

Comparing and contrasting Myers Briggs Type Indicator (MBTI) with DISC



MBTI®

vs

DISC



Myers

Dominance

Briggs

Influence

Type

Steadiness

Indicator

Compliance

Measures
personality types

Measures behaviours
in various situations

MBTI®

Carl Jung - Psychological Types (1921)

3 bi-polar dimensions

- Extraversion vs introversion
- Data gathering
- Processing data and reaching conclusions

Refined by Katherine Briggs and Isabel Myers who added a 4th dimension

- Managing the "outer world"

MBTI sorts preferences

Understand and manage "dark side"



MBTI® Preferences

How do you prefer to focus your attention – and get your energy?

EXTRAVERSION

INTROVERSION

How do you prefer to take in information?

SENSING

INTUITION

How do you prefer to process information and make decisions?

THINKING

FEELING

How do you deal with the outside world and what lifestyle do you prefer?

JUDGING

PERCEIVING

DISC

William Marston - Emotions Of Normal People (1928)

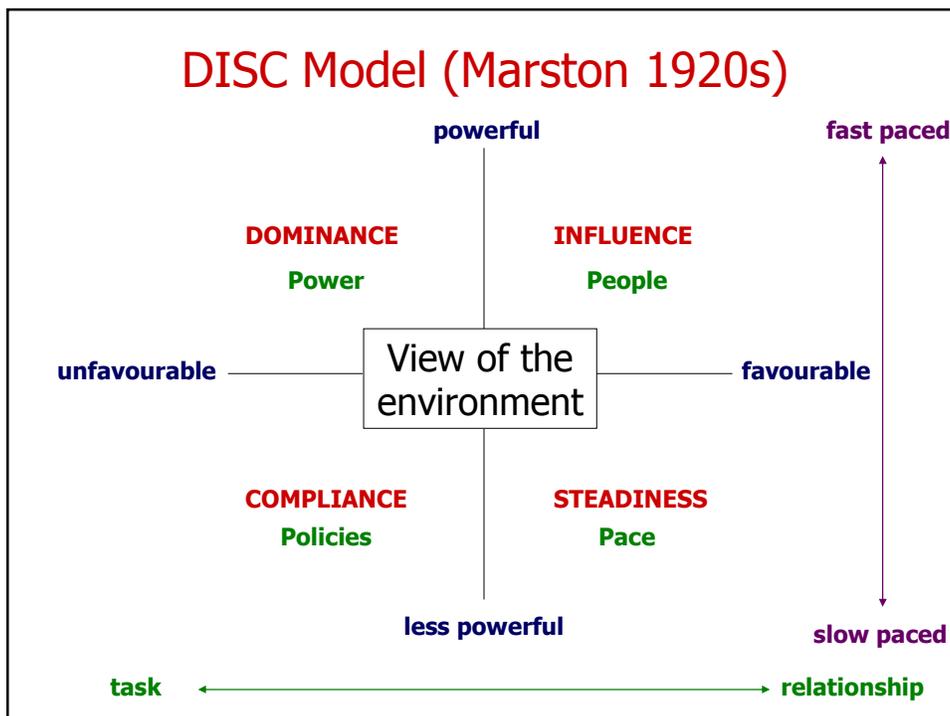
Emotional perception of situations

- Favourable or unfavourable
- Having the power over the situation or not

Measures emotional response and subsequent behaviour



DISC Model (Marston 1920s)



MBTI® vs DISC

☛ Administration

- online or paper

☛ Ipsative questions choice of two

☛ Feedback

- Consultative
- Work towards agreement
- Seeks understanding



☛ Administration

- online or paper

☛ Ipsative questions choice of four (most like and least like)

☛ Feedback

- Directive / Consultative
- Discussion about validity to seek agreement

MBTI® vs DISC

☛ 16 Type based reports

☛ Uses

- Developing awareness
- Developing teams
- Leadership
- Change management
- Career development
- Executive coaching

☛ Various interpretive reports based on profile (Loosely 15 different styles)

☛ Uses

- Developing awareness
- Job profiling
- Recruitment
- Compatibility
- Career development
- Sales/Management audits

MBTI®

An indicator of personality preference across four scales to understand values, attitudes and behaviour.

[Validity rate (differs across the dichotomies)
43% - 78%]

Test retest reliability shows 3 to 4 type preferences are the same over time

[Reliability coefficient 0.61 to 0.87]



DISC

Can differentiate on ability and can reliably predict behaviour so can accurately assess

- ability (management, sales, administrative)
- performance (management, sales)

[Validity rate 88% - 91%]

Test retest reliability shows scores change little over time

[Reliability coefficient 0.89 to 0.92]





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