

DISC vs. PCM Comparative Analysis

Attribute	DISC	PCM	Comments
Valid & Reliable	Yes	Yes	Each has excellent track record
Founder	William Moulton Marston, Ph.D. 1928	Taibi Kahler, Ph.D. - 1971	
Used by Fortune 500 companies	Yes	Yes	
Dimensions	Dominant Interpersonal Steady Conscientious	Workaholic Persister Reactor Rebel Promoter Dreamer	PCM Identifies distinct differences between groups that other models do not.
Unique Personality Combinations	14	720	Only need to learn 6 dimensions to understand nuances of 720 combinations
Describes life changes, or "phasing"	No	Yes	Phasing adds critical dimension for understanding change, motivation, distress, and life transitions
Outlines predictable distress (negative attention) behavior patterns	No	Yes	PCM offers tools and formulas to predict and respond proactively to negative behaviors
Seminars and profiles customized to work setting and occupation	Some	Many	PCM applications for HR, Leadership and Supervision, Sales, Parenting, Customer Service, Counseling, Mentoring, Group Facilitation, Education, and more