

COMPARATIVE STUDY OF NARCISSISTIC PERSONALITY PATTERNS AND HIGH ACHIEVEMENT AMONG DOCTORS

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ABSTRACT

This study aimed to investigate the Cooperation of Narcissistic Personality Patterns and High Achievement among Doctors. The inclusion criteria maintained the usage for individuals with narcissistic personality disorder or with the traits of this disorder among high achievers in the field of medicine. Purposive sampling techniques were used to approach a population of 74 participants from twin cities of Pakistan. The data was gathered using the Narcissistic Personality Inventory (Ruski & Hall 1979). Achievement Motivation Scale (S, Arulsamy, Isola rajagopian 2014). The data was analyzed using Pearson correlation and independent sample t test which showed significant correlation between the two variables.

Keywords: Narcissistic Personality, Achievement, Doctors

Introduction:

Narcissistic Personality Disorder (NPD) is a complex and multifaceted mental health condition characterized by a pattern of grandiosity, need for admiration, and a lack of empathy. Individuals with narcissistic traits often exhibit behaviours that suggest an inflated sense of self-importance, a constant desire for attention and recognition, and difficulty in accepting criticism. The concept of narcissism, rooted in both psychological theory and everyday understanding, dates back to ancient mythology, where Narcissus, a figure from Greek mythology, fell in love with his reflection, unable to love anyone else. In modern psychology, narcissism is considered not just a trait but can manifest as a

pathological condition when it becomes pervasive and disrupts a person's functioning.

The Narcissistic Personality Disorder (NPD) is a known clinical pattern indicating maladaptive domain a trait of grandiosity, need for admiration and lack of empathy that impairs interpersonal relationships (American Psychological Association, 2013). To the best of my knowledge, NPD is a clinical diagnosis, but many potentially outstanding workers may possess subclinical narcissistic traits that shape their behaviour and performance. These traits - narcissism, grandiosity, and inordinate demand of attention, are present most actively and most often in the individuals who seek success (Grijalva & Newman, 2015)

This introduction will also involve description of narcissistic personality characteristics, and their relation to achievement. Psychological theories and empirical evidence are analysed to show when and how narcissism can be beneficial and when it can be detrimental to achievement motivation. This way the paper connects the two variables narcissistic traits and achievement with the intention of giving a broad view of how narcissism can be expressed in behaviour that results to various effectiveness including, personal and professional success from theoretical point of view, narcissism as a construct has been viewed from various angles. Narcissism, as Sigmund Freud introduced it in 1914, was not pathogenic, but rather a phase of normal development in which the self-love and self-worth dominated. Nevertheless, overly narcissistic is connected with the negative consequences, for example, grandiosity, and low empathy. Narcissistic Personality Disorder is described as grandiosity (in fantasy and/ or behaviour), perusal of admiration, and lack of empathy, which starts in early adulthood and pervades most spheres of functioning (American Psychiatric Association, 2013).

What has been done yesterday for achieving something has been proved to be have a certain link with narcissism. On the one hand, narcissistic personality characteristics can lead to successful realization of a person's activities, as it becomes important to achieve success and recognition. People with this trait compared to others are driven to engage in activities which help the narcissist to manifest the grandiose self-image they harbour, whether by assuming bigger tasks, targeting leadership positions, or aiming at high profile occupations. But the same characteristics that narcissists use to pursue success may prevent them from maintaining it in the long run, as interpersonal relationships and decision-making processes are impaired by selfishness and empathy deficiencies.

The person should also note that narcissists are self-confident and charismatic, which are highly valuable traits in leadership positions as well as in highly competitive work environments. This self-confidence they hold can help sway people into

emulate them or encourage people when there is desire to accomplish something. In the light of the previous statements it is possible state that narcissists are more likely to be viewed as leaders due to assertiveness and self-confidence Grijalva et al., (2015). Narcissist individuals tend to have great personal goal achievement and may strive towards the goals that will support perception of their superiority. They will have high aspiration level; they tend to put high goal for themselves, or set higher goal and achieve immensely in fields like business, politics, and entertainment O'Reilly et al., (2014). Achievement grace is another facet of narcissism, this means that the narcissist constantly seeks achievement since he or she requires attention and appreciation. Narcissistic individuals are often more willing to take risks, particularly when they believe those risks will lead to recognition or personal gain. This risk-taking behaviour can result in innovative thinking and breakthrough achievements, especially in competitive or high-stakes environments. According to Chatterjee and Hambrick (2007), narcissistic CEOs are more likely to make bold, risky decisions that can lead to either great success or significant failure, indicating that narcissism can be a double-edged sword in leadership. Narcissists are often unwilling to accept failure, as it threatens their self-image. As a result, they may persist in their efforts to achieve success, even in the face of obstacles. This perseverance can lead to significant achievements, as narcissists are motivated to prove their superiority and attain the recognition they believe they deserve (Campbell et al., 2011).

Whereas those aspiring narcissists are indeed often motivated, confident and ambitious in their endeavours, problems with empathy and relationships with other people, as well as a tendency to manipulate others, become the reason for no interpersonal conflict and failure as a result, as a rule, in the long term. This can be especially disadvantageous in careers where cooperation and team work are important for long run success (Brunell et al., 2008). Nonetheless narcissist's inability to respect the effort and work of other people leads to fighting which in turn denies them the much needed

support from other people hence underachievement is bound to occur due to their grandiosity and sense of entitlement can make them commit wrong decisions due to their overestimated abilities, ignorance of other people input. This can lead to taking wrong decisions and actions that are very dangerous to their longevity in the business. In the previous study, narcissistic leaders' unethical behaviour and decisions favouring self over organisational-interests have been witnessed (Campbell & Campbell, 2009).

Narcissistic traits and achievement can best be viewed as concerning both the adaptive-maladaptive balance in narcissism. While pervasive and positive personalities like confidence, ambition and others are the factors that push people towards success, few personalities like entitlement, less empathetic, etc., retards success and wellbeing in the long run. This is well illustrated in works regarding narcissism, especially in the context of leadership, while narcissists are considered as visionary agents on one side, on the other side they are perceived as toxic personalities that bring self-serving gains to society and the organization (Rosenthal & Pittinsky, 2006).

