

Compare PDP ProScan to 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 ($\alpha=.94$)	MODERATE ($\alpha=.79-.90$)
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?	✓	✗