

An Investigation into the relationship between Narcissism, Empathy and the Personality traits of Agreeableness and Conscientiousness.

Alan Groarke.

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(Psychology) at DBS School of Arts, Dublin.

Supervisor: Margaret Walsh.

Head of Department: Dr. Sinead Eccles.

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Department of Psychology

DBS School of Arts

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Abstract

This study investigates the relationship between Narcissism and Empathy, The aim was to explore if the Empathy deficiency associated with Narcissism was universal to all facets of empathy (cognitive and emotional empathy) or if it was concentrated in one facet. A total of 137 participants took part in this research, 48 men and 89 women, all of whom were students. This research used three questionnaires to gather the necessary information; The Narcissistic Personality Inventory, (Raskin& Hall, 1979), The Interpersonal Reactivity Index (Davis 1980) and The Big Five Inventory (John and Srivastava, 1999). The analysis revealed a negative correlation between Narcissism and Empathy and that men were significantly more Narcissistic than women. The analysis also revealed that Narcissists had a moderate significant negative correlation with emotional empathy, but no significant correlation with cognitive empathy. Finally the research suggests some anomalies do exist in the relation between narcissism and empathy.

1. Introduction

The Ancient Greek legend of Narcissus, concerns a handsome young man who on catching sight of his own reflection in a pool of water is unable to tear himself away from this wonderful image and with the realisation that he will never find such beauty again commits suicide. Vanity as displayed by Narcissus, while not found to the same extreme extent, is a commonly associated behaviour of the Narcissist but this is only one small aspect of their personality. Narcissism not only includes vanity but also encompasses such behaviours as grandiosity, impaired empathy, exhibitionism, sense of entitlement and exploitativeness of others (Kernberg, 1986). Narcissistic personality disorder (NPD) criteria as listed in the *Diagnostic and Statistical Manual of Mental Disorders*(4th ed, text revision[DSM-IV-TR](American Psychiatric Association, 2000.) includes impairments related to personality functioning such as a self-enhancing techniques as well as a impairments related to interpersonal functioning such as a lack of empathy, lack of intimacy, self-centeredness and attention seeking. These criteria behaviours are considered to exist in the extreme form in NPD and as such display themselves to a lesser degree in normal individuals. As such Narcissism, in regards to this research will focus on its occurrence in the general populations and will be identified by using the Narcissistic Personality Inventory (NPI) (Raskin and Hall, 1979). The majority of research discussed in this paper will relate to Narcissism as found in the non-clinical population as identified by the NPI, and research has found that this measurement of Narcissism significantly correlates with measures of NPD (Miller and Campbell, 2010).

International research has suggested that levels of narcissism are increasing, that young people are more narcissistic now than previous generations and that this reflects generational rather than developmental effect(Twenge et al 2008; Twenge et al 2010; Bergman et al 2011). If this is true then the impairments associated with Narcissism will

become more widespread amongst individuals and society. Of the impairments listed as symptomatic of Narcissism, the lack of empathy is the most concerning, as it is a central component of a healthy individual and a healthy society. It forms a fundamental aspect of a person's moral development as well as being a significant motivational element of pro-social and altruistic behaviour (Eisenberg, 2000; Hoffman, 2000). Therefore the evidence suggests that society will become increasingly Narcissistic and less empathic and some have argued this will lead to a society with higher crime, depression and anxiety rates (Barry, 2010). Obviously this is a bad thing but it also beyond the scope of this current research.

This study seeks to contribute to this issue by examining the nature of the relationship between Narcissism and Empathy, so as to better inform how this lack of empathy manifests itself. To help in this goal the personality traits of Agreeableness and Conscientiousness will be studied alongside these variables. Before looking at these personality traits though, it is important to understand the personality of the Narcissist.

1.1 The Narcissist

A Narcissist can be viewed as a person full of paradoxes, willing to exploit people but also eager to be approved and admired by them. One of the key behaviours displayed by Narcissists is self-enhancement, which is an expected outcome from the combination of their Narcissistic traits of entitlement, superiority and self-admiration (Emmons, 1984). In a study of sub-clinical Narcissism, Machiavellianism and Psychoticism, Paulhus and Williams (2002), found that Narcissists exhibited the highest levels of self-enhancement. As well as displaying this behaviour Narcissists are also associated with grandiosity and exhibitionism, so they often come across as outgoing confident individuals. Therefore they often project a positive, overblown and agentic view of the self (Campbell, Goodie and Foster, 2004). This outer display of superiority and grandiosity though is easily challenged, as narcissists are

overly sensitive to feedback from others, react aggressively to threats to their self-esteem and constantly demand the approval of others (Morf and Rhodewalt, 2001). Consequently, this over-blown sense of self, projected by the Narcissist tends to be unstable and is especially susceptible to deflation by negative interpersonal experiences (Rhodewalt et al 1998). Therefore Narcissists often adopt a self-regulatory strategy to preserve and augment their positive self-views which often involves displays of entitlement, self-enhancing techniques and interpersonal exploitativeness (Campbell et al, 2004).

1.1.2 Increasing levels of Narcissism.

Narcissism as it is understood in contemporary psychology emerged from the psychoanalytic literature at the beginning on the twentieth century and has gained in popularity as a subject of study in psychology since the 1950's. Some psychodynamic thinkers such as Paul Wink (1996) suggest that a certain level of Narcissism is desirable as it is important that a person likes who they are, that a little investment in the self is healthy. Wink questions the notion that Narcissism should be viewed and studied as purely a maladaptive occurrence, he argues that the focus of research should be on when and why does the process of self-investment go astray. It would seem from the literature that the when and why process has been going increasingly astray in recent years.

A recent cross temporal meta-analysis (Twenge et al, 2008) involving 35,000 students, found that contemporary US College students score 30% higher on NPI scores as compared to scores recorded in the early 1980's. It is unknown if this trend is reflected in other countries but in a comparison of world-wide Narcissism levels it was found that Americans recorded the highest mean NPI scores (Foster, Campbell & Twenge , 2003). A critique of the conclusions of Twenge et al (2008) is that the vast majority of the data that formed their meta-analysis was based on college students and in turn many of these college

students were psychology students. Perhaps a more accurate assessment of this meta-analysis is that the NPI scores of Psychology students are increasing. However evidence that this trend is not just confined to psychology students NPI scores can be evidenced in changes found in associated personality traits.

This reported rise in Narcissism is also evidenced from studies in changes of personality traits of the American population since the 1950's, which suggest that American culture is becoming more focused on the individual. Between the 1970's and the 1990's American college men and women scored higher on agency or Masculine traits as measured in the 'Bem Sex Role Inventory scale' ability (Twenge 1997). The concept of Agency was proposed by Balkan (1966), who suggested that individuals have two ways by which they relate to their social world, in an agentic or a communal manner. The Agency oriented individual tends to focus on individual success and their sense of independence whereas the Communion oriented individual interacts with the social world in a contrasting manner, they focus on developing relations with others and creating a sense of belonging. Agentic or agency behaviour is more typically identified with a masculine identity and refers to such traits as 'independent' , 'individualistic' and 'leadership' while the counter-foil to this, 'Communal' behaviour includes traits such as 'caring' and 'sensitive' and are typically identified with Feminine identity (Abele, 2003).

