Personality Tests for Job Seekers: Comparing DiSC and the Top 5 Alternatives

When searching for the right career path or preparing for interviews, personality assessments can be a powerful tool. While the DiSC Assessment is widely recognized, it's not your only option for career development and interview preparation.

by Kimberly Wiethoff, MBA, PMP, PMI-ACP

Managing Projects The Agile Way

#CareerDevelopment #JobSearchTips #StrengthsFinder #CliftonStrengths #TeamDynamics #MBTI #BigFive #Enneagram #DiSC #CareerClarity #InterviewPreparation #WorkplaceSuccess #SelfAwareness #CareerAlignment #ProfessionalGrowth #JobSeekers #CareerCoaching #Teamwork #LeadershipDevelopment #HiringInsights

Why Personality Assessments Matter in Your Job Search

Self-Discovery

Understanding your natural preferences, strengths, and work style helps you identify roles where you'll truly thrive. These insights become the foundation for confident interviews and strategic career decisions.

Interview Advantage

Assessments give you concrete language to articulate your value proposition. Instead of generic answers, you can speak specifically about how your personality traits translate into workplace success.

Cultural Fit

Many employers use personality insights to evaluate team fit and organizational alignment. Being assessment-aware shows you're serious about finding the right mutual match.

Personality Tests

When exploring career paths or preparing for interviews, personality assessments can provide valuable insights. They help you understand your communication style, strengths, and motivators–ultimately making it easier to showcase your fit for a role.

The **DiSC Assessment** is one of the most widely used workplace tools, but it's not the only option. Depending on your goals, you might find other personality frameworks–like StrengthsFinder, TeamDynamics, MBTI, the Big Five, or the Enneagram–better suited to your job search strategy.
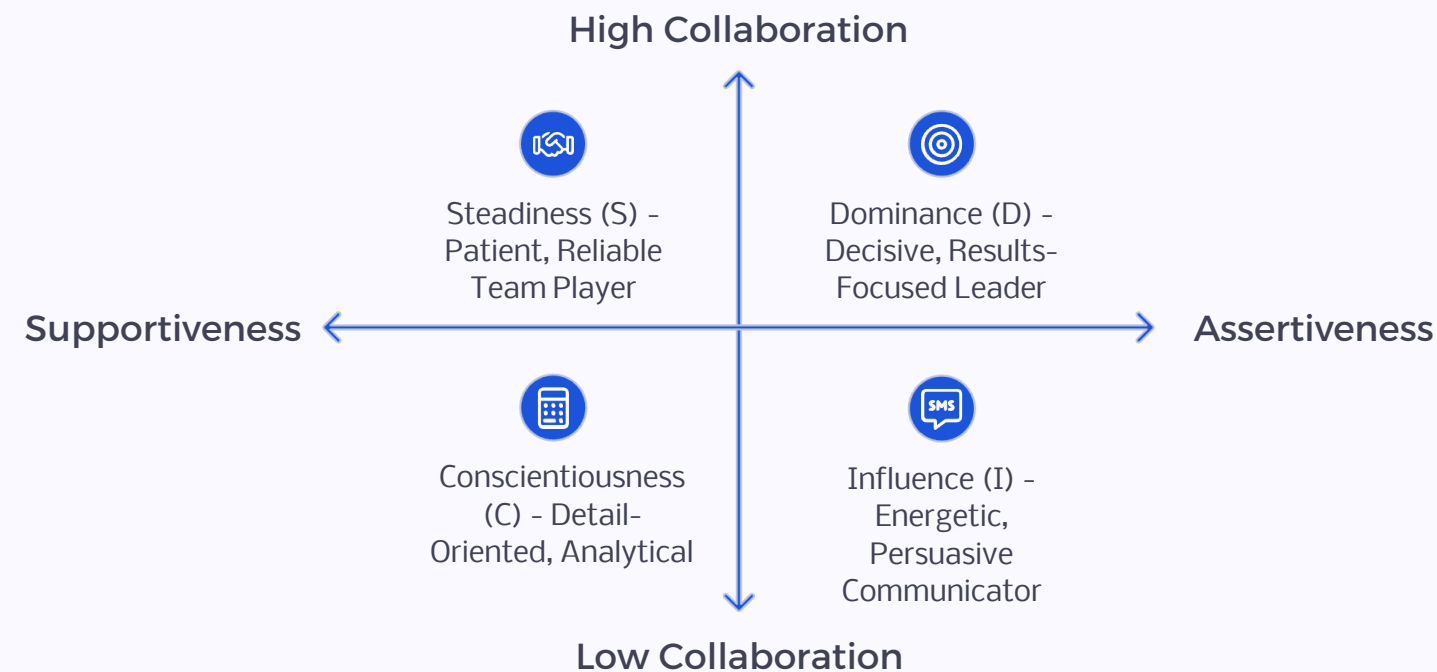
DiSC   **Team Dynamics**   **Big Five (OCEAN)**

