



NARCISSISTIC COWORKER

WHAT YOU NEED TO KNOW

HOW DID THIS HAPPEN?

News flash- narcissists have jobs and if you are reading this page you may be working with one or more of them. Narcissists can be a boss, a coworker or a fellow employee. There are many behaviors that are exhibited by someone with NPD and we suggest that you review these to help you identify the possibility that you have a narcissistic coworker.

TRACY MALONE

Founder Narcissist Abuse Support

ALL YOU WANT TO DO IS DO YOUR JOB!

Everything you need to learn about you coworkers and bosses

OVERT OR COVERT?

An **overt narcissist** is the typical self-centered person that doesn't hide their own self-love or their need for admiration. They demand loyalty and people are pawns for them to get what they need. They are often easy to spot with their "full-of-themselves" mannerisms.

The **covert narcissist** is more like Wonder Woman's invisible plane. On the surface they pretend to be kind and normal coworkers. Beneath the charming façade they harbor jealousy and do everything to manipulate your life and create chaos.



NO ONE LISTENS AND THEY ARE SMEARING YOUR NAME

News flash- narcissists have jobs and if you are reading this page you may be working with one or more of them.

Narcissists can be a boss, a coworker or a fellow employee. There are many behaviors that are exhibited by someone with NPD and we suggest that you review these to help you identify the possibility that you have a narcissistic coworker.

Let's start by saying you or I cannot diagnose anyone, fact is that most therapists cannot diagnose a narcissist or any similar personality disorder. That is because narcissists usually have a public mask and they turn on the famous narcissistic charm or pull out the victim card to win the heart of the person in charge with diagnosing them. The chance of someone being diagnosed as a narcissist would take a very skilled psychologist that understands the way that they can manipulate the conversation. Please remember, when you're talking about a narcissist at work, they're not going to pull out their credentials saying that they were diagnosed, so give up the idea of closure of identifying them, let's just look at the behaviors.

Dealing with a narcissist at work can leave the victim feeling helpless and confused. Your career is at stake and your livelihood is in jeopardy. Narcissistic people see everyone in black-and-white or good and evil. So often the victim starts out as good, (but not always). If they saw in you, the possibility of being a good supply or having value for them, then you are good. If you are on the good list, you probably have something that they needed so they kept you around. Until the one day they stole your idea or asked you to do just one more thing and you spoke up for yourself, then suddenly the mask of friendship or helpful coworker falls, and you become evil in their eyes. Next, due to narcissistic injury, they will set out to destroy you, and your career.

All you want to do is keep your job, get promoted, do the work and live your life, but victims of narcissists at work do not have the normal career path once a narcissistic person has you in their sights. It will shock you at the lengths they will go to when they turn on you. It usually starts with a smear campaign where they are telling others untrue things about you. These lies are career breaking because of the momentum that they create by telling these lies to people that we call 'flying monkeys.' Think of the bully back in the school yard, they rarely came alone to bully because deep down they are cowards. Narcissistic people are like that school yard bully. In their minds, if you get onto the bad side of a narcissist, they feel entitled to ruin you because you have now seen them without the mask. Unknowingly, you have caused narcissistic injury by going up against the narcissist. They can't

lose control over the workplace, as losing control is their biggest fear. By standing up to the narcissist, they've realized that you will not be controlled by them, so in order to regain control, the narcissist sets out to destroy you. In any way possible. Some victims may be considered lucky if the narcissist only costs them their job. Narcissists have no boundaries and are capable of far more than the average person can comprehend.

With all narcissistic abuse, there are three stages: idealize, devalue and discard, and in the workplace, these stages of abuse also hold true. While it seems like every narcissist follows the same rule book, their actions can certainly fall into a different order, so use this as a general guideline.

STAGE ONE – IDEALIZE

In the beginning a narcissist at work evaluates your worth to them, if it's your boss, it can be that you are smart and will make them look better if you are on a team, often they begin by testing you to see if you will give 150%. If you do, they know they can control you. Control is what narcissistic abuse is all about. While they pretend to nurture and mentor you at your new job, they are also waiting for that great idea that they can claim as their own. If you praise them or admire them, they will simply like you for being the type of supply that fills their bottomless pit of need for admiration. To keep yourself on the good side, you may find yourself becoming a praise machine. This isn't quite as obvious as it sounds. At work, it could be something as simple as them sharing an idea with you to get your advice, all in the attempt to get you to tell them how great the idea is.

