

DISC Personality System

Validity

The Institute has been working with Larry Price Ph.D., Professor of Psychometrics & Statistics at Texas State University, to complete a cutting edge DISC validation and reliability study based on workplace behaviors, and William Marsten's original work.

Dr. Price states, "Collectively, the results of the present study provide evidence that the IML DISC provides a robust measure of personality style. The reliability and validity evidence indicates that the IML may confidently use the DISC in their effort to better understand the personality style of individuals in the workplace environment."

Establishing evidence for the validity of a particular psychological or educational instrument, scale or test is likely to be the most important aspect of instrument development. Moreover, in psychological measurement and assessment, the term "validity" represents a judgment or expression of how well an instrument or test measures what it purports to measure. This validation study investigated the psychometric properties of the Institute for Motivational Living's (IML) DISC instrument within the context of the workplace environment.

Results presented in the study indicate that the psychometric properties of the IML DISC are internally consistent and reliable. Classical true score model estimates of internal consistency reliability were found to be consistent with previous reliability estimates for the IML DISC instrument. Furthermore, the development process that the IML organization adhered to for the item selection and refinement are closely aligned with the Standards for Educational and Psychological Testing (1999) extending support for the collective validation process. Collectively, the results of the present study provide evidence that the IML DISC provides a robust measure of personality style. The reliability and validity evidence indicates that the IML may confidently use the DISC in their effort to better understand the personality style of individuals in the workplace environment.

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