StrengthsFinder   **MBTI**   **Enneagram**
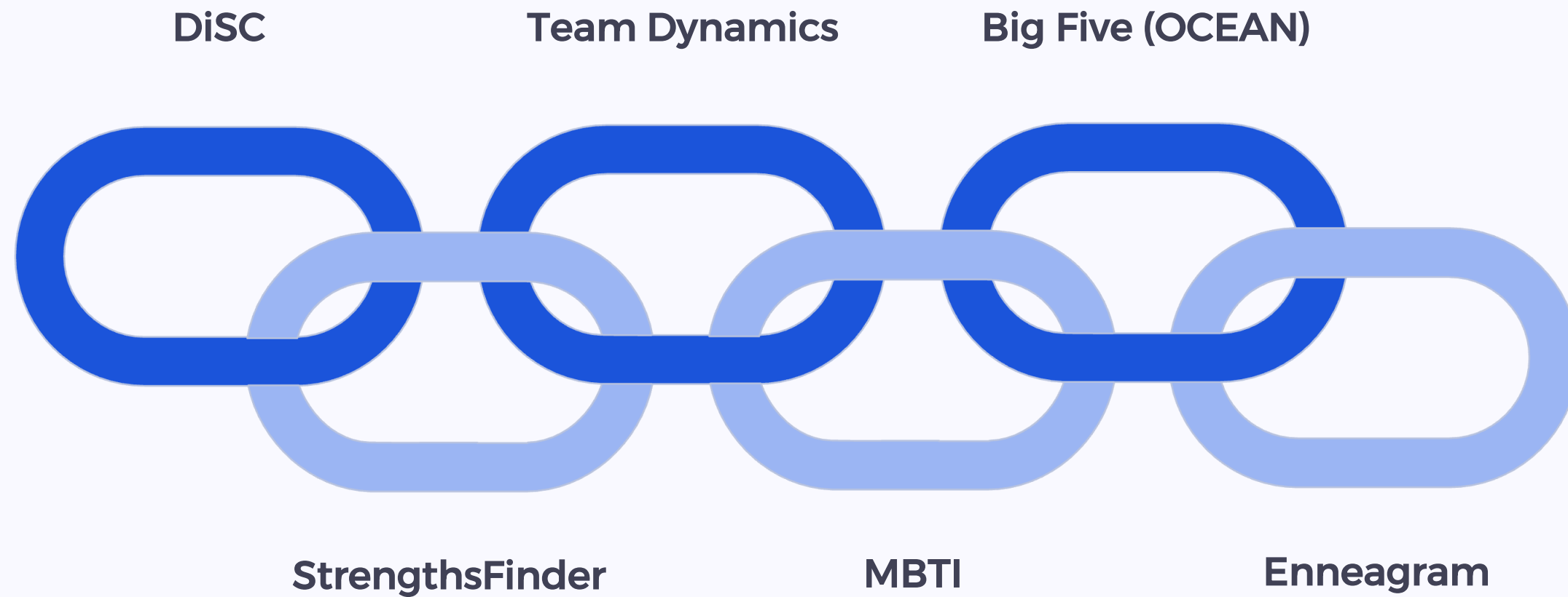
The DiSC Assessment

What it measures: Four core behavioral styles—Dominance (D), Influence (I), Steadiness (S), and Conscientiousness (C).

