



# NARCISSISM

PRESENTATION BY DIRK WILLNER



DEALING WITH THE IMPACT OF  
NARCISSISTIC PERSONALITY  
DISORDER IN THE WORKPLACE  
(CHURCHES) & WAYS TOWARDS  
RECOVERY.



## **ABOUT MYSELF**

30+ YEARS IN FULL-TIME PASTORAL MINISTRY.  
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## **OUTLINE / GOALS**

SOME HELPFUL BOOKS AND RESOURCES  
UNDERSTANDING NARCISSISTIC TRAITS  
SIGNS OF TRAUMA & KEYS TO RECOVERY



# A VERY BRIEF HISTORY & TERM DEFINITION

- The term 'narcissism' has been adapted from a Greek mythical figure called Narcissus, a vain youth who fell in love with his own reflection.
- As the myth goes, Narcissus rejected the love of others because nobody was seen as measuring up. This behaviour was then punished by Nemesis, the goddess associated with retribution and revenge, who cause him to fall in love with his image in a pool of water. He couldn't move away from it, so he stayed there and eventually died looking at himself.
- In the nineteenth century it came into usage via Sigmund Freud's essay 'On Narcissism: An Introduction,' published in 1914
- American Psychiatric Association; as a diagnosis of personality disorder (DSM)





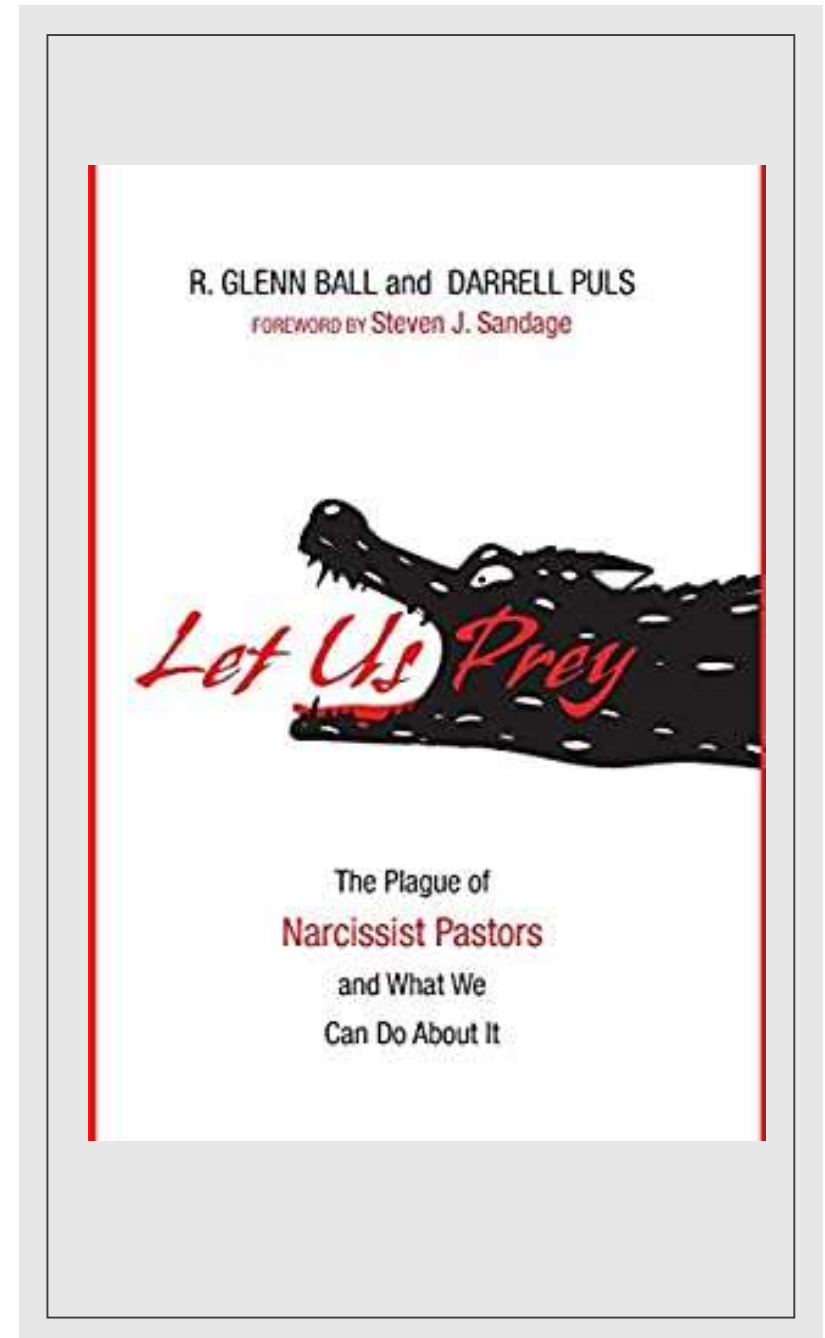
# SOME HELPFUL BOOKS AND RESOURCES



The authors were the first to study this phenomenon in North America and discover how serious the problem is. What they uncovered is shocking. In this study of a large Canadian denomination, just under one in three pastors met the diagnostic criteria of Narcissistic Personality Disorder (NPD).

This is one of the most destructive and least treatable of all mental disorders but is often well hidden behind layers of "sacred" deception. Some are charismatic while others are quiet and even awkward, but they share the same needs for power, control, praise, and public recognition. They are also rigid, unbending, never wrong, demanding, and full of hidden rage, leaving the people working for them in demoralized fear. If they see you as a threat, they will do everything possible to destroy you spiritually and emotionally.

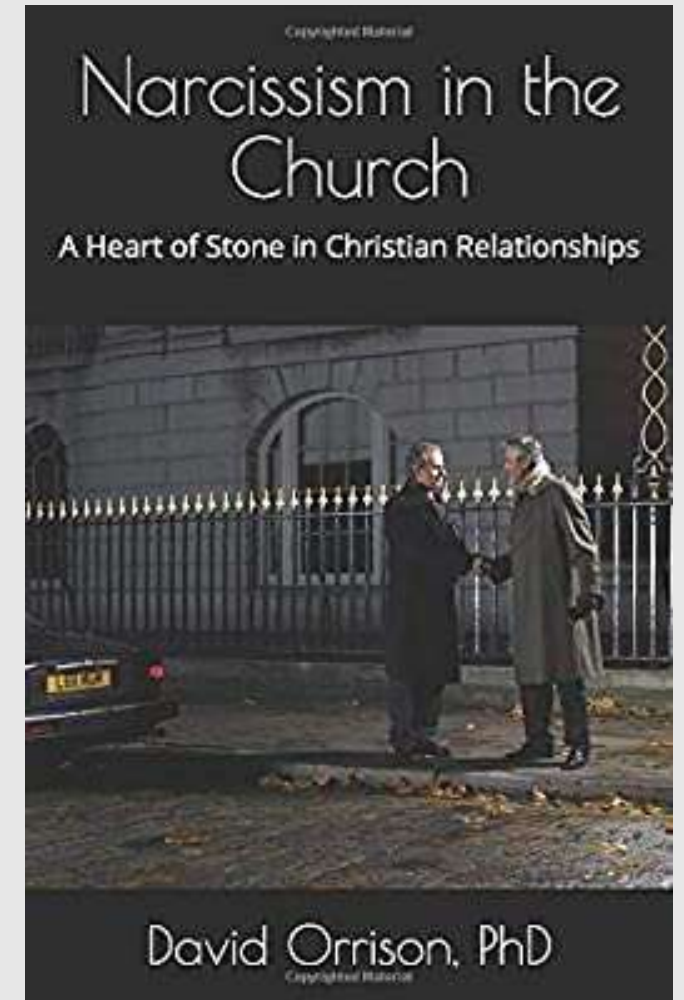
(Quoted from Amazon.com.au webpage - description)



“You are not real to me. You do not exist except as you interact with me. Your value hinges on how you affect me. I cannot love you or hate you. I can only use you. If you serve me, my way, I will treat you as though you have value. Your purpose is to reflect to me what I want to see in myself.” Dr. David Orrison describes the narcissistic message with cold precision. While few would ever hear that message stated so bluntly, many have felt it so.

