DERAILERS

DEVELOP

Pat Participant

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)

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

Assessment	Name	Size
Derailers	International Participants	920

Impression Management

Pat could have been rather concerned to present himself in a socially acceptable manner. It should be understood that this indication may be the result of a deliberate intention to present himself unusually positively, or it may be a reflection his true personality.

What Derailers Measures

Trait	Derailing Behaviours
Reserved *Potential for being withdrawn and distant.*	• Avoiding others and maintaining interpersonal distance. • Appearing to Lack affection and be disinterested in other people or building relationships. • Appearing dejected or glum.
Sensitive *Potential for focusing on shortcomings and displaying emotions.*	• Having a negative outlook and low self-esteem. • Being moody or anxious. • Appearing to be suspicious of others.
Antagonistic *Potential for being aggressive with others and direct in their communication style.*	• 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 *Potential for being impulsive and taking risks.*	• 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 *Potential for being rigid, inflexible, and intolerant of perceived dereliction of obligations.*	• Being rigid and inflexible. • Setting unrealistic targets for themselves and others. • Being intolerant of mistakes and view any shortcomings as a failure.
Unconventional *Potential exhibiting unusual behaviours, disregarding of social conventions, and expressing unconventional beliefs or ideas.*	• 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 Pat's results. What this means on-the-job is detailed more fully in the remainder of this report.

Low　　　Moderate　　　High

1　2　3　4　5　6　7　8　9　10

Reserved

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

6

Sensitive

This result indicates a **Moderate** propensity for displaying limiting behaviours associated with being 'emotionally sensitive'.
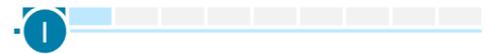
5

Antagonistic

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

2

Impulsive

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

1

Compulsive

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

9

Unconventional

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

4

Results in Detail

Reserved

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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 manifest 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 **Moderate** propensity for displaying limiting behaviours associated with being 'reserved'.

Low   Moderate   High

1 2 3 4 5 6 7 8 9 10

6
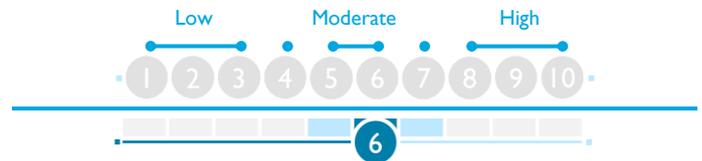
Profile

- Appears unlikely to become detached or withdrawn under pressure in typical work situations although this could occur when under unusual levels of pressure.
- Will generally not want to withdraw from social events or communication with others.
- Although not uncomfortable being in the spotlight, may not seek attention beyond the demands of the role.
- May not show affection very openly, although other people are likely to find them easy to get on with.

Typical Behaviours

- Should generally enjoy the company of other people but equally happy in their own company.
- May experience moderate levels of energy and have some days where they feel less enthused to engage with task challenges.
- Some people may perceive a cold personality.
- Could find it difficult to express feelings which might hinder the building and maintaining of close working relationships.

Coaching or Developmental Considerations

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 manifest 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 negative affect

Low   Moderate   High

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

5

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.

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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?

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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 manifest as **antagonism**.

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

This result indicates a **Low** propensity for displaying limiting behaviours associated with antagonism.

Low   Moderate   High

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

②
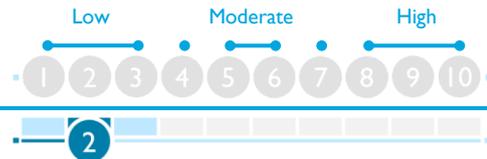
Profile

- Likely to have honest and sincere interactions with others, making sure that co-workers understand how they feel and why they went about doing something as they did.
- Appears likely to find it easy to follow instructions and be considerate of others' feelings before adopting any course of action.
- Unlikely to knowingly upset or provoke others.
- Likely to remain calm under pressure and not express anger towards the situation or others in adversity.

