

MEETING ABSTRACTS

PROUD AND READY: CAN NARCISSISTIC EXPRESSION BENEFIT INDIVIDUAL PERFORMANCE IN THE UNIFORMED SERVICE?

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The study investigates the relationship between the different grandiose strategies described in the circumplex model of narcissism and the individual's ability to draw satisfaction and to avoid burnout in context of the military environment. The sample (N=242, 187 Male, 57 Female, 2 missing; Mean Age - 31(SD 8.1) of soldiers serving in the Polish Territorial Defence's effort to reduce the negative impact of the COVID pandemic has been interrogated for the positive and the negative psychological outcomes of their involvement. The study has found both the positive and the negative correlations with burnout and satisfaction alike, depending on the grandiose narcissism strategy. Default strategy of sanctity was negatively associated with burnout while at same time being positively correlated with the satisfaction. Oppositely, the emergency strategy of rivalry was associated with lower satisfaction and higher scores in the burnout scale. In order to interpret this mismatch effect, we have investigated the possible role of work engagement in explaining these results. A structural equation model has revealed the mediating role of the vigour component of the UWES scale in the relationship between the grandiose strategies and the occupational health outcomes.

Keywords: narcissism; burnout; compassion; sanctity; satisfaction

References

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