



Everything DiSC® Research Summary

How the Everything DiSC® assessment from Wiley is tested for reliability and validity, and what that means for the profile your team receives.

WHY RESEARCH MATTERS

Two questions every assessment has to answer

A DiSC profile describes things you can't see directly, like how outspoken or how skeptical someone tends to be at work. Researchers judge any tool like this against standards set by the scientific community, and those standards come down to two questions.

Is it reliable?

Does it measure consistently? If the same person takes it twice, do they get a similar result, and do the questions on each scale agree with each other?

Is it valid?

Does it measure what it says it measures? Do the results behave the way the DiSC model predicts they should?

No psychological instrument is perfectly reliable or perfectly valid. So the better question is how much evidence there is, not a simple yes or no.

HOW A STYLE IS MEASURED

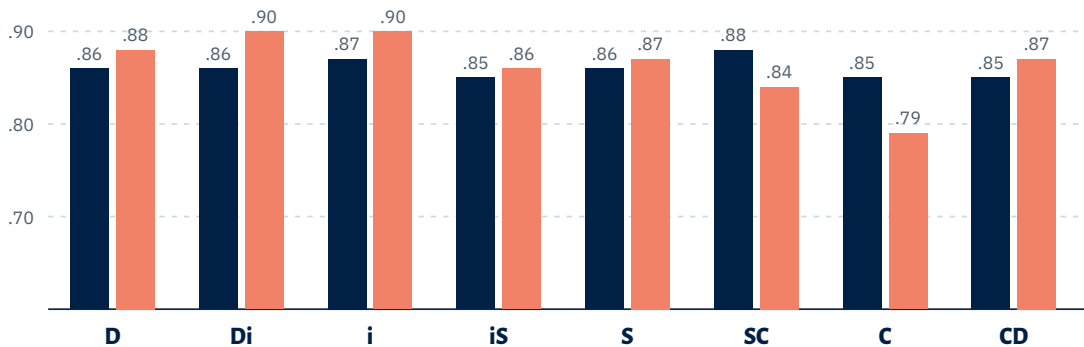
People rate how much they agree with a series of statements about themselves. Their answers are scored on eight scales arranged around the DiSC circle: D, Di, i, iS, S, SC, C, and CD. The scales don't appear in the profile, but together they place each person's dot on the circle.

RELIABILITY

Consistent from one week to the next

Every value clears the .70 threshold, and all but one are above .80. In plain terms, people get a stable result, and the questions on each scale hang together.

■ Test-retest after two weeks (599 people) ■ Internal consistency, alpha (752 people)



Above .90 Excellent	Above .80 Good	Above .70 Acceptable	Below .70 Questionable
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Figures from the Everything DiSC Research Report, John Wiley & Sons, Inc. Summary and charts by FUSE Facilitation.

VALIDITY

The results behave the way the circle predicts

The DiSC model is a circle. If it is right, scales that sit next to each other should be moderately related, and scales on opposite sides should pull in opposite directions. That is what the data from 752 people shows.



Correlations run from −1 to +1. Neighbors show moderate positive correlations, well below each scale’s own reliability. Opposites show strong negative ones.

MAPPING ALL EIGHT SCALES AT ONCE

A technique called multidimensional scaling places all eight scales on a map based on how related they are. The DiSC model predicts a circle with the scales at roughly equal intervals. The data comes very close: the two-dimensional solution explains 99.8 percent of the variation (RSQ = .998). Real data never forms a perfect circle, but the spacing is roughly even, which strongly supports the model.

What this means for your team

Your profile gives a stable, consistent picture of how you tend to work, grounded in a model the data supports. It describes preferences, not ability, and it is a starting point for conversation, not a label. That’s how we use it in every workshop.