

NARCISSISTIC BEHAVIOUR AT WORK TEST

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Professional' narcissism means a person who is overly self-involved, and often vain and selfish focusing his/her professional qualities, inordinate fascination with oneself, excessive self-love, vanity, and with the psychological condition characterized by self-preoccupation, lack of empathy, and unconscious deficits in self-esteem.

Narcissistic Behavior at Work Test is a 31-items psychometric test that adopts Likert-type forced choice 6-point scale from 1-point "Very strongly disagree" to 6-points "Very strongly agree". For example: "I know that I have much to be proud of because I am much better than my colleagues" or "I am a professional who has the right to expect more favorable treatment at work that would fully meet my expectations" or "I think I am a special person".

There are 5 factors (31 items) included into the Professional' Narcissistic Behavior at Work Test, namely: (1) Leadership (7 items); (2) Professionalism (7 items); (3) Ego status (5 items); (4) Self-esteem (6 items); (5) Uniqueness (3 items), and test includes 3 items for detecting lie. The questions in Narcissistic Behavior at Work Test were like "I know that I have much to be proud of because I am much better than my colleagues" or "As I have great professional talents, it has to be understood that I expect to be recognized as superior (even without commensurate achievements yet)" or "It is an unnecessary luxury to recognize or identify with the feelings and needs of colleagues or customers" or "Because of my natural talent I have the right to give orders, make decisions, and enforce obedience".

THEORETICAL BACKGROUND

Narcissism in the workplace is a serious issue and may have a major detrimental impact on an entire organization. Narcissism in the workplace is a serious issue and may have a major detrimental impact on an entire organization (Bushman and Baumeister, 1998; Penney and Spector, 2002). According to Fotaki, narcissistic elites are undermining the institutions created to benefit the public such as in health care, education and the environment (Fotaki, 2014). There tends to be a higher level of stress with people who work with or interact with a narcissist, which in turn increases absenteeism and staff turnover (David, 2010).

Narcissist a person who is overly self-involved, and often vain and selfish, with low self-esteem, increased feelings of depression or anxiety, hypersensitivity to insults or criticism, lack of interpersonal skills.

Narcissism has a long history in the field of psychology, proving to be a rather robust psychological construct over the years. Psychology distinguishes from "normal" narcissism to borderline personality disorder and narcissistic personality disorder.

Borderline personality disorder is classified as a pattern of instability and problem behaviors in interpersonal relationships, disruptions or fluctuations of the individual's self-image, and general impulsivity (APA, 2000). In the general population, individuals are diagnosed with borderline personality disorder at a 2% rate and up to 10% in

outpatient treatment settings (APA, 2000). Narcissistic personality disorder is characterized by a pattern of grandiosity, a specific need for admiration, and a lack of empathy for others. The prevalence of this disorder is fairly low at less than 1% of the population, but higher in clinical settings at 2- 16% (APA, 2000).

Narcissistic behavior causes problems in many areas of life, such as relationships, work or financial affairs. Narcissistic behavior at work is characterized by a long-standing pattern of grandiosity (either in fantasy or actual behavior), an overwhelming need for admiration, and usually a complete lack of empathy toward others. For example, overt narcissists are described by their partners as “bossy,” “intolerant,” and “cruel” (Wink, 1991).

VALIDATION

Internal correlations are shown in Table below.

Table. Within Sample Correlations in Narcissistic Behavior at Work Test (N =712)

	0	1	2	3	4	5
0. Narcissistic Behavior at Work (general)	1					
1. Leadership	0.72	1				
2. Professionalism	0.93	0.67	1			
3. Ego status	0.82	0.60	0.73	1		
4. Self-esteem	0.84	0.62	0.72	0.51	1	
5. Uniqueness	0.73	0.64	0.72	0.51	0.62	1

All correlations are significant ($p < 0.05$)

RELIABILITY

Internal consistency reliability (Cronbach α or coefficient alpha) was 0.95; Generally ranges from 0.82 to 0.95 (see Table below).

Table. Reliability Statistics for Professional’ Narcissistic Behavior at Work Test (N = 712)

Factors	Number of items	Reliability Statistics* Cronbach α
Narcissistic Behavior at Work (general)	31	0.95
1. Leadership	7	0.91
2. Professionalism	7	0.91
3. Ego status	5	0.86
4. Self-esteem	6	0.87
5. Uniqueness	3	0.82

* Widely is accepted .70 coefficient alpha as a standard (Nunnally, 1978)

ESTONIAN NORMS

Estonian Norms for Narcissistic Behavior at Work Test (see Table). Estonian norms are based on 408 people from 2 samples.

Table. Descriptive statistics of Professional' Narcissistic Behavior at Work Test results in Estonia. Scale: Likert-type forced choice 6-point scale from 1-point "Very strongly disagree" to 6-ponts "Very strongly agree".

Narcissistic Behavior at Work Test Factors	NURSES (N=108)		EST (N=300)	
	M	SD	M	SD
Narcissistic Behavior at Work (general)	2.91	0.71	2.96	0.59
1. Leadership	2.76	0.97	2.83	1.22
2. Professionalism	2.71	0.92	2.74	0.80
3. Ego status	2.29	0.86	2.24	0.84
4. Self-esteem	3.31***	0.90	3.65	0.77
5. Uniqueness	2.91***	1.02	2.48	1.06

Significantly different from the EST sample: * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$

POLISH NORMS

Polish Norms for Narcissistic Behavior at Work Test (see Table). Polish norms are based on 289 people from one general sample.

Table. Descriptive statistics of Narcissistic Behavior at Work Test results in Poland. Scale: Likert-type forced choice 6-point scale from 1-point "Very strongly disagree" to 6-ponts "Very strongly agree".

Narcissistic Behavior at Work Test Factors	M	SD
Narcissistic Behavior at Work (general)	3.25	0.76
1. Leadership	2.60	1.40
2. Professionalism	3.17	0.94
3. Ego status	2.92	0.94
4. Self-esteem	3.45	0.86
5. Uniqueness	2.91	1.35

CORRELATION BETWEEN NARCISSISTIC BEHAVIOUR AT WORK AND PERCEIVED PERFORMANCE

Reliability between Narcissistic Behavior at Work Test and Perceived Performance Scale (PPS) was 0.95. There were no statistically significant correlations between Narcissistic Behavior at Work Test and perceived performance (measured by Perceived Performance Scale, PPS) (N =677).

PUBLICATIONS and/or CONFERENCES

(Bibliography of Studies Using the Professional' Narcissistic Behavior at Work Test)

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