



WHITE PAPER

THE HBDI® and Other Assessments

PAPER IN BRIEF:

- Learn what a premise is and how different assessment premises affect what the instruments measure.
- Explore primary considerations of four different assessment premises.
- Discover the key differentiators of the HBDI® and its application to business.
- Answer frequently asked questions about the HBDI® and its use with other assessment instruments.

Understand the Premise:

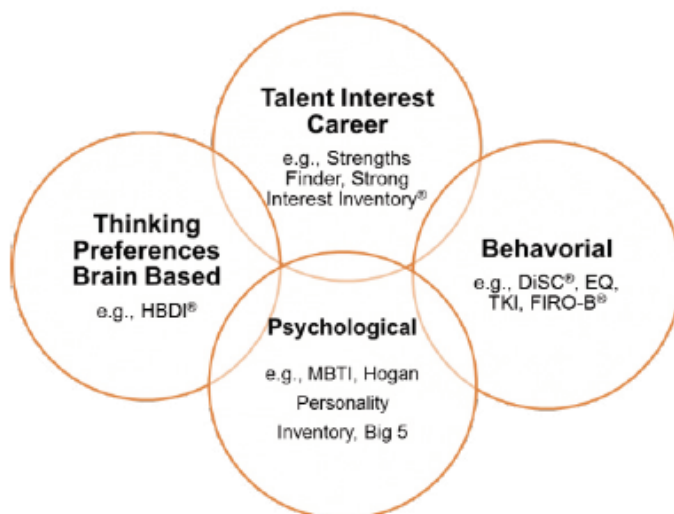
A premise is the foundation on which something is constructed. In the world of assessments, the premise impacts what information people gain from the assessment. Common premises include:

- A thinking preferences brain-based assessment considers: “How do I process information?” The HBDI® is a brain-based assessment.
- A talent/interest/career assessment considers: “What are my natural talents and interests?” StrengthsFinders is an example of a talent/interest/career assessment.
- A psychologically based assessment considers: “What does this mean about me?” The MBTI® is an example of a psychologically based assessment.
- A behavior-based assessment considers: “How do others perceive me?” DiSC® and 360s are examples of behavior-based assessments.

While each type of assessment provides unique information of people, there are some similarities in the information provided and what the person can learn. However, because each assessment provides information that describes the person in the language and terminology of its premise, assessments based on different premises will have limited compatibility with each other.

SIMILARITIES & DIFFERENCES

See the following pages for answers to frequently asked questions.



The brain-based HBDI® is designed for business use.

“The HBDI® is the most easily understood, remembered and applied assessment instrument available. Our clients love it.”

– Barbara Hughes, Intellectual Capital Consulting

The brain-based HBDI® is designed for business use.

Premise

- Focus on thinking preferences, basis – the metaphor of the brain
- Premise is that we all have a brain, we just each use ours differently

Positive Experience, Personal Accountability

- Positive learning experience (i.e., There are some areas that may not be as comfortable for you, but you are not limited in what you can do.)
- Introduces personal accountability

Designed for Business Environment

- Developed by Herrmann International founder Ned Herrmann when he led management education at General Electric
- Created for a business environment and designed to help people quickly get to application so they can quickly benefit
- Majority of assessments are created for individuals; many are designed to raise awareness and impart knowledge with less focus on application

Validated

- The HBDI® is a validated assessment; a number of assessments are not
- Key areas of validation include test/retest reliability, face validity and internal construct reliability

Scalable, Broadly Applicable to Business

- 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
- Makes the HBDI® scalable and applicable to business in ways other assessments are not

Can the HBDI® be used alongside other assessments?

Yes! As discussed, the HBDI® measures different things and also has some degree of similarity or overlap with other assessments. Helping people understand the differences and similarities between the information presented to them by different assessments is important. We know the same information presented in different ways will connect 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)

People 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 multiple assessments, 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 used. Keep in mind that without application, there is little benefit or Return on Intelligence®.



UNLEASH THINKING POTENTIAL

Herrmann International combines powerful psychometric tools with learning programs to prepare your workforce for a complex and volatile environment. Learn more about our assessment tools, explore our learning programs, or talk to a Whole Brain® Specialist today.

[Learn More About the HBDI® Assessment](#)

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