“Narcissism” has become a way to describe the disordered personality that depersonalizes and uses others in its quest to think of itself as superior. Dr. Orrison sees this as a defining characteristic that can be found in organizations, including churches. Narcissists mold and use organizations to build their personal image.

(Description on [amazon.com.au](https://www.amazon.com.au) webpage)

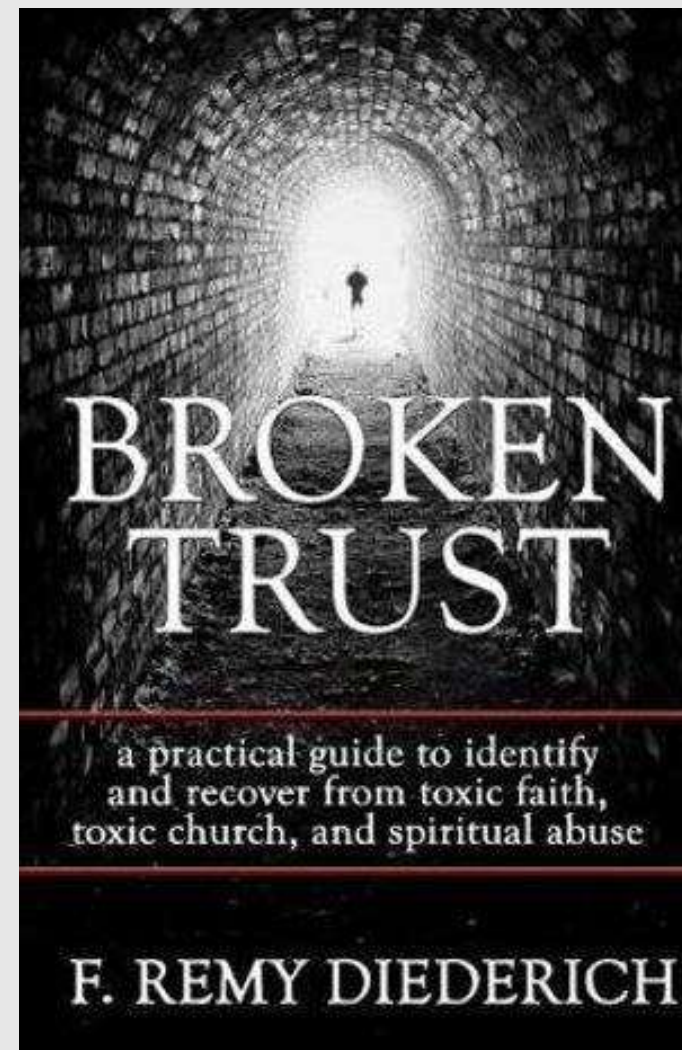


If you have suffered spiritual abuse from a toxic church, toxic organization, or toxic leader, your trust has been broken. Now you are left wounded and disillusioned, wondering if you can ever trust others, yourself, or possibly even God, again.

Many suffer from Post Traumatic Stress Disorder (PTSD) as a result of experiencing it. If you think your spiritual community might be abusive, or you have just left an abusive congregation, then this book could give you the direction you are looking for.

In “Broken Trust,” F. Remy Diederich relates his personal experiences of toxic faith and spiritual abuse along with the experiences of other survivors. But this isn't just another tell-all story of abuse; it's a guide that will help you to first identify spiritual abuse, and then offer you a practical plan for recovery.

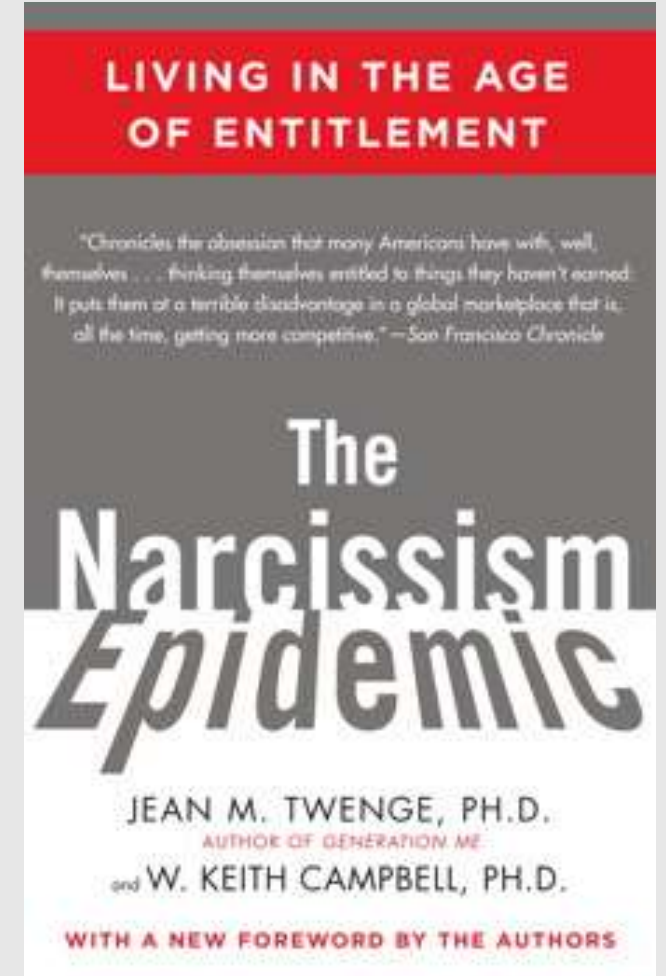
(Description on [goodreads.com](#) webpage)



Dr. Twenge joins forces with W. Keith Campbell, Ph.D., a nationally recognized expert on narcissism, to explore this new plague in *The Narcissism Epidemic*, their eye-opening exposition of the alarming rise of narcissism and its catastrophic effects at every level of society. Even the world economy has been damaged by risky, unrealistic overconfidence.

Drawing on their own extensive research as well as decades of other experts' studies, Drs. Twenge and Campbell show us how to identify narcissism, minimize the forces that sustain and transmit it, and treat it or manage it where we find it.

(Description on [Simonandschuster.com](http://Simonandschuster.com) webpage)