To account for how these behaviours arose and are maintained, Angela Eagly (1997), proposed the 'Social Role Theory'. This states that not only are humans creators of society but also products of it. The historical division of labour along gender lines produced stereotypes of how each occupation should behave and these expected norms, result in people adopting the behaviour expected of the occupation. Thus as women move into occupations that are traditionally associated with men, such as leadership roles, they may adopt agentic traits as convention demands of the role (Eagly et al, 1995). Other notable personality

alterations include a rise in scores recorded on Self-Esteem Questionnaires amongst children and college students from the 1960's (Twenge and Campbell 2001). Self-Esteem and Agentic traits are all positively correlated with Narcissism (Campbell 2002).

1.1.3. What leads to Narcissism?

Because the etiological data on Narcissism is very limited, no definite explanations for this increase have been offered. Based on the increased reportage of 'agentic' traits as well as higher self-esteem scores, it has been postulated that an increase focus on the individual has played a major contributing role. This was highlighted by the social critic Christopher Lasch, in his 1979 book 'The Culture of Narcissism' where he wrote that the "logic of individualism has driven the striving for happiness into a dead end of Narcissistic self-concern" (xv preface). That Individualism plays a role in Narcissism levels, was shown by research which found that people who were classified as 'high individualists' recorded higher levels of Narcissism than those classified as 'low individualists' (Campbell et al, 2003). This focus on the individual led to the adoption of many self-esteem boosting exercise in schools across America as high self-esteem was seen as a desirable trait.

This approach has been re-evaluated by Muller & Dweck (1998), who has found that the belief of parents and teachers that a child must be constantly praised in order to give them confidence and motivation does not lead to secure high self-esteem. In fact their findings suggest such an approach far from boosting self-esteem may lead the child to adopt self-defeating behaviour, as they avoid risk, become unwilling to tackle challenges for fear of failure and it leaves them ill-prepared for coping with setbacks. Self-esteem does not simply range from high to low, but can also have inconsistencies such as those found in discrepant low self-esteem or discrepant high self-esteem. Individuals with discrepant high self-esteem

are believed to possess positive attitudes to the self but which are vulnerable to threats and need constant validation (Zeigler – Hill, 2002). In her research from 2002, Ziegler-Hill, highlights that such behaviour, “an overt grandiosity concealing a negative attitude towards the self is consistent with many views on Narcissism and that it is possible that discrepant high self-esteem and narcissism share similar developmental roots” (p. 124). This concept was given authority with the findings that the self-reported high self-esteem of Narcissists tended to be coupled with implicit low self-esteem (Bosson et al, 2003).

According to the study of Twenge et al, 2008, Narcissism rates have shown a rapid increase since the turn of the millennium. Another factor proposed to explain the rise in Narcissism are social networking sites such as Facebook, which emerged at the same time as the rapid spike in Narcissism rates. That these sites may help to strengthen or even foster Narcissistic tendencies, as they provide an ideal vehicle for creating positive illusions of the self, has only had a limited amount of research done on it, but Narcissism has been found to be associated with a user posting high number of pictures of themselves and constantly updating their status and image profile (Bergman et al, 2011). While the sources for Narcissism remain unclear, it appears that there are some changes occurring within the Narcissistic community, especially in regards to gender divide.

1.1.4 Narcissism – Gender and Age Differences.

Research has found that men traditionally score significantly higher than women in Narcissism scores as calculated by NPI measurements, (Watson, Grisham, Trotter & Biderman, 1984; Philipson 1985; Richman & Flaherty 1990). This pattern is also reflected in the clinical disorder of NPD, where males have a higher diagnosis rate (50% to 75%) than females. Despite this well established pattern some researchers have questioned whether the

type of Narcissism assessed by the NPI can be validly generalized to the experience of both genders. It has been argued that the NPI sub-facets Exploitativeness and Entitlement will be less integral in Narcissism in women. These behaviours would be less tolerated in women as they go against the stereotypical expected gender roles, as women are supposed to display communal behaviours such as compassion, sensitivity and understanding (Butler & Geis, 1990). This was examined by Tschanz et al, (1998) who found that the most agentic components of Narcissism, Entitlement and Exploitativeness, were less integrated in narcissism scores for women than men. However the authors of this study highlighted a number of issues with this research, such as that the student sample was taken from a college with a large Mormon population, who encourage women to assume the more traditional role, i.e. communal behaviour (Tschanz et al, 1998). Despite these concerns with the ability of the NPI to accurately measure Narcissism in women, the research suggests that not alone is Narcissism increasing but that women are leading the charge. The analysis of the results from Twenge et al (2008) indicates that from the 1980's the Narcissism levels of women have increased at a greater rate compared against the recorded scores for men. This is consistent with the finding that the generational increase in 'masculine' or 'agentic' was stronger for women (Twenge, 1997).

As well as a gender divide in Narcissism, there is also an age-divide. Narcissism tends to peak during young adulthood as people in their 20's consistently report the highest narcissistic scores. It is thought that narcissism decreases in later life as people face up to the realities of life and realise that perhaps they aren't special or unique, the 'reality principle model' or because they begin to form their own families which may require them to invest more in other people beyond themselves (Campbell et al, 2000). The high level of Narcissism in young adulthood can also be seen in recent work by Stinson et al, 2008, which found that

narcissism had a 6.2% prevalence rate in the general population, with this rising to a 9.4% prevalence rate among those in the 20-29 years of age category.

1.1.5 Narcissism – Adaptive or Maladaptive?

Amounting body of evidence suggests that Narcissism is increasing amongst the population and while the question of why remains uncertain, another important question is to what degree this should be a matter of concern for the individual and society. Narcissism has been described as an amalgamation of positive and negative elements (Robins and Beer, 1997). There are some benefits for you if you happen to be Narcissistic, as you are likely to exhibit a high level of extraversion, and authority, confidence, and positive affect (Miller & Campbell, 2010). The most obvious behaviour of the narcissist, self-enhancement can be beneficial in terms of interpersonal relations, research has found that Narcissists are judged as 'likeable' 'entertaining' and 'confident' on limited interaction durations but with increased interactions with the Narcissistic individual this 'likeability' not only decreases but reverses (Paulhaus 1998).). In terms of romantic relationships, similar to other relationships, they initially appear attractive as they are judged to be exciting and charming but the effects of Narcissism in the medium and long-term are distinctly negative on romantic relationships (Miller & Campbell, 2010).

It has also been linked with leadership in the business world but as with many of the positive aspects associated with Narcissism, it appears that this only has short-term benefits. They may emerge as leaders, as they are willing to put themselves forward and others may view their assertive and self-confidence as leadership qualities. However this leadership often only has short-term benefits as Narcissists engage in selfish, exploitative and risk-taking behaviour that results in longer term costs (Brunell, Gentry, Campbell, Hoffman & Kuhert, 2008). This is not the only negative associated with Narcissism in the business world, in a

study on White Collar crime, Blickle et al (2006), examined persons who had previous employment in high level positions in business but had been convicted of white collar crime and found that their narcissism tendencies were higher than in non-criminal managers. Therefore unless Narcissists only confine themselves to short-term social interactions it would seem that the negatives of narcissism outweigh the positives, this may be best seen in the strategies employed by Narcissists to maintain and enhance their positive self-image.

