



## A brief tale of the two faces of narcissism and the two facets of pride

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### ARTICLE INFO

**Keywords:**  
Narcissism  
Pride  
NARQ

### ABSTRACT

Existing research suggests that narcissism is moderately associated with authentic pride and weakly associated with hubristic pride. In the current paper, we investigate whether the differentiation of the two faces of narcissism (i.e., admiration and rivalry), provides an alternate account of the relationships between these variables. We hypothesised that such differentiation would result in a contradictory pattern of relations with authentic pride, whilst both narcissistic strategies would be positively correlated with hubristic pride. The study was conducted on an adult sample using the Authentic and Hubristic Pride Scale and Narcissistic Admiration and Rivalry Questionnaire. The hypotheses were tested using a structural equation model, which was well fitted to the data. The results supported our expectations regarding the mutual suppression effect of the two faces of narcissism on the relation with authentic pride as well as the common direction of the relations with the hubristic pride.

### 1. Introduction

Modern times are frequently described as facing a narcissism epidemic (Twenge & Campbell, 2009), which emphasizes that the problem with narcissists and their behaviour is an ongoing issue for everyday functioning of modern societies; however, research suggests that there is a small decline in the overall narcissism level over the past 20 years (between 1990 and 2010; Wetzel et al., in press). Despite this decline, understanding narcissism is still an important issue which is expressed in a growing realm of research (e.g., the seminal work of Raskin & Terry, 1988; according to Google Scholar was cited 272 times just in 2017).

Within the literature, two forms of narcissism can be identified: grandiose and vulnerable narcissism (Wink, 1991). Grandiose narcissism is interpreted as a personality trait in the general population, whilst vulnerable narcissism is associated more with clinical manifestations of narcissism (Cain, Pincus, & Ansell, 2008). Moreover, grandiose narcissism is associated with greater social poise and self-assurance, while vulnerable narcissism, as the label suggests, is associated with emotional sensitivity (Wink, 1991). Since we are interested in personality, we decided to study the general population and investigate grandiose narcissism only. Thus, whenever we mention narcissism in this manuscript, we refer to grandiose narcissism.

#### 1.1. Two faces of narcissism

Narcissism can be interpreted as a construct with two faces: the bright face of admiration representing grandiose and the dark face of rivalry representing the antagonistic aspects of narcissism (Back et al., 2013). Despite this distinction, the majority of existing research focuses mostly on the grandiose dimension (e.g., Ackerman et al., 2011), regardless of the fact that the antagonistic aspect of narcissism has a different impact on underlying behavioural processes (Leckelt, Küfner, Nestler, & Back, 2015). Both dimensions are composed of three basic components: affective-motivational, cognitive, and behavioural; for admiration these components are striving for uniqueness, grandiose fantasies, and charmingness, respectively; for rivalry these components are striving for supremacy, devaluation of others, and aggressiveness, respectively (Back et al., 2013).

This disentanglement, which takes into account both bright and dark characteristics of grandiose narcissism, clarified many existing ambiguities, such as why the correlation between narcissism and self-esteem is not as high as expected; Back et al. (2013) argued that it was due to the suppression effect resulting from a different pattern of relationships with admiration (positive) and rivalry (negative). Also, the two faces of narcissism turned out to have a different nomological network in relation to basic values and personality traits (Rogoza,

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Wyszyńska, Maćkiewicz, & Ciecuch, 2016). Both of the narcissistic features significantly differ from each other in terms of its correlates; for example, admiration is related to rather stable high self-esteem while rivalry is linked to low and fragile sense of self-worth (Geukes et al., 2017). Similarly, regarding interpersonal outcomes, since admiration is associated with being charming and making a great first impression, rivalry is associated with arrogance and aggressiveness as the long-term cost, which discredits narcissists in the eyes of others (Leckelt et al., 2015); consequently, these two faces may also be referred to as the bright and the dark sides of narcissism (Back et al., 2013).

With regard to other personality traits, narcissism has been found to be positively correlated with extraversion (0.36) and negatively correlated with agreeableness (−0.37) (Vernon, Villani, Vickers, & Harris, 2008), but when narcissism is separated into rivalry and admiration, these correlations are more informative. For example, admiration is found to be correlated primarily with high extraversion while rivalry is found to be correlated primarily with low agreeableness (Back et al., 2013; Leckelt et al., in press; Rogoza, Wyszyńska, et al., 2016).

### 1.2. Two facets of pride

Tracy and Robins (2007) demonstrated that pride has a two-dimensional structure comprising authentic (referring to the genuine feelings of self-worth) and hubristic pride (referring to the distorted and self-aggrandized self-views). Pride, although not biologically conditioned, has been considered to be one of the basic self-conscious emotions (Tracy & Robins, 2004, 2006). Nevertheless, compared to other emotions (e.g., shame or guilt), the full picture of this phenomenon is complex (Tracy & Robins, 2006) because as a result of evolutionary heritage, pride can be manifested through a wide range of distinct outcomes (e.g., dominance or prestige; Shariff, Tracy, Cheng, & Henrich, 2010).

