



DERAILERS DEVELOP

Sam Sample

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❖ Introduction



The Assessment

The Derailers personality assessment is a measure of a person's propensity for exhibiting limiting behaviours commonly referred to as 'the dark side'. The premise is that traits typically associated with positive performance outcomes can also exhibit counterproductive behaviours.

Derailers was designed to screen for prediction of role performance and identify behaviours that can interfere with interpersonal relationships and prevent individuals achieving their goals. It measures six derailing behavioural areas, all associated with extreme scores on the big 5 personality model.



Private and Confidential

This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).



Waiver

Derailers is an indicator 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.



Comparison Group (Norm)

Sam's results have been compared against the following norm group.

Assessment	Norm Name	Sample Size
Derailers	International Participants (2025)	7513



Impression Management

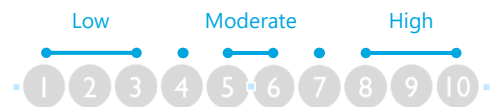
The impression management indicators would suggest that Sam was happy to present themselves openly, honestly and without wishing to project a positive or distorted image of themselves.

❖ What Derailers Measures

Trait	Derailing Behaviours
Reserved <i>Potential for being withdrawn and distant.</i>	<ul style="list-style-type: none"> • Avoiding others and maintaining interpersonal distance. • Appearing to Lack affection and be disinterested in other people or building relationships. • Appearing dejected or glum.
Sensitive <i>Potential for focusing on shortcomings and displaying emotions.</i>	<ul style="list-style-type: none"> • Having a negative outlook and low self-esteem. • Being moody or anxious. • Appearing to be suspicious of others.
Antagonistic <i>Potential for being aggressive with others and direct in their communication style.</i>	<ul style="list-style-type: none"> • Hostility and aggression towards others. • Desire to achieve their goals at any expense and interactions with others influenced by that desire. • High self-orientation and little regard for others' opinions and feelings.
Impulsive <i>Potential for being impulsive and taking risks.</i>	<ul style="list-style-type: none"> • Having short attention spans and unable to concentrate for long. • Being casual and not following through with commitments. • Acting recklessly and making rash impulsive decisions.
Compulsive <i>Potential for being rigid, inflexible, and intolerant of perceived dereliction of obligations.</i>	<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 <i>Potential exhibiting unusual behaviours, disregarding of social conventions, and expressing unconventional beliefs or ideas.</i>	<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.

❖ Profile Summary

Detailed below is a summary of Sam's results. What this means on-the-job is detailed more fully in the remainder of this report.



Reserved

This result indicates a **High** propensity for displaying limiting behaviours associated with being reserved.



Sensitive

This result indicates a **Moderate** propensity for displaying limiting behaviours associated with being emotionally sensitive.



Antagonistic

This result indicates a **Moderate** propensity for displaying limiting behaviours associated with being antagonistic.



Impulsive

This result indicates a **High** propensity for displaying limiting behaviours associated with being impulsive.



Compulsive

Moderate propensity for displaying limiting behaviours associated with being compulsive.



Unconventional

This result indicates a **Moderate** propensity for displaying limiting behaviours associated with being unconventional.



❖ Results in Detail

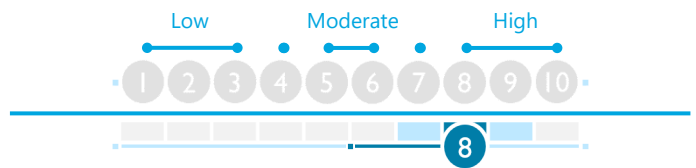
Reserved

Propensity for Derailing Behaviours:

Propensity for derailing behaviours increases with higher scores and as performance pressures rise or become more challenging than usual. Derailing behaviours associated with the Reserved trait may appear as detachment.

Detachment is characterized by withdrawal from people, relationships, and the world. It is also characterized by very limited emotional expression and the inability to experience or reluctance to engage with pleasure.

This result indicates a **High** propensity for displaying limiting behaviours associated with being reserved..



Profile

- When under pressure or dealing with challenges may withdraw from engagement with others.
- Detachment could include both personal and social contacts as well as workplace support networks.
- Has a tendency to focus on personal issues and be inattentive to others' problems.
- May actively hide their emotions and be reluctant to seek support from social networks or colleagues.
- May find setbacks demotivating and disengage if not immediately successful.