These self-regulatory strategies generally either directly or indirectly rely on other people. Morf & Rhodewalt (2001) suggest that narcissism is a form of social intelligent problem solving, where they make use of social feedback to maintain their grandiose self-image and see other people “primarily as a source of self-enhancement and as narcissistic supplies” (p. 180). Such use of other people and their self-enhancement techniques can often lead to difficulties with personal interactions. The Self-serving bias is practised by most people, this is the tendency to attribute positive events to one owns ability and attribute negative events to outside factors. Narcissists take this to the extreme though. It has been found that people who score high on narcissism will take credit for success, even close family and friends, and they are willing to blame their own failures on those close to them also (Campbell et al 2000). As part of their self-enhancement maintenance, Narcissists believe themselves to be better than ‘average’ but when tested on traits it was found that they only report themselves as better than average on agentic traits such as dominance and assertive but do not report themselves as being better on communal traits such as ‘morality’ or ‘caring’ (Campbell, Rudich, Sedikides, 2002).

There is also the issue of a lack of empathy, if Narcissism levels are increasing that would suggest that there is a growing number of people lacking in this essential element.

1.2 Empathy

Despite the acknowledged importance of empathy, as indicated by research which has found that people with higher empathy scores report greater life satisfaction, more positive affect and less depressive symptoms than those with lower empathy scores (Gruhn et al, 2008), psychology in the twentieth century has ran into many difficulties in studying this subject. The main reason for this was the lack of an accurate measurement of Empathy which in turn was hampered by differing definitions of what actual constituted Empathy. Broadly speaking there were two schools of thought concerning the definitional issue of empathy, the cognitive stance and the emotional stance.

The Cognitive view of empathy defines it as the process by which one constructs the inner experience of another person or the ability to accurately infer the feelings of others (Kohut 1957, Hogan 1969). One of the most popular measures of Empathy, the Hogan Empathy Scale (EM Scale) (Hogan 1969) was born out of this viewpoint. This definition of Empathy does seem somewhat limited though, whilst the ability to place you in the shoes of another is an important aspect of empathy, unless one responds with the correct emotional response then one cannot be said to be acting in an empathic manner (Cohen, 2012, p. 18-19). Therefore this definition that would seem to provide an incomplete explanation of what constitutes empathy and may account for some of the anomalies associated with the EM Scale. Although Hogan verified the reliability of the EM Scale, other researchers have reported less acceptable reliability figures, as well the finding that many of the items on the scale do not correlate with the total score and it seems to be a less reliable measure of empathy in females as compared to males (Choplin, B et al 1985).

The alternative stance focused on the emotional components of empathy and viewed it as an entirely emotionally based construct, “an observer's reacting emotionally because he perceives that another is experiencing or is about to experience an emotion” (Stotland, 1969,

p.272). Once again though this definition does seem to be limited, in that it is not enough that an emotion is felt but we must be able to differentiate between our own emotions and those invoked by the actions and interactions with others. An individual's ability to regulate their own emotion may make the difference between reacting with sympathy to the distress of another and reacting with personal distress or anger (Gruhn et al, 2008, p.754).

As this debate continued throughout the late 1970's, there was a move away from seeing Empathy as a distinct unipolar concept, either cognitive or emotionally structured, towards a more integrated approach of these two research traditions (Davis 1983). This gives a more workable definition of Empathy defining it as "our ability to identify what someone else is thinking or feeling and to respond to their thoughts and feelings with an appropriate emotion" (Cohen, 2012 p. 12). New measurement techniques were devised which appraised Empathy on a multi-dimensional level, such as the Interpersonal Reactivity Index (Davis 1980). This scale was not designed to simply produce an over-all empathy score but was intended to measure the contribution that components, such as the cognitive and emotional empathy, made to an individual's empathy level. However it seems that the majority of research has now moved away from how these factors contribute to a person's empathy and only refers to an overall empathy score. In doing so some of the subtleties of this concept are lost. Despite this criticism the new approach led to an increase in research on this topic, which not only led to a better understanding of Empathy but has also found some interesting differences among the population

1.2.1 Empathy – Gender and Age Differences.

Empathy like Narcissism also has a gender divide, but in this case women traditional score higher than men (Davis 1980, Watson, Biderman& Sawrie 1994). This reversal of trends can also be seen in the fact that while Narcissism levels appear to be rising, Empathy levels appear to be decreasing. In a meta-analysis of scores taken from the empathy measurement IRI, Konrath et al (2011), found that colleges students self-reported empathy has declined since the 1980's. It was found that empathic concern displayed the largest decrease in the empathic subscales of the IRI, down by 40% since the early 1980's, then followed by perspective taking (cognitive) empathy. Their research also found that there has been a more pronounced decline since the year 2000.

1.2.2 Empathy and Narcissism

The relationship between Narcissism and empathy is somewhat complex. Whilst a lack of empathy is a diagnostic requirement according to the DSM-IV for Narcissism and the majority of research has confirmed that Narcissists tend to have lower levels of empathy (Watson et al), it has been argued that Narcissists do require a certain level of empathy. As has been discussed, one of the central components of Narcissism is 'Self-Enhancement' and Paul Wink (1996) suggests that this tendency along with the Narcissists regulation of self-esteem by inducing admiration from others requires a significant level of empathy, even if the end result of this action is not an empathetic one but a manipulative one. The multi-dimensional aspect of empathy may help to clarify this, in that cognitive and emotional empathy refer to two distinct elements.

It has been suggested that Cognitive empathy is a central requirement for the manipulation and deception of others, as it enables a person to predict and react to others and as such is an essential tool for social functioning (Smith, 2006, p.4). In a discussion on Empathy disorders, Smith (2006), considers the Emotional Empathy Deficit Disorder (EEDD), consisting of low emotional empathy but high cognitive empathy functioning. According to Smith, such individuals would have excellent social skills; appear to be charming but highly skilled in deception and manipulation, selfish and unlikely to form enduring friendships (p.10). This description fits in with the empathic requirements of a Narcissist. Therefore Narcissists may score lower on Empathy scores than the general population but this may only be in one key aspect of empathy. Consequently Narcissists may lack in emotional empathy but may have normal levels or at least a less impaired level of cognitive empathy.

1.2.3 Development of Empathy

For this assertion to be correct then it would suggest that both types of empathy develop independently of one another or that cognitive empathy develops first. The traditional view, as outlined by Piaget (1965) though suggests that the opposite is in fact the case. Piaget proposed that babies move from an ego-centred emotional reaction to a more non egocentric perspective taking behaviour. Whilst recent experiments have shown that babies may not be as ego-centred as Piaget believed, most theoretical models on the development of empathy focus on emotional empathy occurring first and acting as a necessary pre-condition to cognitive empathy, which then combines with the emotional aspect to form empathy (Shamay-Tsoory et al, 2009).

