

## Adaptive Testing launched July 21, 2012

To maximize the *Everything DiSC*® user experience, Everything DiSC® profiles are now using a new measurement called Adaptive Testing (AT).

Participants who haven't taken *Everything DiSC* before will not notice anything different, because they don't have anything to compare it to! If a participant previously took an *Everything DiSC* profile, their dot placement on *Everything DiSC* assessments taken after July 21 may shift slightly—since we're gathering more data, dot placement is even more precise. This is not something the average participant will notice.

In addition, the new AT data allows us to include more information in the *Everything DiSC Supplement for Facilitators* to help facilitate conversations with participants who have atypical profile results. Also, since participants are responding to product-specific questions, a unique *Supplement for Facilitators* can be generated for each *Everything DiSC* product, using data and priorities specific to the product.

**What is Adaptive Testing?** AT is more aligned with contemporary psychological testing—it's frequently used in aptitude tests, so you may be familiar with the AT assessment method. With AT, respondents are presented with questions, and their responses determine the next questions they're given.

All the Everything DiSC Profiles now updated with Adaptive Testing:

- Everything DiSC Workplace
- Everything DiSC Management
- Everything DiSC Sales
- Everything DiSC Work of Leaders