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Training Shop Ltd

Exploring 7 Differences Between Everything DiSC[®] and MBTI[®]

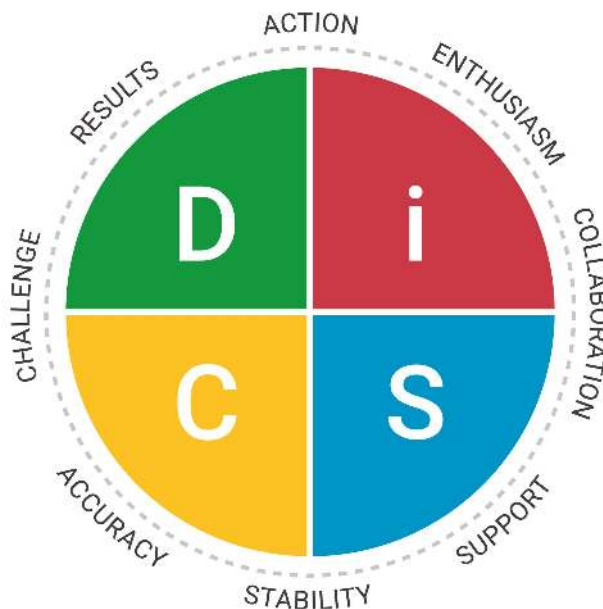


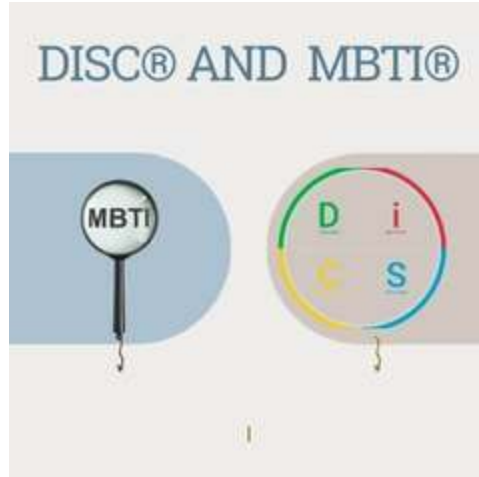
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DiSC® vs Myers Briggs



In this article, we explore the key differences between Everything DiSC® (Wiley) and MBTI® (Myers Briggs) highlighting the unique features and benefits of each assessment. By gaining a deeper understanding of these assessments, you can make more informed decisions about using them to support your personal and professional growth.



When it comes to personality and behavioural assessments, two popular and well-respected tools that are often used in professional settings are Everything DiSC® and the Myers-Briggs Type Indicator (MBTI). Both are commonly used in the workplace for personal and professional development. They have distinct differences that impact how they are utilised. Understanding these 7 main differences can help determine which assessment is best suited for your needs.

DiSC® and MBTI® correlation

- Both tools agree that people have inherent personality differences that affect work behaviour.
- Both can aid self-awareness, team-building, and professional development.
- Neither tool is designed for hiring/selection - they are best used for fostering understanding.

Difference between MBTI® and DiSC®

While both assessments aim to help individuals better understand themselves and their interactions with others, they have some key differences that set them apart. They have different origins, approaches, and applications. Hence, It's important to have a clear understanding of the nuances between these two assessments to make informed decisions about which one to use.

1- Purpose

Everything DiSC® focuses on understanding behavioural styles in the workplace and improving working relationships. DiSC places a strong emphasis on understanding communication styles, work habits, and how individuals interact with others in a professional setting. It identifies behavioural tendencies across four main styles



The Everything DiSC® model was originally inspired by the work of William Marston, however, currently it has much more in common with a model called the interpersonal circumplex. It presents as a circle with four quadrants, each representing a cluster of personality traits. The four quadrants are Dominance, Influence, Steadiness, and Conscientiousness. Respondents are assigned one of 12 styles within the DiSC circle to better understand the meaning of their placement.