Recent neurological research suggests though that this may not be the case, as it has found two distinct areas in the brain associated with each type of empathy. Emotional

empathy is associated with the mirror neuron system which it is thought is located in the inferior frontal gyrus in humans. An fMRI study found that this area plays a role in the attribution of emotional states and empathy (Schulte et al, 2007). The cognitive aspect of empathy has been associated with the ventromedial prefrontal lobes as patients with lesions at this point have impaired cognitive empathy (Eslinger, 1998). Research by Shamay-Tsoory et al (2009) examined subjects with lesions in the ventromedial prefrontal lobes (cognitive empathy) or the inferior frontal gyrus (emotional empathy) along with two control groups and tested them on emotional and cognitive empathy based tasks. They found that each structure of empathy exists as a distinct system and that an interaction with an individual may trigger independently both an emotional as well as a cognitive based response. Whilst they do not rule out the possibility that both systems may not be entirely co-dependent or overlap in some manner, it does suggest that the traditional view of the development of empathy is incorrect. Therefore it is possible for a person to develop a high level of cognitive empathy while their emotional empathy remains under-developed. Research on the breakdown of the empathy scores of Narcissists along these lines is very limited.

1.3 Personality Traits – Agreeableness and Conscientiousness

The trait theory of personality regards human personality as consisting of a number of broad traits or behaviours, that are relatively stable and consistent over time (Larsen and Buss, 2009, p.57). Although there has long existed agreement among personality psychologists about the existence of these traits, it is only in recent years that a broad consensus has emerged on the number required to adequately account for differences in personality. The Five-Factor model of personality combined the two research traditions of

this field, the Lexical approach, where individuals rate themselves on a range of traits sampled from the dictionary and the Factor analysis approach, a statistical method used to identify correlation in variables (John et al, 1988). It is now widely accepted that human personality traits can be accounted for in terms of five factors (Goldberg, 1992; John & Srivastava, 1999). The Five-factor taxonomy claims that the five personality traits, Openness to experience, Conscientiousness, Extraversion, Agreeableness and Neuroticism (OCEAN), are found in every individual to varying degrees. These traits are not simple descriptions of how one person differs from another but additionally they act as casual factors that influence the development and behaviour of each individual (Pervin et al, 2005).

1.3.1 Agreeableness

Agreeableness is a trait that describes individual differences in the tendency to be generous, forgiving and helpful (Goldberg, 1992). A clear gender divide has been found in the personality trait of Agreeableness, with women consistently scoring higher than men across a variety of cultures and age-groups (Feingold 1994; Costa et al, 2001). It has been suggested that the reason for this is that Agreeableness is low in Agentic traits which are traditionally associated as masculine and high in communal traits and empathy measures, areas where women traditionally score higher than men (Graziano et al, 2007). Low scores on the facets of Agreeableness, such as modesty and compliance are associated with narcissism (Miller and Campbell, 2008). Agreeableness has also been found to be negatively associated with Narcissism (Paulhus and Williams, 2002). Graziano et al 2008 also compared Agreeableness as outlined in the Big Five Inventory (John and Srivastava, 1999) to Davis empathy scale and found that agreeableness correlated with empathy more highly than any of the other Big Five Personality traits. Thus the research suggests a clear link between empathy, narcissism and agreeableness.

1.3.2 *Conscientiousness*

Conscientiousness is a trait that describes individual differences in the tendency to be orderly, industrious and responsible to others (Goldberg, 1992). Conscientiousness does lend itself to traits typically associated with femininity or communal behaviour (Watson et al, 1994) but the issue of a gender divide is less clear cut in relation this personality trait. Costa et al, (2002) found no gender division in relation to this trait; however, Feingold (1994) found that women scored higher in conscientiousness in a number of countries such as Canada, Germany, Poland and Russia. This is one of the least studied of the five traits (Costa et al, 2001, p.323) but in recent years there has been an increase in research done in this area. High scores in Conscientiousness have been found to be an indicator of healthy interpersonal relationships; it also predicts marital stability and lower divorce rates (Roberts et al., 2007). Self-control, Ego-control and Impulsivity were also found to be linked to Conscientiousness (Roberts et al, 2012).

Given that Narcissists may experience difficulties with interpersonal relationships, lack self-control and act in an impulsive manner, the evidence suggests an interesting contrast between Narcissism and Conscientiousness. More support for this view can be found with the finding that individuals who were classified as having a communion oriented outlook were found to have positive correlations with Agreeableness and Conscientiousness whereas those with an agentic outlook showed negative correlation with these traits (Diehl et al, 2004). Another common feature of these traits is that unlike the other three components of this personality taxonomy, an age gap exists, with older people scoring higher in Agreeableness and Conscientiousness than younger people. The decrease in scores has been noted from late adolescence / early adulthood, however it is not clear whether these differences reflect developmental changes or cohort differences (Costa and McCrae, 1994).

As this is an under-studied area of the big-5, there is little published research in relation to Narcissism and Conscientiousness. Paulhus and Williams (2002) found that Conscientiousness did not correlate with Narcissism but did with sub-clinical Psychopathy and Machiavellianism and they also found that there was a close connection between Narcissism, Psychopathy and Machiavellianism. This research though is over 10 years old and given the demographic changes reported in regards to Narcissism rates, as well as that connection between communal traits and conscientiousness and other potentially contrasting behaviours associated with Narcissism, the findings of Paulhus and Williams (2002) may no longer stand.

1.4. Aims of this Research

Although the connection between Narcissism and Empathy has been extensively studied research of how the two distinct components of Empathy relate to Narcissism has been absent. The aim of this research is to address this gap in the literature.

Given the importance of Empathy to both the individual and society and that Narcissism levels appear to be increasing in America, a secondary aim of this research is to examine current trends of Narcissism in an Irish sample. This also seeks to address the issue that many of the findings in relation to Narcissism are based on findings from American samples, this research hopes to explore the cross-cultural universality of previous research. To explore the nature of Narcissism in an Irish college setting NNPI scores will be compared to gender and the personality traits of Agreeableness and Conscientiousness.

1.4.1 Hypothesis:

- H1 - That there will be a significant difference between male and female subjects in relation to Narcissism.
- H2 - That there will be a significant correlation between Narcissism and Empathy.
- H3 – That Cognitive empathy will play a more substantial role than Emotional Empathy in the Empathy composition of a Narcissist.
- H4 - That there will be a significant difference between male and female subjects in relation to Empathy.
- H5 - That there will be a significant correlation between Narcissism and Agreeableness.
- H6 - That there will be a significant correlation between Narcissism and Conscientiousness.

2. Methodology

2.1. Design

This was a non- experimental correlational design. An analysis of relationships was conducted to study the correlation between Narcissism, the Criterion variable and a number of predictor variables, namely Empathy and its components Emotional and Cognitive Empathy, Gender and the Personality aspects of Agreeableness and Conscientiousness. In addition differences between the grouped demographic variables, age and course of study at college, and Narcissism and Empathy were examined.