Typical Behaviours

- May prefer being alone rather than with others.
- Less comfortable in social setting may actively avoid social settings.
- Could appear disinterested in establishing or maintaining close relationships preferring to keep their distance outside of professional necessity.
- May have few good friends outside of a carefully chosen close circle or family.
- May only rarely display emotions, and even when they do it is likely to be of restrained depth and feeling.
- Others are likely to perceive them as distant or even cold.
- High levels of pressure or constant setbacks could lead to disengagement and active avoidance of the issues or problems as well as people.

Coaching or Developmental Exploration

Use the information above to explore, where relevant:

Reserved: Goal

- What performance objectives do you want to work on?
- What do you want to achieve?

Reserved: Reality

- Which part of the profile or behaviours do you recognise, and which ones are news to you?
- Of the ones you recognise, in what context or circumstance are you most aware of them or have seen them in yourself?
- What might be a trigger for these? It may be useful to examine specific incidents.

Reserved: Options

- What strategies have you tried to manage your derailing behaviours before?
- How successful were they?
- What new strategies might work, or would you be prepared to try for the behaviours you recognise?

Reserved: Will

- What will you do to move forward towards your goal?
- What will you do if you face challenges?
- How will you review progress?

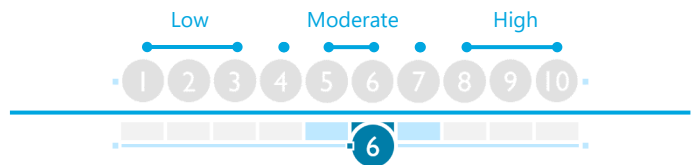
Sensitive

Propensity for Derailing Behaviours:

Propensity for derailing behaviours increases with higher scores and as performance pressures rise or become more challenging than usual. Derailing behaviours associated with the Sensitive trait may appear as negative affect.

Negative Affect is characterized by the experience of a wide range of negative emotions, and the behavioural and interpersonal manifestations of those emotions.

This result indicates a **Moderate** propensity for displaying limiting behaviours associated with being emotionally sensitive..



Profile

- Despite a tendency to be concerned about past events and future eventualities, should usually remain quite optimistic unless faced with repeated setbacks.
- Emotions may become apparent to others if repeatedly frustrated in their goal achievements.
- It may take a little longer for them to overcome disappointments.
- Subsequently, they may dwell on past mistakes or failures.

Typical Behaviours

- May be prone to periods of low self-esteem, which may sometimes make it difficult to make decisions confidently.
- When under pressure, may rely on colleagues for reassurance support around the decisions they make.
- May sometimes question the sincerity of colleagues and become suspicious of their motives.
- Unexpected challenges may occasionally result in doubts about their chances of success.
- Could experience mood changes and feel subdued or anxious from time to time.
- Depending on the situation, it may occasionally take some time to get over these feelings.

Coaching or Developmental Exploration

Use the information above to explore, where relevant:

Sensitive: Goal

- What performance objectives do you want to work on?
- What do you want to achieve?

Sensitive: Reality

- Which part of the profile or behaviours do you recognise, and which ones are news to you?
- Of the ones you recognise, in what context or circumstance are you most aware of them or have seen them in yourself?
- What might be a trigger for these? It may be useful to examine specific incidents.

Sensitive: Options

- What strategies have you tried to manage your derailing behaviours before?
- How successful were they?
- What new strategies might work, or would you be prepared to try for the behaviours you recognise?

Sensitive: Will

- What will you do to move forward towards your goal?
- What will you do if you face challenges?
- How will you review progress?

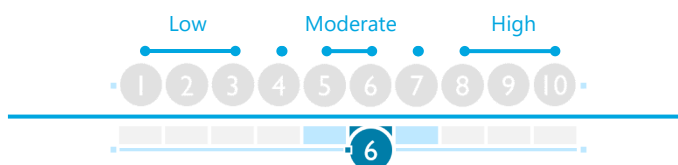
Antagonistic

Propensity for Derailing Behaviours:

Propensity for derailing behaviours increases with higher scores and as performance pressures rise or become more challenging than usual. Derailing behaviours associated with the Antagonistic trait may appear as antagonism.

