

Development of the Narcissism Interview Scale for Employment

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Employment interview questions designed to measure narcissism correlated with likert scales of narcissism and aggression.

Method

- Participants were undergraduate students who completed mock one-way video interviews and surveys.
- Study 1: Development of 19 potential items. Qualitative coding to develop scoring guide. $N = 261$.
 - Study 2: Final 3 items selected using score frequency, inter-item correlations, and correlations with self-report narcissism. $N = 225$.
 - Study 3: NISE correlations with both self-report and other-report surveys. $N = 381$.

Results Summary

- The scoring guide led to an average inter-rater reliability of .70 across Studies 2 and 3 (16 raters).
- The NISE is likely measuring a work-specific form of narcissism. The NISE in Study 3 correlated with narcissism (self-report = .34; other-report = .43), which are similar in strength to other context-specific personality measures.
- The NISE in Study 3 correlated with other-reports of aggression.

Purpose & Hypotheses

Narcissism may be on the rise within western societies and employers seeking to identify applicants higher in narcissism are likely to struggle because self-report narcissism captures a distorted favorable self-view. We relied upon the Narcissistic Personality Inventory description of narcissism to develop the Narcissism Interview Scale for Employment (NISE). We expect the NISE to correlate with likert scales of narcissism, extraversion, agreeableness, and aggression.

Example Scoring Guide Developed from Study 1

Question: Imagine you are working on a team that requires unanimous consent to move forward on a project. The other members have agreed upon a plan for the project that you strongly disagree with. How do you proceed?

Score	Description	Example Response
1	Expresses a need to <u>understand others' views</u> . Focuses on a <u>collaborative</u> solution. Highlights importance of open-communication. Emphasizes how <u>"I" need to compromise</u> .	"It would be important to be respectful and seek to understand the team decision" "I would try to convince the team why they are making the wrong decision." "The good of the whole is more important than the good of the one."
2		
3		
4	Expresses ability or <u>desire to sway group decision</u> as a "win." Expresses that they would <u>quit group</u> if there was no agreement. Describes not wanting to be controlled. Emphasizes how <u>others need to compromise</u> .	"I would look at what parts I hate about the team plan and try to change those things. They need to see it from my point of view." "I would try to convince the team why they are making the wrong decision." "As long as I get my idea accepted that's all that matters."

Retained NISE Items from Study 2

Interview Question	Scoring Frequency				Self-report r
	1	2	3	4	
Do you consider yourself a natural born leader or someone who's had to learn how to lead? Provide an example of your leadership approach.	50%	27%	16%	7%	.28**
Imagine you are working on a team that requires unanimous consent to move forward on a project. The other members have agreed upon a plan for the project that you strongly disagree with. How do you proceed?	43%	40%	14%	3%	.23**
Imagine you are the leader of a group and someone on your team openly expressed their concern with one of your decisions to you and others. It turns out that your decision was the correct call. How would you handle this situation?	67%	21%	9%	3%	.23**

Note. Study 2 $N = 225$; Narcissistic Personality Inventory was used for the self-report r .

NISE Correlations from Study 3

	NISE Correlation
Self-reports	
Narcissism	.34**
Hypersensitivity	.10*
Extraversion	.17**
Agreeableness	-.08
Interpersonal Deviance	.10*
Verbal Aggression	.11*
Relational Aggression	.04
Significant Other-reports	
Narcissism	.43**
Hypersensitivity	.16*
Extraversion	.08
Agreeableness	-.18**
Interpersonal Deviance	.20**
Verbal Aggression	.26**
Relational Aggression	.23**

Note. Study 3 $N = 381$; * $p < .05$; ** $p < .01$.