All beginnings don't start like this, sometimes the narcissist finds you of no great value to them. If you have strong boundaries, leave work on time, are not willing to pick up some of their work, or say no to them, they will know they don't have a good supply. This may cause them to leave you alone, or they may begin spreading lies about you to drive you out so they can get someone else that will do their bidding.

STAGE TWO - DEVALUE

When your worth has been determined by the narcissist as not being a good supply, they often seek to destroy you by sabotaging your work, stealing your work, and smearing your name with lies about you. The goal in this stage is to make your life a living hell, so that ultimately you choose to leave. Defending yourself against false accusations is hard especially when they get others to join the game. Performance reviews are a tool in this stage, they are documenting the path of your demise.

STAGE THREE – THE DISCARD

The discard stage at work will be the process to get you fired or driven out. Framed and shamed by the lies, you lose your job and career, and you are forced to start again.

HOW DOES A NARCISSIST LOOK AT WORK?

They can be men, women, your boss, the CEO, a cubemate, or a person you consider a work friend. Sometimes the way they appear to the company is so charming and helpful, they do not need to have two heads to have two different sides to them, so please don't be fooled just because everyone likes them.

Narcissists come in many flavors, but I want you to understand the concept of overt vs covert narcissists. An overt narcissist is outwardly thinking they are superior, they talk about their accomplishments and their own self-worth in the organization. The stereotype to think of is a ladder climber who steps on others in order to raise themselves higher.

The covert type is like Clark Kent, mild mannered, keeps to himself, helpful, professional on the outside but behind closed doors they are working the powers that be to raise themselves up and devalue everyone else. This person is hard

to identify until you become their prey, most victims never saw this type of behavior coming. This cover or 'mask' is harder to fight because they have created this amazingly wonderful persona that no one will believe you when you bring things to the attention of an HR department.

BEHAVIORS OF A NARCISSIST AT WORK

As I said above, we cannot diagnose them. Their behaviors are what we must look at and use to guide us to understand that this person is abusive and toxic. Every narcissist is going to play things differently, use these as a guideline:

They tell everyone how great they are and yet never seem to get anything done. The old saying that actions speak louder than words really do apply here. They self-inflate if they have the gang to back them up and cover for them when they don't get work done.

In a meeting they often hog the conversation and rudely interrupt others. This unprofessional behavior is a call for attention. They love to be in the spotlight and even if no one is putting a light on them, they stand up and claim it. The narcissistic need for attention is displayed with this type of behavior.

Stealing from others is another common tactic. They do not play well with others and probably stole other kids' toys when they were young. This type of behavior doesn't happen fast, it happens slowly as they gain your trust, then when you don't expect it, they are in a meeting telling everyone about this great idea, that was yours. When this first happens you may excuse it, but in time the bar gets lowered and they are practically stealing everything they can from you. If you dare speak up, they immediately put you on the 'evil' list and begin the devalue stage to destroy you. They only want people around them that admire them and that they can control.

Rules do not apply to them. Think of all the white-collar crimes that people commit. A narcissist is entitled to steal supplies, laptops and your work, as they have no conscience, and they feel no remorse for hurting people.

A narcissist is quick to judge everyone but themselves. They feed off negative emotions and try to break teams up, they bring down morale and cause damage wherever they go.

They can throw tantrums if someone doesn't agree with them. If someone speaks up against them, they will publicly try to ruin that person. They are not good at taking criticism, or any type of negative feedback. When this happens, it causes that narcissistic injury and sets in motion the devalue stage. How dare you say bad things about them.

Passive aggressive behaviors are also common in the devalue and discard stages. The gossip and smears we spoke of above are one way they attack, but stonewalling, backstabbing, gaslighting and office sarcasm are also things to watch for. When they joke about you in front of other people, they will cover it with a stupid comment like 'only kidding', 'gosh you are sensitive'. The goal is to make you look bad and feel bad, and when they say something about you in a joking way and then pull it back like that, they have planted the seed for a smear campaign later. This strategy boosts themselves up while they devalue you.

You are either good supply or you are the enemy.

WHAT CAN YOU DO?

First, never call them out for being a narcissist, remember you cannot diagnose them and it's like poking a bear. It's a surefire way to throw yourself into the 'evil' category and begin the devalue and discard stages. They will turn up the heat on destroying you, because you know the truth and they can't have that.

