


# TOP

## Dark Triad of Personality at Work Technical Report



**Sample Report A**  
**ID 22535-28**  
**Date 07/29/2019**

# Overview

The TOP measures work-related aspects of the dark triad of personality (narcissism, Machiavellianism, and subclinical psychopathy) in relationship to occupational life, using those three main factors and eleven subscales. All items included in TOP have been developed within the context of work behaviors, and development and validation studies have been conducted on participants with work experience.

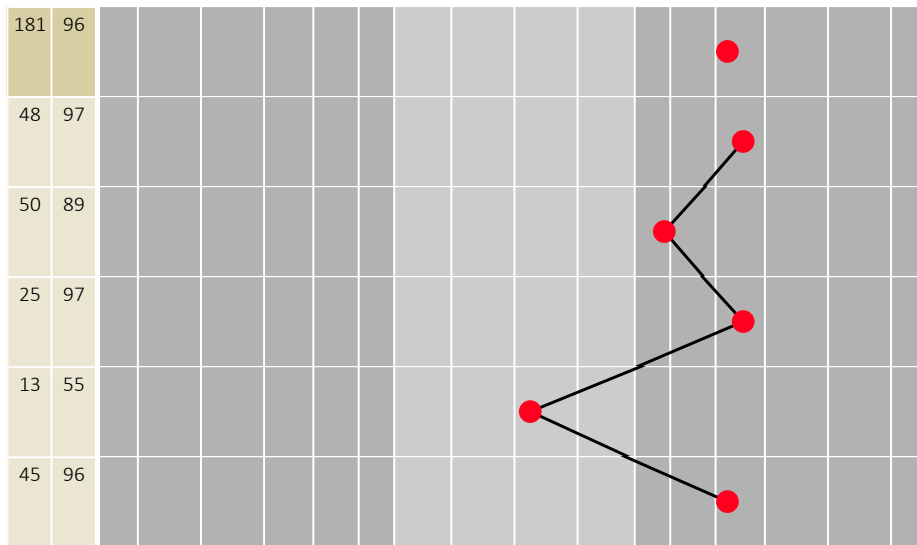
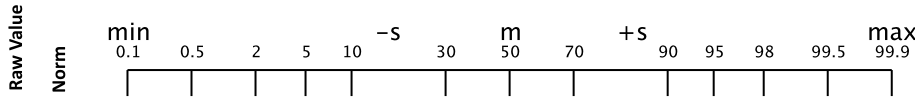
## Structure of this report

- **Profile sheet**
- **Table of scores**
- **Scale details**
- **Response statistics**

Only qualified psychologists or appropriately trained test users should interpret psychometric test results. Please follow the relevant guidelines from the appropriate professional body.