Why it's useful: DiSC reveals how you communicate, solve problems, and collaborate with others. It's particularly valuable in team-based or client-facing roles where communication style can make or break success.

Best for job seekers who want to: Highlight adaptability, explain how they interact with teams, and position themselves as effective collaborators.

High Collaboration

Steadiness (S) - Patient, Reliable Team Player

Dominance (D) - Decisive, Results-Focused Leader

Supportiveness

Assertiveness

Conscientiousness (C) - Detail-Oriented, Analytical

Influence (I) - Energetic, Persuasive Communicator

Low Collaboration

Example job search application: In an interview, someone with a "High S" profile might emphasize patience, loyalty, and dependability, while a "High D" might focus on decisiveness and results.

Alternative #1: StrengthsFinder (Gallup CliftonStrengths)

The **CliftonStrengths (StrengthsFinder)** assessment identifies **34 talent themes,** which Gallup groups into four domains: **Executing, Influencing, Relationship Building, and Strategic Thinking**.

What It Measures

Identifies your top 5 strengths across 34 talent themes like Strategic, Achiever, Relator, and Communication. Unlike deficit-focused assessments, it emphasizes what you naturally do best.

Job Search Benefits

Provides positive, strength-based language for resumes and interviews. Helps you articulate unique value and align your natural talents with specific job requirements confidently.

Best For

Job seekers wanting to highlight unique value, boost interview confidence, and demonstrate clear understanding of what they bring to potential employers.

Pro Tip: Use your top 5 strengths to craft compelling "Tell me about yourself" responses that immediately differentiate you from other candidates.

StrengthsFinder

4 Domains 34 Talent Themes

Executing Domain

(How you make things happen)
1. Achiever
2. Arranger
3, Belief
4. Consistency
5. Deliberative
6. Discipline
7. Focus
8. Responsibility
9. Restorative

Influencing Domain

(How you influence others)
10. Activator
11. Command
12. Communication
13. Competition
14. Maximizer
15. Self-Assurance
16. Significance
17. Woo (Winning Others Over)

Relationship Domain

(How you build strong relationships)
18. Adaptability
19. Connectedness
20. Developer
21. Empathy
22. Harmony
23. Includer
24. Individualization
25. Positivity
26. Relator

Strategic Thinking Domain

(How you absorb and analyze information)
27. Analytical
28. Context
29. Futuristic
30. Ideation
31. Input
32. Intellection
33. Learner
34. Strategic

Alternative #2: TeamDynamics

TeamDynamics focuses on how individuals contribute to a team, handle collaboration, and resolve conflict. Instead of labeling personality types in isolation, it looks at how **different working styles interact** in a group environment.

Assessment Focus

Evaluates how you work in teams–your collaboration style, communication approach, conflict resolution methods, and potential blind spots in group settings.

Career Application

Many hiring managers prioritize team integration. This tool provides specific language to describe your teamwork style and demonstrates emotional intelligence to potential employers.

Ideal Candidates

Perfect for job seekers wanting to demonstrate adaptability, show collaborative skills, and explain how they add measurable value in group settings and cross-functional projects.

The framework typically evaluates:

- **Collaboration style** (how you prefer to work with others)
- **Communication style** (direct, supportive, detailed, big-picture, etc.)
- **Decision-making approach** (analytical vs. intuitive, fast vs. careful)
- **Conflict style** (avoidant, collaborative, competitive, etc.)
- **Preferred team role** (driver, supporter, innovator, coordinator, etc.)

