


# A Birkman Method® Comparison

	 BIRKMAN <i>reaching further</i>	Hogan Personality Inventory (HPI)	Myers-Briggs Type Indicator (MBTI)	DiSC
ASSESSMENT DESCRIPTION	<p>298 items</p> <p>30 minutes to complete</p> <p>5 factor and 7 subfactor personality scales</p> <p>10 occupational, 12 social perception, and 25 derived scales</p>	<p>206 items</p> <p>20 minutes to complete</p> <p>6 occupational scales</p> <p>7 primary scales</p>	<p>Basic form has 93 items</p> <p>20-30 minutes to complete</p> <p>4 dimensions with 16 types</p>	<p>24 items</p> <p>Less than 20 minutes</p> <p>4 factors</p>
WORKPLACE APPLICATION	<p>Coaching, executive development, career transition, teamwork, conflict resolution, organizational/job alignment, selection</p>	<p>Employability, individual assessment, selection, individual development</p>	<p>Self/organizational development, relationship/academic counseling, team building</p> <p>Not appropriate for selection</p>	<p>Performance improvement, conflict resolution, individual development</p> <p>Not appropriate for selection</p>
DIFFERENTIATORS	<p>Integrates personality, social perception, and occupational interests in one assessment</p> <p>No other instrument measures social perceptions (Needs)</p> <p>Profiling services offered</p> <p>Construct and criterion validity evidence available</p>	<p>Scales are highly skewed; poorly differentiates between examinees</p> <p>Meta-analytic validity studies do not include all relevant studies</p> <p>Only measures personality factors, not social perceptions</p>	<p>Originally for self-exploration</p> <p>Not originally intended to discriminate between people</p> <p>Only measures personality factors</p> <p>Profiling services not offered</p>	<p>Too many different versions</p> <p>Outdated; no validity evidence</p> <p>Profiling services not offered</p> <p>Does not measure environmental factors correctly; meaning varies across examinees</p>
THEORETICAL FRAMEWORK	<p>Five Factor Model (FFM)</p> <p>Social perception</p> <p>Occupational interests</p>	<p>Five Factor Model (FFM)</p>	<p>Type theory</p> <p>Jungian typology</p>	<p>Marston's emotional (DISC) theory (to measure behavioral styles)</p>
SUPPORT	<p>Online testing available</p> <p>Certification training</p>	<p>Online testing available</p> <p>Certification training</p>	<p>Online testing available</p> <p>No direct support from MBTI</p>	<p>Online testing available</p> <p>No direct support from DiSC</p>
TRANSLATIONS	<p>22 languages</p>	<p>37 languages</p>	<p>21 languages</p>	<p>21 languages</p>
ADVERSE IMPACT/ LEGALITY	<p>No AI on race, gender, or age based on a large representative sample</p>	<p>No AI on race, gender, or age information published</p>	<p>No race or age information published</p> <p>There are profile distribution differences by gender</p>	<p>No AI on race, gender, or age information published</p>