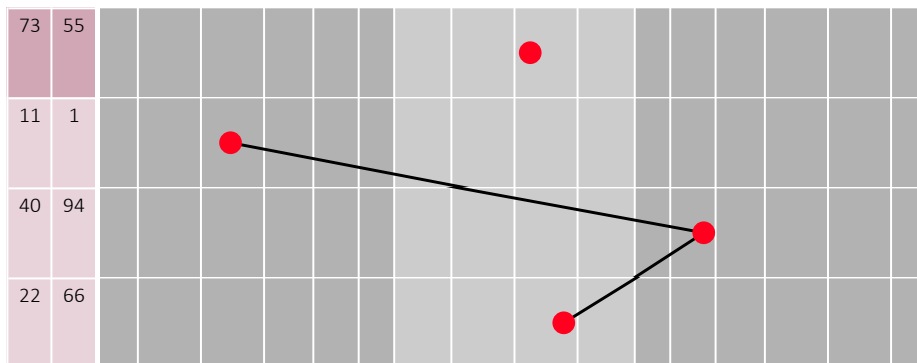
# Profile sheet

## Dark Triad of Personality at Work · Standard Working Population, U.S. · Percentile



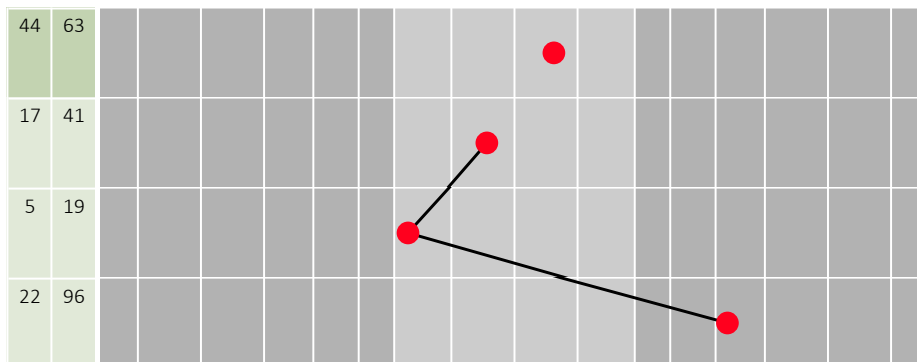
### Self-centered work approach

- Self-centered work approach**  
Factor score
- Claim to leadership**  
Conviction of one's own superior management skills
- Belief in persuasive power**  
Belief in having a superior effect on and power to influence colleagues
- Need for authority**  
Taking pleasure in exercising authority over colleagues
- Appetite for risk**  
Tendency towards risky and challenging tasks
- Sense of superiority**  
Sense of superiority towards colleagues and the belief in one's own superior performance



### Enforcement-focused work attitude

- Enforcement-focused work attitude**  
Factor score
- Unsentimentality**  
Lack of empathy in a work context
- Assertiveness**  
Belief in the need for toughness and strength to achieve one's professional goals
- Skepticism**  
Skeptical attitude concerning the intentions of colleagues



### Uncommitted-impulsive work style

- Uncommitted-impulsive work style**  
Factor score
- Flexibility**  
Spontaneity and lack of planning when executing tasks
- Impulsivity**  
Lack of emotional restraint in response to undesired outside influences at work
- Extenuation**  
Willingness to lie or to conceal something to obtain a professional advantage

# Table of scores

## Dark Triad of Personality at Work · Standard Working Population, U.S. · Percentile

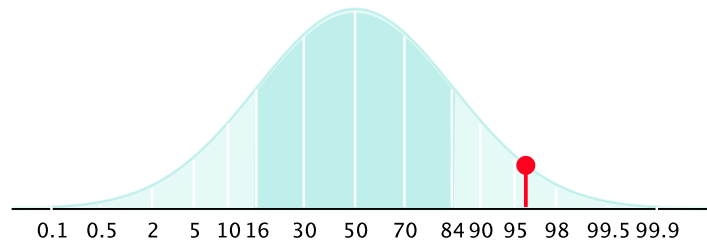
Scale	Raw value	Normed value
<b>Self-centered work approach</b>		
Self-centered work approach	181	96
Claim to leadership	48	97
Belief in persuasive power	50	89
Need for authority	25	97
Appetite for risk	13	55
Sense of superiority	45	96
<b>Enforcement-focused work attitude</b>		
Enforcement-focused work attitude	73	55
Unsentimentality	11	1
Assertiveness	40	94
Skepticism	22	66
<b>Uncommitted-impulsive work style</b>		
Uncommitted-impulsive work style	44	63
Flexibility	17	41
Impulsivity	5	19
Extenuation	22	96