Acknowledging the fact that narcissistic traits form double edge sword and there pros as well as cons of narcissism placing it as a motivator as well as hindrance to achievement. Narcissistic people can achieve much in places where assertiveness, visibility, and taking chances are valued, while they can fail in organizations where teamwork, warmth, and sustainability matter. In order to design effective treatments to help people with narcissistic tendencies to succeed on their own and to minimize harm they cause to themselves and others, it is vital to understand this intricate interdependence.

The relationship between narcissism and achievement has been of interest to researchers across clinical psychology and many areas of organizational behavior. That is why narcissism, mainly grandiose one, seems to be combined with high self-esteem, extraversion and push for success thus making narcissistic features essential for successes and failures both. Certainly one of the major sources of motivation for achievement for

narcissists is the internal motivation for admiration. Such a chronic desire to be recognized and applauded for their excellence drives them into goal-seeking behavior especially in areas of status, recognition, and authority careers. For example, some authors discovered that narcissistic people are much more common among leaders since their confidence and assertiveness make it easy for them to find leadership positions (Grijalva & Harms, 2014).

However, as was mentioned earlier, the consequences of such approaches can bring a team or company impressive results in the short term but do little to ensure that such success is sustainable. Narcissists thrive in competitive driven world or culture, where self-interest is celebrated, and competition is the order of the day; corporate America, politics, acting, entertainment, journalism or media among others. They are willing to take risk, in fact, they are inclined to take high risk because of their grandiosity in there. For example, Chatterjee I'mand Hambrick (2007) in their study of narcissistic CEOs said that such CEOs are likely to indulge in risk taking in their organizational strategies and these brings either great gains or grave losses to their companies. Thus, narcissism can be seen as dynamics that are able to mobilize exceptional performance, as well as preconditions for failure resulting from insufficient reflection and cooperation.

The pattern that can be clearly defined in narcissistic personalities is the ability to use people in their entourage. Interpersonal relations of narcissists are mainly utilitarian while, their interactions socially are not based on empathy. They have so engrained in their heads the fact that they are better than other people and that they are entitled to take from others whatever they desire. Thus, in professional context, it might result in short-term benefits; due to the ability of narcissists to influence other collaborators or subordinates. But never the less, it takes a toll on the trust and breaks the relationships by giving a taste of hostility and resentment on the long run. Forcing and Blanchard (2008) reported a study wherein narcissism, although applicable for leadership positions in the initial stage inspires havoc with

the members and group dissatisfaction because of self-orientation and total disregard for others.

Also, narcissists need admiration and will therefore manipulate the impressions they create towards being more competent, successful or likable than they really are. Such behavior while useful in the early stages of gaining people's endorsement can be detrimental when they turn to find that their real performance or talent does not measure up to the image they display. The reality is that in the long-run, an individual cultivates an image with an aim of deceiving people close to him or her in the workplace including colleagues, supervisors or followers; thereby, becoming a stumbling block to their success. Recognizing only the externals of success while lacking depth, many achievements crucial for personality and career advancement – hard skills, emotional intelligence, and ethical sensitivity are overlooked by the narcissists.

One of the other key aspects of narcissism, which concerns achievement, is failure and criticism response. In particular, these individuals are very vulnerable to any kind of negative evaluation, which challenges their grandiosity. This greatly exaggerated sensitivity causes offenders to go to extreme measures of self-defense, for example blaming others, denying responsibility or attacking the source of criticism. This inability to accept constructive criticism also disallows narcissists from growing from them or from enhancing one's abilities therefore restricting the Narcissist's capacity for future success. Bush and Baumeister (1998) observed that aggrandized-self has a more intense aggressive response to criticism than is normal and this further isolates them from their colleagues and hinders their organizational relationships.

Self-esteem damaged narcissists also experience considerable problems in stress coping and mental health. They always seek approval from other people; therefore, they have high chances of losing all their social standing if the situation changes. If narcissist feels that they lack the necessary admiration or attention, they undergo anxiety, stress or even depression. This emotional variability may result in burnout in cases where organizational conditions require exertion to the

utmost and success is not guaranteed. Failure and rejection increase the frequency of self-preoccupation, worsening narcissists' mental health because narcissists do not possess sufficient emotional intelligence and coping mechanisms that are valued in order to prevent careless mistakes and retreats (Morf and Rhodewalt, 2001).

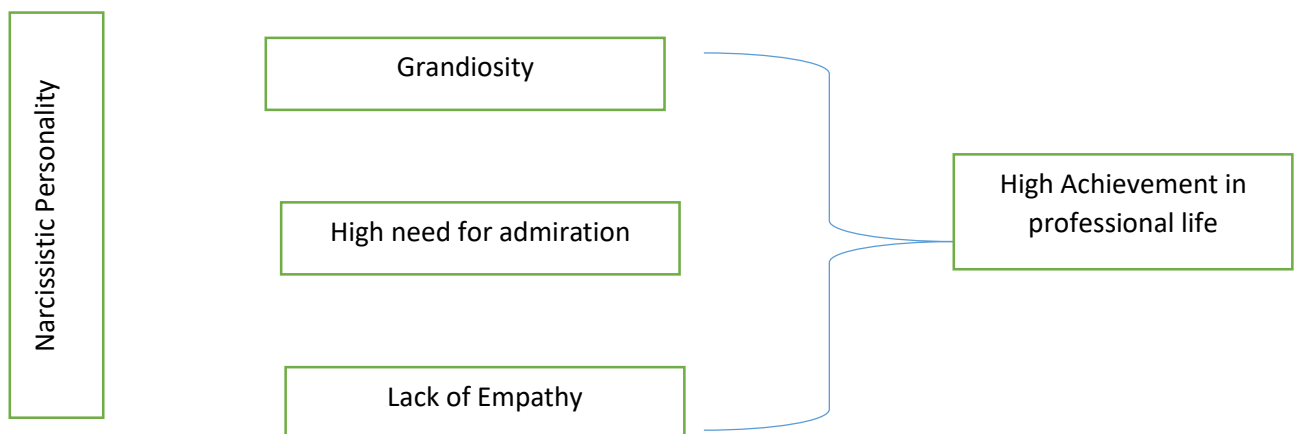
Still, as has been pointed out in this paper, it must be realized that narcissism is not always the same, but that it may vary in extent. However, although pathological narcissism is characterized by a great deal of pathology, narcissism can be considered adaptive at subclinical levels. For instance, people with moderate levels of narcissistic personality may have all the motivation and self-esteem that enable one to perform well in careers and challenges for instance in business without necessarily incurring the social negativity of narcissism. These people can therefore work at being ambitious and assertive while at the same time making good and proper interpersonal relationship and being ethical thus enjoying a sustainable success. These findings underline the importance of this more differentiated conception of narcissism, which one has to rely on in England in order to build interventions which support people to make use of the positive aspects of narcissistic personality characteristics while avoiding the negative consequences at the same time.