2.2. Participants

The study population consisted of 138 individuals (47 male, 87 female), aged between 18 years to 55 years with a mean age of 27 years of age. Participants consisted of Full-time and Part-time students from Dublin Business School, Ireland. The student population was comprised of psychology students (N=116, M=37 F=79 Mean Age = 27.5) and Business Students (N=18, M=8, F=10, Mean Age = 21.8).

Students were selected as it has been postulated that Narcissism is a developmental process that reaches a peak in the early twenties (Foster et al, 2003). The use of a sample with a large number of younger adults was therefore more probable to yield individuals that exhibit a stronger narcissistic element.

2.3. Procedure

The Questionnaire was administered in a group setting in a classroom and the data was gathered from four different classes (3 x Psychology, 1x Business). Participants were given a Questionnaire (75 question in total) which asked for demographic information and measured Narcissism, Empathy and the personality traits of Agreeableness and Conscientiousness. Participation was voluntary and subjects were free to stop participation at any point. This ethical consideration was printed on the front of the page. The last page of the questionnaire contained contact details for the Samaritans and Aware, in case any of the participants were affected by any issues raised by the research.

2.4. Materials.

Narcissism

Narcissistic Personality Inventory (NPI) (Raskin& Hall 1979, Raskin& Terry, 1988).

The NPI is derived directly from the clinical criteria for Narcissism Personality Disorder as contained in DSM-III (1980) and has been validated in a clinical setting (Prifitera and Ryan, 1984). It is designed as a measure of Narcissism in non-clinical populations. It is the most widely utilized and researched measure of Narcissism (Paulhus and Williams, 2002). Since 1985 the NPI has been used as the main measure of Narcissistic Traits in 77% of social or personality research on Narcissism (Blais and Little, 2010).

It is a 40-item force choice dyad self-report questionnaire; the items are summed together giving a range of scores from 0-40, with higher scores indicating higher levels of Narcissism. Each question consists of a Narcissistic statement “I will be a Success” and Non-Narcissistic statement “I am not too concerned about success”.

The appropriate levels of reliability and validity for this scale have been met with a Cronbachs alpha of .90 (Raskin and Terry, 1988).

Empathy - Interpersonal Reactivity Index (IRI) (Davis 1983).

The IRI was designed as a multidimensional measure of empathy. It consists of 28 questions measuring four subscales, each of which assess a specific aspect of empathy, Empathic Concern, Perspective Taking, Fantasy and Personal distress. For the purpose of this study only the Empathic concern and Perspective taking questions were administered to the subjects. The Personal distress and Fantasy subscale have a positive relationship with the Empathy subscale and as this study was exploratory in nature and due to a desire to ensure that the questionnaire could be completed in 15 minutes these items were excluded from this current research. That these subscales exist as distinct measures of separate phenomena was established by Davis (1983).

Subjects were presented with 14 statements; each is a self-descriptive statement where subjects respond according to a 5-point scale that ranges from “Does not describe me well” to “Describe me very well”. An example of a measurement of empathic concern is “When I see someone being taken advantage of, I feel kind of protective towards them” whereas an example of a perspective taking measurement is “Before criticizing somebody, I try to imagine how I would feel if I were in their place”. Scores range from 7 to 35, with higher scores indicating higher level of cognitive or emotional empathy. Internal and temporal consistencies are at least 0.61 and the validity of each subscale has been well established (Davis, 1980)

Personality Traits –Agreeableness & Conscientiousness.

The Big Five Inventory (BFI) (John & Srivastava 1999)

The BFI is a 44-item test that provides a score for each of the five-factor personality traits, Agreeableness, Conscientiousness, Extraversion, Openness and Neuroticism. The 44-items are short phrases, that start with an opening statement ‘I see myself as someone who...’ and then participants rate how the statement applies to them on a 5-point Likert scale ranging from (1) – Disagree Strongly to (5) - Agree Strongly. For the purpose of this research participants were only measured on two traits, Agreeableness and Conscientiousness, which involved 9 questions per trait. The BFI measured personality traits have been found to overlap with the extensively used Five-factor measurement, NEO PI-R (Costa and McCrae, 1992) and other Big Five facet models (Soto and John, 2009).

2.5. Data analysis.

All data was analysed with the Statistical Package for Social Science (SPSS) version 18.0. The primary tests conducted were Descriptive stats, Independent t-test, Pearson’s correlation co-efficient and multiple regression analysis.

3. Results

3.1 – Descriptive Statistics

Preliminary Data Analysis was performed to ensure that there were no violations of the assumptions of normality, linearity and homoscedasticity.

The lowest score recorded for Narcissism was 1 while the highest score was 35. Scores for Empathy ranged from 33 to 70 while the Personality trait Agreeableness had a range of scores from 18 to 45 and Conscientiousness scores went from 18 to 44.

The Means and Standard Deviations were computed for Narcissism, Empathy, Agreeableness and Conscientious. Along with an overall total, the male and female means and standard deviations were calculated for each of these variables, as outlined in Table I. These measures were also computed for Psychology students and Business students, as shown in Table II.

To examine the reliability and internal consistency of emotional and cognitive empathy, Cronbach's alpha tests were conducted. Cronbach's alpha was .751 for emotional empathy, .775 for cognitive empathy, which are acceptable measurements of reliability.

Table I – The Means and Standard Deviations as divided by Gender.

Gender		Narcissism	Empathy	Agreeableness	Conscientious
Total					
	Mean -	14.23	53.59	34.21	32.34
	Std. Dev.-	7.95	7.5	5.02	5.68
	N –	134	137	136	136
Male					
	Mean	16.91	51.04	34.19	32.25
	Std. Dev.	8.63	6.96	4.84	5.79
	N	47	48	48	48
Female					
	Mean	12.78	54.97	34.23	32.39
	Std. Dev.	7.20	7.48	5.16	5.69
	N	87	89	88	136

Table II - The Means and Standard Deviations as divided by College Course.

College Course	Narcissism	Empathy	Agreeableness	Conscientious
Business				
Mean -	20.83	50.28	33.17	30.72
Std. Dev.-	9.26	7.39	3.13	4.46
N –	18	18	18	18
Psychology				
Mean	13.19	54.30	34.32	32.68
Std. Dev.	7.19	7.36	5.30	5.75
N	113	115	114	114

3.2. – Inferential Statistics

To examine the hypothesis for this current research the following statistics were computed, Independent t-test, Pearson's correlation co-efficient and multiple regression analysis. In interpreting the Pearson product-moment correlations, r coefficient values of 0 to 0.2 were considered weak correlations, values of 0.3 to 0.6 were considered moderate correlations and those from 0.7 to 1 were deemed strong (Pallant, 2007).

Hypothesis One proposed that there would be a difference between male and female scores in terms of Narcissism. To determine if there was a significant difference an Independent Samples T-Test was computed. The mean Narcissism scores for males ($M=16.91$, $SD = 8.632$) is significantly higher ($t = 2.954$, $df = 132$, two-tailed $p < .004$) than that of females ($M= 12.78$, $SD = 7.2$). The 95% confidence interval for this difference is 1.365 to 6.901. Therefore there is a significant difference between men and woman on Narcissism scores.