# Scale details

## Self-centered work approach

### Working Population, U.S. · Percentile

Raw value	181
Normed value	96
Missing values	0

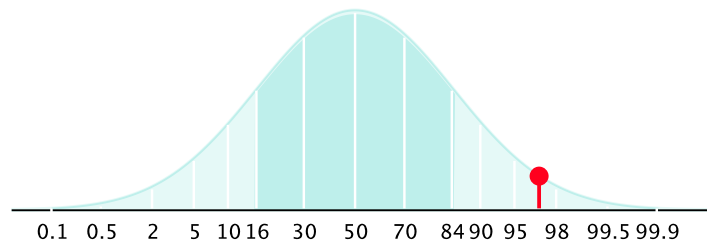


Measures an exaggeration of self-worth with respect to one's own significance, leadership skills, and impact at work, as well as the pleasure in exercising authority over colleagues

## Claim to leadership

### Working Population, U.S. · Percentile

Raw value	48
Normed value	97
Missing values	0

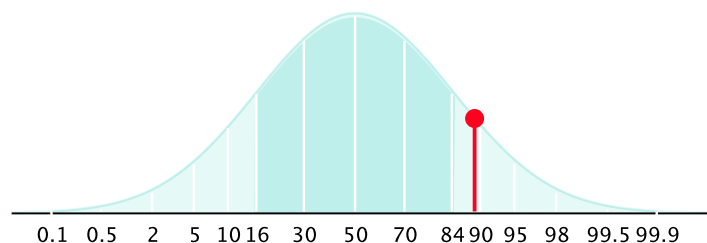


Conviction of one's own superior management skills

## Belief in persuasive power

### Working Population, U.S. · Percentile

Raw value	50
Normed value	89
Missing values	0

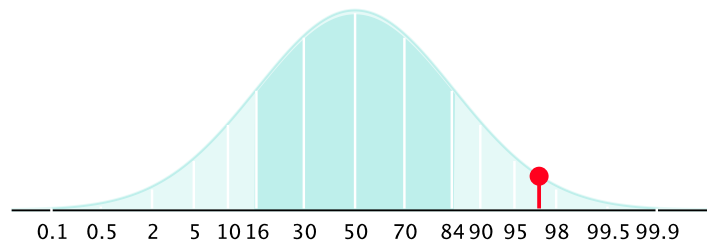


Belief in having a superior effect on and power to influence colleagues

## Need for authority

### Working Population, U.S. · Percentile

Raw value	25
Normed value	97
Missing values	0

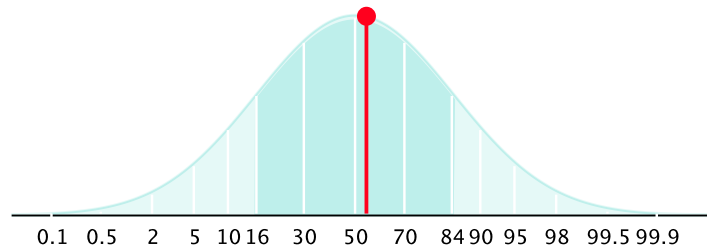


Taking pleasure in exercising authority over colleagues

## Appetite for risk

### Working Population, U.S. · Percentile

Raw value	13
Normed value	55
Missing values	0

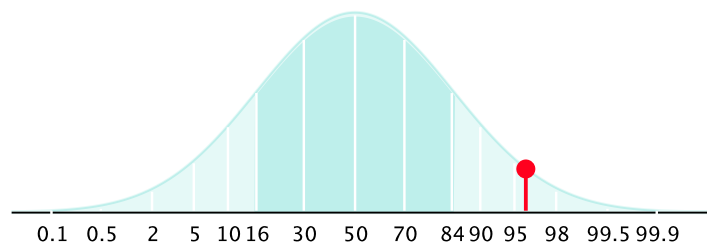


Tendency towards risky and challenging tasks

## Sense of superiority

### Working Population, U.S. · Percentile

Raw value	45
Normed value	96
Missing values	0

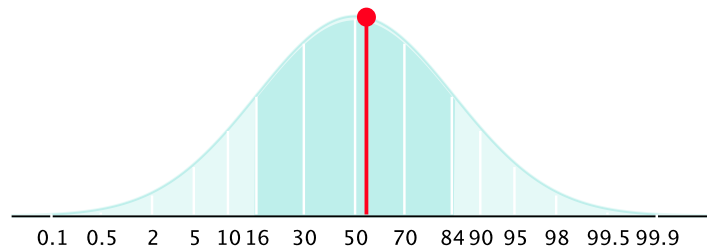


Sense of superiority towards colleagues and the belief in one's own superior performance

