

# German Validation Addendum

to Everything DiSC® Research Report for *Everything DiSC Workplace*® Assessment

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## German Validation: *Everything DiSC Workplace*®

The purpose of this **addendum** is to expand the *Everything DiSC® Research Report for Adaptive Testing Assessment* by Wiley (2012), with validation results from research conducted on the German *Everything DiSC Workplace*® assessment. Included in this supplement are descriptions of the translation and validation of the German *Everything DiSC Workplace* Adaptive Testing (AT) items and Continua Scale items. For information about the background and research on Everything DiSC and the circumplex representation of the DiSC® model, including information about the validation process, please consult the ***Everything DiSC Research Report for Adaptive Testing Assessment*** (hereafter referred to as the AT Research Report).

### Description of the German Validation

#### Sample

A total of 62,030 German speaking men (58%) and women (42%) responded to a total of 228 items. All participants were working adults. The demographics of the sample are shown in Table 1.

Table 1. Everything DiSC® Assessment Development German Sample Demographics

<b>Gender</b>	Männlich	58.2%
	Weiblich	41.8%
<b>Age</b>	18–25	8.6%
	26–30	15.4%
	31–35	17.6%
	36–40	15.2%
	41–45	13.7%
	46–50	11.9%
	51–55	10.2%
	56–60	5.7%
	61+	1.7%

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<b>Education</b>		
	Schulbesuch bis 10. Klasse	4.8%
	Schulbesuch bis 12./13. Klasse	5.8%
	Berufs- oder technische Ausbildung	17.3%
	Berufsausbildung	16.4%
	Universitäts-/Fachhochschulabschluss oder höherer Abschluss	55.7%

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<b>Region of Residence</b>		
	Europa	99.0%
	Andere	1.0%

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<b>Region Describing Ancestor's Origin</b>		
	Europa	93.9%
	Andere	6.1%

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<b>Employment</b>		
	Angestellter (ohne Führungsposition)	50.7%
	Mittlere Führungskraft	31.6%
	Obere Führungskraft	7.8%
	Selbstständig	4.9%
	Andere	5.0%

Industry		
	Dienstleistung	20.5%
	Verarbeitendes Gewerbe	10.2%
	Finanzen/Versicherung/Immobilien	9.9%
	Handel	9.7%
	Baugewerbe	5.7%
	Gesundheitswesen	5.2%
	Gesundheits- und Sozialwesen	4.6%
	Andere	34.2%

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N=62,030

## Translation of Items

The quality of the translation of the items was ensured through a six-step process. 1) The items were translated by a professional translator from English (source language) to German (target language). It was required that the translator's native language was the target language. 2) Another professional translator, also a native speaker of the target language, was then tasked with back translating the items from target language to source language. 3) The original items and the back-translated items were reviewed by two bilingual subject matter experts. 4) In situations where there were differences in meaning/connotations between the source and the back-translation, this was fed back to the first translator. 5) The translator looked at the differences and, when appropriate, argued why a word should remain the same or substituted with a more suitable word to match the meaning of the original English item. 6) In situations where extra input was needed to aid the translation, the development team was contacted to establish the intended meaning/connotation of an item. When translating the items into German, the last step was necessary once and it is interesting to note that based on later data analysis the item that required step six was not included as a final pool item.

## Reliability Measure: Internal Consistency for Workplace Items

The AT Research Report includes an overview of the validation of the Everything DiSC® assessment, stressing the importance of testing internal consistency. Analysis of internal consistency was performed on the German items and is documented below. This analysis evaluates the degree of correlation among items that profess to measure the same thing. That is, each of the eight scales in the DiSC model is measured using a series of different items (i.e. questions in the form of statements, such as *I am direct, I tend to be calm, I want things to be exact, I am lively*). Researchers recognize that if all the items on a given scale (e.g., the D scale) are in fact measuring the same thing (e.g. Dominance), they should all correlate with each other to some degree. In other words, all the items on a scale should be consistent with each other. A statistic called Cronbach's Alpha is usually regarded as the best method to evaluating internal consistency.

This analysis is performed on the German data to ensure that the construct developed and tested on a US population could be adapted to a German population using the translated items and the German test group. Hence, in order to leave room for local changes, the number of items tested is much larger than the number of items used in the US sample. As expected, the results show that the best fit of items for the 8 DiSC® scales in English and German is similar but not identical. This explains minor differences between the German and US construction of the scales, which for instance can be seen in the difference in number of extra items on the SC and CD scale for responses with high variance (Table 3 in the AT Research Report).