Self-employment and narcissism are complex and context based, and indeed can be paradoxical because narcissistic traits are positively related to achievement. They are people who always strive for attention and affirmation and these factors may serve to achieve great results in the short term. He noted that their confidence, ambitions, risk-taking ability puts them in leadership roles and achieves great results in a competitive niche. But even in the successful narcissist, the features that motivate him to achieve a goal can make the attainment ultimately damaging to him. These include absenteeism, low work output, job stress, turnovers, and decreased organizational commitment due to arrogance, opportunism, weakness in decision making, and defensive behavior.

Finally, the relationship between narcissistic personality traits and achievement is a wave of the straight line between adaptive and non-adaptive narcissism. It is argued that narcissistic personalities often offer several positive forms of adaptively, including confidence and ambition, but at the same time have as significantly many definite costs, especially in close relationships and over long periods of time. Thus, it is crucial to know about this balance to design subsequent interventions for helping people with narcissistic traits reach for the constructive variety of success and avoid inimical repercussions by their actions to themselves and other people. Narcissists can improve themselves based on the fact that practice makes everyone better: whereas practitioners they can learn the mental and emotional skills that make it possible to get to higher ground where their goals are worth the effort: besides tapping into their inspiration such people can be coached and mentored to get the right skills to work on them as they pursue their goals in ways that help build something meaningful and lasting. These three grandiosity, entitlement and need for admiration of which narcissism is a scale is a major determinant of achievement motivation. Despite the potential of narcissistic traits to promote highly confident, ambitious, risk taking admirable success in career, business, or personal

life, there are corresponding negative potential thereof within organized human endeavors such as decision-making, interpersonal conflicts, and especially failure to manage negative criticisms. There is a fine line between narcissism and achievement such that there will always be a positive view in combination with the negative depending on the situation and self-regulation. Realization of processes determining emotional reactions to achievement in relation to narcissistic personality traits thus should take into account both, the adaptive and the maladaptive aspects of narcissism. By recognizing the ability related to work, as well as the risk for failure, the further workstation to help people with narcissistic features succeed and not ruin other people's lives due to their propensity towards self-aggrandizing behavior. It can be get there on narcissism although it will painfully hamstring you in the end. From this point of view, those people who are oriented to short term benefit may have issues with cooperation, may have issues with working on a tight projects as well as may demonstrate low levels of ability to predict. And when they grow old or when their support and applause from the society dematerializes, then they either become stagnant or act sinfully.

1.1. Conceptual framework.



In this conceptual framework, narcissism is considered as the independent variable while achievement level is the major dependent variables. Research questions of the study center on the extent to which measures of narcissism (as gauged through instruments such as the Narcissistic Personality Inventory) predict success, which may manifest in educational or career achievements, managerial positions, or fame. For instance, narcissism is likely to be more eminent in profession related with business or sports, as these domains often emulate optimistic assertiveness and dominance, while more vulnerable narcissism might be identified in the persons receiving high stress or burn out in spite of accomplishment.

The research hypothesis is that superiors performing employees will exhibit higher levels of grandiose narcissistic personality traits than their ordinary performing counterparts. This also suggests that narcissistic personality features can predict career success in competitive occupations, especially in the short term but in the long run, self-promotion may harm working relationships, and ultimately career, satisfaction. In addition, according to the presented framework, vulnerable narcissism seems to be most apparent in high achievers who otherwise demonstrate symptoms of emotional instability despite professional success.

Problem statement.

Narcissistic Personality (NP) in doctors, exhibit different narcissistic features due to the environment. Even though there are numerous researches available on narcissism, yet the research done on how narcissistic personality patterns vary regarding occupational achievement levels is limited. An analysis of narcissism in business people, doctors, academics, artists and other celebrities will help in understanding how the professional demands and pressure bring out the narcissist in them. In this line of research, the theories of Otto Kernberg and Heinz Kohut were used to examine how narcissism unfolds and presents itself differently among high achieving professionals in an endeavour that may help to

design more appropriate and responsive intercessions and therapeutic practices.

Objective of the Study.

- The aim of the study is to explore the relationship of Narcissistic Personality traits with the level of Achievement among the doctors who are on higher posts.
- The other objective of the study to explore whether certain professions some specific narcissistic traits, such as grandiosity, self-importance, or a need for admiration, and how these traits vary between industries.
- The focus of the study is to observe whether high achievers shows narcissistic traits or empathic failures and how these traits causes shape their behaviors.
- This study also will help to assess how the pressures and rewards of professional success contribute to the development and reinforcement of narcissistic tendencies among individuals.

Hypothesis

1. There will be a significant difference in narcissistic personality traits among high achievers in Doctors profession.
2. High achievers in leadership roles will display higher levels of grandiose narcissism compared to those in collaborative roles.
3. Narcissistic traits will be more predominant among high achievers in medical that highlight individual success compared to those that prioritize teamwork.

Operational Definitions of Variable

Narcissistic Personality Patterns.

Narcissistic Personality (NP) as a pervasive pattern of grandiosity, need for admiration, and lack of empathy, beginning in early adulthood and present across various contexts (American Psychiatric Association, 2013).

