

<b>Comparison Category</b>	<b>The Birkman Method®</b>	<b>Hogan Personality Inventory (HPI)</b>	<b>Myers-Briggs Type Indicator (MBTI)</b>	<b>DiSC</b>
<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between people Only measures personality factors Profiling services not offered	Too many different versions Outdated; no validity evidence Profiling services not offered Does not measure environmental factors correctly; meaning varies across examinees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