

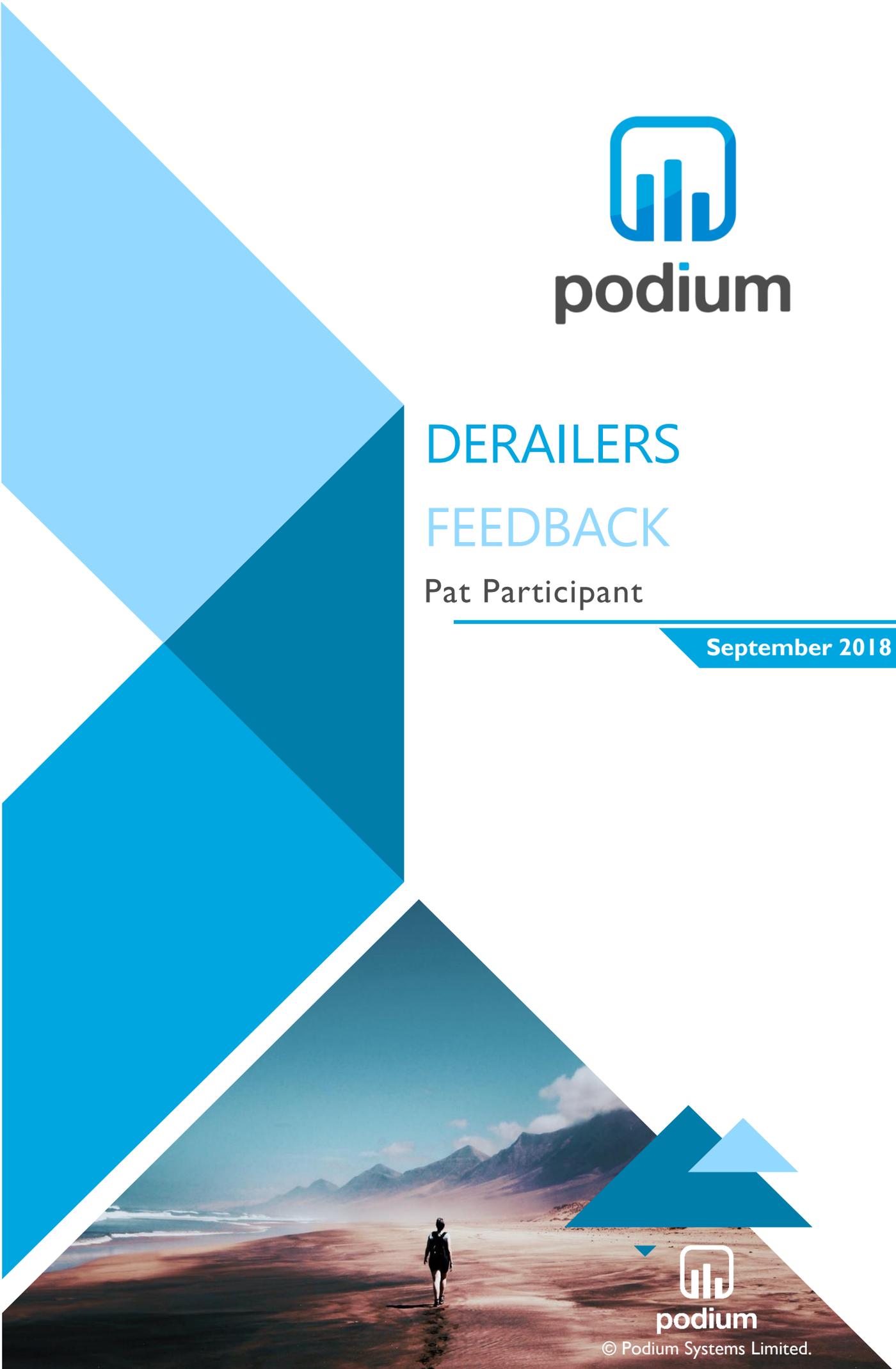


DERAILERS

FEEDBACK

Pat Participant

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podium

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Introduction

The Assessment

Derailers is a measure of a person's risk of exhibiting limiting behaviours commonly referred to as 'the dark side'. The premise is that traits typically associated with positive work outcomes can also exhibit counterproductive behaviours. It measures six limiting behavioural areas:

