

WHAT IF NARCISSISM WASN'T NECESSARILY A BAD THING?

THE UPSIDE OF NARCISSISM IN THE WORKPLACE

Research by Hogan's Jeff Foster and Dara Pickering indicates that narcissism can, to a point, positively impact an individual's career.

Foster and Pickering examined the relationship between nearly 1,000 participants' job performance data and their scores on the Bold scale of the Hogan Development Survey, which aligns with narcissistic personality disorder.

The HDS measures dark-side personality - interpersonal tendencies that may be strengths under normal circumstances, but can become weaknesses under stress or pressure.

HDS Bold scores and narcissism

Low

Dependability
Financial Acumen
Organizational Commitment
Planning/Organizing
Service Orientation
Teamwork
Trustworthiness
Valuing Diversity

Moderate

Active Listening
Goal Setting
Vigilance
Work Attitude

High

Employee Development
Industry Knowledge
Initiative
Managing Performance
Motivating Others
Communication Skills
Sales Ability
Work Skills

