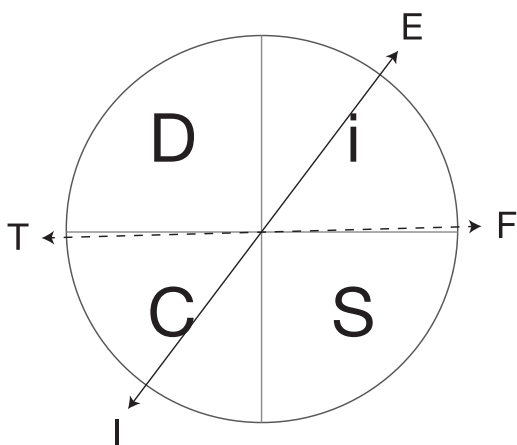


Excerpted from the *Everything DiSC® Manual*, pages 14-15. To purchase the complete manual, contact your Everything DiSC Authorized Partner.

# DiSC® Overview and Theory: The Myers-Briggs Type Indicator

The *Myers-Briggs Type Indicator*® (MBTI®) (Myers, McCaulley, Quenk, & Hammer, 1998) is a measure of personality that includes four primary scales: Extroversion—Introversion (E-I), Sensing—Intuiting (S-N), Thinking—Feeling (T-F), and Judging—Perceiving (J-P). Similar to DiSC®, this instrument is often used for developmental purposes, helping groups of people better understand themselves and those around them. Two of the four MBTI continua share conceptual overlap with the *Everything DiSC* model: E-I and T-F. As discussed earlier, the E-I continuum is expected to run diagonally through the i quadrant in the upper right-hand corner of the DiSC model (extroversion), down through the C quadrant in the lower left-hand corner (introversion). The T-F continuum measures decision making from more objective, logical, and fact-based (thinking) to more subjective, values-driven, and empathetic (feeling). This is conceptually similar to the skeptical—accepting dimension in DiSC. The skeptical—accepting dimension does not purport to measure objectivity/subjectivity, but it does measure an element of emotional detachment as well as a comfort with more tender, so-called “touchy-feely” emotions.

The relationship between the DiSC model and the MBTI model had been explored in a study that used a previous version of the DiSC assessment and is described here only to elucidate this theoretical relationship. The study asked 209 participants to complete a DiSC assessment and an MBTI assessment (see Table B.1 for demographics). The data showed that the I-E scale had a  $-.66$  correlation with the moderate—fast-paced dimension and a  $-.38$  with the skeptical—accepting dimension. In line with DiSC theory, the I-E scale had a  $-.75$  correlation with the i scale and a  $.73$  correlation with the C scale. This suggests that the I-E scale does run diagonally through the i and C quadrants of DiSC rather than vertically or horizontally.



The Theoretical Relationship Between the MBTI and DiSC Models

The T-F scale had a  $.48$  correlation with the skeptical—accepting dimension and a  $.01$  correlation with the moderate—fast-paced dimension. These results suggest that there exists a moderate relationship between T-F and skeptical—accepting constructs.

The research further suggests that the DiSC model does not meaningfully measure constructs such as structure (J-P) or abstractness (S-N), as none of the correlations between the S-N and J-P scales and the two DiSC dimensions was above  $.27$ . Further, the MBTI model does not meaningfully measure constructs such as dominance—submissiveness.