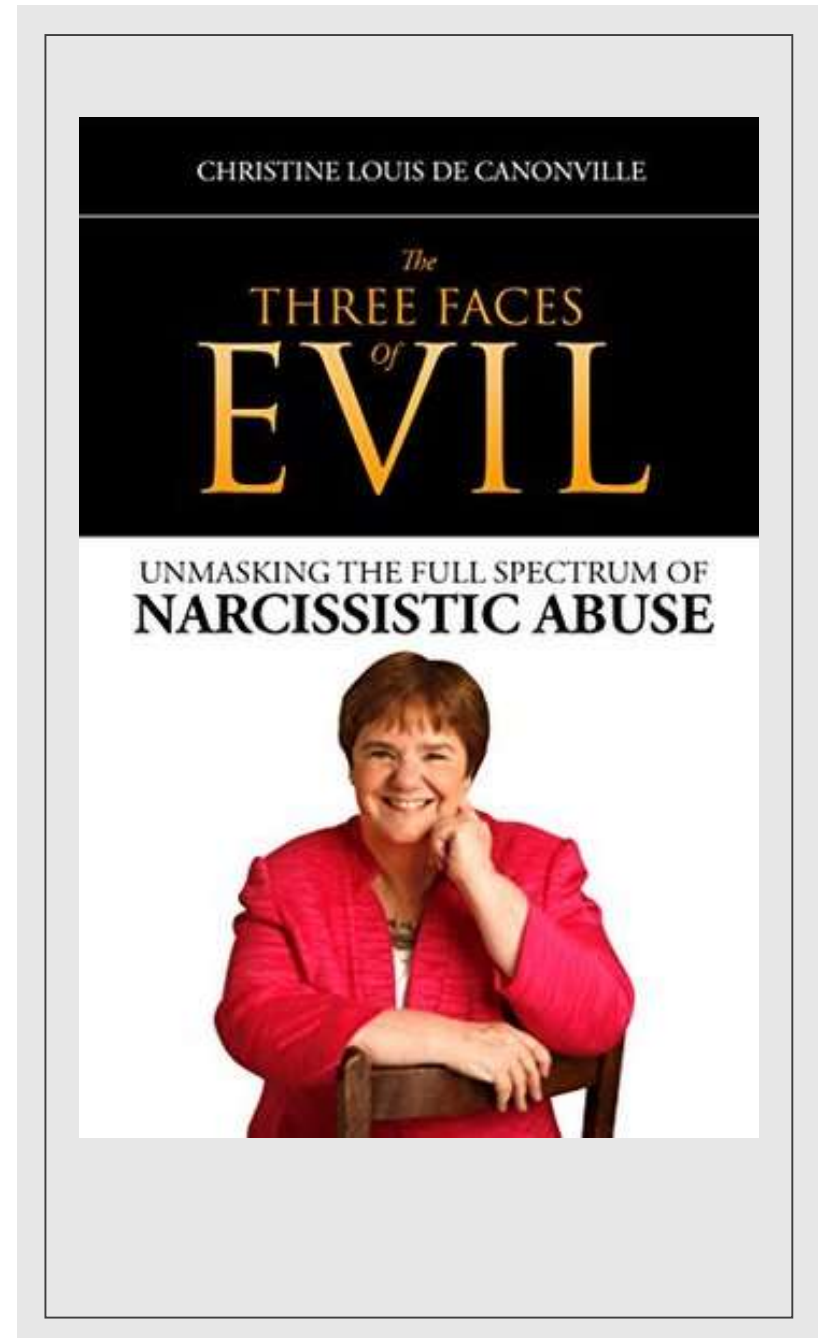




The 21st century has brought with it a narcissistic epidemic, and a flood of traumatized victims that end up in the therapy room. Unfortunately, Narcissism and Narcissistic Victim Abuse (NVS) are subjects that most therapists are unaware of, leaving them ill equipped for recognizing and working with victims suffering from this devastating form of abuse, an abuse that strips them of their identity. From the boardroom to the bedroom, narcissists are everywhere; they can be parents, partners, friends, bosses, siblings- no one is safe.

This form of abuse goes way beyond physical and psychological injury, it strikes at the very soul of the victim, leaving them wondering whether they are literally going mad. It is imperative for everyone to understand the relationship dynamics that exists between the narcissist and their victims, i.e. their need for entitlement, control, power, grandiosity and specialness. Also, to understand how a narcissist uses seduction and manipulation to "hook" their victims into a dangerous liaison.

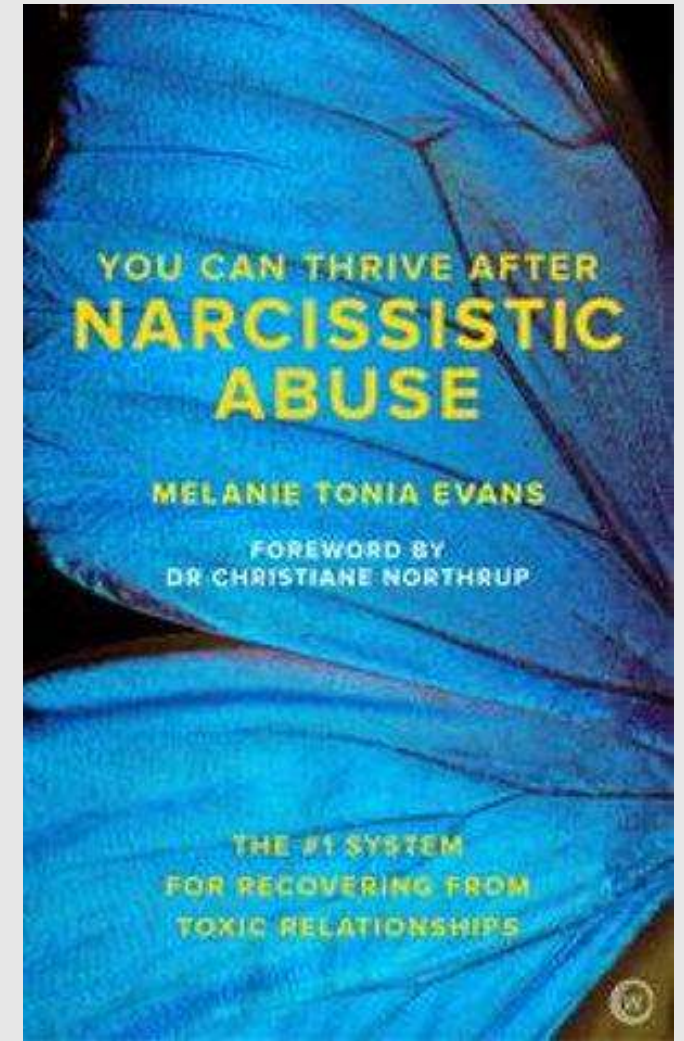
(Description on [goodreads.com](https://www.goodreads.com/book/show/25811133-The-Three-Faces-of-Evil) webpage)



Narcissistic abuse was originally defined as a specific form of emotional abuse of children by narcissistic parents, more recently the term has been applied more broadly to refer to any abuse by a narcissist (someone that who admires their own attributes), in particular adult-to-adult relationships the abuse may be mental, physical, financial, spiritual or sexual. If you have been through an abusive relationship with someone who has Narcissistic Personality Disorder, you will know that no one understands what you are going through unless they have personally experienced it.

Melanie Tonia Evans was abused by her former husband for over five years, it almost took her to the point of no return, at her lowest point she had an epiphany that signified the birth of the Quanta Freedom Healing Technique.

(Description on the [booktopia.com.au](http://booktopia.com.au) webpage)

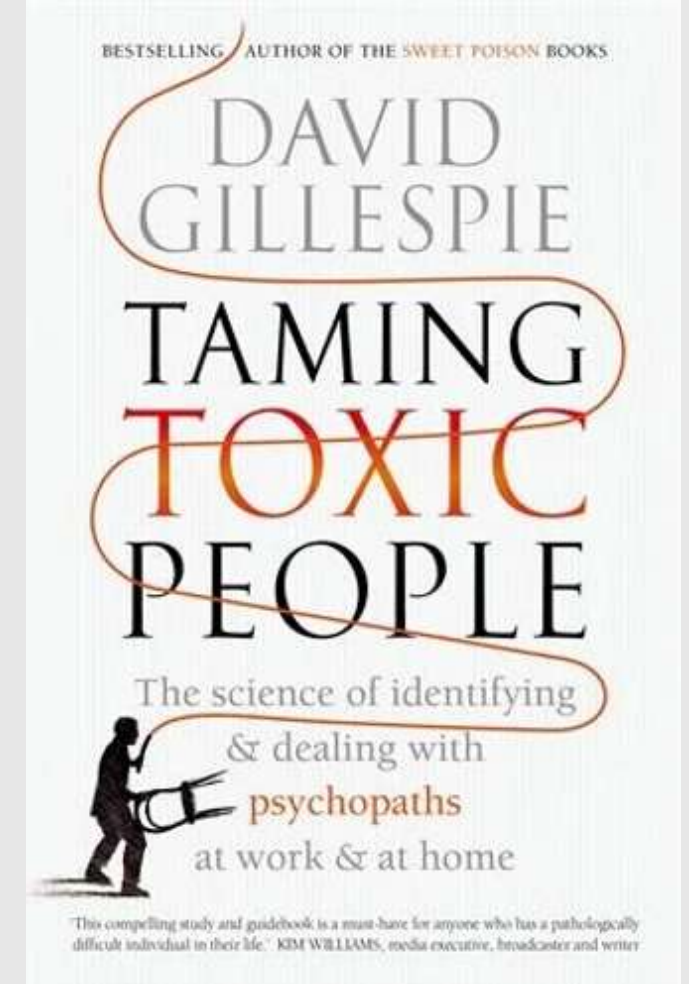


Bestselling author David Gillespie turns his attention to a phenomenon that damages businesses, seeds mental disease and discomfort and can bring civilisations to the brink of implosion - the psychopath.

