Narcissist in the Workplace

This is from a project I am working on! I just wanted to share a couple of parts since I get the question about Narcissist in the workplace often! This is not finished, but I hope it helps! I will do a couple of posts so it wont look like a book.

“The “love cults” that narcissists build to stroke their egos aren’t actually exclusive to romantic relationships. They can exist in families, friendship circles, the workplace and various organizational hierarchies.”

All Narcissists use the same cycle regardless of the relationship and role they play in your life. Even though it may appear different and depending on the purpose you will serve in their twisted and distorted world it will always follow the same pattern. Their dizzying cycle includes three stages: Idealize, Devalue and Discard. Today, I wanted to talk a little about the Narcissist in the workplace since I get this question a lot. Most people when you start a job it feels good to hear your boss or co-worker say flattering things about you. Don’t get me wrong, some people are very genuine in giving compliments, but we know that there are some people out there who only give compliments with the intention of getting you to let your guard down.

One of the first signs of Narcissism in the workplace is over the top flattery and compliments. This is considered the Idealization stage in the cycle of Narcissistic Abuse. For example, your new supervisor or manager may sing your praises to everyone in the office in the beginning. You will get compliment after compliment on your work, accomplishments, clothes and anything they can use to extract Narcissistic Supply from you. Narcissistic Supply refers to those people who provide a constant source of attention, approval, adoration, admiration, etc. It is like a drug for the Narcissist and they cannot survive or thrive without it and this is why they work so hard to secure supply in every waking moment. The more supply sources they can secure, the more powerful they feel. The Narcissistic supervisor/manager may bring you gifts (for you or your children), treat you to lunch or dinner, offer to do personal favors (unrelated/related to the job). You will begin to let your guard down and get comfortable. You will start to tell them more intimate details about your personal life and family.

The supervisor/manager has only just met you, but they are telling everyone how great and wonderful you are. It may seem like you have known them forever. It feels good. You are getting special attention and consideration. At the beginning, you can do no wrong in their eyes. You are beginning to think this is the best work situation you could have ever prayed for. This behavior matches up to the first stage of an intimate partner (boyfriend/girlfriend/spouse) relationship with a Narcissist. During the Idealization phase of any relationship with a Narcissist, they will Love Bomb you. This is the reason for the extreme flattery and constant praise. They put you on a pedestal, making you stand out and above everyone else (exes, other targets and loyal followers). In the workplace, they will make you stand out in front of all your colleagues to ensure everyone sees you are the apple of their eye. This is how the Narcissist creates rivalries and unhealthy competitions wherever they go, regardless of the situation or environment. It will become an “us against him” situation and you will become the focus for attacks to your reputation and character. Suddenly nobody likes you, and you have no idea why. All the while the Narcissist is sitting back watching the show and nobody knows it was his/her plan from day one. This is also how you know you have entered the Devaluation stage for their cycle of abuse.