Trait	Associated Positive Behaviours	Associated Limiting Behaviours
Reserved Preference for being private and independent.	<ul style="list-style-type: none"> Being able to work independently of others Preferring a few close friends. Tending to focus on their own issues. 	<ul style="list-style-type: none"> Avoiding others and maintaining interpersonal distance. Lacking affection and disinterest in other people or building relationships. Feeling or appearing dejected or glum.
Sensitive Preference for focusing on shortcomings and displaying emotions.	<ul style="list-style-type: none"> Unlikely to overestimate their likelihood of success. Being better prepared for challenges by bracing themselves mentally for unpleasant possibilities. 	<ul style="list-style-type: none"> Having a negative outlook and low self-esteem. Being moody or anxious. Feeling insecure and suspicious of others.
Competitive Preference for being competitive with others and direct in their communication style.	<ul style="list-style-type: none"> Being very goal-oriented. Speaking their mind and standing up for what they believe. Being a tough negotiator who seeks to get the best outcomes themselves. 	<ul style="list-style-type: none"> Hostility and aggression towards others. Desire to achieve their goals at any expense and being manipulative in their interactions with others. Self-centeredness, selfishness and little regard for others' opinions and feelings.
Adventurous Preference for being impulsive and taking risks.	<ul style="list-style-type: none"> Easily adapting to changing plans. Tolerating uncertainty and being more willing than most to take risks. Look at situations from a broad perspective, rather than get bogged down by process and rules. 	<ul style="list-style-type: none"> Having short attention spans and unable to concentrate for long. Being irresponsible and not following through with commitments. Acting recklessly and making rash impulsive decisions.
Diligent Preference for being organised and meticulous with a strong sense of duty.	<ul style="list-style-type: none"> Being dedicated to work; believing that failure is the result of a lack of effort. Having a strong preference for order and striving for perfection. Being very persevering and meticulous. 	<ul style="list-style-type: none"> Being rigid and inflexible. Setting unrealistic targets for themselves and others. Being intolerant of mistakes and view any shortcomings as a failure.
Unconventional Preference for being creative and looking beyond the obvious.	<ul style="list-style-type: none"> Offering a unique perspective on matters and considering issues others have overlooked. Seeing connections between ideas not easily apparent to others. 	<ul style="list-style-type: none"> Having unusual thought processes and unconventional beliefs. Seeming eccentric to other people. Being unable to explain how or why they did things.



The Report

The purpose of this report is to provide you with information about your likely behaviours. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which you can explore either on your own or with your manager or coach.



Private and Confidential

This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn.



Waiver

Derailers is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.



Results in Detail

Reserved

Your score indicates a **low** risk of displaying limiting behaviours associated with being 'reserved'.

Potential Strengths

- You have a strong preference for social activities and enjoy being around others very much.
- You should find it relatively easy to build relationships and make new friends and should generally be open to expanding your network.
- You will almost always be in a good mood.
- You should be genuinely interested in what is happening in the lives of those around you and it is likely that others will often come to you when in need.

Potential Challenges

- Your preference for teamwork may hinder your ability to work independently when the situation requires it.
- While you are likely to enjoy building and maintaining close relationships, you may display your emotions very openly, regardless of the context.
- You may have a stronger desire than most to be liked.
- You may get distracted by the social aspects of working in a team.
- Because of your enthusiasm in getting to know others and tendency to initiate contact easily with anyone, you may sometimes come across as 'over the top' to those who are more reserved and shy.
- Your high levels of energy and interest in engaging many things may sometimes distract you from important tasks.