Cronbach's Alpha expresses the degree of consistency as a specific number, which typically varies between 0 and 1. If the value of Alpha is 0 then there is no relationship among the items/statements that have been grouped as a scale. On the other hand, if all the statements in an assessment measure in an identical fashion, then the value of Alpha will be 1.0, which indicates absolute internal consistency. Cronbach's Alpha is calculated separately for each of the assessment's eight DiSC scales.

The following guidelines are frequently used to evaluate the quality of a scale's internal reliability: alpha values above .70 are generally considered acceptable and satisfactory, alpha values above .80 are usually considered quite good, and values above .90 are considered to reflect exceptional internal consistency. In fact, Alpha values that are too high may indicate that the items on a scale are redundant or too similar, suggesting that the respondent is asked to respond to the same thing many times repeatedly, not providing any new information about the respondent.

Alpha coefficients were calculated for the German sample (N=62,030). The scales on the Everything DiSC® instruments demonstrate good-to-excellent internal consistency, as shown by the Alpha values listed in Table 2. All reliabilities are well above .70, with a median of .82.

Table 2. Internal consistency of the Everything DiSC® Scales in German

<b>Scale</b>	<b>Number of items</b>	<b>Cronbach's Alpha</b>
<b>DI</b>	9	.82
<b>I</b>	7	.86
<b>IS</b>	9	.82
<b>S</b>	10	.82
<b>SC</b>	12	.86
<b>C</b>	11	.74
<b>CD</b>	12	.78
<b>D</b>	8	.82
<b>N=62,030</b>		

Analyses were also performed to understand the impact of the extra, adaptive questions that respondents receive if there is a large amount of variation within their responses to a single scale. That is, if the variance in

a respondent's ratings to the items on one scale are above a certain level (SD > .95 on the scale based on standardized scores), the respondent is given 5 to 8 extra items that continue to measure the trait assessed by the scale. For convenience, the items that all respondents receive are called "base items" and the items that only inconsistent responders receive are called "extra items."

Table 3 shows the internal reliabilities for only those respondents who gave the most inconsistent responses to a given scale's items, measured by a high degree of response variance. In other words, these are respondents whose scale preferences seemed most unclear. In the first bold column are the Alphas for those respondents using both the base items and extra items (which reflects how these respondents are measured in the actual assessment). In the second bold column are the Alphas for those respondents using only the base items. With only the base items, the median Alpha in the German sample for individual with high variance is .54. The median Alpha when the extra items are included is .68. By comparing these two columns, we can see that the internal consistency is much higher for these unclear respondents when they receive the extra items. In essence, these extra items are used to further gauge the target trait when the normal assessment has produced unclear or variable results.

Table 3. Alpha coefficients for high variance respondents

Scale	With extra items		Without extra items		Percent receiving extra items
	Alpha	#items	Alpha	#items	
<b>DI</b>	<b>.66</b>	14	<b>.37</b>	9	16%
<b>I</b>	<b>.65</b>	12	<b>.29</b>	7	9%
<b>IS</b>	<b>.65</b>	14	<b>.43</b>	9	23%
<b>S</b>	<b>.69</b>	15	<b>.54</b>	10	27%
<b>SC</b>	<b>.72</b>	18	<b>.67</b>	12	32%
<b>C</b>	<b>.71</b>	18	<b>.53</b>	11	55%
<b>CD</b>	<b>.68</b>	20	<b>.63</b>	12	46%
<b>D</b>	<b>.68</b>	13	<b>.70</b>	8	20%

### Construct Validity: Scale Intercorrelations for DiSC® Scales

As part of examining the construct validity of the DiSC® Scales, the German items scores from each respondent on the eight DiSC scales were examined. The DiSC model proposes that adjacent scales (e.g., Di, and i) will have moderate correlations. That is, these correlations should be considerably smaller than the alpha reliabilities of the individual scales. For example, the correlation between the SC and S scale (.55) should be substantially lower than the Alpha reliability of the SC (.86) or S (.82). Moreover, scales that are theoretically opposite (e.g., i and C) should have strong negative correlations. Table 4 shows data obtained from a sample of 62,030 respondents who completed the Everything DiSC® assessment in German. The correlations among all eight scales show strong support for the model. That is, moderate positive correlations among adjacent scales and strong negative correlations are observed between opposite scales.

