

Correlation/Comparison of the DISC Behavioral Model and the Myers-Briggs Type Indicator

Behavioral styles have been documented as early as 444 B.C., the time of Empodocles and Ancient Greece. The Greeks classified behavior into four distinct styles, which provided the foundation for most of today's behavioral approaches. Persons such as Immanuel Kant, William James, Sigmund Freud, Alfred Adler and Carl Jung continued to validate this model. Today the DISC Model, developed by Dr. William Moulton Marston, is the predominate model used for assessing behavioral styles. Another model used is the Myers-Briggs Type Indicator (MBTI), which also uses a four behavioral dimension of our self apart from our value systems. What are the differences between DISC and Myers-Briggs?

The DISC model is compatible or similar with the MBTI profile, based primarily on the work of Dr. Carl Jung, as they both emphasize psychological or personality type, or that core (superior) drive which is most predictive of our actions in a variety of situations over time, and those other types of directed energy which are less so (inferior) to us. Both use a four behavioral dimension of our self apart from our value systems. However, DISC is more of a behavioral model assessing how a person behaves and is observable behavior, while the MBTI is more directly related to personality types. Additional comparisons follow:

MBTI focuses on four bi-polar dimensions which lends itself to 16 distinct personality types. According to Jung, "...seemingly random variation in the behavior is actually quite orderly and consistent, being due to basic difference in the way individuals prefer to use their perception and judgment." Perception being all the ways used to become aware of things, people, events, or ideas. Judgment involves all the ways used to reach conclusions about what has been perceived. Since all people perceive things differently and reach conclusions differently, each has a particular behavioral style.

1. Extraversion-Introversion: addresses whether people prefer to focus their attention and get their energy from either the outside world of people and activity or from their inner world of ideas and experience.
2. Sensing-Intuition: addresses how people prefer to take in information focused on what is real and actual or on patterns and meanings in data.
3. Thinking-Feeling: addresses how people prefer to make decisions-based on logical analysis or guided by concern for their impact on others.
4. Judging-Perceiving: addresses how people prefer to deal with the outer world-in a planned, orderly way or in a flexible spontaneous way.



DISC represents four dispositional patterns that correlate to MBTI as follows:

DISC	Myers-Briggs
1. Dominant or Directive	"Senser"
2. Interactive or Influencing	"Feeler"
3. Stable or Steady	"Thinker"
4. Conscientious or Cautious	"Intuitor"

Or, to put it simply, both models indicate how individuals respond to any life stimuli:

The "D" tendency asks, "Does something in reality exist?" – The Senser tends to see with their senses.

The "I" tendency asks, "How do I feel about the importance of this which may exist?" – This is the MBTI Feeler pattern.

The "S" tendency asks, "What does my thinking tell me about the meaning of this which exists?" – This is the Thinker.

The "C" tendency asks, "From where does this which exists come, go and why according to what intuition tells me?" - This would be the MBTI Intuitor tendency.

To put it another way, the MBTI respondent always has to choose between the extraversion or introversion factor, the sensing or intuition factor, the thinking or feeling factor, or the judging or perceiving factor. However, the DISC Model offers four choices to the MBTI either /or method.

Also, because of the bi/polar dimension of MBTI, you cannot get the Thinker/Feeler combination or the Sensing/Intuitive combination either for the same reasons. Also, addressing the two additional scales of MBTI the following results:

- DI - extraversion
- SC - introversion

The Judging/Perceiving scale is more a function of self-esteem than behavior and is not reflective of DISC orientation. With MBTI, the lower the self-esteem the likelihood of a Judging score occurring is greatly increased, while the higher the self-esteem the more likely you will receive a Perceiving score. Also, as the respondent moves to the natural style under stress, the likelihood of a Judging score occurring is greatly increased.

Lastly, the MBTI does not give a person's natural style or Graph II on the DISC Model because of the construct of the assessment. It gives only Graph I or the person's adapted style.