Hypothesis Two of the study stated that there would be a significant correlation between the criterion variable Narcissism and the predictor variable Empathy. A two-tailed Pearson product-moment correlation was used to test this hypothesis. It found a moderate significant negative correlation for Narcissism and Empathy ($r = -.377$, $p < .05$, 2-tailed). This indicates that high scores in Narcissism can be paired with low scores in Empathy.

The **third Hypothesis** stated that Cognitive empathy would not be impaired in Narcissists to the same extent as Emotional empathy. To examine the Empathy component of Narcissists, the subjects were split into two groups and those who were considered to have scored high in Narcissism were examined further. For the purpose of this study it was decided that 1SD over the Mean would form the cut-off point to be classified as a Narcissist, which meant that anyone who had scored 22 and over (out of 40) was included in this part of the study ($M=14.23$, $SD = 7.95$, $M+SD = 22.18$). This cut-off point also indicates that a person answered the clear majority of the dyads with a Narcissistic reply. This left a sample size of 28 subjects (14 men, 14 women).

After the split a two-tailed Pearson product was once more employed to measure the relation between Narcissism and the two empathy variables. It found a moderate significant negative correlation for Narcissism and Emotional Empathy ($r = -.435$, $p < .05$, 2-tailed) and no significant relation between Narcissism and Cognitive Empathy.

To further investigate the relation between Narcissists and Empathy a multiple regression analysis was conducted with the predictor variables Cognitive Empathy and Emotional Empathy, with Narcissism as the outcome variable. Tests of normality were conducted including Cooks distance and Mahalanobis distance. The results of the regression indicated that the two predictors explained 13.3% of the variance, ($R^2 = .133$, $F(2, 25) = 3.078$, $p < .05$). It was found that emotional empathy significantly predicted Narcissism ($\beta = -.49$, $p < .05$, 95% CI = $-.710 - 1.408$). Cognitive empathy was found not to be a significant predictor of Narcissism amongst these high scorers on the NPI but the trend was a weak positive relation (.109)

Hypothesis Four proposed that there would be a difference between male and female in terms of Empathy. To determine if there was a significant difference an Independent Samples T-Test was employed once more. . The mean Empathy scores for males ($M = 51.04$, $SD = 6.956$) is significantly lower ($t = -3.003$, $df = 135$, two-tailed $p < .003$) that that of females ($M = 54.97$, $SD = 7.475$). The 95% confidence interval for this difference is -6.509 to -1.340 . Therefore there is a significant difference between men and woman on Empathy scores.

The **Fifth hypothesis** of the study was in relation to Narcissism and the personality trait Agreeableness. It was hypothesised that there would be a significant correlation between the criterion variable Narcissism and the predictor variable Agreeableness. A two-tailed Pearson product-moment correlation was used to test this hypothesis. It found a weak

significant negative correlation for Narcissism and Agreeableness ($r = -.180$, $p < .039$, 2-tailed.). This indicates that high scores in Narcissism can be paired with low scores in Agreeableness.

The **Sixth hypothesis** concerned Narcissism and Conscientiousness. It was hypothesised that there would be a significant correlation between the criterion variable Narcissism and the predictor variable Conscientiousness. A Pearson product-moment correlation was employed to test this hypothesis. It found a weak positive non-significant correlation for Narcissism and Conscientiousness ($r = .037$, $p > .05$, 2-tailed). There is no significant correlation between Narcissism and Conscientiousness.

4 Discussion.

4.1 Overview

The aim of the current study was to examine a number of different issues, the relationship between Narcissism and Empathy was explored and the level of Narcissism found amongst an Irish population was examined. The present chapter begins with a summary of the main findings with respect to these objectives. These findings will then be examined with regard to previous research and existing theories to assess their contribution. The limitations of this study will also be highlighted. Finally, suggestions for future research areas are proposed in order to build upon the insights developed from this study.

4.2 Summary of Research Findings

The significant differences reported in this study for Narcissism between males (higher levels) and women follows the pattern of previous findings and supports the hypothesis (Ha1). In regards to the relation between empathy and Narcissism, the hypothesis (Ha2) was supported as it was found that empathy had a mild negative correlation with Narcissism.

This study focused on the nature of the relationship between Narcissism and Empathy, the research sought to tease out whether the lack of empathy associated with Narcissism is uniform across Cognitive empathy and emotional empathy or whether it is more pronounced in one of these empathic constructs. It was found that people who scored high in Narcissism (1 SD over the Mean) had a moderate negative correlation with emotional empathy whereas no significant relation was found in regards to cognitive empathy. These findings show that a low score in emotional empathy is associated with high Narcissism scores. To scrutinise this relationship further a multiple regression was performed. While the

variance of the two predictors, Cognitive and emotional empathy was low at only 13.2%, the findings indicated that low levels of emotional empathy were a predictor for Narcissism whereas no significant relation was found with cognitive empathy. In fact the trend showed a weak positive correlation which may indicate that Narcissists rather than having lower cognitive empathy levels may actually have enhanced Cognitive empathy levels. The evidence suggests that hypothesis (Ha3) is supported but given the low variance number (13.2%) and small sample size (n=28) it may be more prudent to say that the evidence found in this research suggests some anomalies in the relationship between Narcissism and Empathy.

In regards to Narcissism levels in the Irish population the mean score was 14.23(SD = 7.9). Empathy levels were found to be significantly lower for men as opposed to women, which supported (Ha4). The personality trait Agreeableness was found to have a weak negative correlation with Narcissism. This finding supports (Ha5) and indicates no change in the relationship found in previous studies between these two variables. The final hypothesis concerned Narcissism and the personality trait Conscientiousness. It was hypothesised that there would be a significant relation between these two variables however the Pearson product correlation did not find any significant relationship and so this hypothesis is not supported.

4.3 Conclusion.

It has been suggested that the consequence of the rise in Narcissism may be positive in short-term for the individual concerned but negative for other people, society and for the individual in the long term (Twenge et al, 2008, p. 891). One of the main causes for the wide-felt negative impact of the Narcissists behaviour is their lack of empathy. However as empathy is a multifaceted phenomenon a deficiency may not be reflected in all facets.

Empathy is a complex structure in which two components are required to be present to ensure that an empathetic act will occur. Previous research on empathy suggests that while these two components interact with one another to form Empathy, they develop and exist as separate and distinct measures (Davis 1980; Shamay et al 2009).

Therefore a lack of empathy may only mean a deficiency in one of these facets. Consequently it is possible to have a high level of cognitive empathy and a low level of emotional empathy. Not alone is this possible but for some personality types this may be desirable, the Narcissist been a prime example of such an individual. Many of the self-regulatory strategies deployed by Narcissists rely on other people, social interaction is important to such individuals, for example one of the maintenance strategies of the Narcissist as outlined by Campbell (2004) is Interpersonal Exploitativeness. When one examines what this entails, it becomes more apparent that it does not simply require a lack of empathy. If you are going to successful exploit or manipulate an individual, then you will require an ability to read their feelings, to perceive their emotions and then to use this against them or for your own self-enhancement. Davis (1983) outlined the cognitive empathy facet of the IRI as a measurement of the ability of an individual to anticipate the behaviour and reaction of others and he found that high scores on this scale were consistently associated with enhanced social functioning.