Document everything – time place, emails and check on your state recording laws to see if you are in a “one party consent state”, in which only one person needs to know you are recording. If it gets bad, and your state allows, record the conversations to give to HR. They may be your only defense.

Go to HR but discuss the behaviors rather than your own diagnoses or suspicion of the ‘N’ word.

Stay clear of them as much as possible.

Know they will never change except to get worse, so either find a way to coexist or start looking for another job before they have you fired.

Get yourself help! Being emotionally abused takes a toll on any victim, but when your career is in jeopardy, the risks are high, and you do not want to try to do this alone. You need to be validated that you are not crazy. You need to strategize a plan of how to deal with this or you will be off your game as you endure this battle. Learn more about coaching here.

There are many people that are exposed to toxic behaviors of a narcissist at work and survive. It will take a smart HR team, a supportive work environment and management team, that listen to you and provides you with support. You will be ok. Educate yourself by reading more. We suggest reading Bill Eddy’s book - It’s all your fault at work - <https://amzn.to/2Mg2g7F> . It’s one of the best out there and you need to understand the possibilities and get a solid plan together.

At work a narcissist looks for someone with a skill that that do not have, or they look for a person in position that can benefit them. Or they are like a high school bully that is jealous of you. They seek an alliance with these people, if they are controllable, they friend them and begin to extract what they need. Once the target proves to not be controllable, they seek to destroy them, using threats, false allegations, constant criticism, name calling and smear campaigns, and gaslighting.

The victim of this type of attack is left to defend themselves against untrue allegations. The hopeless feeling these victims experience leaves them confused, betrayed and often, leaves them needing to update their resume because the damage is too great to repair.

Demeaning, demanding, and bullying.

When a narcissist feels that somebody has a skill or ability that they lack, they often put that person down. They can be patronizing of the other person by bullying or threatening them when they refuse to acknowledge their “greatness,” or simply outshine. Narcissists will use gossip or confidential discussions and try to appear to be concerned about someone else's well-being, and then blatantly belittle, lie, or otherwise harm their reputation.

Narcissists degrade others and tear them down. They use tactics such as sarcasm, constant criticism, name calling, blaming, gas-lighting, and humiliation to weaken other people and diminish their sense of self-confidence and self-worth. This enables the narcissist to feel powerful and in control of others' lives.



WHAT DO YOU DO NOW?

I believe that people come into our lives for a reason, and both good and bad experiences bring us lessons we must learn. If we don't learn the lesson, life tends to repeat itself until we finally learn that lesson. That said, it is usually the more difficult lessons, the ones that scar our souls, that are the hardest to understand and heal from. These lessons, while extremely painful, are here to warn us, teach us, and enlighten us to the fact that not everyone is created equally or meant to stay in our lives forever. A mistake that many people make when it comes to understanding these lessons is that they think doing something repeatedly is learning the lesson, while in fact we are just repeating familiar patterns. Learning how to protect yourself from ever letting this happen means doing the work, educating yourself and changing things about yourself.

FIND SUPPORT

<https://narcissistabusesupport.com>

TALK TO ME

<https://narcissistabusesupport.com/narcissistic-abuse-coaching-sessions/>

It is fair to say that most people have a physical scar somewhere on their body. That scar had a story, the story of when you fell out of a tree and broke your arm. If I were to ask you the day you fell out of that tree to describe your story it would be filled with emotions and drama. As time passes the story fades, but the lesson is still there. Perhaps you learned to be more careful or wear proper shoes when climbing a tree; it was a lesson and that scar reminds you of it.

When we encounter someone with narcissistic personality disorder, people often get wounded, hurt and broken. Victims live through abandonment, betrayal and disappointment and there is a healing lesson to be learned. A lesson can simply be to understand what happened or the lesson we must learn is to protect ourselves in the future from never letting this happen

again.

Like that scar, the pain from this emotional abuse will be forgotten in time and the lessons will be what remains. Your job is to educate yourself to understand everything you can about this type of personality disorder, so you can learn the lesson, and never have it repeat again.

Sadly, most victims of narcissistic abuse get stuck in a cycle of attracting the same type of person and the cycle continues. The "story" often told to survivors is that they are attracting them. The truth is you were prey, being hunted because of your vulnerabilities and what type of supply you will make. The formula is simple: since narcissists are takers, they look for givers.

If you are ready to understand what your vulnerabilities are and if you are ready to break the cycle, I would suggest that you take my online workshop called "Change the Story". Your wounded story gives the clues to a new narcissistic person that attracts them to begin this cycle again with you.

