

## Derailers

### Dark Side Personality Insights

Minimise Risk and Maximise  
Workplace Effectiveness



#### The Only Maladaptive Personality Assessment Rooted in the DSM-5 Model

### About DERAILERS

In any workplace, pressure can bring out personality traits that hinder performance or disrupt team dynamics. The Derailers assessment by Podium is designed to measure these counterproductive tendencies, often referred to as “the dark side” of personality.

Derailers helps organisations make informed decisions by identifying behaviours that may compromise workplace success under stress.

#### Unique Model

Assesses six traits tied to workplace risk.

#### Scientifically Based

Built on the DSM-5 trait framework.

#### Quick and Efficient

Complete in under 15 minutes with 60 questions.

#### Fair and Reliable

Validated across diverse groups with minimal bias.

#### Versatile Use

Ideal for recruitment, leadership, and conflict management.

#### Insightful Reports

Selection, development, and feedback reports available.

# UNDERSTANDING DERAILERS' UNIQUE MODEL

## ✓ Maladaptive Traits Measured

Derailers assesses six key traits known to interfere with job performance and interpersonal relationships:

- **Competitiveness:** Drive that may veer into aggression or a win-at-all-costs mentality.
- **Reserve:** Preference for withdrawal that can hinder teamwork and communication.
- **Negative Emotionality:** Tendency towards anxiety or pessimism, impacting resilience.
- **Disinhibition:** Impulsivity or risk-taking that disrupts consistency and focus.
- **Diligence:** Overly meticulous tendencies that may create bottlenecks.
- **Unconventionality:** Behaviour or thinking that may appear eccentric, affecting fit.

## ✓ The Derailers Advantage

### ● Scientifically Validated

Rigorous testing and item response theory ensure Derailers' reliability and predictive accuracy. It draws from the latest in personality research, specifically calibrated for occupational settings.

### ● Workplace-Relevant Focus

Unlike clinical screenings, Derailers assesses traits relevant to everyday work challenges, providing actionable insights that align with real-world job performance needs.

### ● Enhanced Reliability

High test-retest reliability means results are stable over time, supporting long-term talent management strategies

## Applications Across HR

- **Recruitment and Selection:** Identify traits that may pose risks in high-pressure roles.
- **Leadership Development:** Recognise and manage stress-induced behaviours in leaders.
- **Conflict Management:** Understand and mitigate behaviours that may cause workplace friction.
- **Team Dynamics:** Create balanced teams by understanding dark-side traits and potential challenges.

**Use Derailers to make confident, risk-aware hiring and development decisions.**