It seems because of their requirements that emotional empathy would indeed be a hindrance to a Narcissist whereas Cognitive empathy is in fact an essential tool for the Narcissist. The results of this study lend some credence to this notion, although there is not enough evidence to state this with any great significance, given the limitations imposed by the sample size and variance level. Despite this the findings suggest that lower levels of emotional empathy are found in Narcissists whereas Cognitive empathy may only be slightly impaired, if it is at all. Certainly the findings from this research coupled with evidence for

increasing narcissism (Twenge et al 2008) and a decline in empathy levels, particularly emotional empathy (Konrath et al, 2011) and the fact that both of these meta-analysis showed acceleration in the rates of change since 2000, suggest that the relationship between Narcissism and Empathy is more complex than has previously been understood.

This relationship is important to understand because if Narcissism is rising, or even if it is not, the associated lack of empathy may be more severe than that which is actually recorded. If this deficient is solely or largely located within one facet, emotional empathy for example, this will be masked by scores from the other facets.

Another objective of this study concerned Narcissism level in contemporary Ireland. The basis for conducting this analysis was that it would appear that Narcissism levels are increasing in America and women are driving this increase (Twenge et al, 2008 ; Bergman et al 2011). Obviously an increase in Narcissism scores in America does not imply that this will be reflected in Ireland. The evidence provided to account for this increase though, such as cultural and societal changes in terms of the breaking down of the traditional labour-gender divide, an increase focus on improving self-esteem, the emergence of social networking sites such as facebook, suggests that Ireland may not be entirely immune from this phenomenon.

Given the lack of published data on previous Narcissism scores of an Irish sample, a number of tests were done to investigate if anomalies existed within this sample. That menscore significantly higher in Narcissism than women, is in keeping with previous research (Watson et al, 1984; Philipson, 1985; Richman and Flaherty, 1990) and shows that a gap still exists between the genders. While Narcissism rates may be rising faster in women as of yet they don't exhibit the same levels of Narcissism as men. As to the reason why men are more Narcissistic than women, given that agentic traits are associated with narcissism (Diehl et al, 2004) this may play a factor. That a gender divides exist between Agency traits

and Communion traits has been established, males score high in agentic traits while females score high in communal traits. Helgeson (1994) found that sex-role socialisation plays a factor in this, men are primarily socialised to be independent, achievement oriented and risk-taking whereas women are primarily socialised to be nurturing, sympathetic and helpful. This may also account for the reason that women consistently score higher in Empathy measurements.

While this study was unable to comment on if there was a trend of rising narcissism in an Irish population, scores taken from this research were compared to those recorded in America. It was also reported by Twenge et al 2010, that in 1992 men scored 0.45 of a Standard deviation above women and this had closed to 0.15 SD by 2006, whereas in this sample there exists a 0.50 SD difference between the genders. A worldwide comparison of the mean NPI scores placed America as number one with (M=15.3 (SD = 6.8)), Europe (M =15.0 (SD = 6.3)), Asia (M = 14.3 (SD =6.7)) and the Middle east reported (M=13.9 (SD = 6.9), Foster et al (2003). The average scores from this study are (M=14.23 (SD =7.95)), which would indicate that Ireland has lower levels of Narcissism than many other countries. This findings coupled with the results of the other Pearson's product correlations ,which found a significant correlation with Agreeableness and Narcissism and no significant relation to Conscientiousness would suggest that the Irish narcissists share similar characteristics and demographic components as found in previous research,

4.4. Limitations of the Study

This study had several limitations. A major limitation was the reliance on college students and particularly psychology students. Reliance on such a limited demographic can make it difficult to extrapolate the findings onto a wider population.

Another limitation was with the classification of Narcissists. In terms of measuring Narcissism it was decided that scores which were one standard deviation above the mean (An NPI score of 22 or more) would be viewed as 'Narcissistic' for the purpose of this study. While this classification technique has been used in other studies on Narcissism (Reinhard et al, 2012; Twenge et al 2008), given that an individual who scores 22 is viewed the same as someone who scores 35 but not as someone who scores 21 and given the small sample size that was left in this study (n=28) after the division, these factors should be borne in mind when interpreting the data.

For purposes of brevity, the questionnaire excluded two of the sub-factors of Empathy from the IRI (Davis, 1983). The excluded sub-factors, Fantasy and Perspective taking are positively correlated with emotional empathy. Given the findings of this research, further research on this matter should assess the relationship these scales have with Narcissism.

That the study consisted of nearly twice as many female participants (n=89) as male's (48) is also a limiting factor. The reason for this is that there exists a gender divide in both Narcissism and Empathy levels and this may have impacted upon some of the findings.

4.5. Future Research

This study looked at the relationship between Narcissism and Empathy through the prism of cognitive and emotional empathy. While this research can offer no definitive findings on this relationship, it does suggest certain discrepancies exist and if future research on these topics take into account the cognitive and emotional components this will help to enhance our understanding of this issue.

Recent Neurological findings have identified separate and distinct regions of the brain associated with the cognitive and empathy functioning of the individual (Shamay-Tsoory et al 2009). This opens some interesting avenues for study, conceivably brain imaging techniques can be utilised to observe what scenarios activate these regions and to examine if Narcissists display any different trends in activation levels compared to the general population.

This study had intended to compare psychology students to other students but only 18 non-psychology students participated in the study; these were enrolled on a Business course. While the low sample number does not make it feasible to draw significant comparisons, these students did score an average of 20.83 (SD=9.256) on NPI scores compared to psychology students average of 13.19 (SD=7.189). This difference may warrant further investigation.

It was not within the scope of the current study to assess changes in Narcissism and Empathy levels amongst an Irish population. While no evidence exists directly, that cultural and societal changes, which have been replicated in Ireland, were offered as a possible explanation for these demographic changes suggest that this warrants investigation within an Irish setting. This would be best accomplished by a longitudinal study. Ideally this would also focus on potential causes of Narcissism, such as implicit self-esteem and agentic traits.

That Narcissism levels may be rising and emotional empathy levels are decreasing is not necessarily entirely negative. For a large part of history it was believed that Empathy was an innate element of human consciousness and while this may still be partially correct it does appear that social and culture changes can affect it. This means that it is not entirely innate and as such it is something that can be learned and developed. Future research could explore methods to accomplish this.

4.6. Concluding Remarks

This research found that men are still more Narcissistic and display less empathy than women. While trends elsewhere suggest that this may change in the future, the evidence from this research suggests that men are still comfortably the more Narcissistic sex. In term of the relationship between narcissism and empathy, this study does, in a limited way support the notion that cognitive empathy is a requirement of the narcissist and as such is less lacking amongst them as emotional empathy

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Appendix 1 – Questionnaire Booklet.