The MBTI® model is built on the work of Carl Jung. MBTI®I focuses on identifying psychological preferences and categorising people into 16 personality types based on preferences across 4 dichotomies - Extraversion/Introversion, Sensing/Intuition, Thinking/Feeling, Judging/Perceiving. It aims to help people understand their strengths and preferences with preferences in how individuals perceive the world and make decisions

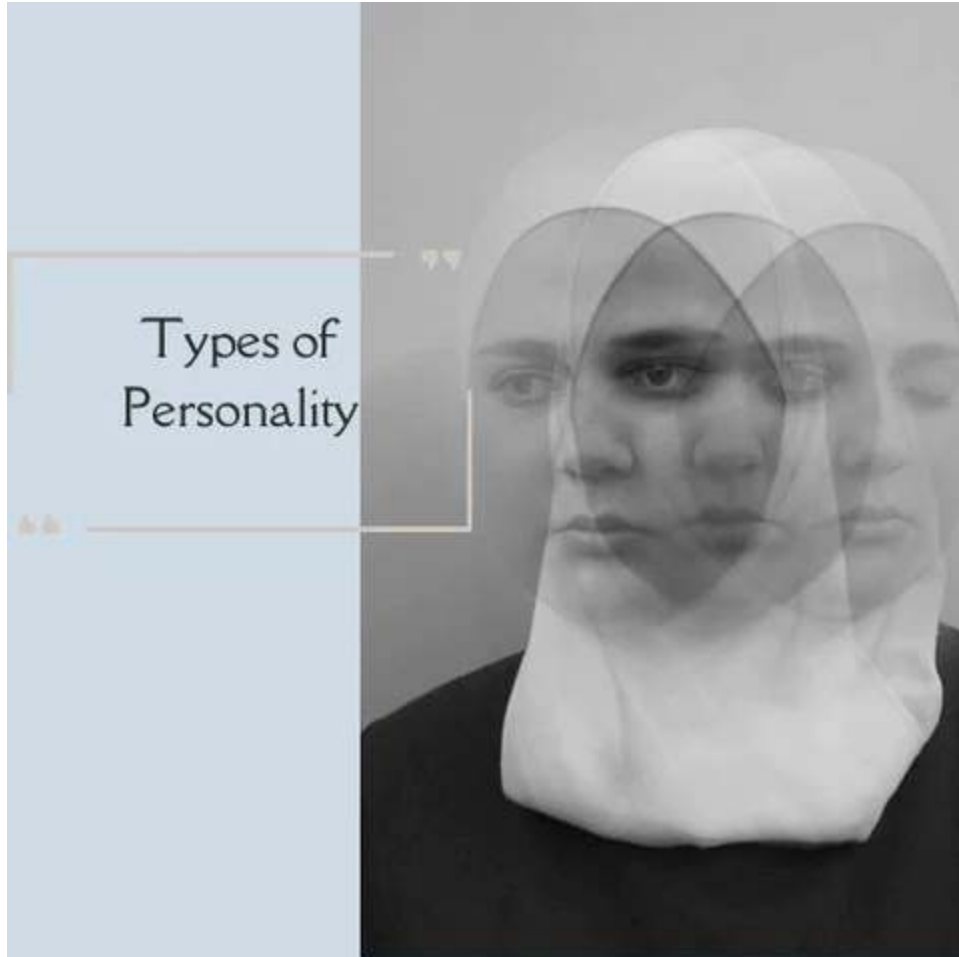
2 - Methodology

Types of Behaviour



Everything DiSC® uses a research-validated assessment to evaluate behavioural preferences and tendencies, around understanding communication styles, work habits, and how individuals interact with others in a professional setting. Participants respond to questions and get a customised report.

Personality Type Test



The MBTI®: uses a questionnaire to identify preferences on the 4 dichotomies. Providing insights into how individuals think, feel, and make decisions. A personality test where the responses categorise people into 16 types based on their preferences.

3 - Application

Everything DiSC® is more commonly used in organisations for team building, coaching and onboarding to improve leadership, communication, sales, conflict resolution and improved productivity in workplace settings.

The MBTI application is often used in counselling, career counselling, self-development, developing strength, and relationship counselling.

4 - Validity and reliability

Everything DiSC® has strong statistical reliability and validity showing consistent results. Everything DiSC® Workplace® assessment (English) has been DNV-GL certified as an occupational test tool in the UK.