Healing from emotional abuse is not something you can rush; there is no 'Betty Ford Clinic' to check into to get fixed. Each person's wounds are different despite the similarities of the abuse, so each person's prescription for their recovery journey is different.

Stop the cycle for you and your children. I am living proof that the stories fade, and you can create new chapters in the story of your life.



CHANGE THE STORY WORKSHOP

Victims of narcissistic abuse stories are all different and yet so similar. You have endured verbal abuse with lies, gaslighting, underhanded tricks and general confusion of the abuse.

You might have a terrible story and have good reason to hold onto the full-blown crazy story. I get it, but if you want to heal, you need to learn a new skill to control the triggers and protect yourself. Every time you share the crazy drama with someone, you risk getting triggered and causing the cycle of abuse to hold you stuck in that place and time. In this workshop, you will learn how to take control and CHANGE the story.

To be clear, you are not sweeping your story under the rug. You are not denying what happened. You will learn skills to extract the lesson and shorten the story, so it doesn't throw you back into the pain cycle. A story has the power to hold us in that story and live in that time as if it was today. The opportunity to create a new life (new chapter) is not possible because we are busy reliving the pain and horror from the wounds of abuse.

A WOUND STORY ATTRACTS NARCISSISTIC PEOPLE. If you are one of those unlucky survivors that keep repeating the patterns by being in relationships with narcissists, you need to understand that your story is the magnet that drives them towards you. You aren't picking them they are picking you and you gave them everything they need to abuse you again!

LEARN HOW TO HEAL

<https://narcissistabusesupport.com/stories/>

In this course you will learn:

- The six reasons your story is hurting you
- What secrets your story is revealing
- What are 'Green Flags' and why you should never give anyone the ammunition to hurt you
- What vulnerabilities your story shows
- What assets you have that made you a perfect supply and how not to be targeted for those
- How important it is to understand the "lesson" and how to find it
- How do you rewrite the story? You will be provided with over 50 examples of survivor's stories to illustrate how you can rewrite your story.

I am very proud of this workshop. There are six videos with worksheets to help you craft your new chapter.

I have been teaching and perfecting this workshop for many years and I am finally able to bring it into your living room. These skills are simple once you understand the concept. they will free you from triggering yourself and all your friends and family. When you change the story, your friends will have their friend back and you too will notice a change right away.

Check out this workshop - <https://narcissistabusesupport.com/stories/>



ABOUT THE AUTHOR

Tracy Malone is a surTHRIVER who is passionate about raising awareness on the subject of Narcissist Abuse Support. She is excited to share the empowering hero's journey story of how she turned her life around to help others do the same.

LEARN HOW TO HEAL

<https://narcissistabusesupport.com/stories/>

Tracy Malone is the founder of NarcissistAbuseSupport.com, a global resource for victims from more than 145 countries. In addition, she created a support Facebook group for victims of narcissistic abuse with more than 8,000 members. She is a popular and well-respected YouTuber on the subject. Her channel has now reached more than 1,300,000 survivors; her work can also be found on her podcast.

Tracy's website concentrates on educating survivors and leading them to the resources they need to heal. Her passion is coaching survivors with a compassionate understanding heart. Tracy has been successfully running two in-person support groups. She understands the important value of finding community to heal, so her website maintains a support group directory as well as state by state domestic violence agency listings where people can get access to counseling, legal services and support.

tricks they pull during the divorce.

Become more than a survivor. Be a SurThrivers!

FOLLOW THE LINK TO RESOURCES.

Visit my website - <https://narcissistabusesupport.com/>

Subscribe to my YouTube channel to listen to the over 400 videos on Narcissistic abuse -

<https://www.youtube.com/c/TracyAMalone>

Like to listen to podcasts? Follow me wherever you listen - <https://podcasts.apple.com/us/podcast/podcast-narcissist-abuse-support/id1244854330?mt=2>

Need extra support? Join my Facebook Group <https://www.facebook.com/groups/getnarcissistAbuseSupport/>

Download my Free Red Flags Checklist - <https://narcissistabusesupport.com/free-red-flag-checklist/>

If you are struggling and want to know what to do next, I suggest my coaching sessions. Every session is geared to educate, validate, and get you started on healing. I coach people by video all over the world; it's your turn.

<https://narcissistabusesupport.com/narcissistic-abuse-coaching-sessions/>