

4

Workplace Tips for Navigating Narcissism

1. If You're a Boss (The Narcissist Is Your Employee)

If you've hired a narcissist, don't fall into the trap of thinking things will get better. So what should you do? Fire them. No matter how skilled they may be, they are replaceable. You'll be better off with someone else, even someone less experienced but with more integrity.



2. If You're an Employee (The Narcissist Is Your Boss)

If you work for a narcissist, your situation is a little trickier. A narcissistic boss won't improve—in fact, they'll only get worse. Their lack of empathy and endless pursuit of supply will make the whole workplace a toxic environment. If it's possible to do so, quit your job or transfer to a different branch.

3. If You're a Coworker (You Work with the Narcissist)

To maintain professional boundaries with a narcissist at work, always follow up in writing to create a paper trail that protects you. Avoid engaging in their drama, gossip, or smear campaigns, and consult HR or management if necessary. Formal negotiation meetings can also help set clear boundaries and ensure accountability.



4. Further Help (If You Can't Quit)

Whether the narcissist is an employee, a coworker, or a boss, if you can't get out of the situation, there are a few other tactics you can try:

- Observe, don't absorb
- Respond, don't react
- Speak slower and lower to bring the tension down