

# Comparing Assessments

## The Answers Lie in the Premise

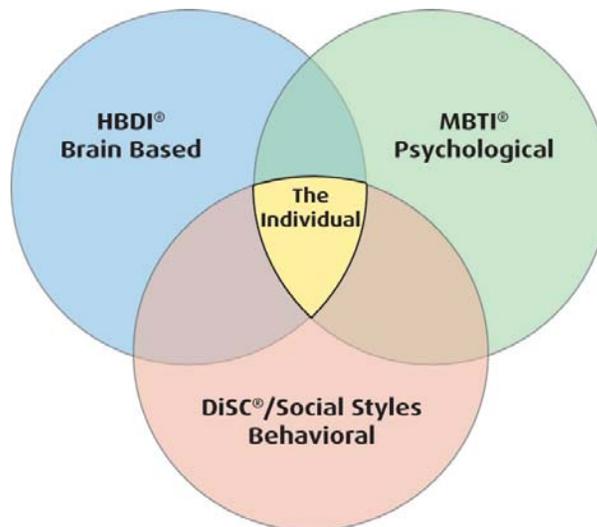
If you are certified to use the Herrmann Brain Dominance Instrument® (HBDI®), you have probably been asked the following at some point:

- ◆ Does the HBDI® measure the same thing as [XYZ] assessment?
- ◆ How is the HBDI® profile different from [XYZ] profile?
- ◆ Can the HBDI® be used along with [XYZ]?
- ◆ If we use an additional assessment, will it confuse people?

### Some Background on Premises

Understanding the premises of different assessments can help you answer these questions. A premise is the foundation on which something is constructed, and it impacts what information individuals will gain from the assessment.

### The Premise of the HBDI® Compared to Other Approaches



In the above diagram, assessments are divided into three categories based on their separate premises:

- ◆ A **brain-based assessment** considers “how do I process information?” The HBDI® is a brain-based assessment.
- ◆ A **psychologically based assessment** considers “what does this mean about me?” The MBTI® is an example of a psychologically based assessment.
- ◆ Finally, a **behavior-based assessment** considers “how do others perceive me?” The DiSC® or Social Styles models are examples of behavior-based assessments.

As illustrated by the non-overlapping portions of the diagram’s three circles, each type of assessment provides unique information to people – the HBDI® provides information that is different from psychological or behavior-based assessments.

better results through better thinking



At the same time, there are some similarities in the information provided and what the individual can learn, regardless of premise. These similarities are represented by the overlapping portions of the circles, and where the three circles overlap in the center of the diagram, even more similarities exist.

**Examples of Similarities Between the HBDI® and the MBTI®**

| HBDI®      |            | MBTI®     |
|------------|------------|-----------|
| A – Blue   | similar to | Thinking  |
| B – Green  | similar to | Sensing   |
| C – Red    | similar to | Feeling   |
| D – Yellow | similar to | Intuitive |

It is important to note these are similarities or correlations and not actual measurements. Although several correlation studies have been conducted between the HBDI® and MBTI®, since the instruments have different premises, correlations may be limited or may not be precisely calibrated.

Because each assessment provides information that describes an individual in the language and terminology of its premise, assessments based on different premises will have limited compatibility with each other. While there may be some similarities or correlations between the two, the MBTI®, a psychological assessment, does not measure the same things as the HBDI®, a brain-based assessment.

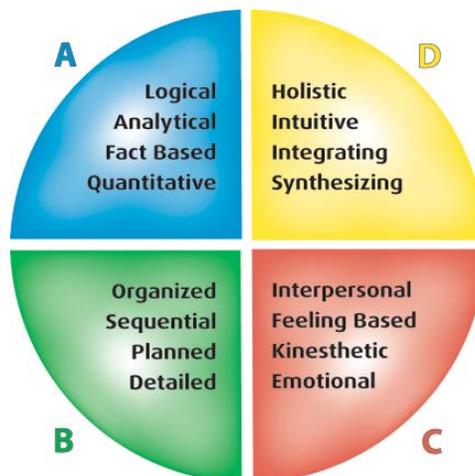
### How is the HBDI® different from other assessments?

First, its premise – which focuses on thinking preferences – likely measures different information than the assessments to which it is being compared. Since the basis of the HBDI® is the metaphor of the brain, the premise is that we all have a brain, we just each use ours differently. This foundation underlies the positive learning experience of the HBDI® (i.e., There are some areas that may not be as comfortable for you, but you are not limited in what you can do.), and it also introduces individual accountability – which may not exist with other assessments.

Second, the HBDI® was created for a business environment (originated at General Electric) and designed to help people get to application to gain benefit. The majority of assessments are created for individuals; many are designed to raise awareness and impart knowledge with less focus on application. Validity is also an important differentiating factor. The HBDI® is a validated assessment, while a number of assessments are not. Key areas of validation include test/retest reliability, face validity and internal construct reliability.

Finally, the HBDI® is based on the Whole Brain® Model, which serves as a “meta-model” that can describe a wide variety of mental processes, including customer viewpoints, style of communication, corporate culture and others. As a result, the HBDI® is scalable and applicable to business in ways other assessments are not.

### The Whole Brain® Model



## Can the HBDI® be used with other assessments?

Yes! As the diagram shows, it measures different things and also has some degree of similarity or overlap with other assessments.

Helping individuals understand the differences and similarities between the information presented to them by different assessments is important. We know the same information presented in a different way makes a connection with different people. The HBDI® capitalizes on this learning technique by presenting multiple options for explaining a profile:

- ◆ Numbers (1,2,3 4)
- ◆ Colors (Blue, Green, Red, Yellow)
- ◆ Letters (A, B, C, D)
- ◆ Visual position (upper left, lower left, upper right, lower right)

Individuals and organizations use the designation that works for them. Knowing the remaining options allows them to communicate their preferences inside and outside their organization.

## If you use an additional assessment, will it confuse people?

It may create confusion without a clear explanation since some assessments use similar colors, letters, names or numbers. Employees outside of Organization Development and Human Resources may be more interested in applying assessment information and less concerned about the differences and similarities between assessments.

Anything that slows down the process of getting to application – like determining which assessment information to use – could be a negative. The more time spent on application, the greater the likelihood that the assessment information will be utilized. Keep in mind that without application, there is little benefit or Return on Intelligence™.

The HBDI® has been and continues to be one of the most effective assessments in business. Your use and support of the instrument as you work with internal and external clients is a major factor in its effectiveness. Thanks for your ongoing support, and let us know if there are additional questions we can answer about the HBDI® and other assessments.



[www.hbdi.com](http://www.hbdi.com)

The Originators of Whole Brain® Technology and the Creators of the Herrmann Brain Dominance Instrument® (HBDI®)

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