



# DERAILERS FEEDBACK

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Potential for being withdrawn and distant.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



## Results in Detail

### Reserved

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

### Profile

- You should be equally capable of working with others or independently, and will generally not withdraw from social events or communication with others.
- You are not expected to be shy in public settings and you may find it fairly easy to make new friends, though you may have only a few very close friends.
- Although you are not expected to show affection very openly, other people will most likely enjoy your company.

### Typical Behaviours

- You should generally enjoy the company of other people but happy to withdraw from social interactions as often as you engage in them.
- You are expected to generally have sufficient levels of energy although there may be some days you might not enjoy engaging in daily work activities.
- You may sometimes find it difficult to express how you are feeling, which might hinder you from building and maintaining close working relationships.

### 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 sensitivity

### 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 **Low** propensity for displaying limiting behaviours associated with antagonism.

### Profile

- You are unlikely to use flattery or influence to try and achieve a goal.
- You are likely to 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 and remain willing 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.

### Typical Behaviours

- 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.

## 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 **Low** propensity for displaying limiting behaviours associated with impulsivity.

### Profile

- You don't appear to be easily distracted. You have high levels of concentration and should be able to remain focused on one single task for a long period of time.
- You are likely to reflect on past experiences and learn from them so that you do not repeat the same mistakes in the future.
- You won't usually break an agreement, almost always follow through on promises, and complete your assignments on time.
- You will usually dislike taking risks and your actions will very likely be well thought-through.

### Typical Behaviours

- It is very likely that you will not enjoy acting in the spur of the moment and will prefer clearly defined plans instead.
- You may avoid making decisions if you perceive there is some uncertainty or risk involved.
- You may be overly inflexible in your adherence to rules making it difficult for you to adapt or react to unexpected 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

## Compulsive

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

### Profile

- You are likely to be very dedicated to your work believing that failure is the result of a lack of effort.
- You are likely to have a strong preference for order and strive for perfection in everything you do.
- You are expected to have strong views about the 'correct' way to do something.
- You are likely to be very persevering and meticulous.
- This may result from being unable or unwilling to let go of specific ideas or feelings.

### Typical Behaviours

- You are likely to be very intolerant of mistakes and may, therefore, focus on every minute detail to ensure that everything is flawless.
- You may have unrealistically high and clearly defined ideals which you believe you and everyone else should conform to.
- You may have rules and habits that you follow rigorously and feel anxious when something unexpected disrupts them.
- You may have difficulty integrating constructive new ideas offered by colleagues into your work scheme.

## 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-Low** propensity for displaying limiting behaviours associated with being unconventional.

### Profile

- Your view of reality usually matches that of others.
- Your thoughts are not likely to deviate majorly from the cultural norm and should be logical and easy to follow.
- You usually dress appropriately according to the context and know the right thing to say.
- You should be generally articulate, and others are not likely to have a problem understanding what you want to convey.

### Typical Behaviours

- Your personal convictions and beliefs are mostly aligned with cultural norms, though you may have some difficulty connecting with more creative or unconventional colleagues.
- You may be quite literal in your thinking.

## 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		