Antagonism is characterized by hostility, histrionic behaviours, aggression, callousness, narcissism, oppositionality, manipulateness and deceitfulness.

This result indicates a **Moderate** propensity for displaying limiting behaviours associated with being antagonistic..



Profile

- Usually be able to consider the input provided by colleagues without undue challenge.
- Has a strong self belief in their own capacities, taking pride in them and putting them forward whenever the opportunity arises.
- Generally be able to maintain composure and collaborate with colleagues, although they may express some frustration if they believe others have let the side down.
- Should generally be able to take orders and follow instructions, although they may challenge authority if they believe they have a point of view that should be heard.

Typical Behaviours

- Like most others, may become angered and aggressive under extreme situations or strong provocation.
- Although concerned with others' feelings and problems, may sometimes feel their own needs are more important.
- May sometimes overstep boundaries and continue to push other people when they are already under pressure.
- May be willing to use some influence to achieve or become manipulative to ensure they achieve their goals.
- If faced with aggression, they may respond with aggression.

Coaching or Developmental Exploration

Use the information above to explore, where relevant:

Antagonistic: Goal

- What performance objectives do you want to work on?
- What do you want to achieve?

Antagonistic: Reality

- Which part of the profile or behaviours do you recognise, and which ones are news to you?
- Of the ones you recognise, in what context or circumstance are you most aware of them or have seen them in yourself?
- What might be a trigger for these? It may be useful to examine specific incidents.

Antagonistic: Options

- What strategies have you tried to manage your derailing behaviours before?
- How successful were they?
- What new strategies might work, or would you be prepared to try for the behaviours you recognise?

Antagonistic: Will

- What will you do to move forward towards your goal?
- What will you do if you face challenges?
- How will you review progress?

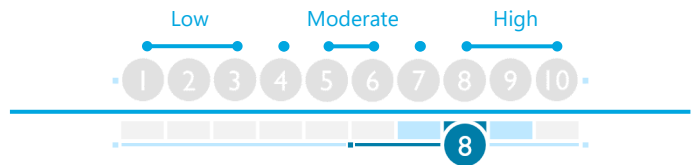
Impulsive

Propensity for Derailing Behaviours:

Propensity for derailing behaviours increases with higher scores and as performance pressures rise or become more challenging than usual. Derailing behaviours associated with the Impulsive trait may appear as disinhibition.

Disinhibition is characterized by distractibility, irresponsibility, recklessness, and impulsivity.

This result indicates a **High** propensity for displaying limiting behaviours associated with being impulsive..



Profile

- May be impulsive in decision making but can easily adapt to changing plans.
- Likely to be more reactive than proactive in decision making.
- Tolerant of uncertainty and more willing than most to take risks without always thinking through possible consequences.
- Appears more likely than most to look at a situation from a broad perspective although this may result in being less engaged with details, rules or procedures.
- May become distracted by external stimuli preferring to move on to whatever appeals most recently.

Typical Behaviours

- May act on impulse and prefer to 'go with the flow' rather than following pre-defined plans.
- Likely to find it difficult to remain focused on a single task due to a short attention span and constant need for stimulation.
- May not consider past learning or future consequences when making decisions, but instead prefer to focus on the immediate situation.
- Will rarely overthink important decisions and consequently not anticipate negative outcomes.
- May be irresponsible with a higher risk than most people of breaking agreements and forgetting about commitments.
- Appears likely to enjoy taking risks, even though they may sometimes be dangerous or have negative personal consequences.

Coaching or Developmental Exploration

Use the information above to explore, where relevant:

Impulsive: Goal

- What performance objectives do you want to work on?
- What do you want to achieve?

Impulsive: Reality

- Which part of the profile or behaviours do you recognise, and which ones are news to you?
- Of the ones you recognise, in what context or circumstance are you most aware of them or have seen them in yourself?
- What might be a trigger for these? It may be useful to examine specific incidents.

Impulsive: Options

- What strategies have you tried to manage your derailing behaviours before?
- How successful were they?
- What new strategies might work, or would you be prepared to try for the behaviours you recognise?

Impulsive: Will

- What will you do to move forward towards your goal?
- What will you do if you face challenges?
- How will you review progress?