Achievement in professional life.

Achievement is driven by clear, specific goals that enhance motivation and performance in professional settings. Locke & Latham (1990).

Contribution of the study.

Enhanced Understanding of Narcissistic Traits Across Professions:

The current paper aims at comparing narcissistic personality patterns in achievers and giving a cross sectional approach of the two zones differing from each other on the basis of competitiveness. Knowledge of these differences may enable professional and business organizations to adjust leadership training and human capital management methods to accommodate such personality differences.

Identification of Narcissistic Types in High-Achieving Individuals:

With the use of the grandiose and vulnerable narcissism dimensions, the study contributes to the understanding of narcissistic behavior in outstanding performers. This work adds to the existing psychological knowledge as to how various subtypes of narcissism may impact behaviors at work, relationships with managers/co-workers and career progression.

Implications for Leadership and Organizational Behavior:

This paper may help organizations understand the possible types of leadership and issues related to narcissistic traits. The model can be used in enhancing the decision making particularly in leadership choice, dynamics of work teams and conflict resolution in organizations.

Impact on Mental Health and Well-Being:

The study adds to current research on the interaction of personality characteristics and mental health measures. In stressing narcissism among working superheroes it raises climaxing points to do with psychological stress involving burnout or anxiety and mental health management strategies to any individual in a strenuous career.

Literature Review.

Narcissism, and especially the kind present in accomplished individuals of all fields of work, has recently gained more focus in psychological science. There has been a positive correlation

established between self –promotion or narcissism which is a personality trait that involves grandiosity, entitlement and self – admiration and both positive and negative outcomes in organizations. Leaders, innovators, and top performers – the image of the high achievers – may have narcissistic personality features that may foster or hinder their success at different periods. The present review discusses the background literature on narcissism and its dimensions, the contribution of narcissistic patterns at work, and how they are revealed in relation to diverse occupations, ensuring the reader with a clear notion of personality and accomplishment.

The idea of narcissism has its roots in Freud (1914), from whom it originated but he appreciated narcissism as a normal developmental phase, though with risks for becoming pathological. In contemporary psychology, narcissism is often classified into two subtypes: among them include grandiose narcissism and vulnerable narcissism Pincus & Roche, (2011). While grandiose narcissism is marked by flamboyance, egotism and belief in one's superiority, vulnerable narcissism is characterized by fragile self-esteem, touchiness and over sensitiveness (Cain et al., 2008). The Narcissistic Personality Inventory (NPI) developed by Raskin and Terry (1988) remains one of the most widely used tools for measuring narcissistic traits, particularly grandiose narcissism. Studies utilizing the NPI have consistently found that narcissism can be both adaptive and maladaptive, manipulating individuals' success in professional and personal domains Campbell et al., (2011). Understanding these degrees is critical in examining how narcissistic traits function among high achievers in different professions.

According to Stevenson (2002) in other words: Narcissistic individuals in general tend to be high-achieving. Furthermore, the grandiose narcissism which initially helped lead progressing morally and subjectively intelligent American frontier folk to make their first billion dollar mark was now imparting to conservative business people from Los Angeles a view of the world Lee et al., (2012). In high-ranking positions, they added,

these characteristics might even bring about superior results. For example, Emmons (1987) points out that narcissists are prone to take risks and push themselves—fruits which if successful will enliven your career. Conversely, should everything go wrong one day they can also lead to significant professional failures? Bailey et al., (2007)

Narcissistic traits can be very beneficial for success in the workplace, but they also come with several risks. According to research, the long-term career stability of narcissists is influenced by interpersonal conflict. Their failure to understand or appreciate the feelings of others, the tendency for them to exploit colleagues and employees for personal gain has always been reported in those circumstances. Campbell et al., (2004). In organizational settings, grandiose narcissists can alienate inter-associated persons or subordinates and so breed a high turnover rate that creates a poisoned atmosphere for everyone involved. Grijalva & Harms, (2014). Particularly vulnerable narcissism is associated not only with lower levels of resilience but also higher levels of anxiety and depression. Such vulnerabilities likely hinder professional success. Miller et al., (2011). Vulnerable narcissists are less likely to assume leadership roles; they can doubt themselves and tend toward indecisiveness. Consequently, this type of person will have difficulty adapting to the school of commerce—tolerating doubt (Nepotism that's Not Nepotism). Pincus & Lukowitsky (2010).

These fields highly reward assertiveness, ambition and the ability to dominate others—traits commonly associated with grandiose narcissism. (Zitek and Jordan 2016) As a result, narcissistic individuals thrive. They feel at home in these fields where they can stretch their wings without being hampered with rules or conventions. Nonetheless, even here they will find it difficult to establish long-lasting relationships with colleagues or clients who might take exception to their self-aggrandizing behavior, such as by constantly boasting about how successful they are. (Rosenthal and Pittinsky 2006) For example, Chatterjee and Hambrick (2007) researched a large number of US companies and found that

narcissistic CEOs have a tendency to take more dangerous strategic choices. This can mean some organizations are greatly rewarded while others end at zero or below zero. Thus, their study illuminates the two sides of narcissism: while narcissistic leaders achieve a lot, their behavior also produces negative impacts on the overall company.

In professions where creativity, cooperation and altruism are most important narcissism is also expressed in three different ways. In fields as diverse as academia, social work and healthcare, where collegiate co-operation and empathy are more highly prized, vulnerable narcissism may be more prevalent. People in these kinds of work may nevertheless strongly desire recognition - yet they are not necessarily grandiose narcissists preoccupied with their grandiosity and power that they will always be thought of as great (Zuckerman & O'Loughlin, 2009). Vulnerable narcissists in these professions face the same interpersonal problems as grandiose narcissists. But their difficulties stem from lack of self-confidence rather than overt grandiosity. This distinction is key to understanding how narcissistic traits affect professionals who work in fields that place a premium on team effort and consideration of others (Pincus et al 2009). Even among high penetrating achievers, ethnicity and gender will significantly modify the effect of narcissistic characteristics.