## Enforcement-focused work attitude

### Working Population, U.S. · Percentile

Raw value	73
Normed value	55
Missing values	0

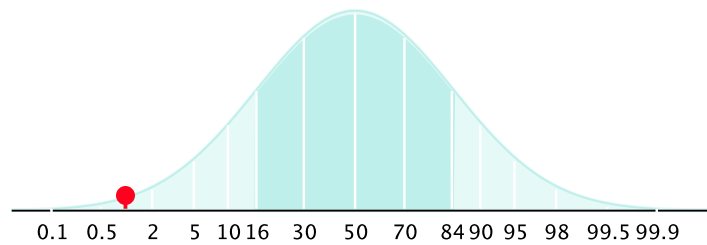


Describes an emotional toughness and distrustful attitude towards colleagues, combined with confidence in one's own strength and ability to achieve in the workplace

## Unsentimentality

### Working Population, U.S. · Percentile

Raw value	11
Normed value	1
Missing values	0

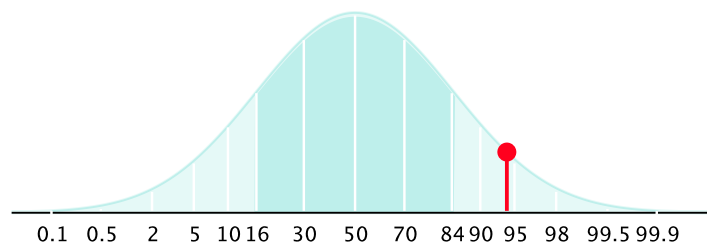


Lack of empathy in a work context

## Assertiveness

### Working Population, U.S. · Percentile

Raw value	40
Normed value	94
Missing values	0

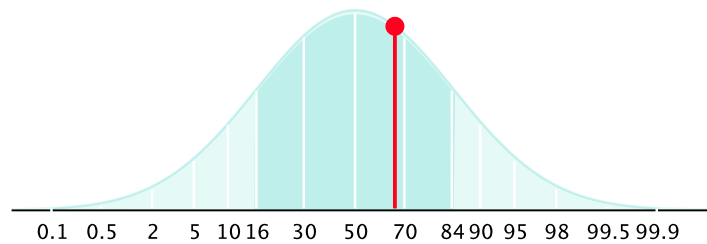


Belief in the need for toughness and strength to achieve one's professional goals

# Skepticism

## Working Population, U.S. · Percentile

Raw value	22
Normed value	66
Missing values	0

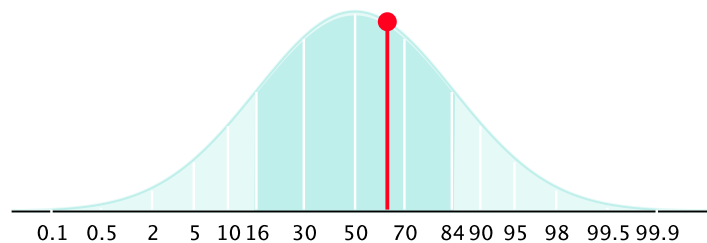


Skeptical attitude concerning the intentions of colleagues

# Uncommitted-impulsive work style

## Working Population, U.S. · Percentile

Raw value	44
Normed value	63
Missing values	0

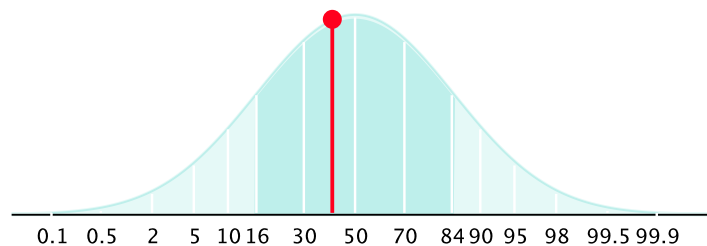


Captures an unstructured work style related to irresponsible or abrupt actions, with a readiness to break rules or use deceit to reach professional goals

