



DERAILERS FEEDBACK

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16 July 2025



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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 outcomes can also exhibit counterproductive behaviours.

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 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.

❖ 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Potential for being withdrawn and distant.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.

❖ Results in Detail

Reserved

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

Profile

- You may distance yourself from colleagues and become less engaged within personal relationships when under pressure, making it more difficult for others to offer support.
- You may be shy in social settings and may not be concerned with building relationships preferring instead to have a few close friends.
- You may tend to focus on your own issues and be inattentive to others' problems.
- You may actively avoid the spotlight especially in challenging situations.

Typical Behaviours

- You may prefer being alone rather than with others.
- You may dislike social interactions and activities and may even go out of your way to avoid others altogether.
- You may not be interested in establishing or maintaining close relationships with colleagues or other people; preferring to keep your distance from them.
- You may not like expressing your feelings which may cause your colleagues to feel it hard to get to know you.
- Others will very likely describe you as having a cold personality.
- When under pressure or faced with setbacks, you seem likely to feel that you do not have enough energy for all daily work tasks, or cope by detaching yourself from the problem and exhibiting avoidance behaviours.

Coaching or Developmental Considerations

Review the indications above and consider:

Do you recognise any of the implications or behaviours suggested above?

Describe instances or examples.

What triggered the behaviour?

What were the consequences?

Development Goals

Sensitive

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

Profile

- While you have a tendency to be concerned about past events and future eventualities, you should usually remain quite optimistic.
- You appear unlikely to undermine your success through negative emotional reactions, although you may experience such emotions if pressure or provocation becomes particularly high.

Typical Behaviours

- You may experience some sense of occasional low self-esteem, which may occasionally make it difficult to make decisions confidently. You may, therefore, sometimes rely on your colleagues for reassurance and to help make decisions for you.
- You may sometimes question the sincerity of your colleagues intentions and become suspicious of their motives.
- As most other people, you may occasionally have doubts about how well you can do in succeeding in your goals or ambitions.
- You may experience mood changes and feel anxious from time to time especially when pressure mounts.

Coaching or Developmental Considerations

Review the indications above and consider:

Do you recognise any of the implications or behaviours suggested above?

Describe instances or examples.

What triggered the behaviour?

What were the consequences?

Development Goals

Antagonistic

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

Profile

- You should be able to consider the input provided by colleagues.
- You believe in your own capacities, usually taking pride in them and putting them forward when you feel you can contribute as well or better than colleagues.
- You will generally be able to maintain your composure and collaborate with others without questioning authority unless you have strong grounds to do so.
- Not usually combative, if faced with aggression, you may respond with aggression if strongly provoked.

Typical Behaviours

- Like most others, you may become angry under extreme situations.
- You are concerned with others' feelings and problems but believe that sometimes your own needs are more important.
- You may sometimes overstep boundaries and continue to push other people when they are already under pressure.
- You may be willing to use some influence to achieve your goals.
- You may choose to escalate conflicts in certain situations.

Coaching or Developmental Considerations

Review the indications above and consider:

Do you recognise any of the implications or behaviours suggested above?

Describe instances or examples.

What triggered the behaviour?

What were the consequences?

Development Goals

Impulsive

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

Profile

- You should easily adapt to changing plans.
- You able to tolerate uncertainty and should be more willing than most to take risks.
- You are more likely than most to look at a situation from a broad perspective, rather than get bogged down by process and rules.
- However, this flexibility may become impulsiveness with a risk of ignoring or not considering the negative consequences of your rapid reactions.

Typical Behaviours

- You will most likely enjoy acting on impulse and prefer to 'go with the flow' rather than following pre-defined plans.
- You will most likely find it difficult to remain focused on a single task due to a constant need for stimulation.
- You may rarely consider past learning or future consequences when making decisions, but instead are likely to prefer to focus on the immediate situation.
- You may have a higher risk than most people of breaking agreements and forgetting about commitments.
- You are likely to enjoy taking risks, even though they may sometimes result in negative consequences.

Coaching or Developmental Considerations

Review the indications above and consider:

Do you recognise any of the implications or behaviours suggested above?

Describe instances or examples.

What triggered the behaviour?

What were the consequences?

Development Goals

Compulsive

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

Profile

- You may prefer taking a more structured and orderly approach to tasks at work, though you may still be able to realise that being overly obsessed with details can actually prevent you from completing assignments within specified timeframes.
- You may occasionally see failure as a lack of effort.
- You may have certain habits and routines that you insist on following, but depending on the context, you may not feel upset if you have to modify them if something unexpected arises.

Typical Behaviours

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

Coaching or Developmental Considerations

Review the indications above and consider:

Do you recognise any of the implications or behaviours suggested above?

Describe instances or examples.

What triggered the behaviour?

What were the consequences?

Development Goals

Unconventional

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

Profile

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

Typical Behaviours

- Your personal perceptions may sometimes differ from those around you and may sometimes deviate from your cultural norms making them difficult to relate to.
- You are relatively grounded in reality, although others may occasionally find your views to be strange.
- You are moderately articulate, but at times others may find it hard to grasp what you are trying to communicate if there is no clear connection between the flow of ideas expressed.

Coaching or Developmental Considerations

Review the indications above and consider:

Do you recognise any of the implications or behaviours suggested above?

Describe instances or examples.

What triggered the behaviour?

What were the consequences?

Development Goals

❖ Development Plan

Use this section to prioritise and plan your developmental activities based on your consideration of trait indications on the pages above.

	Trait	Goals	Plan
1			
2			
3			