

## Narcissism

- Core signs include a need to be admired & a failure to recognise the needs or feelings of others
- Can be destructive in the face of perceived competition – your success is their failure even when it's unrelated to them
- Tend to exaggerate achievements & talents & expect to be seen as superior
- Believe they are “special” and unique and can only be understood by, or should associate with other special or high-status people.
- Sense of entitlement – hogging centre stage, ‘knowing’ more than anyone else, talking as if expert while lacking the necessary expertise
- Manipulates others for own ends but often shocked to find they have hurt people
- ‘Attention seeking’ – may include people who claim to be seriously ill or involved in high profile tragedies such as 911 (e.g. [Alicia Esteve](#))
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**From The Huffington Post:** *The Dark Side of Executive Narcissism: How CEOs Destroy Companies' Reputation and Employee Morale.* Tomas Chamorro-Premuzic, Ph.D. Posted: 01/02/2014 9:06 am

In the first study, Antoinette Rijsenbilt and Harry Commandeur assessed the narcissism levels of 953 CEOs from a wide range of industries, as well as examining objective performance indicators of their companies during their tenure. Unsurprisingly, organizations led by arrogant, self-centered, and entitled CEOs tended to perform worse, and their CEOs were significantly more likely to be convicted for corporate fraud (e.g., fake financial reports, rigged accounts, insider trading, etc.). Interestingly, the detrimental effects of narcissism appear to be exacerbated when CEOs are charismatic, which is consistent with the idea that charisma is toxic because it increases employees' blind trust and irrational confidence in the leader. If you hire a charismatic leader, be prepared to put up with a narcissist.

## From Psychology Today

Narcissistic Personality Disorder involves arrogant behavior, a lack of empathy for other people, and a need for admiration—all of which must be consistently evident at work and in relationships. People who are narcissistic are frequently described as cocky, self-centered, manipulative, and demanding. Narcissists may concentrate on unlikely personal outcomes (e.g., fame) and may be convinced that they deserve special treatment. Related Personality Disorders: Antisocial, Borderline, Histrionic. Narcissism is a less extreme version of Narcissistic Personality Disorder. Narcissism involves cockiness, manipulateness, selfishness, power motives, and vanity—a love of mirrors. Related personality traits include: Psychopathy, Machiavellianism.

### Differences between a Narcissist and a Psychopath:

- They may both abuse your feelings but the Narcissist will be genuinely surprised that you have feelings of your own and the psychopath genuinely couldn't care less that you do.
- Narcissists attempt to make relationships with people and are disappointed when their efforts fail. Psychopaths only make relationships with people to meet their own ends.
- Narcissists do experience feelings of attachment to others but they don't realize that others have their own feelings or thoughts about things. In this Narcissists do exhibit more warmth in how they deal with those around them (unless of course you upset one!)