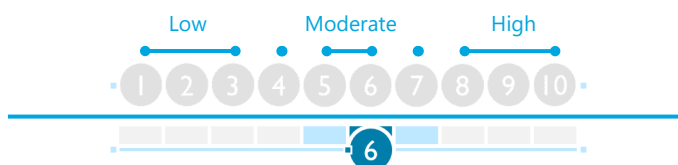
Compulsive

Propensity for Derailing Behaviours:

Propensity for derailing behaviours increases with higher scores and as performance pressures rise or become more challenging than usual. Derailing behaviours associated with the Compulsive trait may appear as compulsivity.

Compulsivity is characterized by perfectionism, rigidity, orderliness, being unable to let go of specific emotions, thoughts or actions, and risk aversion.

This result indicates a **Moderate** propensity for displaying limiting behaviours associated with being compulsive..



Profile

- May prefer taking a more structured and orderly approach to tasks at work, though should realize that being overly obsessed with details can actually prevent goal achievement within specified timeframes.
- May occasionally see failure as a lack of effort.
- Could have preferred ways of doing things but should be able to change and adapt their approach if required without feeling upset.

Typical Behaviours

- May sometimes be reluctant to integrate new ideas offered by colleagues if they run contrary to their original plans.
- Whilst not unduly perfectionistic, may at times hesitate to begin action until everything they have planned is in place.
- Could exhibit some degree of risk aversion.

Coaching or Developmental Exploration

Use the information above to explore, where relevant:

Compulsive: Goal

- What performance objectives do you want to work on?
- What do you want to achieve?

Compulsive: Reality

- Which part of the profile or behaviours do you recognise, and which ones are news to you?
- Of the ones you recognise, in what context or circumstance are you most aware of them or have seen them in yourself?
- What might be a trigger for these? It may be useful to examine specific incidents.

Compulsive: Options

- What strategies have you tried to manage your derailing behaviours before?
- How successful were they?
- What new strategies might work, or would you be prepared to try for the behaviours you recognise?

Compulsive: Will

- What will you do to move forward towards your goal?
- What will you do if you face challenges?
- How will you review progress?

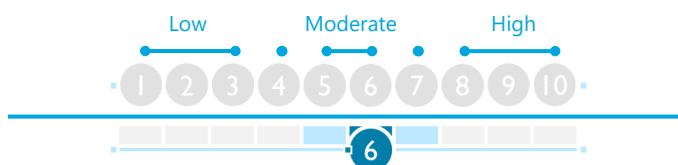
Unconventional

Propensity for Derailing Behaviours:

Propensity for derailing behaviours increases with higher scores and as performance pressures rise or become more challenging than usual. Derailing behaviours associated with the Unconventional trait may appear as eccentricity.

Eccentricity is characterized by odd and unusual behaviours and cognitions, including both process (e.g., perception) and content (e.g., beliefs).

This result indicates a **Moderate** propensity for displaying limiting behaviours associated with being unconventional..



Profile

- Expresses and supports a conventional view of reality will typically match that of others.
- Thoughts and expressions are not likely to deviate majorly from the cultural norm and should be logical and easy to follow.
- Although behaviour may sometimes be a bit unusual, it generally does not majorly affect social, personal, or work life.

Typical Behaviours

- Personal perceptions may sometimes differ from those of most others and may sometimes deviate from convention or cultural norms.
- Relatively grounded in reality, although others may occasionally find their views or ideas to be strange or unconventional.
- Although articulate, others may find it hard to grasp what they are trying to communicate if the supporting idea is unconventional.

Coaching or Developmental Exploration

Use the information above to explore, where relevant:

Unconventional: Goal

- What performance objectives do you want to work on?
- What do you want to achieve?

Unconventional: Reality

- Which part of the profile or behaviours do you recognise, and which ones are news to you?
- Of the ones you recognise, in what context or circumstance are you most aware of them or have seen them in yourself?
- What might be a trigger for these? It may be useful to examine specific incidents.

Unconventional: Options

- What strategies have you tried to manage your derailing behaviours before?
- How successful were they?
- What new strategies might work, or would you be prepared to try for the behaviours you recognise?

Unconventional: Will

- What will you do to move forward towards your goal?
- What will you do if you face challenges?
- How will you review progress?