

# CERTIFICATE OF CONFORMITY

Certificate No.:  
DNVGL-2020-OSL 1-15249560048

Initial date:  
21.09.2020

Valid until:  
21.09.2023

DNV GL hereby confirms that the product work and occupational test(s) with type designation(s)

## Everything DiSC® Workplace

US version

Developed by **John Wiley & Sons**

Has been assessed against requirements for documentation as given in:

EFPA (2013) revised EFPA Test Review Model Version 4.2.6 and NS - EN 45011 - "General requirements for bodies operation product certification systems"

Everything DiSC® Workplace is in compliance with the essential requirements.

Place and date:  
Høvik, 21.09.2020



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Head of Section



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Service Responsible, HR-services

## Appendix to Certificate

### Product description

The following types are covered by the certificate:

Product description	Type designation	Product group	Product SubGroup	Region
Certification of occupational tests	Everything DiSC® Workplace	Occupational testing	Personality test	North America

### Applications/limitations

Everything DiSC® Workplace is designed for work and occupational purposes. It can be used for personal development, guided by competent test users.

Everything DiSC® Workplace is not developed and validated for selection purposes.

### Applied standards/tests carried out

The following standards have been applied:

- EFPA (2013) revised EFPA Test Review Model Version 4.2.6
- NS - EN 45011 - "General requirements for bodies operation product certification systems"

### Terms and conditions

The following conditions may render this certificate invalid:

- Changes in the design or construction of the product
- Changes or amendments to the referenced directive(s)
- Changes or amendments in the standards which form the basis for documenting compliance with the essential requirements of the directive(s)
- Marketing or mentioning of certified test(s) not in accordance with the certificate
- Breach of terms given in the service description (Tjenestebeskrivelse for sertifisering av Arbeidspsykologiske testverktøy)