

Certification of Everything DiSC® Workplace

John Wiley & Sons

UK version

Oslo, 19/8-20

The original DISC-test was based on Marston's theory of personality. The current version Everything DiSC® Workplace has departed from Marston's model and uses the interpersonal circumplex as theoretical framework. The circumplex supposes to opposing dimensions dominant/submissive and friendly/ hostile.

The publisher has done numerous studies on the validity of the instrument, and the analyses are executed in a manner that gives the credit to the publishers.

The standardization of the British version refers to international studies and studies that show common structure across language areas, both for Item and Construct level. Factor analyses supports this point.

The test is intended for developmental purposes.

Conclusion

Everything DiSC® Workplace is hereby certified for the intended area.

A handwritten signature in blue ink that reads 'Dag Øyvind Engen Nilsen'.

Dag Øyvind Engen Nilsen
Lead Reviewer