Development Recommendations

- Depending on who you are interacting with, you may at times need to adopt a more subdued approach.
- As autonomous tasks are often part of work, you may benefit from learning to spend some time on your own and enjoying your own company.
- You may need to be reminded that, although keeping the needs of others in mind is important, your own needs and priorities should not be neglected.
- You may benefit from learning to focus your energy on the important tasks you have to do first. For example, you may find it helpful to list the things you have to do in order of priority.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Sensitive

Your score indicates a **high** risk of displaying limiting behaviours associated with being 'emotionally sensitive'.

Although highlighted as a high risk, such behaviours may only display themselves when under stress or extreme work conditions.

Potential Strengths

- You are more likely to worry about things than most others. While this may cause you to blame yourself for mistakes, it also means you are not likely to overestimate your likelihood of success.
- It may also allow you to be better prepared by bracing yourself mentally for unpleasant possibilities.

Potential Challenges

- Many events and situations are likely to trigger a change in your emotions.
- You may often feel intensely down, guilty and anxious about things and may not be able to bounce back from these feelings without help.
- You may have difficulty trusting other people and may have a tendency to question the sincerity of existing relationships.
- You may worry about both past experiences and future negative eventualities and find uncertainty daunting.
- It is likely that you will perceive others to be much better than you and may believe you cannot do well in the tasks assigned to you at work.

Development Recommendations

- To cope with your changing emotions, it may be helpful for you to identify what triggers them.
- You may also want to consider talking to someone you trust or even seek counselling to help you find ways to effectively deal with your negative emotions.
- Instead of focusing on past events which you cannot change or future ones which you cannot control, you may benefit from focussing on the present and on the tasks you have to accomplish now.
- You should also acknowledge your own abilities and stop second-guessing yourself. Whenever you start doubting yourself, you may find it helpful to make a list of your achievements and use it to remind yourself of what you can accomplish.
- You may also find it helpful to seek feedback from colleagues before blaming yourself for something as others are likely to perceive the situation differently. You should recognise that you are not always solely responsible for how things turn out and should learn to trust yourself more often.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Competitive

Your score indicates a **low** risk of displaying limiting behaviours associated with being 'competitive'.

Potential Strengths

- You are unlikely to use flattery or influence to try and achieve a goal.
- You are likely to only have honest interactions with others, making sure that co-workers understand how and why you went about doing something.
- You will most likely find it easy to follow instructions and are very likely to consider others' feelings before adopting any course of action. Thus, it is likely that colleagues will enjoy working with you.

Potential Challenges

- You strongly dislike conflict and may avoid confrontation at any cost.
- You are careful about how you go about achieving your goals and do not like being in the limelight.
- You may be quite reluctant to express your views and opinions in meetings, and when you do express yourself you may do so in an indirect and overly-cautious manner.

Development Recommendations

- Your tendency to remain calm in most situations may result in others perceiving you as being indifferent to what is happening.
- Your cautious approach may sometimes result in you missing out on invaluable opportunities that you may perceive to be too risky.
- You should recognise that anger is a completely normal human emotion, and in the appropriate context, it is healthy to express it.
- You should realise that standing up for what you believe in and expressing your opinion could help you establish a better relationship with co-workers. This is because they might come to you for help as they've seen proof that you are not afraid to speak your mind.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Adventurous

Your score indicates a **moderate** risk of displaying limiting behaviours associated with being 'adventurous'.

Although highlighted as a moderate risk, such behaviours may still display themselves when under stress or extreme work conditions.

Potential Strengths

- Depending on the circumstances, you may tolerate some uncertainty and might be willing to take some risks.
- You are likely to carefully consider important decisions, especially when you are made aware of the scale of the situation.

Potential Challenges

- Although you will most likely plan some actions in advance, you are just as likely to take risks and act on impulse.
- You may become distracted and may need breaks so as not to become bored with the task at hand.
- You will generally follow through on your plans, but may not honour all commitments, especially if you consider them to be overly rigid, boring or unimportant.

