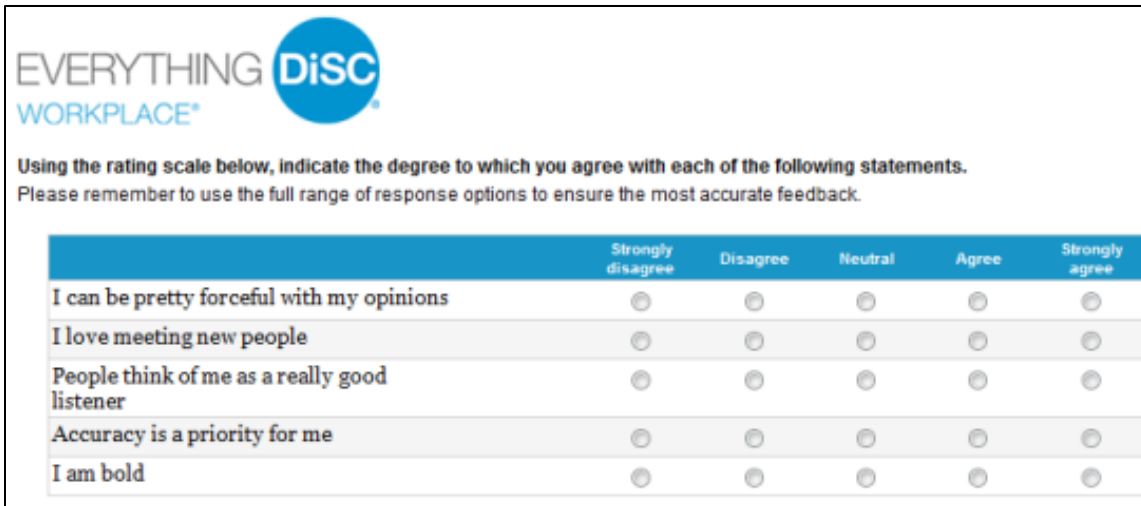
Beginning in July 2012, *Everything DiSC* assessments will use adaptive testing (AT) and a new, more sophisticated scoring algorithm to give participants the most precise *DiSC*[®] style assignment possible.

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 look like after adaptive testing is launched?

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.

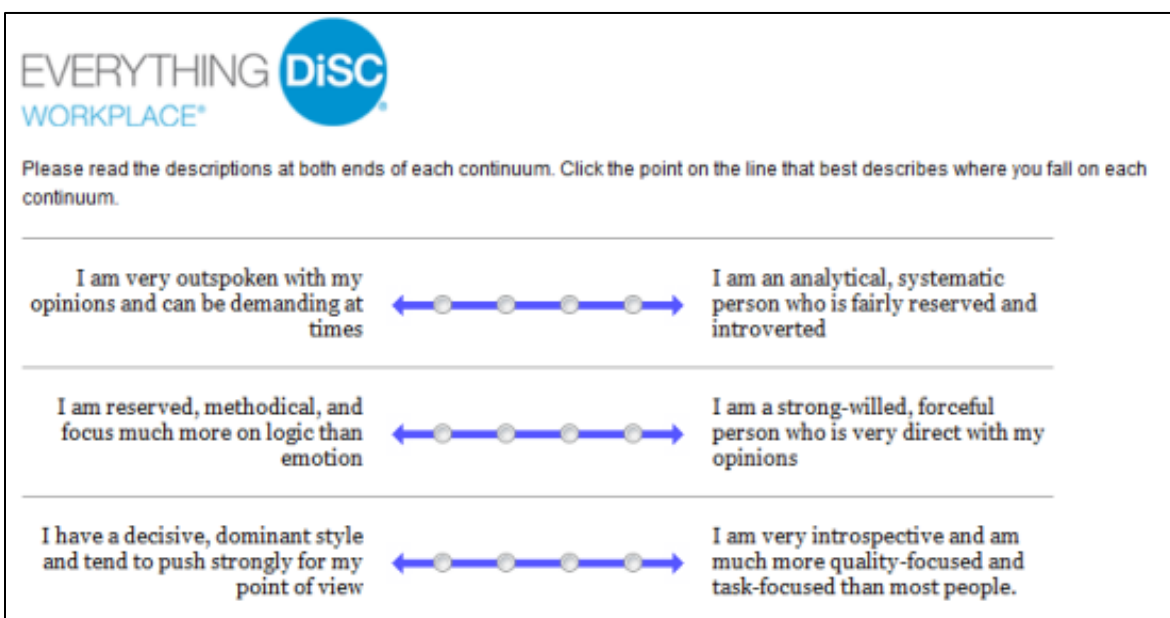


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Using the rating scale below, indicate the degree to which you agree with each of the following statements. Please remember to use the full range of response options to ensure the most accurate feedback.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
I can be pretty forceful with my opinions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I love meeting new people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People think of me as a really good listener	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accuracy is a priority for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am bold	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- 2) If a person's **responses are inconsistent on a specific scale**, (e.g. endorsing some C items high, and some C items low) they'll receive additional questions to reveal their true C 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.



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Please read the descriptions at both ends of each continuum. Click the point on the line that best describes where you fall on each continuum.

I am very outspoken with my opinions and can be demanding at times ←-----→ I am an analytical, systematic person who is fairly reserved and introverted

I am reserved, methodical, and focus much more on logic than emotion ←-----→ I am a strong-willed, forceful person who is very direct with my opinions

I have a decisive, dominant style and tend to push strongly for my point of view ←-----→ I am very introspective and am much more quality-focused and task-focused than most people.

Will the *Everything DiSC*[®] profiles change when adaptive testing is launched?

Dot placement will be more precise but there will be no other changes to the profiles or reports at this time.

In the future, we'll use this data to update the *Everything DiSC* profiles, making them even more personalized.

We're currently beta testing updates to the *Workplace* and *Comparison Reports*. We anticipate releasing updates to these two profiles later this year. Then work will begin on updating the rest of the *Everything DiSC* profiles.

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 their 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 takes to complete the 79-item DiSC assessment.

What if I want someone to take the 79-item assessment after adaptive testing is launched?

After AT is launched, 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 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 the AT launch that haven't been completed will automatically be directed to the AT assessment. You won't need to reissue these access codes.