Typical Behaviours

- Dislikes conflict and is likely to avoid confrontation whenever possible.
- Is careful about how they go about achieving goals in terms having due concerns for the impact on others.
- Unlikely to be seen as manipulative or insincere.
- Not prone to feelings of self-importance, are unlikely to seek advantage at the expense of others.
- Is likely to be seen as trustworthy and un-calculating.

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?

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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 manifest as **disinhibition**.

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

This result indicates a **Low** propensity for displaying limiting behaviours associated with disinhibition.

Low   Moderate   High

1 2 3 4 5 6 7 8 9 10
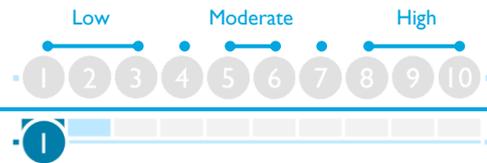
Profile

- Likely to have good levels of concentration and should be able to remain focused.
- Able to reflect on past experiences and learn from them so that they don't repeat the same mistakes in the future.
- Having a sense of personal responsibility, seems unlikely to break an agreement, and complete assignments on time.
- May dislike taking risks and decisions will very likely be well thought-through.

Typical Behaviours

- It is very likely they will not enjoy acting on the spur of the moment and will prefer clearly defined plans instead.
- May avoid making decisions if there is some uncertainty or risk involved.
- ay be inflexible in their adherence to rules making it difficult to adapt to unexpected situations.

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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 manifest as **compulsivity**.

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

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

Low   Moderate   High

① 2 3 4 5 6 7 8 9 10

9
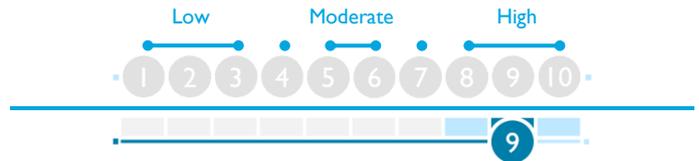
Profile

- Likely to be very dedicated to their work believing that failure is the result of a lack of effort.
- Likely to have a strong preference for order and strive for perfection in everything they do.
- Is expected to have strong views about the 'correct' way to do something.
- Likely to be very persevering and meticulous although this can become rigid and inflexible.
- May find it difficult to deviate from their original plan even if it doesn't deliver the desired results.
- This may be a result of being unable to let go of specific ideas or feelings.

Typical Behaviours

- Likely to be very intolerant of mistakes and may, therefore, focus on every minute detail to ensure that everything is flawless.
- May to have unrealistically high and clearly defined ideals which they expect everyone else should conform to.
- Likely to have rules and habits that they must conduct and may become anxious when something unexpected disrupts them.
- May have difficulty integrating constructive new ideas offered by colleagues into their work scheme.
- May feel and explicitly express disappointment in others if they perceive them not to live up to their ideals.

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?

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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 manifest 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-Low** propensity for displaying limiting behaviours associated with eccentricity.

Low   Moderate   High

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

4
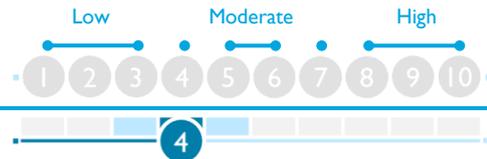
Profile

- Likely to have a conventional view of reality that matches that of others.
- Their thoughts are not likely to deviate from the cultural norm and should be logical and easy to follow.
- Respectful of social conventions, usually dresses appropriately according to the context and knows the right thing to say.
- Should be generally articulate, and others are not likely to have a problem understanding what they are trying to convey.

Typical Behaviours

- Holds and supports ideas and beliefs aligned with cultural norms.
- May have some difficulty connecting with more creative or unconventional colleagues. May be quite literal in their thinking.
- Very unlikely to exhibit unconventional or eccentric behaviours which could have negative consequences for performance.

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?

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