Authentic pride is a sense of pride that is usually based on specific accomplishments and stem from attributions of internal, unstable, and controllable causes (e.g., effort; Tracy, Cheng, Robins, & Trzesniewski, 2009; Tracy & Robins, 2007). This type of pride is often accompanied by true feelings of self-worth. Extant empirical research suggests that authentic pride is linked with a selfless attitude, engagement in ethical (moral) behaviour (Bureau, Vallerand, Ntoumanis, & Lafernière, 2013; Sanders, Wisse, Van Yperen, & Rus, 2016), positive affect, sensitivity to rewards (such as respect of others), self-control (Carver, Sinclair, & Johnson, 2010), well-being (Orth, Robins, & Soto, 2010), and both harmonious and obsessive passion (Bureau et al., 2013). Authentically proud individuals make a likeable impression and their entirety arouses admiration of others. Consequently, their admirers are motivated for self-improvement through benign envy (Lange & Crusius, 2015; Lange, Paulhus, & Crusius, in press). In contrast, hubristic pride is linked to a wide range of so-called maladaptive outcomes (Tracy et al., 2009; Tracy & Robins, 2007) such as impulsivity and aggression in seeking power and dominance (Carver et al., 2010), as well as immoral behaviour preceded by obsessive passion (Bureau et al., 2013). Hubristic pride is typified by more global sense of pride that often involves a distorted and boastful sense of self (Tracy & Robins, 2007). This type of pride stems from attributions of stable, and global causes (e.g., intelligence; Tracy et al., 2009). Furthermore, manifestations of hubristic pride might lead to a less likeable impression in the eyes of other people (Lange & Crusius, 2015) and in the long-term perspective it is negatively related to well-being (Orth et al., 2010) and relationship quality (Tracy et al., 2009).

Pride has been investigated in relation to the Big Five personality traits. Authentic pride has been found to be significantly positively correlated with extraversion, agreeableness, conscientiousness, and emotional stability (the reverse of neuroticism; all correlations were of moderate strength). While hubristic pride has been found to be significantly negatively correlated with agreeableness (moderately correlated) and

conscientiousness (weakly correlated; Tracy & Robins, 2007).

### 1.3. Two faces of narcissism and the two facets of pride

Although research on the relation between narcissism and the two facets of pride has already been conducted (Tracy et al., 2009; Tracy & Robins, 2007), in the current paper we investigate whether the differentiation of the two faces of narcissism shed a new light on these observed relationships. Initially, narcissism was predicted to be highly related to hubristic pride, but according to previous research, it was linked to both facets (the relation was moderate, and higher for authentic pride; Tracy & Robins, 2007). Research has already demonstrated admiration and rivalry's utility in disentangling the relations between narcissism and other variables (e.g., personality traits and basic values; Back et al., 2013; Rogoza, Wyszyńska, et al., 2016). Thus, the existing research investigating the relationship between narcissism (with more traditional conceptualizations and measures of narcissism) and pride, suggesting a weak relation with authentic pride and low relation with hubristic pride (Tracy et al., 2009; Tracy & Robins, 2007), may be somewhat misleading. The relations with basic personality traits also seems to support this claim as general narcissism is related to both high extraversion and low agreeableness (Vernon et al., 2008), while authentic pride is related to high extraversion and high agreeableness (Tracy & Robins, 2007); thus, the differentiation of admiration, which is related primarily with high extraversion and rivalry, which is related primarily with low agreeableness (Rogoza, Wyszyńska, et al., 2016) might be more informative. More precisely, similarly as in the case of self-esteem (Back et al., 2013) we expect a suppression effect between admiration (positive), rivalry (negative), and authentic pride, which would be responsible for the inflation of the correlation strength in studies which did not differentiate the two faces of narcissism (Tracy et al., 2009; Tracy & Robins, 2007). Moreover, because narcissism is to do with on oneself (albeit rivalry is even more straightforward about this particular aspect; Back et al., 2013; Morf & Rhodewalt, 2001) we expect that both the dark (with stronger) and the bright side of narcissism (with a weaker positive relation) will be related with hubristic pride. This would be consistent with the results of Cheng, Tracy, and Henrich (2010) who found that the two facets of pride are associated with different routes to social status. Specifically, authentic pride was primarily associated with prestige (status based on recognition of skills, knowledge, or accomplishment), while hubristic pride was primarily associated with dominance (status based on intimidation and coercion). Moreover, authentic pride was also correlated, albeit weakly, with dominance, while hubristic pride was weakly negatively correlated with prestige. Because narcissistic admiration is defined as the tendency to approach social status through self-promotion (e.g., displays of success or competence), and narcissistic rivalry is conceptualized as an antagonistic and defensive means of avoiding failure (e.g., displays of aggression; Back et al., 2013), there are clear conceptual similarities between admiration and prestige, and rivalry and dominance.

## 2. Current study

The purpose of the present study is to investigate the differential impact of the two faces of narcissism, namely, narcissistic admiration and rivalry on the two types of pride: authentic and hubristic. We hypothesise (1) a contradictory direction of the relation between authentic pride with admiration (positively) and rivalry (negatively related); and (2) to provide support for the hypothesis that narcissism is ultimately self-focused, which will be expressed in positive relations of both narcissistic faces with hubristic pride (albeit with stronger relation for rivalry). These hypotheses will be tested using a complex structural equation model that includes the assessment of measurement models of employed measures allowing for better control of measurement error and shared variance.

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