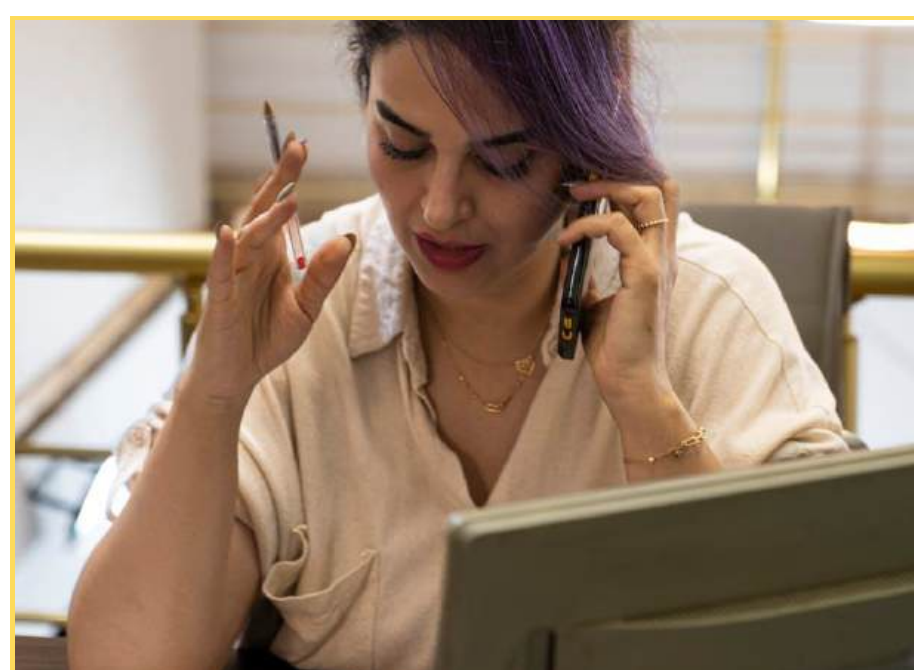


Things to Expect from a Narcissistic Employee

1. What Narcissistic Behavior Looks Like at Work

First, release any embarrassment about hiring a narcissist. They often present as the perfect candidate: polished, confident, and persuasive. But that charm and confidence that made them so appealing is only a mask, hiding far more sinister traits beneath.



2. Red Flags You Shouldn't Ignore

As the narcissist grows more secure in their role of professional domination, the fractures in your team's camaraderie become clearer. The narcissist will form alliances with those in power or anyone who can advance their agenda. They'll shower these people with exaggerated charm and attention.

3. The Organizational Impact of a Narcissistic Employee

It's easy to see how the narcissist's behavior infects your entire organization. Morale drops across the board, especially among those who were once favored but eventually fell out of their good graces. Even strong workplace friendships begin to fracture. Your top performers become prime targets of the narcissist's hostility.

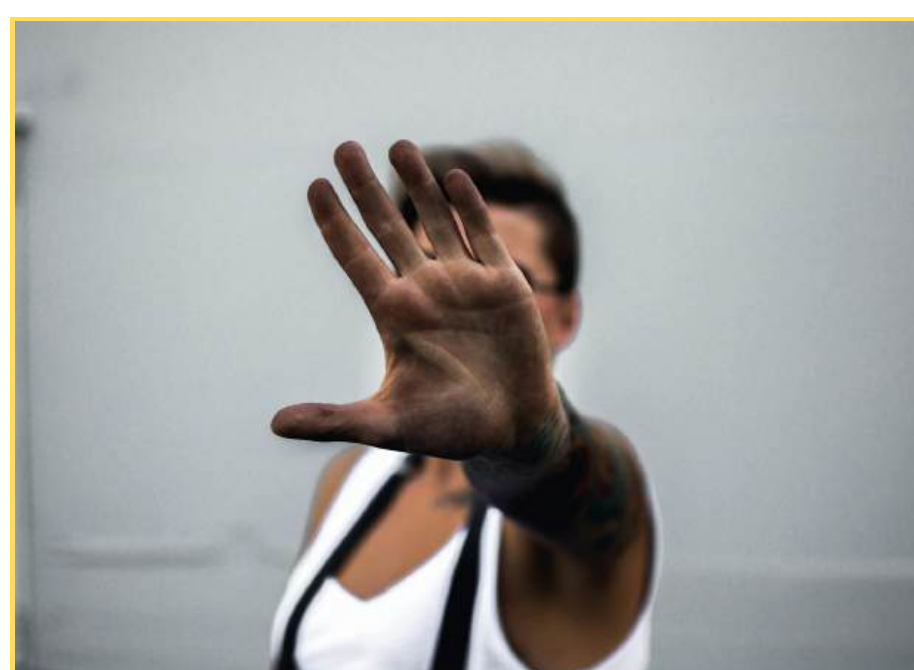


4. How to Manage a Narcissistic Employee Without Losing Control

The first rule is this: emotional engagement with a narcissist always backfires. The moment you let your emotions in, you hand them control. Instead, stay completely neutral, unflinching, and direct. Next, set clear and measurable expectations. Document every conversation, save emails, and keep a close eye on their performance. Finally, strongly consider employing a negotiation coach for your whole team. A skilled coach can train everyone to spot manipulation and set firm boundaries.

5. Knowing When It's Time to Let Go

Of course, sometimes even the strongest strategies won't neutralize the most manipulative narcissists. If you've done everything you can to protect your team and their trust, but the situation is still toxic, it's time to let the employee go. When you do, handle the termination with complete neutrality and airtight documentation.



6. Don't Let the Narcissist Take Control

Hiring a narcissist can feel like letting a fox into the henhouse. But remember this: knowledge is power. Once you understand their behavior patterns, you take away their biggest weapons. By staying neutral, documenting everything, and using consequence-based communication, you create leverage.