Psychopaths are often thought of as killers and criminals, but actually five to ten per cent of people are probably psychopathic without ever indulging in a single criminal act. These everyday psychopaths may be charming in the early stages of relationships or employment but, Gillespie argues, their presence in your life is at best disruptive, and at worst highly dangerous: they will leave you feeling cheated and humiliated, dominating and manipulating you to the point where you question your sanity. Worse, he cautions, at a societal level their tendency to gravitate towards positions of power can be disastrous.

*Taming Toxic People* is a practical guide to restraining that difficult person in your life, be it your boss, your spouse or a parent. But it is also a serious and meticulously researched warning: if we value a free and well-functioning society, we need to rebuild the sense of community that has historically kept the everyday psychopath in check, and we must understand and act to manage the psychopathic behaviour in our midst.

(Description on the [booktopia.com.au](http://booktopia.com.au) webpage)





# **UNDERSTANDING NARCISSISTIC TRAITS**



People often ask what the differences are between a Narcissist, Sociopath and Psychopath. I use these fictional examples to highlight the subtle differences:

**A Narcissist** will run you over and scold you for being in their way. They will endlessly complain about how you intentionally damaged their car.

**A Sociopath** will run you over, scold you for being in their way and have a smirk because secretly they get entertainment out of the chaos they've created.

**A Psychopath** will go to great lengths and take calculated steps to ensure they run you over, laugh while doing it and back up to make sure the most damage is done

Shannon Thomas,  
[southlakecounseling.org](http://southlakecounseling.org)



## Types of Narcissists / Diagnostic Criteria, DSM

- **The classic narcissist:** defined as grandiose, exhibitionist, attention seeking, your basic type narcissist when using this term. They feel superior to others, feel that they deserve special attention, won't want to share the spotlight, love to be flattered, and have a deep-seated desire for others to make them feel important. (Casale, Fioravanti, Rugai, 2016).
- **The vulnerable narcissist:** identified as the fragile, vulnerable victim who avoids the obvious attention, but instead plays the pity card. They still feel that they are better than everyone else by defining themselves as wounded individuals who need to be cared for, often preferring to intertwine their life with others to get their sense of worth. (Hart, Richardson, Tortoriello, 2018)

### Narcissist (n.)

They tend to **deny flaws in themselves** and **put the blame on others** for their personal shortcomings, misfortunes, and mistakes.

### Narcissist (n.)

They **lie to your face** without a second thought and there's nothing you can do about it. In fact, the lies are **their truth**. And you **believe them**.

# Types of Narcissists / Diagnostic Criteria, DSM

- **The Malignant narcissist:** this is best understood as the toxic narcissist who manipulate their victims into submission, best seen as those who will exploit others for their own means and goals. The simplest description is that of the 'psychopath' and/or 'sociopath.' Upon further analysis, this category are the sadists. They are after control and domination using aggression, deceit, and wrath against anyone who stands in their way. They also feel no remorse, or pain, and remain unapologetic. (Trifu, 2013)
- **Overt and Covert narcissist:** this is all about methodology. They will take advantage of someone for their personal gain – either upfront or secretive. Those in relationship with them are not aware of their manipulative spell until it is too late. Their behind-the-scenes tactics gives them believable reasons to deny and deflect responsibility if they are caught. (Huszcza, Berenson, Downey, 2006)





# Types of Narcissists / Diagnostic Criteria, DSM

- **The Somatic and Cerebral narcissist:** their focus is on value proposition (Lee & Park, 2016). They identify what they see in themselves – as a lack but hold in high regard – and see that value demonstrated in someone else, and desperately want. They accumulate these ‘useful’ others to prop up their shrine to make them look good and become objects they can flaunt around for others to see.
- The somatic versions will focus on appearances. The cerebral version believes they are the font of all knowledge and will appeal to their believed superior intellect on any topic.

**5 TRAITS of a NARCISSIST**

- 1**  
**Narcissists do not change.**  
*Narcissistic personality disorder is more than emotional abuse.*
- 2**  
**The goal of a narcissist is to consume his victim.**  
*Disconnection from loved ones makes the victim available to serve the narcissist's needs continuously.*
- 3**  
**Narcissists cannot love.**  
*They enjoy causing pain and feel no remorse or emotion.*
- 4**  
**Healthy boundaries do not exist.**  
*A narcissist will resent and push on any healthy boundaries.*
- 5**  
**Narcissistic abusers seek out strong, intelligent victims.**  
*Their need to look good in front of others and the thrill they get from conflict creates the need for a challenging victim.*

SOUND FAMILIAR?  
VISIT WWW.LEAHGREY.COM FOR A FREE FAITH GUIDE FOR CRISIS SITUATIONS

## Summing up the accumulated wisdom on Narcissistic Personality Disorder (NPD):

- Sense of superiority & self-importance
- Self-absorbed with their own agenda
- **Distorted sense of entitlement**
- Tendency to exaggerate their accomplishments and achievements
- Manipulates facts to suit their narrative
- Unable to consider the impact of their actions; exploits without guilt or shame
- Desperate need to win arguments by twisting words and facts



- Cannot fully regulate their emotions
- **Display a distinct lack of empathy**
- Feels comfortable with the drama and conflict of it all; intimidates and bullies
- Passive-aggressive blame behaviour
- Highly sensitive and is easily offended
- The 'misunderstood special person'
- **Love bombing strategy (flattery)**
- Lives in a fantasy world that supports their delusion





# **SIGNS OF TRAUMA**

# Bullied by Narcissists at Work? 3 Ways Narcissistic Co-Workers and Bosses Sabotage You

(an article written by Shahida Arabi, for Psych Central, June 2017)

- *“In fact, one study even showed that managers had three times the rate of psychopathy than the general population (Lipman, 2018).”*
- *“According to the Workplace Bullying Institute, harassment, intimidation, and covert coercion at work is akin to domestic violence at work, where the abuser is on the payroll [..] Research indicates that as many as 75% of workers have been affected, either as a target or a witness (Fisher-Blando, 2008).”*
- *“According to Forbes (2016), research reveals, people become targets because something about them is threatening to the bully. Often, they are more skilled, more technically proficient, have a higher EQ or people just like them better.”*

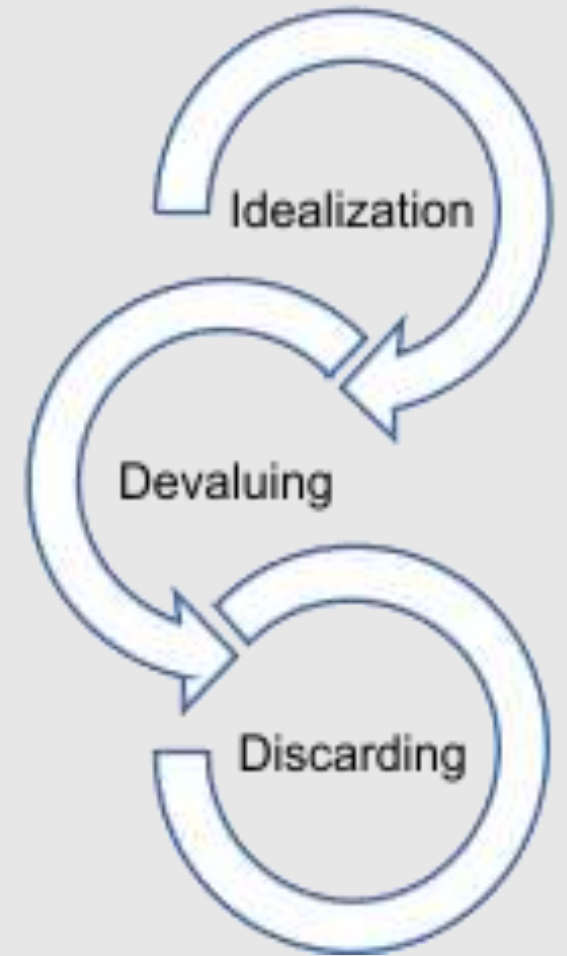
1. They get to know you, only to use that information against you.
2. They feed their superiors and other co-workers false or misleading information about you, your work ethic, and your competence in any projects you might be in charge of.
3. They'll steal your ideas and pass them off as their own.