Development Recommendations

- While you are likely to recognise that planning ahead can be effective, you should also be aware that a certain degree of flexibility is necessary. As a result, it is likely that you will generally be able to accommodate unexpected events in your plans.
- This can be an asset, especially when working on dynamic projects or with clients who are not very clear about what they want.
- To increase your levels of concentration and your commitment to work, you may find it helpful to eliminate distractions from your work environment and make lists and timetables of the tasks you have to accomplish.
- You may also find it helpful to set deadlines for yourself that are earlier than the actual deadline to make sure that all your work is finished by the target date.

Implication Notes - *list possible work implications.***Development Notes** - *list possible development interventions or actions.*

Diligent

Your score indicates a **low** risk of displaying limiting behaviours associated with being 'diligent'.

Potential Strengths

- Rather than focusing on every single detail you are likely to prefer taking a holistic approach to tasks and should acknowledge that people are allowed to make mistakes.
- You are not likely to consider failure to be the result of a lack of effort. As a result, when a plan fails, you are much more willing than the average person to implement a different strategy to fulfil a plan.
- You have realistic expectations for yourself and others and recognise that depending on the circumstances, it may not always be possible to meet them.

Potential Challenges

- You will most likely dislike structure and order and will prefer to deal with things as they come.
- You are likely to enjoy having a lot of flexibility and may feel constrained by routine.
- You may be laid-back and tolerant of mistakes.

Development Recommendations

- Your relaxed approach may make it challenging for you to work in an environment that requires more structure.
- While gaining a holistic understanding of a situation is useful, sometimes being thorough and mindful of details can lead to even greater understanding and better outcomes.
- Your laid-back approach and recognition that not all expectations can be met may result in you coming across as complacent and unambitious. As a result, you may benefit from adding some structure to your work and having more challenging expectations for yourself and others.
- You may want to create a schedule with deadlines or consult a colleague who is known for being more structured and methodical in order to try and integrate more structure into your work scheme.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Unconventional

Your score indicates a **low** risk of displaying limiting behaviours associated with being 'unconventional'.

Potential Strengths

- You tend to believe in things that can be backed up by objective evidence and your convictions are usually held by many others as well.
- You are likely to be very conscious of your surroundings and are expected to pay attention to how things are unfolding around you.
- Your thoughts are usually very clear and unfold logically from each other.
- You are also likely to be very articulate and know how to logically convey your thoughts to others.
- More conventional than the average person, you are likely to dress and act appropriately and according to the context you find yourself in.

Potential Challenges

- Your personal convictions and beliefs are usually aligned with cultural norms, though you may struggle to connect with more creative colleagues.
- You may not be imaginative or creative, and may be quite literal in your thinking.

Development Recommendations

- Your strong preference for objective approaches may sometimes result in you ignoring more creative and maybe sometimes unusual, but more effective, solutions to problems. As a result, you may benefit from being more open to varied views even though they may at first appear to be quite unconventional.
- You may benefit from being around more creative people with differing views, which you can subsequently compare and adapt to your own before making a decision.
- Because your views and convictions are very much aligned with those of most people, you may benefit from communicating with people who have different cultural views and beliefs to your own.
- Your ability to articulate ideas is a strength that you should capitalise on at work. It is likely to be very useful when you have to put your ideas forward during presentations or meetings.
- You can also make the most of this skill by helping others who are not as good at expressing themselves as you are, for example, by sharing your communication strategies with them.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*



Development Plan

Use this section to summarise and document your development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Read your feedback report and take notes.
2. Preparing a list of major concerns and personal goals.
3. If you will meet with a coach or your manager to discuss your development plan, then adopt an open approach where you both consider your actual performance before exploring different development activities and their implications.
4. Take notes and agree on action plans with your coach or manager.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					