A study into the relationship between Personality Traits and Gender

My name is Alan Groarke and I am conducting research in the Department of Psychology in Dublin Business School that explores the relationship between Gender and certain aspects of Personality. This research is being conducted as part of my studies and will be submitted for examination.

You are invited to take part in this study and participation involves completing this survey. The survey should take 10-12 minutes in total to complete. Participation is completely voluntary and so you are not obliged to take part. Participation is anonymous and confidential. Thus responses cannot be attributed to any one participant. For this reason, it will not be possible to withdraw from participation after the questionnaire has been submitted. It is important that you understand that by completing and submitting the survey that you are consenting to participate in this study.

If you have any queries in relation to this research I can be contacted at [REDACTED]

What is your Gender?

Male

Female

What is your Age? _____

Please tick the box which describes you

- I am a Law student
- I am a Business student
- I am a Psychology student
- I am a student but not in Law or Business or Psychology
- I am not a student

Here are a number of characteristics that may or may not apply to you. For example, do you agree that you are someone who likes to spend time with others? Please write a number next to each statement to indicate the extent to which you agree or disagree with that statement.

Disagree Strongly	Disagree a little	Neither agree or Disagree	Agree a little	Agree strongly
1	2	3	4	5

I see Myself as Someone Who...

- | | |
|--|---|
| Tends to find fault with others _____ | Does a thorough job _____ |
| Is helpful and unselfish with others _____ | Can be somewhat careless _____ |
| Starts quarrels with others _____ | Is a reliable worker _____ |
| Has a forgiving nature _____ | Tends to be disorganized _____ |
| Is generally trusting _____ | Tends to be lazy _____ |
| Can be cold and aloof _____ | Perseveres until the task is finished _____ |
| Is considerate and kind to almost _____ | Does things efficiently _____ |
| Is sometimes rude to others _____ | Makes plans and follows through with them _____ |
| Likes to cooperate with others _____ | Is easily distracted _____ |

The following statements inquire about your thoughts and feelings in a variety of situations. For each item, indicate how well it describes you by choosing the appropriate number from the scale below. When you have decided on your answer, please write the number on the answer sheet beside the question.

Read each item carefully before responding. Answer as honestly as you can. Thank you.

ANSWER SCALE:

1	2	3	4	5
Does Not Describe Me Very Well	Does Not Describe Me Well	Neutral Description of Me	Describes Me Well	Describes Me Very Well

I often have tender, concerned feelings for people less fortunate than me. _____

I sometimes find it difficult to see things from the "other guy's" point of view. _____

Sometimes I don't feel very sorry for other people when they are having problems. _____

I try to look at everybody's side of a disagreement before I make a decision. _____

When I see someone being taken advantage of, I feel kind of protective towards them _____

I sometimes try to understand my friends better by imagining how things look from their perspective. _____

Other people's misfortunes do not usually disturb me a great deal. _____

If I'm sure I'm right about something, I don't waste much time listening to other people's arguments. _____

When I see someone being treated unfairly, I sometimes don't feel very much pity for them. _____

ANSWER SCALE:

1	2	3	4	5
Does Not Describe Me Very Well	Does Not Describe Me Well	Neutral Description of Me	Describes Me Well	Describes Me Very Well

I am often quite touched by things that I see happen. _____

I believe that there are two sides to every question and try to look at them both. _____

I would describe myself as a pretty soft-hearted person. _____

When I'm upset at someone, I usually try to "put myself in his shoes" for a while. _____

Before criticizing somebody, I try to imagine how I would feel if I were in their place.

For each pair items circle the one that you most identify with. If you identify with both equally choose which one you think is most important. Thank You.

A. I have a natural talent for influencing people.
B. I am not good at influencing people.

A. Modesty doesn't become me.
B. I am essentially a modest person.

A. I would do almost anything on a dare.
B. I tend to be a fairly cautious person.

A. When people compliment me I sometimes get embarrassed.
B. I know that I am good because everybody keeps telling me so.

A. The thought of ruling the world frightens the hell out of me.
B. If I ruled the world it would be a better place.

A. I can usually talk my way out of anything.
B. I try to accept the consequences of my behavior.

A. I prefer to blend in with the crowd.
B. I like to be the center of attention.

A. I will be a success.
B. I am not too concerned about success.

- A. I am no better or worse than most people.
B. I think I am a special person.
- A. I am not sure if I would make a good leader.
B. I see myself as a good leader.
- A. I am assertive.
B. I wish I were more assertive.
- A. I like to have authority over other people.
B. I don't mind following orders.
- A. I find it easy to manipulate people.
B. I don't like it when I find myself manipulating people.
- A. I insist upon getting the respect that is due me.
B. I usually get the respect that I deserve.
- A. I don't particularly like to show off my body.
B. I like to show off my body.
- A. I can read people like a book.
B. People are sometimes hard to understand.
- A. If I feel competent I am willing to take responsibility for making decisions.
B. I like to take responsibility for making decisions.
- A. I just want to be reasonably happy.
B. I want to amount to something in the eyes of the world.
- A. My body is nothing special.
B. I like to look at my body.
- A. I try not to be a show off.
B. I will usually show off if I get the chance.
- A. I always know what I am doing.
B. Sometimes I am not sure of what I am doing.
- A. I sometimes depend on people to get things done.
B. I rarely depend on anyone else to get things done.
- A. Sometimes I tell good stories.
B. Everybody likes to hear my stories.
- A. I expect a great deal from other people.
B. I like to do things for other people.
- A. I will never be satisfied until I get all that I deserve.
B. I take my satisfactions as they come.

- A. Compliments embarrass me.
- B. I like to be complimented.

- A. I have a strong will to power.
- B. Power for its own sake doesn't interest me.

- A. I don't care about new fads and fashions.
- B. I like to start new fads and fashions.

- A. I like to look at myself in the mirror.
- B. I am not particularly interested in looking at myself in the mirror.

- A. I really like to be the center of attention.
- B. It makes me uncomfortable to be the center of attention.

- A. I can live my life in any way I want to.
- B. People can't always live their lives in terms of what they want.

- A. Being an authority doesn't mean that much to me.
- B. People always seem to recognize my authority.

- A. I would prefer to be a leader.
- B. It makes little difference to me whether I am a leader or not.

- A. I am going to be a great person.
- B. I hope I am going to be successful.

- A. People sometimes believe what I tell them.
- B. I can make anybody believe anything I want them to.

- A. I am a born leader.
- B. Leadership is a quality that takes a long time to develop.

- A. I wish somebody would someday write my biography.
- B. I don't like people to pry into my life for any reason.

- A. I get upset when people don't notice how I look when I go out in public.
- B. I don't mind blending into the crowd when I go out in public.

- A. I am more capable than other people.
- B. There is a lot that I can learn from other people.

- A. I am much like everybody else.
- B. I am an extraordinary person.

If any of the questions here have raised problematic feelings for you, the contact number for the Samaritans is 1850 60 90 90. Alternatively the helpline for Aware is 1890 303 302 or you can log onto their website at www.aware.ie to avail of their services.

Thank you very much for taking the time to complete this survey.