The MBTI has faced more criticism regarding its psychometric properties, though new versions have improved reliability.

5 - Ease of use

Everything DiSC® provides an accessible, easy-to-understand model for people of all backgrounds.

The MBTI is more complex with 16 types and cognitive theory behind it. It may be less accessible.

6 – Flexibility

Everything DiSC® is known for its flexibility in catering to various organisational needs, allowing for customised assessments and training programs.

MBTI® while offering a comprehensive understanding of personality types, may not be as easily adaptable to different contexts or situations.

7 - Report Format

- **DiSC provides** a personalised narrative report. Graphs, wording, and topics are customised to the individual.

- **MBTI reports** feature generic type descriptions and an overview of the individual's 4-letter type code. Reports are standardised by type.

MBTI® vs DiSC®

To summarise, DiSC offers a more customised, behaviour-based approach while MBTI provides a high-level personality categorisation. DiSC is more statistically grounded while MBTI is more theoretical. Each tool has its strengths in increasing self-understanding.

Both Everything DiSC® and MBTI®: have their strengths and limitations and the choice between the two assessments is dependent on the organisation or individual's specific goals and objectives. While Everything DiSC® may offer more immediate and practical insights for enhancing workplace relationships, MBTI provides a deeper understanding of personality preferences and psychological dynamics.

Everything DiSC® is more focused on behaviours and interactions, while the MBTI focuses on personality preferences and strengths. Everything DiSC® has stronger statistical validity while the MBTI requires more training to administer and interpret.

Ultimately, Both MBTI® and Everything DiSC® are **unanimous** in stating that preferences and types are all equally valuable.

Digital, the capability of return to learn.

Everything DiSC® Personality Types Wiley

Extensive digital platform expands self-learning; allows comparison with others

MBTI®: Personality Types Myers Briggs

Extensive digital platform expands self-learning; allows comparison with others

To learn about other model comparisons, including Insights Discovery, CliftonStrengths, and Predictive Index including more in-depth information on MBTI® and Everything DiSC® take a look at this article [DiSC vs. MBTI, CliftonStrengths, Predictive Index, and Insight Discovery](#)



There are some correlations between DiSC styles and MBTI types, though the tools measure different things so they do not map neatly. Here are some general patterns that have been noted:

- DiSC D styles often correlate with MBTI "Thinking" preference and extroverted types like ESTJ or ENTJ.
- DiSC i styles often correlate with MBTI "Feeling" preference and extroverted types like ENFP or ESFP.
- DiSC S styles often correlate with MBTI "Sensing" preference and introverted types like ISTJ or ISFJ.
- DiSC C styles often correlate with MBTI "Judging" preference and introverted types like INTJ or ISTJ.

However, many exceptions exist. For example, an ENFP may be a DiSC i or an ISTJ may be DiSC S or C.

Overall, while some parallels exist between the two models, they measure different factors (behaviour vs. attitude/perception) so they cannot be directly converted. The tools tend to complement each other rather than directly overlap. Experts recommend using both together when possible, to gain a more holistic view.



DiSC for Trainers Section

Whether you are a team leader looking to improve collaboration among team members, or an individual striving to enhance your interpersonal skills, Everything DiSC® can help you achieve your goals. In this article, we will explore how this powerful tool [can unlock success in various aspects of your life](#).

Are you looking to enhance your workplace culture by utilising DiSC assessments? Take the first step towards improving your HR practices by visiting our [page](#) which lists the variances available for Everything DiSC®



Everything
DiSC®

**ASSESSMENTS
WITH 90%
ACCURACY
RATING.**

Earned by scientifically
validated & reliable computer-
adaptive assessments.



For those interested in exploring how the Everything DiSC® model can transform your workplace dynamics, My Training Shop Ltd is here to illuminate the path. [Reach out to us](#), and let's paint a brighter future together.



Ready to improve your workplace culture with DiSC assessments? Explore our [DiSC for Trainers Section](#) to discover the various options offered by Everything DiSC®. Take the first step towards enhancing your HR practices today!

[Contact us](#)



Everything Everything DiSC® Workplace® in English is DNV-GL certified as an occupational test tool for use in the UK. It is EFPA compliant and to be used for development purposes.