# Grandiose Narcissism and Fairness in Social Exchanges

(Brunell, Davis. Curr Psychol, 2016 35:220-233, Published online by Springer Science+Business Media New York)

- *“The available evidence suggests that when grandiose narcissists perceive that they have been wronged, they reactively engage in retaliation (Fatfouta et. al. 2015) and seek revenge (Brown 2004; Carmody and Gordon 2011), most notably through hostility and aggression”*
- *“There is sufficient evidence that grandiose narcissists are more likely than others to seek revenge when their positive and inflated self-image is injured. [...] which includes engaging in violence and ‘ratting out’ transgressors to authority figures.”*
- *The results of this study ... If the behaviors of narcissists in everyday interpersonal exchanges violate social norms, then it should come as little surprise that narcissists incur the contempt of others [...] it most likely is the tendency to retaliate ... that accounts for much of their negative reputation.”*

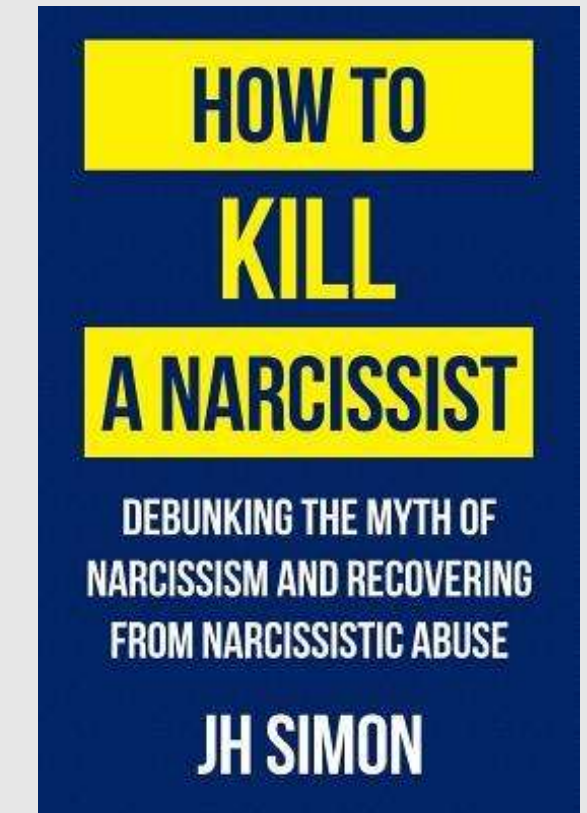


# Leader Dark Traits, Workplace Bullying, and Employee Depression: Exploring Mediation and the Role of the Dark Core.

(Torkarev, Phillips, Hughes, Irwing. Journal of Abnormal Psychology, 2017, vol. 126, no.7, 911-920)

- *“A growing body of empirical evidence now supports a negative association between dark traits in leaders and the psychological health of employees.”*
- *“...each have unique components, with psychopathy characterized by disinhibition and impulsivity and narcissism characterized by sociality and attention seeking [...] found that the constructs of manipulateness and callousness accounted for almost all of the overlap between a number of dark traits, thus representing something of a ‘dark core’.”*
- *“In line with previous research, both leader narcissism and leader psychopathy were found to be destructive and detrimental to employee’s mental health.”*

## Recommended Reading



## *What* **should you do?**

- Document all interactions with the gaslighter
- Talk to your HR department
- Talk to co-workers and try to get a witnesses during a time they are abusive to you.

## **Gaslighters at Work**

Will often shame co-workers and distort truths

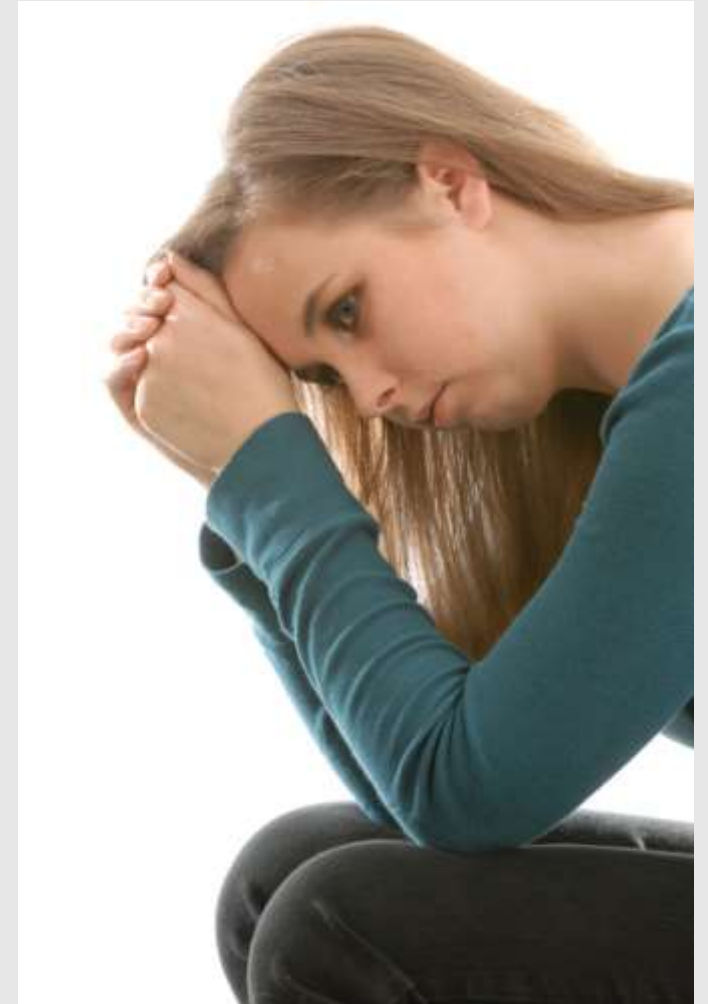
Assert things with extreme conviction or indignation

They will counter, block, divert or trivialize what you say



## How do we typically deal with such encounters and workplace situations?

- Walking on egg-shells
- Feel you need to record everything
- Distorted truth; mind games
- Told you're crazy; confusion reigns
- Experiencing intimidation, fearing for your safety, being hyper-vigilance
- Isolation from your friends & colleges
- Suffering from Complex-PTSD



