Compare **PDP ProScan** to **Everything DiSC**

PDPglobal. | DiSC

		PDP ProScan	Everything DiSC
Time to Complete Survey	Both assessments are untimed and don't have a limit, however these are the average completion times.	5-10 MINUTES	15-20 MINUTES
Question Quantity	The number of questions the behavioral assessment includes for the survey-taker to answer.	60 ITEMS	ROUGHLY 80 ITEMS
Measures Energy Style	How an individual approaches tasks and accomplishes goals.	✅	❌
Measures Energy Drain	The amount of energy consumed to adapt to stress and pressure.	✅	❌
Measures Satisfaction Level	Is the person thriving with their perceived pressures or is it overwhelming?	✅	❌
Measures Decision-Making Style	How much logic vs. intuition does an individual rely on to make a decision?	✅	❌
Question Format	Likert scales gauge response intensity on a range from least to most, mitigating bias and enhancing data quality.	✅ LIKERT 5-POINT SCALE	✅ LIKERT QUESTION FORMAT
Confirmatory Factor Analysis ↗	A CFA is the gold standard in statistical evaluation of assessments and involves highly rigorous research.	✅	❌
Accuracy Level ↗	Refers to how many respondents agree with their results.	96%	90%
Account User Certification Requirements ↗	Education for the user role to ensure maximum results when administering, interpreting, and leveraging profile measurements.	✅	❌
Designed for the: **Screening and Selection of Applicants** ↗	Verifies that the assessment doesn't discriminate against protected classes.	✅	❌
Results	Does the assessment categorize an individual into specified profiles, and how many profiles are available?	140,000 VARIABLES & PERMUTATIONS	12 STANDARDIZED PROFILES
Motivation	Rewards or elements that increase satisfaction.	CUSTOMIZED TO THE INDIVIDUAL	STANDARDIZED LIST ONLY
Reliability ↗	Often measured by Chronbach's alpha, reliability refers to internal consistency and dependability.	VERY HIGH (α=.94)	MODERATE (α=.79-.90)
Research Participant Type	Most studies are performed with undergrad college students, which can skew and weaken results.	WORKING ADULTS	UNSPECIFIED
Predictive Validity ↗	Tested that the measured traits predict workplace outcomes.	✅	❌
Response Integrity Validation	Does the system monitor whether the respondent is faking their way through the assessment questions?	✅	❌