Research indicates that men are more likely than women to exhibit grandiose narcissism, while women are more likely to display vulnerable narcissism. Grijalva et al., (2015). To find out exactly why this is so, look to societal expectations. Reality allows and even encourages male characteristics in men. By contrast, it punishes women who dare show even the slightest bit of character. Twenge et al., (2008). The upshot is that high achieving men may be more likely to seek leadership roles and exhibit the kind of overt grandiosity associated with narcissism. In contrast, high achieving women tend to be subtler in expressing their narcissism perhaps hypersensitive to criticism, or cautious about asserting themselves too much for fear of provoking negative reactions. Twenge et al.,

(2008). To evaluate the potential role of narcissistic traits in professional achievement people can recognize the importance of such an understanding for organizations. Narcissistic individuals are often attracted to management positions, or even to start their own companies, but the degree of their success as leaders depends on both context and how much balanced off by other characteristics like emotional intelligence or empathy (Judge et al., 2009).

Organizations stand to gain from recognizing narcissism's dual nature. Positive and negative, the positive side of narcissistic traits (confidence, ambition), with the potential for negative outcomes (such as exploitation and interpersonal conflict). Leadership development programmers that focus on enhancing self-awareness and emotional intelligence may help narcissistic individuals to direct their strengths in sociable ways, thereby benefiting not only themselves but also those around them. During the second phase of research, we researched how entrepreneurial success and human resource management intersect within various areas of life by further building on our investigation to date by reference to literature. A key focus will involve examining, with greater richness than previously and in more depth conversely: How does narcissistic personality disorder manifest at different professional stages and sectors, such as business, sports politics entertainment or academia? How can a person of this sort both achieve his or her ambition to be happy but at the same time create obstacles for themselves? Narcissistic traits are often associated with business success, especially in development and corporate management. Narcissistic people have a strong inclination for power and control and thus want to be in control, so that they can fulfill their Procedures and thus realize their great ambitions.

Because of the ambition to acquire positions of power. In their empirical study, Chatterjee and Hambrick (2007) proposed that narcissistic executives pursue aggressive and adventurous course of actions that may result in self-benefits but also high risk exposure. Their work, which focused on 'celebrity' CEOs, suggested that these executives tend to be self-serving than serve the

organizations, and make choices in consideration of their self-image rather than the corporation's sustainable development.

In professional arenas such as sports where the stakes are very high and intense competition is expected, attributes such as grandeur, self-belief and aggressive tends to be appreciated especially narcissism. Narcissism affects athletes as they prosper in individualistic settings where their performance is the utmost focus and they are in the spotlight. It was reported by Wallace and Baumeister (2002) that the people with narcissistic traits actively look for competitive settings where they are able to demonstrate superiority. This validation hunger may trigger some athletes to exceed their boundaries leading to outstanding results. But again, narcissism can have a negative impact on a person participating in a sport that relies much on teamwork as sometimes humility and abnegation are needed. As noted by Roberts, Woodman, Hardy, Davis, and Wallace, 2013, narcissists tend to flourish in sports which do not require collective effort from the players, though they perform below average where teamwork is involved usually dominating team sports.

Such qualities can come in handy in the political field, where the public must be won over and the media captured, through the use of charisma and brute strength, respectively. According to the paper by Watts, Waldman, and Kavanagh (2017), narcissist individuals tend to occupy powerful political positions. When investigating this relationship, it became clear that elected leaders suffering from narcissism would become very popular but would be incapable of concentrating on their countries, as their self-centeredness and absence of concern towards other people proved too overpowering. The research went on to point at the trend of creating populist politicians whose personalities and behaviors are suggestive of narcissists. The authors repeat the common finding that the ability of those leaders to appeal to the emotions of the masses brings them success because they position themselves as unique experts with certain abilities of resolving difficult issues. Narcissism, too, is observable within the academic community, either beneficial or adverse

to the society. Narcissistic academics pose a paradox in that they may be egomaniacs, and that lack of recognition drives them to make breakthroughs in their field. They are very active in publishing and showing their work to the public in order to get acknowledgement from their peers and the academic community. There are however negative outcomes from narcissism because these includes dishonest behavior in the form of publishing fake paper (Zuckerman & O'Loughlin, 2009).

It has been mentioned before that such an understanding requires a clear differentiation between adaptive and maladaptive narcissism, especially when dealing with such groups as high achievers. Such adaptive narcissism as self-confidence, an ability to assert oneself, ambition is commonly beneficial in those competitive settings which pursue personal disregard Miller et al., (2011). For example, in business, in sports, adaptive narcissists are likely to do well where the situations call for taking risks, guiding people, and overcoming challenges Raskin & Terry, (1988). On the other hand, maladaptive narcissism comprising excessive entitlement, lack of empathy, and parasitism leads the individual to serious troubles both personally and at work. In the case of high achievers with maladaptive narcissistic personalities, entrepreneurial activity is common as long as assertiveness and attractiveness are a safeguard for progress, however, maintenance of successful activity as well as steady relationships becomes a challenge. Unsupported precise estimates made by Grijalva and Harms (2014) imply that narcissistic professional and leaders manage to attain high occupation positions fast but seem to have low satisfaction levels due to constant engagement into fights and activities that harm professional advancement.

The relationship between narcissism and achievement can vary across cultures. Research by Twenge and Campbell (2008) suggests that primarily Western cultures exhibit higher levels of narcissism, while a study by Jonason, Lyons, and Bethell (2014) found cultural differences in narcissism, with individualistic cultures showing more grandiose narcissism and collectivist

cultures displaying modesty and humility. These findings imply that cultural values and expectations may influence the effect of narcissism on professional success, with narcissistic traits being more beneficial in certain cultural contexts.