Domains or Style Categories - TeamDynamics assessments usually sort people into **team role archetypes.**
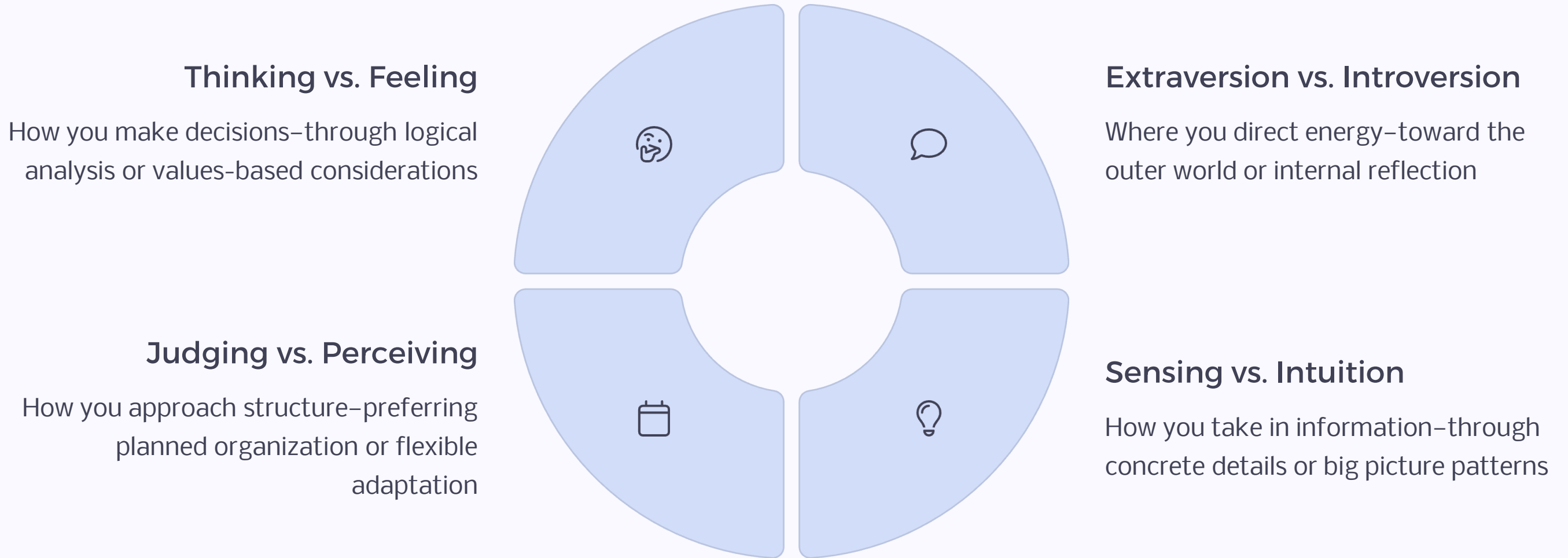
1. **Drivers** - push projects forward, action-oriented
2. **Organizers** - detail-focused, process-oriented
3. **Collaborators** - relationship builders, supportive
4. **Visionaries** - big-picture thinkers, innovators
5. **Analyzers** - data-driven, cautious decision makers

(Some providers use slightly different naming conventions, but the essence is consistent: balancing results, relationships, creativity, and structure.)

☑ **Job Search Application Example -** If your TeamDynamics report shows you're a **Visionary,** you might say in an interview: *"I naturally bring creative ideas and big-picture thinking to teams. I complement detail-oriented teammates by helping them see new opportunities, while relying on them to operationalize plans."*

Alternative #3: Myers-Briggs Type Indicator (MBTI)

The MBTI identifies personality preferences across **four dichotomies**, resulting in **16 possible personality types**.

Thinking vs. Feeling

How you make decisions–through logical analysis or values-based considerations

Extraversion vs. Introversion

Where you direct energy–toward the outer world or internal reflection

Judging vs. Perceiving

How you approach structure–preferring planned organization or flexible adaptation

Sensing vs. Intuition

How you take in information–through concrete details or big picture patterns

While MBTI isn't predictive of performance, it helps you reflect on decision-making processes, communication preferences, and work environments where you'll be most productive and satisfied.