# TRAUMA RESPONSES - THE 4F'S

## **FIGHT**

RAGE  
ANGER  
BULLYING  
NARCISSICISM  
INTIMIDATION

## **FLIGHT**

PANIC  
WORRY  
PLANNING  
RUMINATION  
PERFECTIONISM

## **FREEZE**

DISSOCIATION  
DISCONNECTION  
DAY DREAMING  
FEELING NUMB  
FEELING STUCK

## **FAWN**

PEOPLE PLEASING  
CODEPENDENCY  
NEGLECTING ONES NEEDS  
IDENTITY CONFUSION  
BOUNDARY ISSUES

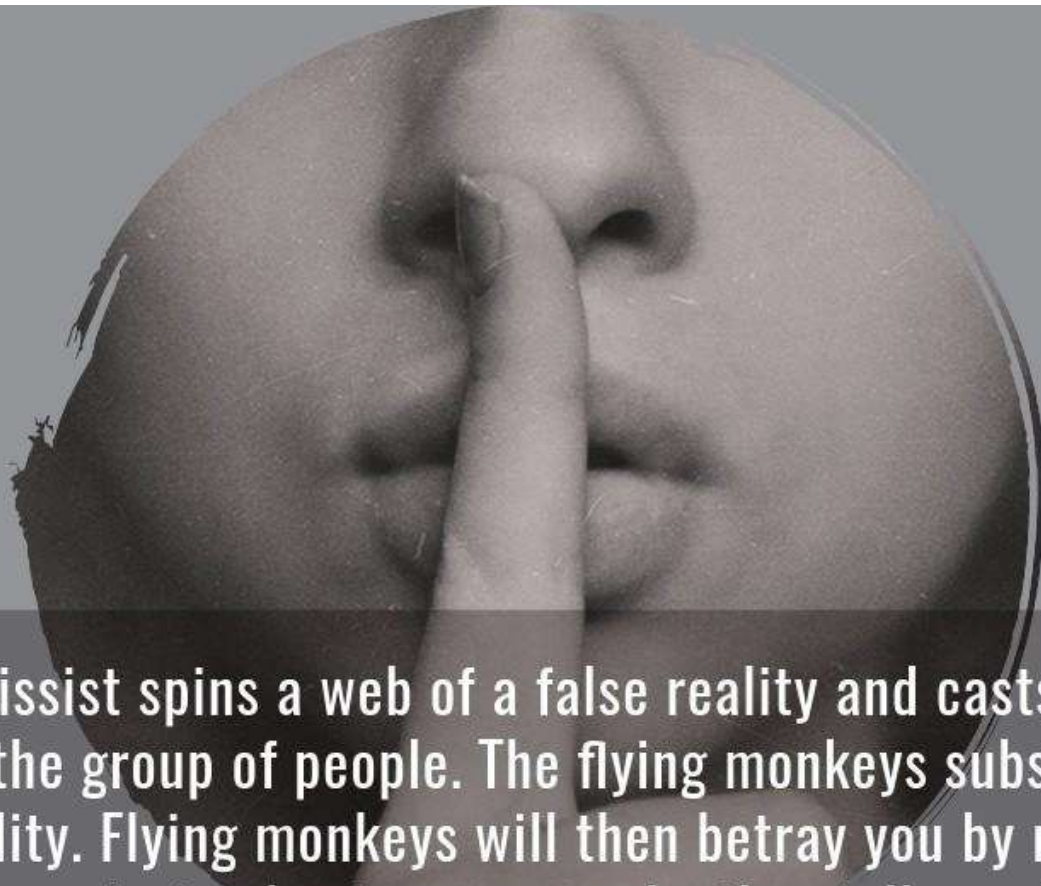
@nettlescounseling



You cannot heal in the same  
place that made you sick

OurMindfulLife.com





The narcissist spins a web of a false reality and casts this out among the group of people. The flying monkeys subscribe to that reality. Flying monkeys will then betray you by revealing something private about you or maybe they tell people a total lie about you. They will pass on this gossip or rumor pretending that they're "concerned" about you and/or telling people that you're abusive or crazy as per the narcissist's stories.



INNER INTEGRATION

1.

## **flying monkey**

In popular psychology, a flying monkey is someone who does the narcissist's bidding to inflict additional torment to the narcissist's victim.

It might consists of spying on the victim, spreading gossip, threatening, painting the narcissist as the victim and their target as the perpetrator.

Despite this, the narcissist does not hesitate to make flying monkeys their scapegoats when and if needed.

*The narcissist might send siblings as flying monkeys to badger the adult child back.*

by **Narcissistic Notes Fb page** April 15, 2014



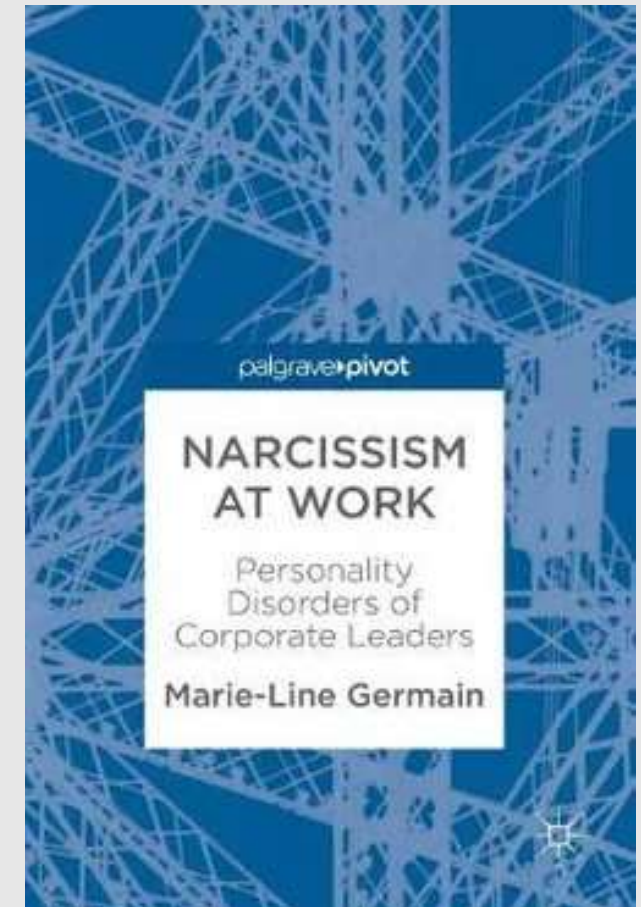
**SOME RESEARCH**

# When CEOs Are All About Themselves: Perceived CEO Narcissism and Middle Managers' Workplace Behaviors Amid the COVID-19 Pandemic

(Kim, Whee Lee, Gao, Johnson. Journal of Applied Psychology, 2021, Vol.106, No.9, 1283-1298)

- *"...tested a model that explains how middle managers' perceptions of CEO narcissism shape their perceived uncertainty in the workplace [...] leads to their engagement in uncertainty-based coping responses, including laissez-faire leadership and impression management (ie. control coping)."*
- *"...since the onset of the pandemic, the media has frequently discussed leader narcissism. It has warned that narcissistic leaders' key traits, such as low levels of integrity and a need for acclaim, can be detrimental in life-or-death situations."*
- *"...that their CEO violates prototypical expectations of a leader during a crisis will lack confidence in the CEOs' ability to follow the best course of action."*

## Recommended Reading





# Long-Term Narcissistic Abuse Can Cause Brain Damage

(an article written by Kim Saeed, Psych Central, on Oct. 2017)

- “...what many people don't realize is that over time, these repeated emotional injuries shrink the hippocampus, which is responsible for memory and learning, while enlarging the amygdala, which houses primitive emotions such as fear, grief, guilt, envy, and shame.”
- “It can be easily understood how this neurological process may enhance feelings of confusion, cognitive dissonance, and abuse amnesia in victims of narcissistic and psychopathic abuse.”
- “Narcissists keep their victims in a constant state of anxiety and fear, which in turn causes their victims to react from his or her amygdala (or reptilian brain). The amygdala controls life functions such as breathing and heart rate and the basic emotions of love, hate, fear, and lust.”

## 8 SIGNS YOUR BOSS IS A PATHOLOGICAL NARCISSIST

- 1) Expects personal recognition when anything goes well.
- 2) Tells you and others the same story about a possible promotion on the horizon or that you have been chosen for a special role.
- 3) Plays divide and conquer, sets people against each other with fabricated evidence and constructed misunderstandings.
- 4) Micro manages others, makes unreasonable demands, changes plans and systems to create confusion, more work and dead-end efforts.
- 5) Dodges personal responsibility when things don't go well.
- 6) Has 'favourites' who are mined and used and then replaced with another 'favourite' when their usefulness has run out.
- 7) Is loose and non-accountable with their own decisions and actions and blames everyone else for the consequences.
- 8) Takes over meetings and has to have the last say.