Table 4. Scale Intercorrelations

	Di	i	iS	S	SC	C	CD	D
Di	<b>.82</b>							
i	.53	<b>.86</b>						
iS	.36	.64	<b>.82</b>					
S	.04	.24	.63	<b>.82</b>				
SC	-.36	-.32	.12	.55	<b>.86</b>			
C	.10	-.22	-.01	.28	.54	<b>.74</b>		
CD	.29	-.03	-.11	-.09	.08	.45	<b>.78</b>	
D	.70	.42	.16	-.06	-.32	.18	.48	<b>.82</b>

Cronbach's Alpha reliabilities are shown in bold along the diagonal, and the correlation coefficients among scales are shown within the body of the table. Correlation coefficients range from -1 to +1. A correlation of +1 indicates that two variables are perfectly positively correlated such that as one variable increases, the other variable increases by a proportional amount. A correlation of -1 indicates that two variables are perfectly negatively correlated, such that as one variable increases, the other variable decreases by a proportional amount. A correlation of 0 indicates that the two variables are completely unrelated. N=62,030, as shown in Table 4.

### Reliability Measure: Internal Consistency for Priority Scales in German

Alpha internal reliability coefficients were calculated for each of the eight *Everything DiSC Workplace*®

priorities, as shown in Table 5, using a sample of 62,030 German speaking participants. These coefficients range from .68 to .81, with a median reliability of .78. Therefore, these scales demonstrate acceptable to good internal consistency. This finding suggests that each of these priority scales is measuring a single, unified construct.

Table 5. Alpha Coefficients of the Priority Scales in German

Priority Scale	Number of items	Alpha
Results	6	.78
Action	4	.71
Enthusiasm	6	.81
Collaboration	8	.77
Support	10	.78
Stability	10	.78
Accuracy	4	.77
Challenge	9	.70

N=62,030

### Reliability Measure: Internal Consistency for Continua Scales in German

The Everything DiSC® Comparison Report allows any two Everything DiSC participants to see their similarities and differences in six out of eleven areas. These scales were also constructed on the German items and below are the research findings. As this is an addendum, please consult section 7 (Comparison Report Research) of the AT Research Report for information about the background of the scales and selection of the six out of eleven possible continua.

Alpha internal reliability coefficients were calculated for each of the eleven continua, as shown in Table 6,

using a sample of 62,030 German-speaking participants. These coefficients range from .61 to .86, with a median reliability of .82. Therefore, these scales demonstrate adequate to excellent internal consistency. This finding suggests that each of these continua scales is measuring a single, unified construct.

Table 6. Alpha Coefficients of the Continua Scales in German

Continua Scale	Number of items	Alpha
Patient - Driven	10	.78
Soft-spoken - Forceful	13	.86
Outgoing - Private	7	.82
Calm - Energetic	10	.82
Skeptical - Accepting	11	.73
Daring - Careful	5	.71
Tactful - Frank	12	.81
Accommodating - Strong-willed	12	.75
Lively – Reserved	10	.83
Non-imaginative - Imaginative	5	.82
Non-structured - Structured	5	.83

N=62,030

## Summary

Analysis of data collected on the German version of the Everything DiSC® Adaptive Testing Assessment using German participants indicate that the development of the assessment was successful. The findings show support for the **eight DiSC® Scales**, which are used as the basis of the *Everything DiSC Workplace®* profile, and the **eleven Continua Scales** used in the *Everything DiSC Comparison Report*.

- With high Cronbach’s alphas (.74 - .86) for the eight base DiSC scales, the **reliability** of the instrument is very satisfactory. The assessment is adaptive, and these reliability measures are results from analysis on the scale that only includes the base items. Moreover, the results include all responses, even responses from individuals who will receive the extra items to increase the precision of their score on a specific DiSC scale. Hence, this is a conservative measure because, dependent upon the scale, some of the respondents will be taking the extended scales (i.e., asked to respond to extra items).
- The construct **validity** of the eight DiSC scales, indicated by scale intercorrelations, supports the circumplex structure of the DiSC model. Using German data, previous findings of the English Everything DiSC assessment were confirmed, with adjacent scales showing moderate correlations and opposite scales showing strong negative correlations, as predicted by the model.
- The **reliability** of the instrument on the eight *Everything DiSC Workplace* priority scales, indicated by internal consistency, shows acceptable to good degrees of consistency with Cronbach’s alphas ranging from .68 to .81.
- The **reliability** of the instrument on the eleven continua scales in the *Comparison Report*, indicated

by internal consistency, shows acceptable to good degrees of consistency with Cronbach's alphas ranging from .61 to .86.

- Further analysis on the circumplex structure including correlations between the Everything DiSC® scales and the scales of the NEO PI-R® and 16PF® are thoroughly documented in the AT Research Report.