# Call for Papers

## "Dark Personality in the Workplace"

### A Topical Issue of the Zeitschrift für Psychologie

Guest Editors: Birgit Schyns,[1] Susanne Braun,[2] and Pedro Neves[3]

[1] Neoma Business School, Reims, France
[2] Durham University Business School, Durham, UK
[3] NOVA School of Business and Economics, Lisbon, Portugal

In recent years, organizational and industrial psychology research has seen a shift towards the "dark side," providing broader insights into the experiences of employees and moving away from an idealization of workplace relationships. It has thus become more common not only to look at positive employee characteristics (e.g., conscientiousness, proactive personality) and their relationship to workplace outcomes (e.g., trust, organizational citizenship behavior, performance), but also to investigate negative traits and their potential consequences. For example, the dark triad (narcissism, Machiavellianism, and psychopathy, e.g., Paulhus & Williams, 2002) or dark tetrad (adding sadism; Chabrol, Melioli, van Leeuwen, Rodgers, & Goutaudier, 2015) have become of increasing interest in workplace research due to their often substantial negative impact on others (e.g., Campbell, Hoffman, Campbell, & Marchisio, 2011) as well as the bottom line (e.g., Chatterjee & Hambrick, 2007). However, there are still many open questions regarding how dark personality traits operate in the workplace as well as how to best conceptualize and measure these. For example, Ong, Roberts, Arthur, Woodman, and Akehurst (2016) found that narcissism relates differently to other ratings over time. But when does this change happen and are there mitigating or enhancing factors? While there is also an interesting amount of research on different narcissist profiles based on Back et al.'s conceptualization (admiration vs. rivalry; 2013), we still know little about its implications in the workplace (for an exception, see Helfrich & Dietl, 2019). Schyns, Wisse, and Sanders (2019) suggested that followers with dark personality traits may use strategic behaviors to cause havoc in organizations, but what are the specific behaviors they use? What should organizations do to avoid hiring individuals with dark personality traits in the workplace? Is training effective in minimizing the expression of these dark traits? These are just some of many possible topics for future research. For this topical issue of *Zeitschrift für Psychologie*, we seek contributions considering, but not limited to, the following areas:

1. Theory development
   - Models proposing new or conceptually advanced configurations of dark side personality traits.
   - Multi-level conceptualizations of the impact that dark side personality traits have at multiple levels of organizations.

2. Underlying processes and contexts
   - Studies including models that explain why and under which circumstances dark side personality traits affect workplace outcomes.
   - Studies that compare the impact of dark side personality traits between different contexts (e.g., intercultural or sectorial comparison).

3. Interplay between different actors in organization
   - Studies looking at dark side personality traits in leaders and followers, and their interaction (e.g., leader and follower narcissism).
   - Team outcomes of dark side personality traits in teams (e.g., inter-team and intra-team trust vs. creation of control mechanisms).

4. Methodological advancements
   - Studies that develop and validate new measures of dark side personality traits.
   - New approaches to measuring dark side personality traits beyond traditional self-report surveys.
   - Studies that study dark side personality traits in combination with advanced statistical approaches (e.g., growth curve modeling, multilevel modeling).

5. Counterintuitive findings
   - Studies that examine how and when such traits might not be toxic or might even be helpful in the workplace (e.g., protective mechanism in highly competitive environments).

## How to Submit

There is a two-stage submissions process. Initially, interested authors are requested to submit only abstracts of their proposed papers. Authors of the selected abstracts will then be invited to submit full papers. All papers will undergo blind peer review.

Interested authors should submit a letter of intent including: (1) a working title for the manuscript, (2) names, affiliations, and contact information for all authors, and (3) an abstract of no more than 500 words detailing the content of the proposed manuscript to the guest editors:

Birgit Schyns (birgit.schyns@neoma-bs.fr)
Susanne Braun (susanne.braun@durham.ac.uk)
Pedro Neves (pedro.neves@novasbe.pt)

**Deadline for submission of abstracts is June 1, 2020**

**Deadline for submission of full papers is February 1, 2021**

## Detailed Timeline

- Abstract submission: June 1, 2020
- Decision on abstract: July 1, 2020
- Full paper submission: February 1, 2021
- Review round 1: Between February 15 and May 15, 2021
- Decision on first revision communicated: June 1, 2021
- 1st revisions due: October 1, 2021
- Review round 2: Between October 15 and December 15, 2021
- Decision on first revision communicated: January 15, 2022
- 2nd revision due: April 1, 2022

- Final decision communicated: June 1, 2022
- Publication of topical issue as issue 4 (2022): October 2022.

For additional information, please contact the guest editors.

For detailed author guidelines, please see the journal's website at https://www.hogrefe.com/j/zfp

## References

Back, M. D., Küfner, A. C. P., Dufner, M., Gerlach, T. M., Rauthmann, J. F., & Denissen, J. J. A. (2013). Narcissistic admiration and rivalry: Disentangling the bright and dark sides of narcissism. *Journal of Personality and Social Psychology, 105*, 1013–1037. https://doi.org/10.1037/a0034431

Campbell, W. K., Hoffman, B. J., Campbell, S. M., & Marchisio, G. (2011). Narcissism in organizational contexts. *Human Resource Management Review, 21*, 268–284. https://doi.org/10.1016/j.hrmr.2010.10.007

Chabrol, H., Melioli, T., van Leeuwen, N., Rodgers, R., & Goutaudier, N. (2015). The dark tetrad: Identifying personality profiles in adolescents. *Personality and Individual Differences, 83*, 97–101. https://doi.org/10.1016/j.paid.2015.03.051

Chatterjee, A., & Hambrick, D. C. (2007). It's all about me: Narcissistic chief executive officers and their effects on company strategy and performance. *Administrative Science Quarterly, 52*, 351–386. https://doi.org/10.2189/asqu.52.3.351

Helfrich, H., & Dietl, E. (2019). Is employee narcissism always toxic? – The role of narcissistic admiration, rivalry, and leaders' implicit followership theories for employee voice. *European Journal of Work and Organizational Psychology, 28*, 259–271. https://doi.org/10.1080/1359432X.2019.1575365

Ong, C. W., Roberts, R., Arthur, C. A., Woodman, T., & Akehurst, S. (2016). The leader ship is sinking: A temporal investigation of narcissistic leadership. *Journal of Personality, 84*, 237–247. https://doiorg/10.1111/jopy.12155

Paulhus, D. L., & Williams, K. (2002). The Dark Triad of personality: Narcissism, Machiavellianism, and psychopathy. *Journal of Research in Personality, 36*, 556–568. https://doi.org/10.1016/S0092-6566(02)00505-6

Schyns, B., Wisse, B. M., & Sanders, S. (2019). Shady strategic behavior: Recognizing strategic behavior of dark triad followers. *Academy of Management Perspectives, 33*, 234–249. https://doi.org/10.5465/amp.2017.0005