Disc has a long-standing history noted in psychology and research. Since the 1920s, the DiSC model has evolved and expanded into a multi-faceted learning solution designed to deliver personalized insights that foster engagement and collaboration in today’s ever-changing workplace. Take a journey back in time and learn about the landmark events that have shaped what Everything DiSC is today:

1928: Emotions of Normal People

Marston studied the emotions of normal people in his book *Emotions of Normal People*. He created a model that integrated these four primary types of emotional expression into a two-dimensional, four-quadrant space: Dominance (D), Influence (I), Steadiness (S), and Conscientiousness (C).

1940: Early Measurement of DiSC Concepts: Activity Vector Analysis

The history of DiSC measurement begins in the 1940s with Activity Vector Analysis, a circumplex approach to measuring and presenting DiSC shared by the American Psychological Association. The advantage of this representation was ease of reading the person's DiSC style as represented with a dot within the DiSC circumplex model instead of with a line graph model. Here, a circumplex model was used to represent the space of two dimensions.


A staff member of Walter Clarke Associates developed an adjective checklist, which they called the Personal Profile System (PPS). The PPS was the first self-report instrument that could be best explained by Marston's model of human behavior.

1954: 28-Box Personal Profile System

The PPS used the same 24 tetrads and items that had basically remained unchanged since 1959. New items were added, non-functioning items were removed, and the overall reliability of the instrument increased. The new PPS was referred to as the 28-Box Personal Profile System. It began like the Activity Vector Analysis as an adjective checklist, but evolved into a 24 tetrad, forced-choice instrument. It began like the Activity Vector Analysis as an adjective checklist, but evolved into a 24 tetrad, forced-choice instrument.

1979: First DiSC Assessment: Personality Profile System® (PPS)

By extracting behavioral information from those interviews, he associated specific words that describe them. After collecting and analyzing data from respondents, he created a model that integrated these four primary types. From his research, Marston theorized that the behavioral expression of emotions could be categorized into four primary types: Dominance (D), Influence (I), Steadiness (S), and Conscientiousness (C).

1987: Everything DiSC®

In 1987, John Wiley & Sons acquired the PPS from the DiSC Assessment Service of New York, which was the first publisher of a DiSC assessment for professionals. Since the PPS used the same 24 tetrads and items that had basically remained unchanged since 1959, new items were added, non-functioning items were removed, and the overall reliability of the instrument increased. The new PPS was referred to as the 28-Box Personal Profile System. It began like the Activity Vector Analysis as an adjective checklist, but evolved into a 24 tetrad, forced-choice instrument.

2000: Everything DiSC Work of Leaders®

The Everything DiSC Work of Leaders® profile was launched. This is a 360-degree assessment that allowed leaders to understand their overall management style and the style of others. It included a report that focused on helping the learner understand the relevance of his or her DiSC style to a particular role within the organization. The report contains three broad sections:

- Building More Effective Relationships
- Understanding Other Styles
- Developing Others

2007: Everything DiSC 363®

Everything DiSC 363® was launched in 2007. It is a 15-pattern, 15-style assessment that could be best explained by Marston's model of human behavior. It can be used to identify strengths and traits of individuals, teams, or organizations. It includes a report that allows leaders to understand their own DiSC styles as well as the styles of others.

2009: Everything DiSC Workplace® and Everything DiSC® Component Reports

The Everything DiSC Workplace® application was launched in 2009. It is a 15-pattern, 15-style assessment that can be used to identify strengths and traits of individuals, teams, or organizations. It includes a report that allows leaders to understand their own DiSC styles as well as the styles of others.

2017: Everything DiSC® Productive Conflict

The Everything DiSC Productive Conflict profile was launched in 2017. It is a 15-pattern, 15-style assessment that can be used to identify strengths and traits of individuals, teams, or organizations. It includes a report that allows leaders to understand their own DiSC styles as well as the styles of others.

From Marston to the present, the understanding of the DiSC model continues to evolve. In each decade since Marston, new knowledge has been gained about what DiSC represents, and, along the way, new advances are continually applied to the model. This evolution will continue as we seek to meet the interpersonal demands of the global workplace, both today and into the future.