

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between people Only measures personality factors Profiling services not offered | Too many different versions Outdated; no validity evidence Profiling services not offered Does not measure environmental factors correctly; meaning varies across examinees |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