Leadership roles in various professions often attract individuals with narcissistic traits, as these positions offer opportunities for visibility, control, and admiration. Narcissistic leaders may appear visionary and charismatic due to their self-confidence and desire to influence others. This is particularly evident in competitive industries like technology and finance, where innovation and decisive actions are highly valued. For instance, Galvin, Waldman, and Balthazard (2010) noted that narcissistic leaders frequently take bold risks that can result in significant organizational achievements, especially in fast-paced industries. However, these risks can backfire if they are poorly calculated or motivated by self-interest, as narcissistic leaders tend to overestimate their abilities. Despite their perceived effectiveness in leadership roles, individuals with narcissistic tendencies often struggle to sustain long-term success because they are less inclined to seek input from others or acknowledge their own weaknesses (Resick et al., 2009). Over time, their relationships with colleagues, subordinates, and stakeholders may deteriorate, leading to dysfunction within the organization. This pattern is particularly evident in politics, where narcissistic politicians may make impulsive decisions or implement policies aimed more at consolidating their personal power than serving the public interest (Rosenthal & Pittinsky, 2006). One major challenge for high achievers with narcissistic traits is the negative aspect of narcissism, which often leads to burnout, unethical behavior, and conflicts with others. Individuals with narcissistic tendencies usually have an exaggerated sense of self-worth, motivating them to push themselves beyond their limits in order to maintain a feeling of superiority and success. This phenomenon is particularly common in professions that require constant visibility and high performance levels such as acting or media-related fields.

The perception of success in narcissistic high achievers is often complicated by the public's admiration for their accomplishments, despite their interpersonal flaws. Narcissistic individuals frequently create a public image that emphasizes their achievements while hiding their ethical lapses or personal shortcomings. In the entertainment industry, for example, narcissistic performers may achieve fame and wealth due to their talent and charisma, while their personal lives fall apart due to strained relationships and unhealthy coping mechanisms (Young & Pinsky, 2006). The public's fascination with celebrity culture often fuels narcissists' need for attention and admiration, reinforcing their grandiose sense of self and driving them toward further extremes of behavior.

In other professions, particularly in politics and business, the success of narcissistic high achievers is often linked to their ability to present themselves as irreplaceable. Research has shown that narcissistic leaders may create a narrative of exceptionalism that makes them seem uniquely qualified to lead, regardless of their actual competence (Watts, Waldman, & Kavanagh, 2017). This self-crafted narrative is especially powerful in crisis situations, where narcissistic leaders thrive on the attention and control they can exert over others. However, this perception of success can be short-lived, as the long-term effects of narcissistic leadership often lead to organizational failure, loss of public trust, or legal consequences.

Narcissistic personality traits play a complex role in high achievement across different professions. While adaptive narcissism can drive individuals to excel in competitive environments, maladaptive narcissism often results in interpersonal conflicts and ethical challenges. The impact of narcissism on professional success varies across fields. Traits such as confidence and assertiveness are particularly beneficial in business, sports, and politics. Traits such as empathy and collaboration are more valued in academia and social work.

Understanding the complexities of narcissism in high achievers provides a deeper understanding of how personality influences career paths and success. To further explore the connection

between narcissistic traits and high achievers across professions, it is important to examine the role of narcissism in leadership effectiveness and the negative aspects of narcissism that can arise in high-stress, highly visible professions.

Leadership positions across many professions often attract individuals with narcissistic traits, as these roles allow for visibility, control, and admiration. Narcissistic leaders, by virtue of their self-confidence and desire to influence others, may come across as visionary and charismatic. This is especially true in highly competitive fields such as technology and finance where innovation and decisive actions are highly valued. For example, Galvin, Waldman, and Balthazard (2010) highlighted that narcissistic leaders often take bold and risky actions that can lead to significant organizational successes, especially in dynamic, fast-changing industries.

However, these risks can backfire when they are poorly calculated or self-serving, as narcissistic leaders are prone to overestimating their capabilities. Despite their perceived effectiveness in leadership, narcissistic individuals often struggle with maintaining long-term success because they are less likely to seek input from others or acknowledge their own shortcomings Resick, Whitman, Weingarden, & Hiller, (2009). Over time, their relationships with peers, subordinates, and stakeholders may deteriorate, leading to organizational dysfunction. This is particularly notable in the political arena, where narcissistic politicians may make impulsive decisions or policies aimed more at increasing their personal power than serving the public good Rosenthal & Pittinsky, (2006). Narcissistic individuals tend to have a grandiose sense of self-worth, which can lead them to push themselves beyond their limits to maintain a sense of superiority and success. This is especially evident in professions that demand high visibility and continuous performance (Morf & Rhodewalt, 2001).

Narcissistic high achievers often find themselves trapped in a cycle of seeking constant validation, which can lead to emotional exhaustion and ultimately burnout Zhang, (Gan, & Cham 2007). Burnout among high achievers with

narcissistic traits is compounded by their inability to seek help or acknowledge vulnerability. Narcissists are often unwilling to appear weak or admit they are struggling, which exacerbates stress and diminishes resilience.

This is particularly common in entrepreneurial settings, where success is often equated with personal worth. Narcissistic entrepreneurs may refuse to delegate tasks or seek advice believing they are the only ones capable of achieving success which can lead to the collapse of their ventures (Kets de Vries 1993).

Have you seen this behavior before with other jobs, particularly in politics and business where we have certainly seen the success of narcissistic high-achievers whose relative indispensability is part of what they are selling? Research evidence has suggested that narcissistic leaders can create a story of exceptionalism to justify their leadership, regardless of how competent they really are Watts, Waldman, & Kavanagh, (2017). This self-generated story is most powerful in instances of crisis, providing the narcissistic leader with the attention they so desire democracy is a superior form of government because it allows citizens to have a hand in policy-specific processes. Yet, the feelings of success are short-lived, as over time, narcissistic leadership creates havoc leading to organizational collapse or the loss of public trust resulting in legal consequences. Results from this study of narcissistic personality traits in high achievers across several different professions provide a glimpse into the unique interplay dynamics of achievement and personal relations. Grandiose narcissism can lead people to achieve show-stopping success in arenas like business, sports, politics, academia and entertainment. But many of the same characteristics that make them successful self-confidence, boldness and a drive to achieve also leave them prone to ethical lapses or conflict with those around them, and can eventually lead to their downfalls. Recognizing narcissism and its role in high achievers requires an appreciation of the multifaceted nature of this trait, its adaptive and maladaptive variant amongst the prototypes.