[WWW.MELANIEONIAEVANS.COM](http://WWW.MELANIEONIAEVANS.COM)

# Loving Yourself Abundantly: Relationship of the Narcissistic Personality to Self- and Other Perceptions of Workplace Deviance, Leadership, and Task and Contextual Performance

(Judge, LePine, Rich. Journal of Applied Psychology, 2006, Vol.91, No.4, 762-776)

- *“Given the social undesirability of narcissism (few wish to be described as vain, self-absorbed, egotistical, selfish, conceited, and grandiose), and its clinical lineage, organizations might be expected to screen out narcissists, at least implicitly, in the hiring decisions. In addition, to the degree that narcissism leads to an enhanced self-perception, while having weaker or even negative effects on others’ perceptions, organizations might exercise caution in utilizing self-ratings of work criteria.”*

## Implications

1. Narcissism may be an important liability in jobs where a realistic conception of one’s talents and abilities are crucial.
2. Narcissism may be detrimental in team contexts that require cooperation and a positive social-psychological climate.
3. Narcissists derogate unfavorable evaluators and tend to aggress against those whom they believe threaten them.



# **KEYS TO RECOVERY**

# Healing from Complex-PTSD in the Aftermath of Narcissistic Abuse

(an article written by Andrea Schneider, for Psych Central, July 2018)

- “Recovery unfolds in three stages. The central task of the first stage is the establishment of safety. The central task of the second stage is remembrance and mourning. The central task of the third stage is reconnection with ordinary life – Judith Herman, *Trauma and Recovery*”
- “...the individual has absorbed trauma on many levels – physiologically, cognitively, and emotionally. Recovery work involves the integration of these three levels of the brain to master and release trauma.”
- “...need to establish healthy connections with a community of support, establish and reinforce healthy boundaries with others, increase self-acceptance, psychoeducation of abuse cycles, and reclaiming an empowering narrative of recovery.”

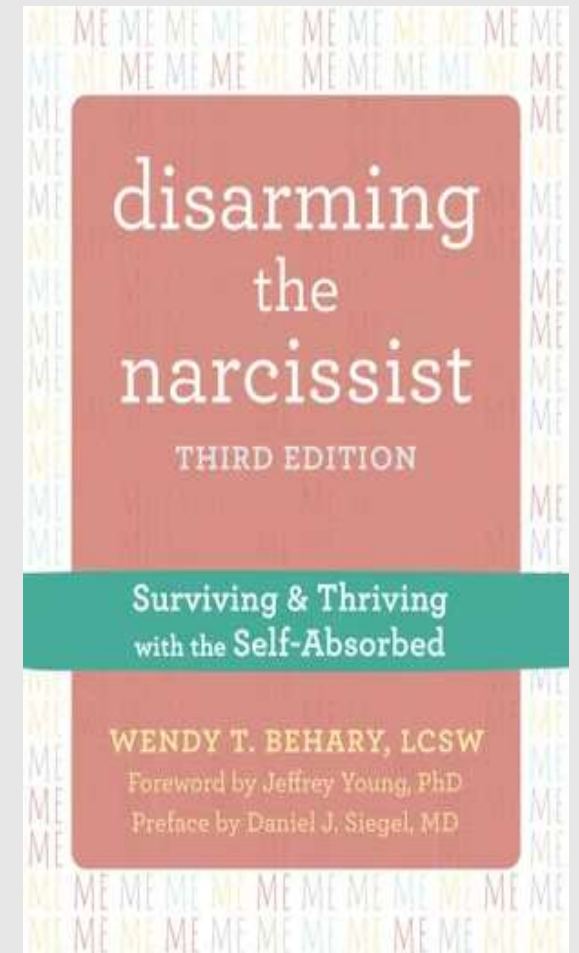
**Psychological Safety**  
(<https://dariawilliamson.com/leadership-toolbox-how-to-create-psychological-safety/>)



## SUMMING UP THE COLLECTIVE WISDOM ON WHAT TO DO ABOUT WORKING WITH THEM:

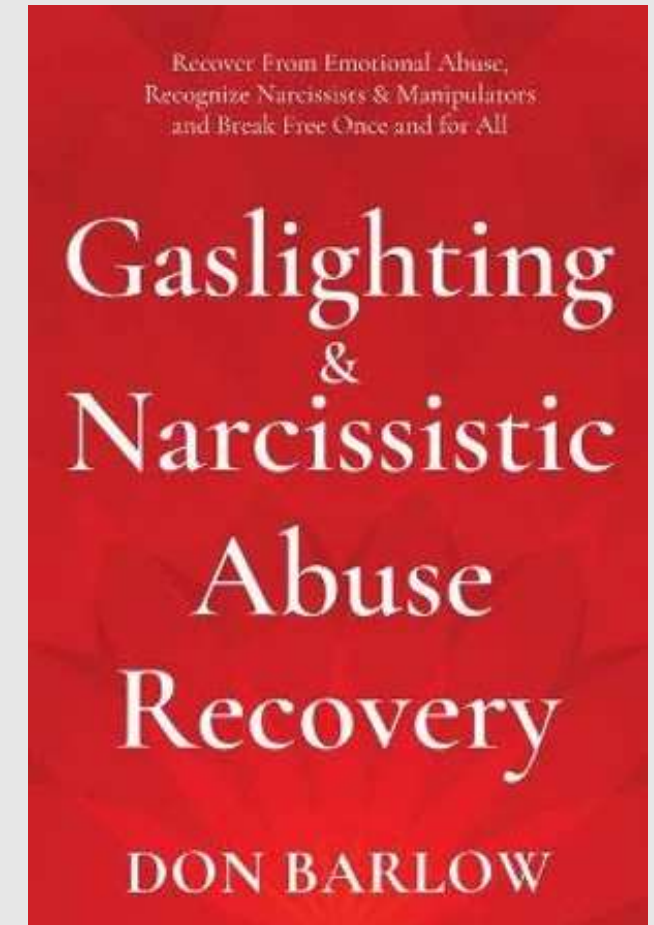
- Do what you can to avoid taking their bait (avoid engaging them, limit encounters, create distance)
- Avoid their mind games (no need to explain yourself, keep to the facts, respond calmly, stay emotionless)
- Clearly set communication boundaries (put it all in writing); and stick to it.
- Fact-check everything they say

## Recommended Reading



- Practice grounding techniques
- Have a self-care management plan
- Allow yourself to be angry, grieve
- Stop obsessing over the narcissist
- Accept that you cannot change them
- Work on self-esteem: build your identity
- Be prepared: do some psychoeducation
- Work on your support network
- Remember: you have options & choices
- Seek professional counselling for help

