

Assessment Comparison Reference Grid

www.PerceptualStyleTheory.com

Perceptual Style Theory (PST) is a new contribution to the field of type and style theories, based on the belief that the unique way an individual perceives the world forms his or her basis for natural potential, strengths, and the way they interact with others. The **Perceptual Style Assessment (PSA)** measures 6 **Perceptual Styles**, based on fundamental differences in how people perceive the world. The assessment establishes an approach to the concept of type and style that is distinctly different from those described by other popular theories and assessments such as DiSC, the Myers-Briggs Type Indicator (MBTI), the Clifton StrengthsFinder, the Keirsey Temperament Sorter, the Kolbe A, and the Enneagram. In addition, with the **Recognized Strengths Profile Assessment (RSP)**, **PST** takes a step previously unavailable through other assessments: it establishes a benchmark for how well an individual is currently using the innate skills and talents defined by his or her **Perceptual Style**. The following table presents a quick reference comparison of **PST** to six other popular style theories.

	PST	Clifton Strengths Finder	DiSC	MBTI	Keirsey Temperament Sorter	Kolbe	Enneagram
Developed by	Gary M. Jordan and Lynda-Ross Vega	Donald O. Clifton, Tom Rath, and the Gallup Organization	William Marston and Inscape Publishing	Carl Jung as adapted by Katherine Briggs and Isabel Myers	David Keirsey	Kathy Kolbe	George Gurdjieff, Oscar Ichazo, Claudio Naranjo, Don Riso, and Russ Hudson
Theoretical origin	Behavioral differences result from Perceptual Style.	How do talents and strengths relate to performance outcomes?	Behavioral differences result from normal human emotions.	Behavior differences and personality traits result from conscious and unconscious forces.	Temperament identifies the basic psychological needs and core values that drive behavior and choices.	Behavioral differences results from Modus Operandi derived from instinct.	Personality types result from a pattern of where attention goes.
Theoretical basis of assessment	PST as underlying depth theory.	<u>No</u> underlying depth theory – uses general model of positive psychology	<u>No</u> underlying depth theory – empirically driven.	Jungian theory as underlying depth theory plus additions by Myers and Briggs.	Keirsey Temperament Theory as underlying depth theory.	Theory of Conation as underlying depth theory.	Enneagram of Personality as underlying theory.
Theorist's Purpose	To explain differences in perception as the basis for natural potential and strengths, motivation, conflict, communication, leadership, persuasion, etc. To measure conscious use of natural v. acquired skills.	To explore how talents, defined as the ways unique individuals think, feel, and behave, can be operationalized, studied and capitalized upon in work and academic settings.	To explain how people adjust to varying environments starting with emotions and relating them to behavior.	To explain why people differ from one another in fundamental personality traits or preferences that reflect internal states based in biology.	To explain why people differ from one another in fundamental personality traits or preferences that are observable in behavior and based in biology.	To use differences in conation as the basis for natural potential and strengths.	To use a psychospiritual system to map and understand nine possible personality types and how they are connected and interrelate.

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Measures	PSA - Perceptual Style as basis of core values, beliefs, behaviors, and inherent talent and skills. RSP – Current, point-in-time benchmark for how individuals are applying natural v. acquired talents and skills.	The presence of talents in 34 general areas or “themes”	“Surface traits” or characteristic ways of behaving in a particular environment.	Four bi-polar dimensions of personality that determine and influence behavior.	Four basic temperaments which describe human behavior. Each of the four temperaments is sub-divided into four additional character types for a total of 16	Modus Operandi as basis of conative action, behaviors, and inherent talent and skills.	Nine distinct personality types and their interrelationships mapped around an ancient symbol of perpetual motion. Additional sub-measures: three centers and three instincts.
Fundamental Applications	Understanding own and others' perceptions. Claiming natural skills and talents, developing strengths, letting go of acquired skills and roles. Understanding human perceptual differences and varying strengths to become more effective.	Identifying an individual's top themes of talent in order to provide a starting point in the identification of specific personal talents and to help individuals discover how to build upon their talents to develop strengths within their roles.	Understanding own and others' individual behavior in specific, particular situations.	Determining whether personal behavior should change to become more effective. Identifying underdeveloped behavioral strategies that can be developed to enhance interpersonal effectiveness.	Learning about one's natural skills and talents and how to take best advantage of them.	Understanding own and other's instinctive Modus Operandi. Claiming and developing natural, letting go of learned behaviors. Understanding human behavioral differences and varying strengths to become more effective.	Learning about what kinds of things a person habitually attends to and puts energy into, thereby facilitating more accurate observation of self, the development of more self-awareness, and the exercise of more choice about one's functioning.
Practical Applications	Six (excluding the Clifton StrengthsFinder) claim multiple and varied applications such as: Pre-Employment, Conflict Management, Personal Development, Stress Management, Team Building, Team Development, Career Guidance, Coaching, Executive Coaching, Leadership Development, Workplace Diversity, Marital Counseling. The primary practical application of the Clifton StrengthsFinder is an evaluation that initiates a strengths based development process for improvement and increased satisfaction in personal, work, and academic settings.						

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Ease of Interpretation	Designed for self-interpretation. A trainer or facilitator adds to understanding through broader knowledge of the theory, illustrative examples, and in-depth discussion of individual results.	Online results provide a listing of the top five talent themes. Little interpretation or guidance is provided other than a description of the themes and a general statement on how the info can be used.	Designed for self-interpretation. A trainer or facilitator adds to understanding through broader knowledge of the theory, illustrative examples, and in-depth discussion of individual results.	A trained facilitator is encouraged to provide greater understanding through broader knowledge of the theory, illustrative examples, and in depth discussion of individual results. Self-interpretation is uncommon.	Very brief generic description of main temperament is provided online with more detailed reports, including information on ones' sub-type is available for purchase. A trained facilitator is encouraged to provide greater understanding through broader knowledge of the theory, illustrative examples, and in depth discussion of individual results.	Designed for self-interpretation. A trainer or facilitator adds to understanding through broader knowledge of the theory, illustrative examples, and in-depth discussion of individual results.	Designed for self-interpretation. A trainer or facilitator adds to understanding through broader knowledge of the theory, illustrative examples, and in depth discussion of individual results.
Reliability & Validity	<p>PSA – three studies with median reliability on the six scales of .88, .84, and .92. TA – one study with reliability coefficients on the 18 scales ranging from .75 to .91.</p> <p>Convergent and divergent construct validity of PSI established using 16PF.</p>	<p>Internal consistency on the 34 scales ranges from .50 to .76 with the mode in the mid .60s. Test-retest has a range of .52 to .84 and a mean of .70.</p> <p>Some criterion validity studies with NEO PI-R. Construct validity with NEO PI-R, 16PF, and CPI.</p>	<p>Reliability coefficient greater than .80 over one week, greater than .70 from 5 months to one year.</p> <p>Some preliminary construct validity that shows internal scale independence. No published convergent or divergent construct validity studies.</p>	<p>Reliability coefficient of .50 within 9 months and .36 greater than 9 months.</p> <p>Correlates with Eysenck Personality Inventory Lie Scale, Factor analysis reveals six rather than four factors, JP and SN scales highly correlated.</p>	<p>Extensive online search revealed no research data on reliability or validity.</p>	<p>Reliability coefficients on all four Action Modes of between .69 and .85.</p> <p>Predictive and concurrent criterion validity using job performance measures the criterion..</p>	<p>Reliability coefficients on all scales between .56 and .82</p> <p>Convergent and divergent construct validity established using NEO PI-R.</p>