MBTI - Domains or Style Categories

MBTI sorts people into **16 types,** which are often grouped into 4 bigger categories:

1. **Analysts (e.g., INTJ, ENTJ, INTP, ENTP)** - Strategic, logical, innovative thinkers.
2. **Diplomats (e.g., INFJ, ENFJ, INFP, ENFP)** - Empathetic, values-driven, people-focused.
3. **Sentinels (e.g., ISTJ, ESTJ, ISFJ, ESFJ)** - Organized, dependable, tradition-oriented.
4. **Explorers (e.g., ISTP, ESTP, ISFP, ESFP)** - Flexible, spontaneous, practical problem solvers.

Best for job seekers who want to

- Improve **self-awareness** to describe strengths and work preferences.
- Identify potential **growth areas** (e.g., introverts practicing networking, perceivers working on deadlines).
- Explore careers that align with personality type (e.g., INFJs may gravitate toward coaching/mentorship roles, ESTJs toward management).

📝 **Job Search Application Example -** If you're an **ENTP,** you might say in an interview: *"I thrive in dynamic environments where I can brainstorm new solutions, adapt quickly, and influence others to try innovative approaches."*

Alternative #4: The Big Five Personality Traits

The Big Five is one of the most scientifically validated frameworks in psychology. It measures personality across **five broad dimensions** (often remembered by the acronym **OCEAN**):

Openness

Creativity, intellectual curiosity, and willingness to try new experiences. High scorers thrive in innovative, change-oriented environments.

Conscientiousness

Organization, reliability, and goal-directed behavior. Strongly predicts job performance across virtually all industries and roles.

Extraversion

Sociability, assertiveness, and energy levels. Particularly valuable for sales, leadership, and customer-facing positions.

Agreeableness

Cooperation, trust, and empathy. Essential for team-based roles, healthcare, education, and service-oriented positions.

Neuroticism

Emotional stability and stress resilience. Lower scores indicate better performance under pressure and in high-stress environments.

Each trait is measured on a **spectrum** rather than a type, making it more nuanced than MBTI or DiSC.

The Big Five - Personality Traits

Why it's useful for job seekers

- Many employers use Big Five-based assessments in hiring because it has strong **predictive validity for job performance**.

- Provides insight into **workplace strengths** (e.g., high conscientiousness → strong reliability, low neuroticism → calm under pressure).

- Helps identify **fit for certain roles**:

  - High **Openness** → creative or innovative industries.

  - High **Conscientiousness** → structured, detail-driven roles like project management.

  - High **Extraversion** → sales, leadership, or public-facing roles.

  - High **Agreeableness** → customer service, HR, or team-oriented careers.

  - Low **Neuroticism** (high stability) → high-pressure jobs like emergency response or executive leadership.

> **Job Search Application Example –** If your results show **high Conscientiousness** and **low Neuroticism,** you might say: *"I'm known for being dependable and level-headed under pressure, which makes me well-suited to manage complex projects and deliver results consistently."*

Alternative #5: Enneagram

The Enneagram describes **nine core personality types**, each with unique strengths, fears, and motivations. Unlike some assessments that focus on behavior (DiSC) or cognitive preferences (MBTI), the Enneagram digs into **underlying drivers** that influence decision-making and interpersonal dynamics.

Type 1: The Perfectionist (Reformer)
Principled, Quality-focused, ethical, responsible, improvement-oriented

Type 2: The Helper
People-focused, generous, relationship-building

Type 3: The Achiever
Success-driven, adaptable, goal-oriented

Type 4: The Individualist
Creative, authentic, emotionally deep, values authenticity

Type 5: The Investigator
Knowledge-seeking, independent, analytical

Type 6: The Loyalist
Security-focused, responsible, team-committed

Type 7: The Enthusiast
Fun-loving, adventurous, motivated by variety and excitement

Type 8: The Challenger
Assertive, decisive, seeks control and autonomy

Type 9: The Peacemaker
Easygoing, diplomatic, motivated by harmony and stability

The Enneagram goes deeper into core motivations, fears, and growth paths. It's particularly valuable for exploring long-term career alignment and understanding what truly drives your professional satisfaction.