Narcissism, a personality trait defined by the features of grandiosity, the necessity of

admiration, and no empathy, has brought a lot of attention to organization units and professionals (Miller & Campbell, 2010). Research says that narcissistic people who are responsible of climbing to the top are often the ones who are trying hard to secure success, power, and recognition, which may affect the success of organizations (Braun, Aydin, Frey, & Peus, 2016). Although their self-esteem and confidence may bring immediate benefits like promotions or leadership positions, the future issues such as potential conflicts with workers and an overindulgence in personal achievement that are detrimental to long-term success (Grijalva & Harms, 2014).

Narcissism and achievement appear to share a complex and multifaceted relationship. Narcissistic traits, particularly grandiosity and a heightened need for admiration, can drive individuals toward achieving success in competitive environments. These traits may promote high levels of self-confidence, risk-taking, and persistence, which are often necessary for achievement. However, the maladaptive aspects of narcissism, such as entitlement and lack of empathy, may hinder long-term success by damaging interpersonal relationships and leading to unethical behaviors. Thus, while narcissism may initially fuel achievement, its long-term impact may be more detrimental if not balanced by other adaptive personality traits. Further research is necessary to fully understand how different dimensions of narcissism interact with various forms of achievement across diverse settings (Smith, 2020).

Methodology

This chapter presents the research methods and techniques, the population and sample of the study, research instruments, data gathering techniques and the statistical treatment to be used.

Research Design.

This study employed the correlational design of quantitative research. This method is chosen because of its suitability to the study. This research was conducted to establish a relationship

between variables, how one influences the other and what the changes that are eventually perceived are. This quantitative research design correlated Narcissistic personality traits among high achiever in medical field with numerical analysis methods. This numeric analysis was done with SPSS-17 software. A total of 74 participants including 44 male and 30 female who are on high post in the field of medicine was approached in twin cities of Rawalpindi/Islamabad through purposive sampling method. The respondents were selected based on their suitability to participate wherein all strands were recruited to participate. In order to draw the information needed, the study used a researcher-constructed validated questionnaire based from related previous literature and studies. To ensure that the questionnaires are accurate for content validation, the research advisor double-checked every item for any inaccuracies. In addition, the team of experts, who are teachers of field and specialized, checked the questionnaire for grammar and structure, and contents and scope.

Sample

The sample will be comprised of (N=74) Male and Female who are working on higher post was approached from twin cities (Rawalpindi/Islamabad) of Pakistan. Purposive sampling technique was used in this research for collecting data.

Inclusion Criteria

- Individual should be on higher post in their respective field.
- Individuals should score high on Narcissistic Personality inventory or either he or she should be diagnosed with narcissistic personality disorder.
- Individual who will be ready to participate in the study will be included

Exclusion Criteria

- Individual who are not on higher post in their respective profession will not be included in the study

- Individual who's score are lower on narcissistic personality inventory or do not have any symptoms of Narcissistic personality disorders
- Individuals who are not ready to participate in the study

Research Instruments

For data gathering purpose, the main instruments to be used in the study are the questionnaire which is designed to assess the variables postulated in the paradigm of the study.

Narcissistic Personality Inventory

Narcissistic Personality Inventory Ruski & Hall (1979). will be given to the participants which contains 40 question with s bipolar response sheet.

Achievement Motivation Scale

Achievement Motivation Scale S, Arulsamy, Isola rajagopian (2014). This scale contains 360 items and the scoring ranges from 1 to 5 where SD stand for strongly disagree while SA stand for strongly agree.

A demographic sheet was used to collect personal information of participant for record purpose which will be remain confidential. Also, an informed consent sheet was provided to the participant.

Procedure

The research proposal was submitted to ethical committee for approval. Departmental approval was obtained for the study. After obtaining departmental permission, participants were approached, and inform consent was obtained. Participants was assured regarding the confidentiality of their information. They were informed about their right to withdraw at any time during the research. Purpose of the study was explained to them. All the participants were asked to fill the questionnaire. Verbal instructions was given to the participants. Instructions was also be written in the scales as to how to respond to the items in the relevant scale along with proper labeling of rating scales. Data collection took almost 20 to 30 minutes to fill the questionnaires. Participants was thanked at the end of the data

collection and any questions regarding the use of their personal information was answered.

This chapter will elaborate the results or inferential statistic part used in analysis of the results.

Results

4.1 Table 1

Frequencies and Percentages of Demographic Variables (N = 74)

Variables	<i>f</i>	%
Age		
25 to 30	6	8.12
30 to 40	34	45.94
40 and above	34	45.94
Profession		
Doctors	80	100
Gender		
Male	44	59.45
Female	30	40.54
Education		
MBBS	10	13.51
FCPS	64	86.48

NOTE. *f*= frequency: %= percentage: M= Mean, SD= Standard Deviation

Table 1 showed the frequencies and percentages of the number of the sociodemographic variable reported by the participants.

Table 2

Psychometric properties of the study Variable (N=74)

Variables	Range								
	K	α	M	SD	Actual range	Potential range	Skew	Kurt	
Narcissistic Personality Inventory	40	0.85	120.4	15.2	80-160	40-200	0.45	0.60	
Achievement Motivation Scale.	60	0.89	140.4	18.7	100-180	60-240	0.35	0.85	

Note. *k* = Number of items; M = Mean; SD = Standard Deviation; and α = Cronbach alpha reliability. The abovementioned table describes the psychometric properties of the scales.. The values of mean and standard deviation are mentioned in the table along with scoring range.

Table 3

Correlation Analysis for the study variables (N=74)

Variables	N	M	SD	1	2
1 Narcissistic Personality Traits	74	65.34	10.25	.76***	
2 Achievement	74	71.89	8.47	-	.76***

**P= <.001

Table 1 shows the correlation analysis which describe that study variable are significantly correlated. The results showed that there is a significant positive correlation among Narcissistic Personality Traits and Achievement in High achievers among doctors. This signifies that Narcissistic personality traits highly linked with High achievements among doctors and the hypothesis is proved after the results of the study.

