



DERAILERS

Derailers is a measure of a person's least flattering personality characteristics, commonly referred to as 'the dark side'. It was developed by Podium in partnership with Dr Nigel Guenole at Goldsmiths, University of London.

Derailers is designed to predict job performance and identify counterproductive behaviors that might interfere with interpersonal work relationships and which might prevent employees from achieving their work goals.

Derailers measures six maladaptive personality traits associated with extreme scores on the Big 5 personality model and dysfunctional workplace behaviors. The maladaptive traits are: Reserved, Sensitive, Competitive, Adventurous, Diligent and Unconventional.

Derailers is a self-report inventory. It is 60-questions long, with minimal reading demands, and can be completed in under 15 minutes. Reports highlight areas of high risk and provide probing questions and development recommendations.

Features

1

The Derailers trait model is considered a maladaptive equivalent of the big five and is the only commercially available dark-side assessment that re-conceptualises maladaptive personality under the revised DSM-5 trait framework.

2

Rather than screening for personality disorders, Derailers measures traits that predispose individuals to dysfunctional work behaviour amongst normal working populations, and which have clear implications for job performance.

3

Derailers was developed on large representative samples using multidimensional item response theory methods.

4

Derailers has strong internal consistency reliability overall, and across subsamples e.g. gender, ethnicity.

5

Validity studies against well-established models, such as PDQ-4, reveal expected patterns of correlations with these alternative models.

6

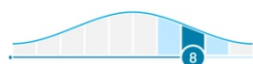
Examination of questionnaire items across ethnic regroups reveals minimal evidence of psychometric bias (i.e. measurement invariance analyses).

Leadership Derailers



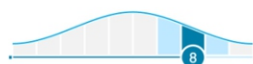
Reserved

Suman's score indicates a **high** risk of displaying limiting behaviours associated with being 'reserved'.



Sensitive

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



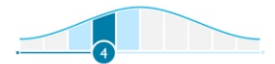
Competitive

Suman's score indicates a **moderate** risk of displaying limiting behaviours associated with being 'competitive'.



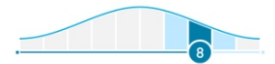
Adventurous

Suman's score indicates a **moderate-low** risk of displaying limiting behaviours associated with being 'adventurous'.



Diligent

Suman's score indicates a **high** risk of displaying limiting behaviours associated with being 'diligent'.



Unconventional

Suman's score indicates a **moderate-high** risk of displaying limiting behaviours associated with being 'unconventional'.



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