# Flexibility

## Working Population, U.S. · Percentile

Raw value	17
Normed value	41
Missing values	0



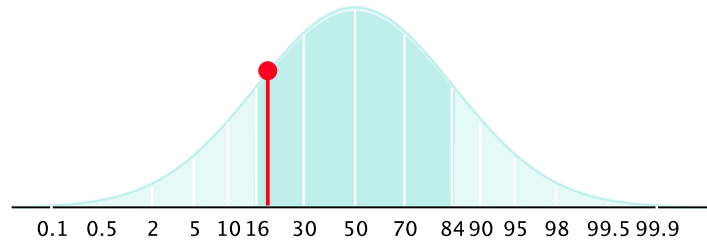
Spontaneity and lack of planning when executing tasks



# Impulsivity

## Working Population, U.S. · Percentile

Raw value	5
Normed value	19
Missing values	0

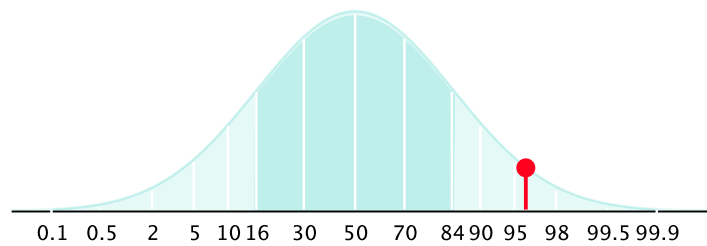


Lack of emotional restraint in response to undesired outside influences at work

# Extenuation

## Working Population, U.S. · Percentile

Raw value	22
Normed value	96
Missing values	0



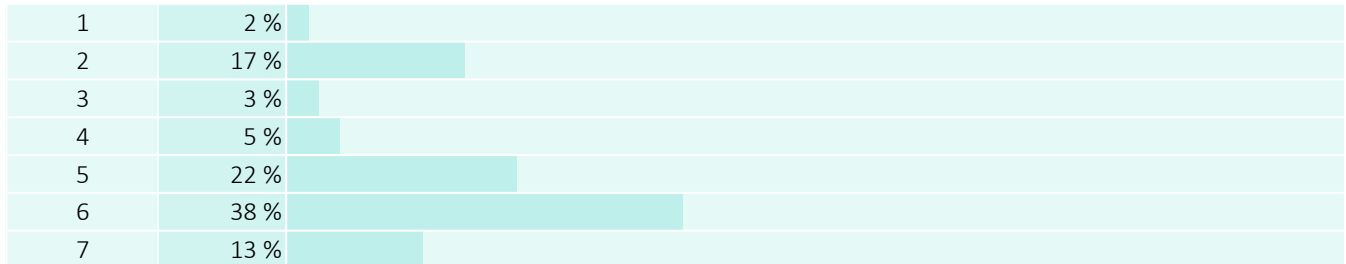
Willingness to lie or to conceal something to obtain a professional advantage

# Response statistics

## Distribution of responses

---

Step	Proportion
1	2 %
2	17 %
3	3 %
4	5 %
5	22 %
6	38 %
7	13 %



## Page focus events

Sorry, page focus information is not available. It could be that the test was completed on paper or before HTS began recording page focus events.

Page focus events occur when a test taker switches away from the test to another window on the computer. For a detailed explanation, please consult the Hogrefe Testsystem Glossary.