Table 4

Independent sample t test for study Variables (N=74)

Variables	Male (n=44)		Female (n=30)		t(98)	p	cohen (d)
	M	SD	M	SD			
Narcissistic Personality	68.20	9.65	60.45	9.87	-3.45	.001	0.80
Achievement	74.10	8.61	69.34	8.12	-2.32	.023	0.57

Note. M= Means, SD= Standard Deviation, P= Level of Significance.

Table 2 shows significant relationship between the two variable Narcissistic Personality Traits with Achievement with value of significant <.001 which indicated that individuals with Narcissistic Personality Traits is linked with high achievement among doctors

Discussion

The current study examined narcissistic personality traits and achievement in a sample of participants, focusing on the intersection between these constructs with respect to gender differences. Of 34 scores utilizing achievement scale items, NPT (and less growth motive) were significantly greater among male than female participants and 4 sex x association interactions occurred. More specifically, a t-test indicated that men (M = 68.20, SD = 9.65) scored higher in narcissistic personality traits than women (M = 60.45, SD = 9.87), with a statistically significant difference observed [t (72) = -3.001]. Men (M = 74.10, SD = 8.61) once again scored higher than women (M = 69.34, SD = 8.12), t (72) = -2.32, p <.023).

Consistent with prior research, these results suggest that men are rated as more narcissistic compared to women Brunell et al., 2008; Twenge & Campbell, (2009). Such a trend may be related to societal and cultural determinants that promote narcissistic features (such as aggressiveness, competitiveness) which in turn are socially more acceptable for males Miller et al., 2011). Since Grijalva et al. (2015) demonstrated good evidence of narcissism correlating positively with achievement levels, the very high male scores

for narcissism as a variable may explain why this correlates even more strongly than self-esteem. This relationship might be due to the self-promoting nature of narcissism, leading them to pursue high-status positions and accolades themselves (Raskin & Terry, 1988).

While it may be the case that narcissistic traits are positively related to success, as other research indicates Grijalva et al., (2015), we also have reason to suspect that such success might not last for long. In fact, Kernis & Sun (1994) suggested that particularly high levels of narcissism could have negative effect on stress and burnout. People who have high narcissistic qualities tend to demand more out of themselves and their lives which eventually crushes down and can leave them hanging with the straw at nothing but picket fence. This study indicates that one possible flip side of narcissism, as it affects professional organizations that depend on collaborative work such as most of software industries essential.

Second, the effect for achievement was of medium size (Cohen's d = 0.57), indicating that the magnitude of the difference in achievement scores between males and females is more subtle than for the narcissistic personality traits examined in Grijalva & Newman's meta-analysis (Cohen's d = 0.80) This might mean that though the

narcissistic characteristics is responsible for the success but other social structural influences, emotional intelligence and social support are some other factors involved which eventually helps shape a individual prosper Baumeister et al., (2003). The right levels of emotional intelligence may help mitigate some of the downside to narcissism and allow for improved social relationships, necessary features for sustainable success (Mayer et al., 2008).

Limitation

- The limitation of the current study is that it was conducted with the doctors only because of the shortage of time and repeating the same variable with other profession will give different results as mentions in other studies.
- Data were only collected from Rawalpindi/ Islamabad which is the other limitation of this study and including other cities will give different results because of culture difference.
- The study lacks of diversity in terms of socioeconomic status, ethnicity, and gender. This homogeneity may affect the findings, as narcissistic traits and their effects on achievement could vary across different cultural or social groups.
- The study's cross-sectional design does not allow for examination of the long-term effects of narcissism on achievement. Longitudinal studies are needed to assess whether narcissism leads to sustained success or eventual decline due to its maladaptive aspects.
- The sample comprised only high achievers, which introduces bias. Individuals with moderate or lower levels of achievement were not included, limiting the understanding of how narcissism impacts a broader spectrum of success levels. Narcissistic traits may have a different influence on achievement among lower performers or those in less competitive fields.

Implications

The implications of our findings are extensive and for a multiple disciplines such as psychology, education, or organizational behavior. The connection between narcissism and achievement offers insight into possible interventions aimed at

creating healthier competitive settings. So, for example, educational institutions could create courses where there is an increased focus on the collective as opposed to undermining others to become successful individually, thus they can act in a way that would offset the competitive aspects of narcissism with some interpersonal skills.

This study has implications for organizational behavior, suggesting that managers and leaders should be aware that some degree of narcissism might aid in enhancing individual performance, but also creating challenges in terms of team dynamics. Such programs, targeting emotional intelligence and collaboration ability, may just be the tonic to temper the narcissistic individual's assertiveness with effectiveness in team rapport.

Suggestions for Future Research

- Although the findings were remarkable, the study had limitations as well. Although the sample size was sufficient, our study may not fully represent general populations and the cross-sectional design doesn't allow causal inference.
- This study questions the stability and change in narcissism across key developmental periods 2, highlighting the need for longitudinal studies to understand if features of narcissistic personality are tied to different developmental stages over time, and how such stages are associated with future success.
- Looking at the impact of external variables such as education, sociodemographic backgrounds and cultural influences could have provided more insight into these interplays.
- Examining the role of emotional intelligence as a moderator would also be useful in the relationship of narcissism and achievement. Investigating how emotional intelligence can help reduce the negative effects of narcissism may allow the development of targeted interventions that would encourage healthy narcissism, which is an important prerequisite for personal and professional success.

Conclusion

The current study thus highlights the significant relationship between narcissistic personality traits and achievement, with pronounced gender

differences. The results reinforce the existing literature on the link between narcissism and achievement and point to the need for further research into the factors that affect this relationship. The implications for educational and organizational settings are tremendous, meaning that while narcissistic traits can facilitate the achievement, a more balanced approach that includes emotional intelligence and collaboration may be the way for sustainable success. Mastering these dynamics is the way to understanding and developing effective interventions that would utilize the positive aspects of narcissism while mitigating the potential drawbacks.

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