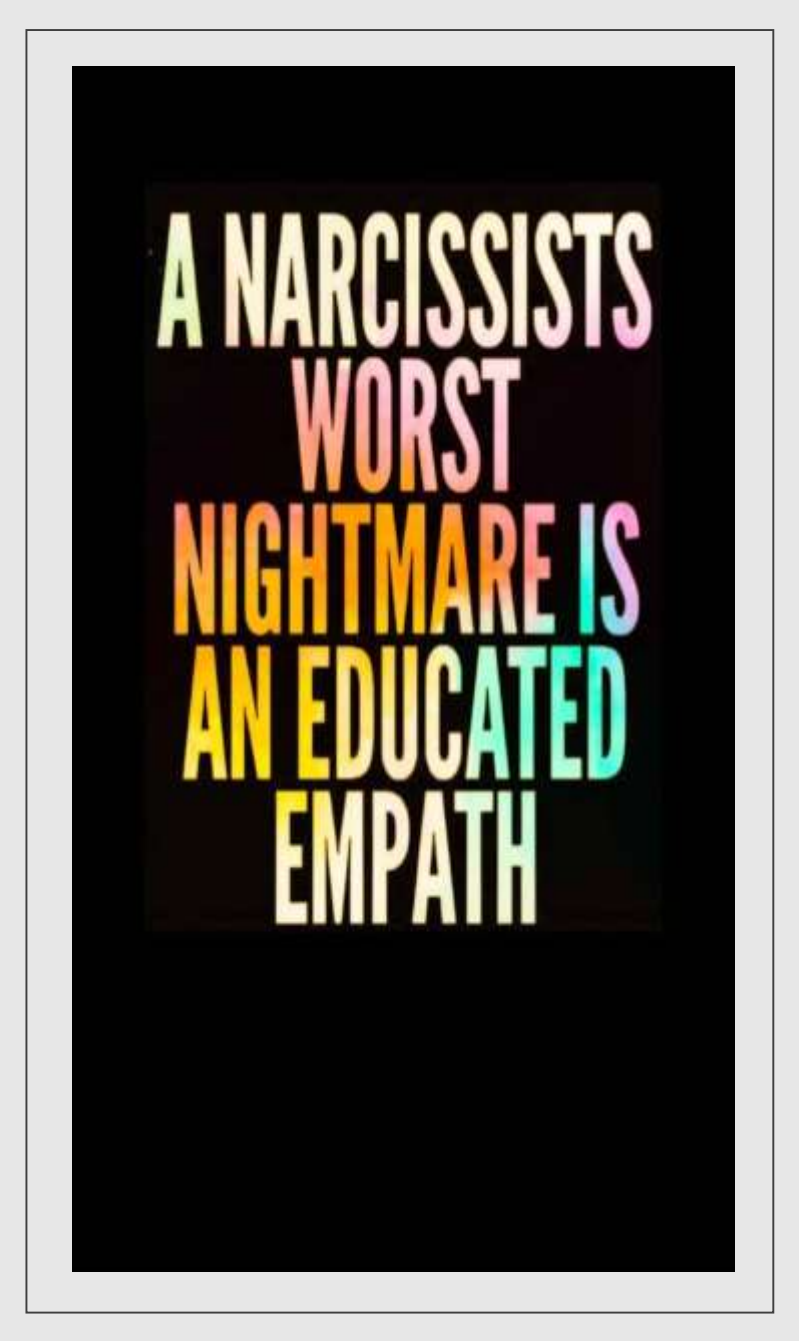
## Recommended Reading





# SOME POSITIVE WORK STRATEGIES

- Manage realistic expectations and your commitment levels.
- Confrontation won't work – they love the mind games, they love to win, they love to see you lose it.
- Respect your gut reactions, but ask the critical questions – why am I reacting this way? Why is this triggering me?
- Analyse if this is this a pattern that is peculiar to you and is it different when working with others – am I being targeted?
- Practise Self Care – look after the part of you that is most at risk, so when you need to, get out of the room.
- Be real about it and stay matter of fact – if something needs addressing, say I'm confused, seek clarity – get it in writing!
- Finding better ways to articulate your needs, become clever at carefully crafting your words to get your point across.
- Don't bring work issues back to your home – learn to debrief.

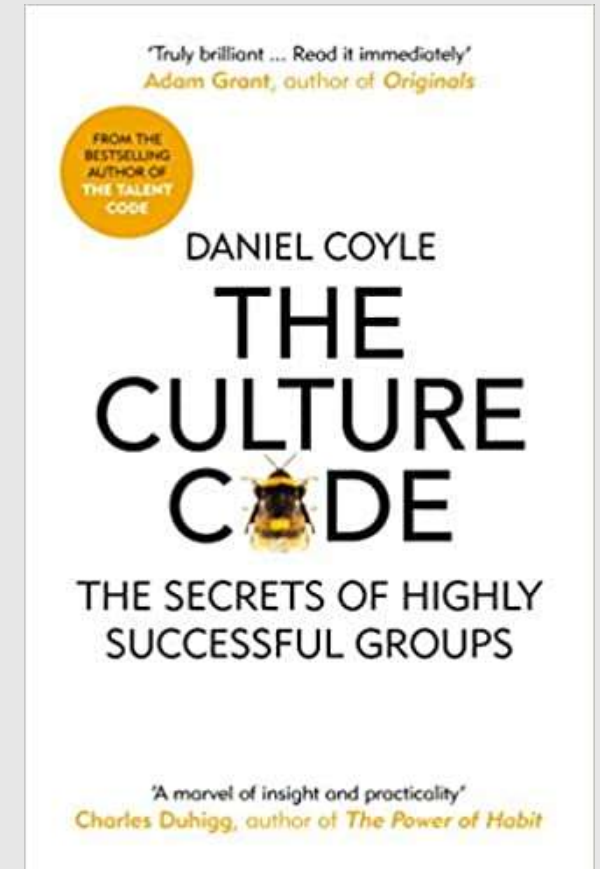


A NARCISSISTS  
WORST  
NIGHTMARE IS  
AN EDUCATED  
EMPATH

## 5 THINGS I HAVE LEARNT ABOUT RECOVERY FROM AN ENCOUNTER WITH A NARCISSIST ON STAFF

1. You might lose people you like, but that's not where it ends. You will find new friends and create healthier relationships.
2. You will rediscover how & when to trust others again.
3. It is possible you'll never find closure for the situation. But moving on without closure is better than being stuck in it.
4. There is help available – counselling, psychoeducation
5. Focus on building resilience, to rediscover your authentic self, and as a survivor, attain a skill-set to help others (through shared understanding).

## Recommended Reading







THANK YOU

[www.livingwellcg.com](http://www.livingwellcg.com)



# QUESTIONS

1. The term 'narcissism' was used by Freud in an essay published in 1914 based on Greek mythology. What was the key attribute to that myth?
2. The first study of this phenomenon in North America uncovered a shocking revelation among pastors of a large Canadian denomination. What was the diagnosed ratio among pastors?
3. Author Christine Louise De Canonville alerts us to the subject of Narcissistic Victim Abuse. Name three of the basic needs of the narcissist.
4. Name the different types of narcissists.
4. Which of these fit the NPD descriptions:
  - a. Sense of superiority & self-importance
  - b. Charismatic personality
  - c. Distorted sense of entitlement
  - d. Lack of empathy
  - e. Life of the party
  - f. a,c, and d
  - g. All of the above

6. What are 3 ways that narcissists might sabotage your work?
7. List the 4 trauma responses and in which one might you find narcissism?
8. What are 'flying monkeys'?
9. What is the central task of the first stage of psychological safety?
10. Name 4 things you can do when working with a narcissist.



# ANSWERS



1. The term 'narcissism' was used by Freud in an essay published in 1914 based on Greek mythology. What was the key attribute to that myth?

**falling in love with one's own reflection at the expense of all others**

2. The first study of this phenomenon in North America uncovered a shocking revelation among pastors of a large Canadian denomination. What was the diagnosed ratio among pastors?

**just under one in three pastors met the diagnostic criteria of Narcissistic Personality Disorder (NPD)**

3. Author Christine Louise De Canonville alerts us to the subject of Narcissistic Victim Abuse. Name three of the basic needs of the narcissist.

**their need for entitlement, control, power, grandiosity and specialness**

4. Name the different types of narcissists.

**the classic narcissist, the vulnerable narcissist, the malignant narcissist, the over and covert narcissist, the somatic and cerebral narcissist**

4. Which of these fit the NPD descriptions:
- a. Sense of superiority & self-importance
  - b. Charismatic personality
  - c. Distorted sense of entitlement
  - d. Lack of empathy
  - e. Life of the party
  - f. a,c, and d
  - g. All of the above

**Answer: f**

6. What are 3 ways that narcissists might sabotage your work?

**They get to know you, only to use that information against you.**

**They feed their superiors and other co-workers false or misleading information about you, your work ethic, and your competence in any projects you might be in charge of.**

**They'll steal your ideas and pass them off as their own.**

7. List the 4 trauma responses and in which one might you find narcissism?

**Fight (narcissism, along with bullying and intimidation)**

**Flight**

**Freeze**

**Fawn**

8. What are 'flying monkeys'?

**someone who does the narcissist's bidding to inflict additional torment to the narcissist's victim**

9. What is the central task of the first stage of psychological safety?

**The central task of the first stage is the establishment of safety.**

10. Name 4 things you can do when working with a narcissist.

***Some options among others:***

**Do what you can to avoid taking their bait**

**Avoid their mind games**

**Clearly set communication boundaries (put it all in writing)**

**Fact-check everything they say**

**Have a self-care management plan**

**Accept that you cannot change them**

**Work on self-esteem: build your identity**

**Be prepared: do some psychoeducation**

**Seek professional counselling for help**