Enneagram - Domains

Why it's useful for job seekers

- Provides insight into **core motivators and fears,** which helps align job choices with long-term fulfillment.
- Useful for identifying **company cultures or leadership styles** that will help you thrive.
- Enhances **storytelling in interviews,** since you can connect your motivators with career achievements.

Domains or Style Categories

The nine types are often grouped into **three centers of intelligence:**

- **Head Types (5, 6, 7)** - Thinkers, focused on logic, security, and planning.
- **Heart Types (2, 3, 4)** - Feelers, focused on relationships, identity, and recognition.
- **Gut Types (8, 9, 1)** - Instinctive, focused on control, fairness, and action.

Side-by-Side Comparison

Assessment	Focus Area	Key Job Search Benefit	Best Fit For
StrengthsFinder	Strengths & talents	Highlighting unique value in resumes/interviews	Career clarity and confidence
TeamDynamics	Team collaboration	Explaining how you work with others	Team-oriented roles
MBTI	Personality preferences	Self-awareness and communication insights	Job seekers exploring fit
Big Five	Evidence-based traits	Pre-employment testing preparation	Data-driven candidates
Enneagram	Motivations & values	Career alignment and personal growth	Long-term job fit seekers
DiSC	Workplace behavior	Team and communication alignment	General workplace adaptability

Which Assessment Should You Choose?

For Interview Confidence

Choose **StrengthsFinder** if you want concrete, positive language to describe your unique value proposition and natural talents during interviews.

For Team Roles

Select **TeamDynamics** if you're pursuing collaborative positions and want to articulate your teamwork style and emotional intelligence effectively.

For Data-Driven Preparation

Go with **Big Five** if you want research-backed insights and preparation for companies that use scientific personality testing in hiring.

For Career Direction

Pick **Enneagram** if you're exploring long-term career alignment and want to understand your core motivations and growth opportunities.

Frequently Asked Questions

Are personality tests required for job seekers?

No–but they provide valuable language to describe your strengths, preferences, and values. This is especially useful during interviews, networking conversations, and when crafting your personal brand narrative.

Which test is the most accurate?

The **Big Five** has the strongest scientific backing and validity. However, the "best" test depends on your specific needs–whether you want confidence, self-awareness, team fit, or career direction guidance.

Can I use test results on my resume or LinkedIn?

Yes, but strategically. Instead of saying "I'm an ENFJ," translate insights into workplace value: *"I thrive in people-centered environments where collaboration drives measurable results."*

Do employers actually use these tests?

Many companies use Big Five or DiSC during recruitment. Even if not required, understanding your results helps align your personal brand with company culture and demonstrate self-awareness.

Making Assessments Work in Your Job Search

Resume Enhancement

- Use assessment insights to craft compelling summary statements

- Align your strengths with specific job requirements

- Provide concrete examples that demonstrate your personality traits in action

Interview Preparation

- Prepare stories that showcase your natural strengths and work style

- Practice articulating how your personality adds value to teams

- Use assessment language to explain cultural fit and collaboration approach

Remember: Assessments are tools for self-discovery and communication, not boxes that define your capabilities or limit your career options.

Your Next Steps

01

Choose Your Assessment

Based on your current job search needs–confidence, team fit, career direction, or scientific preparation–select the assessment that aligns with your goals.

02

Take Action

Complete your chosen assessment and thoroughly review your results. Take notes on key insights that resonate with your experience and career aspirations.

03

Apply Insights

Integrate your assessment results into your resume, LinkedIn profile, and interview preparation. Practice translating personality insights into professional value statements.

04

Track Results

Monitor how assessment-informed approaches improve your interview confidence, networking conversations, and overall job search effectiveness.

Finding the right job isn't only about skills–it's also about fit. Personality assessments give you powerful tools to understand yourself and communicate more effectively with employers. While no test should define your career path, they can illuminate how you work best and help you thrive in your next role.